



Public Order Training Unit Policy (Surrey and Sussex) (149/2025)

Abstract

This policy details the Surrey Police and Sussex Police establishment and training requirements for Public Order Commanders and trained officers.

Policy

1. Introduction

1.1 This policy outlines the commitment and articulates the principles by which both Surrey Police and Sussex Police Operations Command (OC) Public Order Training Unit (POTU) will discharge its functions in relation to the Strategic Policing Requirement (SPR) and Strategic Risk Assessment (SRA), ensuring capacity and capability across a range of Public Order Public Safety (POPS) disciplines.

2. Scope

2.1 This policy and associated procedures detail the following:

- Command numbers and accreditation process
- Procedure to enter the Public Order discipline
- Training requirements for all Police Support Unit (PSU) officers
- Public Order Public Safety Advisor Callout Criteria
- Public Order Level 2 Personal Protective Equipment (PPE)

3. Policy Statement

3.1 Surrey Police and Sussex Police will ensure that there are an appropriate number of officers trained in Public Order skills to meet the SPR and Force needs as identified by the SRA.

Procedure

1. Introduction

1.1 Authorised Professional Practice (APP) (Public Order Public Safety) provides direction and information to assist commanders, planners and advisors to prepare for and manage events where there is a risk to public safety and/or a potential for disorder. It also provides a description of a POPS event as:

POPS event or operation can be described as any of the following.

- Any event or operation (spontaneous or pre-planned) where the available information and/or intelligence indicates that there is a reasonably foreseeable risk to public order and/or public safety.
- Where the range and scope of the event or operation is above and beyond that of day-to-day policing requirements and requires dedicated, trained and accredited POPS policing resources.
- Events such as concerts, festival and VIP visits, which may not require the deployment of public order tactics but may require the police to perform public safety roles.

1.2 All Forces are required to train officers to Level 2 Public Order standard as set down in the National Police Public Order Public Safety Training Curriculum (NPPOPSTC) module B2 in order to meet both mutual aid commitments and further inter-force collaboration when dealing with public disorder. In addition, Surrey Police and Sussex Police will train and maintain a number of Level 3 trained staff in accordance with module B1. The numbers of Level 2 and Level 3 officers trained will meet the requirement under the SPR, alongside considerations highlighted by the SRA. The numbers of staff trained in other POPS related disciplines will be determined by the Surrey and Sussex SRA.

2. Commander Requirements

2.1 Surrey Police and Sussex Police are required to provide accredited officers to undertake Gold, Silver, and Bronze Public Order Public Safety (POPS) Command roles.

2.2 The accreditation process is detailed at POPS Commander Accreditation Process.

2.3 As approved at the Joint Chief Officers Meeting in April 2021 the Command numbers for each level are as follows: (redacted text)

2.4 Redacted section

3. Public Order Public Safety Advisors Cadre

3.1 Surrey Police and Sussex Police will maintain a cadre of nationally trained Public Order Public Safety Advisors (POPSAs) who will provide a 24/7 on call function. For details of when consideration should be given to consulting a POPSA, please refer to Public Order and Public Safety Advisor Callout Criteria.

4. Police Support Unit (PSU) and Associated Disciplines

4.1 Surrey Police and Sussex Police are mandated to have (redacted text) PSUs available for mutual aid deployments between them.

4.2 The split using this formula means Surrey Police provide (redacted text) PSUs and Sussex Police provide (redacted text) PSUs. This supports the SPR and the National Mobilisation Plan.

4.3 To achieve this, Surrey Police will aim to train (redacted text) Level 2 only PSUs and Sussex Police will aim to train (redacted text) Level 2 only PSUs. The Divisional PSU Level 2 requirement is aligned to each Forces Resource Allocation Formula (RAF). These numbers are aspirational to try and ensure a spread of skills and minimise

abstractions, however overall capacity and capability will be drawn from a variety of departments across both Forces.

Specialists who hold additional skills (such as PSU Driver, Forward Intelligence Team (FIT), Evidence Gathering Team (EGT), Protester Removal Team (PRT) and Operational Support Medic (OSM)) will be included within these numbers. Redacted text

4.4 PSU officers should in principle only hold one Public Order specialism in addition to their Level 2 skill (not including Method of Entry (MOE)). Variance will be managed by Divisional Public Order Single Point of Contact (SPOCs) in the context of local need. All specialist officers must be Level 2 trained (where this is required in the role profile) to maintain their skill in line with discipline co-requisites.

4.5 Surrey Police and Sussex Police have a national mobilisation requirement to also provide (redacted text) x Level 3 Beat Duty Units (BDUs), which equates to (redacted text) Inspectors, (redacted text) Sergeants and (redacted text) Constables trained to the B1 Level 3 national role profile. The number of Level 3 officers trained above this requirement will be determined by the SRA.

5. Uniform and Equipment

5.1 Dress codes will comply with national standards defined by the College of Policing. PPE for Level 2 officers will meet the requirements outlined in Module G1 of the NPPOPSTC and listed at PPE for Level 2 officers. This uniform will be supplied by the Forces and only supplied uniform / equipment will be used. Any accommodations in uniform required e.g. for religion or disability etc., will be considered on a case-by-case basis, in line with health and safety and operational requirements.

6. Requests to Train as a PSU Officer

6.1 Officers wishing to train as a Level 2 PSU officer should be supported by their supervisor and be able to meet all elements of the national role profile as detailed in Module G1 or the NPPOPSTC. Officers will generally only be considered for an initial course following attendance at a public order taster day. Public order taster days will be scheduled across each year to ensure that sufficient access is available to officers aspiring to become public order level 2 trained. The Divisional SPOC will select officers based on Divisional requirements and they will be booked onto a PSU Initial Training Course in accordance with standing Force procedures. Requests to train are particularly welcome from underrepresented groups and any additional support or adjustments will be considered.

