COP25-2024 – Training Videos

Pre-Market Engagement

July 2024

**College of Policing**

**Market engagement specification – Training Videos**

1. **Introduction & Background**

1.1The College of Policing (the Authority) is the Professional Body for all in policing in England and Wales. Working together with everyone in policing, we share the skills and knowledge officers, and staff need to prevent crime and keep people safe.

We set the standards in policing to build and preserve public trust and we help those in policing develop the expertise needed to meet the demands of today and prepare for the challenges of the future.

We have a mandate to set standards in professional development, including codes of practice and regulations, to ensure consistency across the 43 Home Office forces in England and Wales.

We also have a remit to set standards for the police service on training, development, skills, and qualifications, and we will provide maximum support to help the service implement these standards.

Further information is available on the College website: [Working together | College of Policing](https://www.college.police.uk/)

1.2 Multiple investigations and reviews have highlighted the existence of sexist, misogynistic and racist behaviours within policing. The Authority has applied a behavioural science approach to help understand what is enabling these behaviours to persist in policing and what interventions are most likely to be successful in tackling them.

1.3 Following extensive research, four interventions have been identified that collectively aim to support supervisors to deal with sexism, misogyny, and racism within their teams. These interventions are:

* Regular pulse checks which track local culture in real-time to increase awareness and accountability.
* Evidence-driven communications which increase motivation and commitment to change.
* Training for supervisors which simulates problematic encounters to practice intervening on inappropriate behaviour
* Peer reflection sessions held monthly that provide supervisors with a safe environment to continue to discuss and improve the handling of poor behaviour.

1.4 The Authority is currently developing these interventions and will be piloting them with a few forces later this year.

1.5 The experiential training will be designed to be interactive, emotive, and accessible – enabling participants to learn about misogyny, racism, and sexism, to show how to facilitate better conversations between team members and improve culture across forces. It is planned to be two days long, delivered in-person in small groups.

1. **Supplier requirements**

The Authority are looking to appoint a Supplier to develop and deliver a series of training videos which will depict different scenarios relating to misogyny, racism, and sexism. These scenarios will reflect the lived experience of police officers and staff and will aim to:

* Illustrate to participants how misogyny, racism, and sexism is experienced in day-to-day contexts.
* To help participants identify misogyny, racism, and sexism.
* To demonstrate good practice, and role model good discussions about misogyny, sexism, and racism in the workplace.
* To demonstrate poor practice, and what to avoid when having sensitive topic discussions.
* To illustrate how misogynistic behaviour can escalate, if left unchecked.
* To demonstrate the importance of early intervention.

1. **Scope of the Contract**

The Authority is looking for a provider to aid the Authority team in developing and producing the video content for this training.

It is anticipated that dependent on budget, the level of engagement with these requirements may vary. The number of videos requested will also be dependent on costings. The Authority team have developed a variety of scenarios which can be explored.

1. **Key deliverables**

The Authority envisages that the project will include the following:

* To support in the writing of scripts and scenarios for the videos.
* To film the scenarios.
* To provide pre- and post-production services.
* To provide actors, or work with actors provided by a separate company. There is also a possibility to work with police volunteers for some of the proposed video scenarios.
* To provide authentic filming locations, or, to film on locations provided by the Authority.
* To advise the Authority team on video structure and length.

1. **Pre-Market Engagement Questions to Suppliers**

As part of this Pre-Market Engagement the Authority would like to ask Suppliers to answer the following questions. This will help the Authority to finalise the specification document and support the development of a robust Business Case for the work and resulting contract.

Interested Suppliers must respond to the question set as outlined below – by completing this document and emailing it back to [Bea.Wilkinson@college.police.uk](mailto:Bea.Wilkinson@college.police.uk).

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| **Q1. What would be an indicative costing for 1 x five-minute video? What would the scale of costings be for additional videos? E.g. 3 videos or 5 videos.?**  **Your answer should be limited to 500 words** |
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| **Q2. What would be an indicative costing for collections of smaller clips (if the scenarios are shot as collections of individual scenes edited together to produce the narrative, these could also be split down into shorter clips)?**  **Your answer should be limited to 500 words** |
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| **Q3. What would be an average difference in costings for videos shot on College locations, vs locations provided by the external agency?** |
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| **Q4. Do you have capacity to begin work on this project in September or earlier? As part of your answer please provide an outline project plan with dates and a summary of how resource within your team would be allocated.**  **Your answer should be limited to 500 words** |
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1. **Confidentiality Requirements**

In compliance with the Authority’s legal requirements for processing personal information as governed by the general data protection regulation (GDPR) and the data protection act 2018 (DPA), all information supplied by the Authority shall be treated in a secure and confidential manner by the Supplier, including all delegate, and results related data being held by the Supplier. In particular, the Supplier will ensure adequate controls and safeguards are in place when processing special categories of information.

The Supplier must ensure that they apply proportionate system security measures to protect all data and all information that they create, handle, transmit/transfer, share, store or dispose of in relation to this contract.

1. **Intellectual Property rights**

All Intellectual Property Rights will remain with the College, following the development of any creative advertising materials and products.

1. **Security and vetting requirements**:

The Authority requires the SPS Provider to ensure all staff involved in the managerial operation of this contract have security clearance or ability to obtain security clearance to the level of NPPV2 from the project start date. Role Actors will have to pass basic security checks prior to attending Authority Sites and must be willing to co-operate with the Authority’s instructions in terms of providing relevant documentation etc.

1. **Timescales**

**Completed Questionnaire’s must be submitted by**

**Friday 12th of July 2024 16:00 hrs.**

Any responses received after this date will not be evaluated.

The Authority envisages to run a short tender exercise following this pre-market engagement and anticipate being able to award a contract with the following timelines:

**Contract start date:** Ideally 1st September 2024 – or as soon as possible thereafter.

**Length of contract:** 31st March 2025 – with a possible extension option for another 6 months.