

# HALIFAX

## HRP Training Overview

Board of Police Commissioners Meeting  
February 8, 2021



# HRP Annual Training - Overview

HRP uses an Annual Block Training model, which was introduced in 2009.

This model allows HRP to stay on the forefront of emerging issues while receiving a constant and consistent schedule of training across the organization.



# HRP Annual Training - Overview

Training is delivered in learning blocks and covers key areas of policing practice, namely:

- **INVESTIGATIVE**
- **DIVERSITY & INCLUSION**
- **GENERAL TOPICS**
- **DE-ESCALATION**
- **USE OF FORCE**
- **SUPPLEMENTARY TRAINING, AS IDENTIFIED**

The overall program reflects identified needs, emerging issues, risk management, strategic outlook and mandatory requirements.



# Investigative Training

A range of investigative programs and modules allow officers to stay current with investigative techniques. While the focus is on key areas of criminal investigations, training is updated as needed to reflect emerging issues, respond to the changing nature of crime (e.g. cybercrime) and give officers important new tools and approaches based on best practices in an increasingly complex environment.

## Examples:

- Court Preparation, Testimony, Articulation and Professionalism
- Search and Seizure
- Process for Summary Offence Tickets
- Arrest and Detention
- Impaired Driving Issues



# Diversity & Inclusion Training

A focus area for this category of training is to help officers identify and address cognitive and implicit bias, which can impact interactions with citizens. Other areas of focus of these programs to allow officers to learn important skills to become more culturally competent in their interactions with the public.

## Examples:

- Fair and Impartial Policing
- Workplace Rights/Human Rights
- Diversity Awareness
- LGBTQ2S+
- Dimensions in Diversity: *Stereotypes and Cultural Patterns*



# General Training

This is a broad category of training, capturing a broad range of training programs meant to continually reinforce and improve competencies to deal with many different areas that officers routinely experience.

## Examples:

- Forensic Identification Section (FIS) – Crime Scene Protection, Evidentiary Issues
- Police Ethics
- Domestic Violence Cases
- Fatigue Management
- Cybercrime
- Restorative Justice



# De-escalation Training

De-escalation training programs provide important tools and practices to officers in the area of conflict management, de-escalation and active listening during police interactions.

## Examples:

- Tactical Communication: Verbal Judo
- Judgmental Scenarios
- Subject Behaviour Officer Response (SBOR)



# Use of Force Training

This training applies both theory and practical scenarios on how to gain control of a variety of situations involving public safety matters, using no more force than is reasonably necessary, while maintaining officer and public safety.

## Examples:

- Conducted Energy Weapon (CEW)
- National Use of Force Model



# Supplementary Training

Throughout the year, a number of training opportunities are offered on an as-needed basis to complement our annual training schedule. It is based on emerging needs within the organization and externally.

## Examples:

- Journey to Change (HRP's in-house training)
- Legitimate and Bias-free Policing (HRP's in-house training)
- Police Ethics and Accountability (CPKN)
- Racially biased Policing (CPKN)



# Questions/Comments