Officers need to have reached independent patrol status before they are eligible to be trained.

7. Training and Fitness

7.1 Officers training in Level 2 PSU and any associated discipline that requires Level 2 training (e.g., EGT, OSM, Tactical Driver) must achieve Level 6.3 on the Job Related Fitness Test (JRFT) or equivalent level on the approved alternative test. For other POPS disciplines (Level 3, FIT, Protester Removal Team (PRT), Protest Liaison Teams (PLT)), the standard is Level 5.4 JRFT or equivalent. Officers must also maintain their annual personal safety and first aid training requirements.

7.2 All officers must declare their fitness to train. POPS trainers will conduct appropriate warm up activities relevant to the training being delivered and an appropriate Health and Safety Risk Assessment. A framework 'Warm-Ups' lesson plan has been written by a qualified gym instructor and POPS trainer which will be subject to annual standardisation and sign off.

8. Training and Accreditation

8.1 Surrey Police and Sussex Police will train officers to standards outlined in the NPPOPSTC and in accordance with national role profiles. All training will be delivered by appropriately qualified and competent trainers.

8.2 Alongside Level 2 and Level 3 officers, both Forces will also maintain a number of specialist officers trained in disciplines that fall under the Public Order Public Safety (POPS) banner, such as Evidence Gathering Teams, Forward Intelligence Teams, Operational Support Medics, Protester Removal Team and Protest Liaison Teams. They will be trained in accordance with the standards set out in Module G1 of the NPPOPSTC. The numbers trained in each discipline will be set in line with Forces requirements. Although efforts will be made to provide an equal spread among divisions where possible in line with the indicative numbers below, it is recognised that other departments contribute to POPS policing and officers move between divisions and departments, while retaining their skills. Overall capability and capacity will be calculated on cumulative deployable numbers. Redacted text

Both Forces may choose to train officers in MOE who are not Level 2; however, those officers sit outside this policy, refer to Method of Entry Training Requirements.

8.3 Officers can only be declared on Mercury and be deployed on mutual aid if they meet all the requirements of the National Police Coordination Centre (NPoCC) national role profiles.

8.4 NPPOPSTC module G1 states that to be a L2 Public Order officer, police officers must attend training which meets module B2 every 12 months (365 days).

8.5 In order to achieve this, Surrey Police and Sussex Police will put on sufficient training courses to allow for reaccreditation to take place. It is imperative that officers book on and attend training. Any individual who wishes to cancel their booked training must have the decision supported by a Chief Inspector / staff equivalent or above.

8.6 Students must successfully complete the full course to achieve accreditation (5-day initial, 3-day refresher). If any day(s) of training is missed it will be a decision for the lead POPS trainer as to whether a further course needs to be attended.

8.7 Failure to attend training within 365 days means the officers fall outside of module G1 and would therefore be unable to be deployed as Public Order officers on mutual aid.

8.8 Following attendance at an initial course, where an officer does not return to training within two years of their qualification date, they will be required to complete a further 5-day initial course.

8.9 Following attendance at a refresher course, where an officer does not return to training within two years of their qualification date, their training history will be referred to the lead POPS trainer and a decision as to the most appropriate course of action to reaccredit will be made. This will be documented in the student's training history.

8.10 For all other POPS disciplines (other than L2, specifically described above), the accreditation and reaccreditation requirements are defined in the NPPOPSTC with sufficient course provision planned by POTU to meet operational requirements. In the event that an officer has fallen out of accreditation through non course attendance, the final decision as to whether an officer has to re-attend an initial course or a refresher course in that discipline will be determined by the lead POPS trainer.

8.11 POTU will regularly review attendance levels and training records and highlight any concerns to Operations Command Senior Management and Divisional Public Order SPOCs.

8.12 POPS Bronze Commanders will be required to complete both the fitness test and Public Order training as detailed within module G1 of the NPPOPSTC. Failure to complete this will invalidate any ongoing operational accreditation in that role.

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8.14 Due to the training investment and the need to maintain operational capability all officers trained to B2 standard will be expected to complete a minimum two year tenure in the role. There will also be a minimum tenure of two years for any officer undertaking a specialist Public Order role.

8.15 Any officer who wishes to relinquish their additional skills should:

- a) Notify their supervisor outlining their reasons, then
- b) Supervisor forwards to Divisional Public Order SPOC, then
- c) Divisional Public Order SPOC forwards to POTU for final confirmation.

For PSU Commanders (Insp) the request to withdraw must be sent to the POTU Inspector.

For Bronze, Silver and Gold Commanders the request to withdraw must be sent to the Superintendent (Planning and Support, Operations Command).

8.16 Officers may retain their skills upon promotion dependent on current Force requirement.

8.17 All POPS training and assessments will be delivered by suitably qualified trainers and assessors. Any appeals against an assessment decision must follow the following pathway:

- a) appeal to the assessor who made the decision, if not resolved then
- b) appeal to the POTU Inspector in writing, if not resolved then

c) final appeal in writing to the Assessment and Verification Team (IQA) within OC.

9. PSU Inspector Retention Procedure

9.1 Due to the additional pressures and demands that are frequently put on PSU Inspectors and Bronze Commanders, it has been agreed that financial compensation will be given when deployed on mutual aid. This compensation will be £100 per day, up to a maximum of £500, for each deployment. This compensation can be claimed for any mutual aid PSU deployment outside the Surrey and Sussex collaborated area.

Team: Operations Command