

# National talent development strategy

The national talent development strategy (NTDS) helps forces to grow their leadership capacity, plan for the future and invest in talent at every level.

First published 27 January 2025

## Introduction

The College of Policing is helping to transform how leaders are trained through the five stage police leadership programme and the creation of the national centre for police leadership (NCPL).

Part of this transformation is the **national talent development strategy** (NTDS) which will help forces to grow their leadership capacity, plan for the future and invest in talent at every level.

Developed with our partners from across policing, the NTDS will introduce a consistent approach nationally, and is dedicated to supporting leadership development, promotion, and progression for everyone in policing.

The NTDS will help to address the gaps in leadership by ensuring that everyone in policing (officers, staff and volunteers) who shows leadership ability is:

- recognised
- able to progress
- equipped with the skills they need to be successful

### Video Transcript

The police service is full of talented officers, staff and volunteers, who work hard every day to keep the public safe.

By recognising this talent, we can give everyone in policing the opportunity to reach their potential.

You might be looking to increase your knowledge and skills in your current role, or you might be interested in leadership, promotion or moving to a different area of policing.

Whatever your priority, the national talent development strategy will support you.

The strategy sets out six requirements to help your force develop talent inclusively, fairly and transparently.

It also comes with a toolkit containing useful guidance, resources and initiatives.

Forces can adopt these new initiatives, create their own or use a combination of the two.

Together, we can ensure that we uphold the highest standards, cut crime and serve our communities.

The strategy is part of our offer for leadership at all levels of policing, delivered through the National Centre for Police Leadership.

When we invest in talent, we invest in the future of policing.

Find out more at [college.police.uk](http://college.police.uk)

## Objectives

The NTDS will play a crucial role in helping police forces to:

- develop their workforce by helping all officers, staff and volunteers reach their full potential
- support the retention of individuals by investing in their development
- identify, develop and enable individuals with senior leadership potential, particularly from under-represented groups
- improve leadership capability and capacity at all levels.

## Implementation

As part of the NTDS, we are releasing a [\*\*implementation toolkit\*\*](#) (you will need to log in), which will help forces to deliver the NTDS, while retaining the flexibility to address local issues and unique challenges.

For more information or support [\*\*email the implementation team\*\*](#).

## Related resources

- [\*\*National talent development strategy\*\*](#)

- [About our police leadership programme](#)
- [Police leadership programme](#)
- [Leadership standards](#)
- [National centre for police leadership](#)

## Tags

Leadership development