



Peterborough Police Service Board

Policy Skills Development and Learning Plan 2026-AI-002

Contents

- 1.0 [Authority](#)
- 2.0 [Definitions](#)
- 3.0 [Board Policy](#)
- 4.0 [Direction to the Chief](#)
- 5.0 [Report to the Board](#)
- 6.0 [Implementation](#)

1.0 Authority

- 1.1 Subsection 37(1) of the *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*, (“CSPA”) provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by section 10 of the CSPA;
- 1.2 Subsection 38 (2) of the CSPA provides that a Police Service Board may establish policies respecting matters related to the police service or the provision of policing;
- 1.3 O. Reg. 392/23: Adequate and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services;

NOW THEREFORE THE PETERBOROUGH POLICE SERVICE BOARD APPROVES AND ADOPTS THE FOLLOWING:

2.0 Definitions

In this Policy:

- 2.1 **“Act”** or **“CSPA”** means *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*, as amended;
- 2.2 **“Board”** means the Peterborough Police Service Board;
- 2.3 **“Chief”** means the Chief of the Peterborough Police Service;
- 2.4 **“Member”** means a member of the Peterborough Police Service;
- 2.5 **“Service”** means the Peterborough Police Service.

3.0 Board Policy

- 3.1 The Board recognizes that proper training and skills are of the utmost importance, and it is therefore the policy of this Board that appropriate skills development and learning be mandated in accordance with the procedures established by the Chief as directed by this Policy.

4.0 Direction to the Chief

- 4.1 The Chief shall develop and maintain a Skills Development and Learning Plan for Members.
- 4.2 The Chief shall ensure that the Skills Development and Learning Plan ensures the development and maintenance of necessary knowledge, skills and abilities of Members.
- 4.3 The Chief shall ensure that the Skills Development and Learning Plan is reviewed on an annual basis and amended as required.

5.0 Report to the Board

- 5.1 The Chief shall report to the Board on the implementation of this policy as follows:
 - (a) In response to questions from the Board regarding Service procedures developed pursuant to the policy, either verbally at a meeting when the questions is asked, or in writing at the next regularly scheduled Board meeting, as directed by the Board; and

(b) Within thirty days of the Chief becoming aware of a breach of Service procedures developed pursuant to this policy that the chief in his sole discretion determines to be a significant breach that could result in liability for or reputational damage to the Board or the Service, the Chief shall provide a written report to the Board explaining:

- (i) the breach;
- (ii) the circumstances surrounding the breach;
- (iii) the Chief's liability or reputational concerns; and
- (iv) the corrective measures taken, including amendments to the procedure to guard against future breaches.

6.0 Implementation

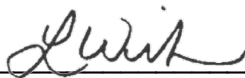
- 6.1 That the Board approves and adopts this Policy #2026-AI-002 Skills Development and Learning Plan which shall come into force on July 22, 2026.
- 6.2 That Policy #AI-002 Skills Development and Learning, enacted on October 20, 2014, is hereby repealed effective July 22, 2026.



Mary ten Doeschate, Chair
Peterborough Police Service Board

July 22, 2026

Date



Lisa Wilson, Executive Assistant
Peterborough Police Service Board

July 22, 2026

Date