

# Our focus areas

Our strategic focus areas and how they will help us achieve our vision.

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## Enhancing leadership capability

Effective leadership is the foundation of good policing.

High-quality leaders will set the right culture with clear expectations, driving innovation and improving performance to gain the trust and confidence of the public.

Directly investing in leadership development and harnessing talent will ensure policing has the right leaders for the future, resilient to an ever-changing operating environment, consistent in upholding the highest standards and focused on serving our communities.

We will ensure policing leaders now and in the future drive cultural change and deliver the best service to the public.

## What we'll achieve

- We will build the capability of leaders across all levels of the workforce.
- We will create a profession where talent is recognised, harnessed and retained.
- We will provide policing with an inspiring learning environment that promotes professionalism, best practice, ethical standards and a positive culture.
- We will understand and test what works to drive culture change in policing.

## How we'll achieve this

- Develop our [National Centre for Police Leadership](#).
- Refresh the promotion process to recognise and retain talent.
- Deliver a digital space for leaders to gain skills, network and share knowledge.

## Ensuring high standards

Operational standards provide a framework for high-quality policing.

As challenges become more complex, officers, staff and volunteers must be equipped with the knowledge and skills to reduce crime, improve investigations, protect the public and bring offenders to justice.

Everyone in policing must conduct themselves in line with the highest of ethical standards. Accreditation and professional development will give assurance to the public that all officers, staff and volunteers will act in a proportionate, lawful and accountable way.

We will set and assure operational and ethical standards for high-quality policing, equipping people with the knowledge and skills necessary to keep people safe.

## What we'll achieve

- We will focus on core areas that we know deliver reductions in crime and provide a better service to victims.
- We will ensure officers and staff are better equipped to support victims of crime, bring more offenders to justice and prevent harm.
- We will do more to make sure those working in policing adhere to the ethical standards and codes of conduct set by the profession.

## How we'll achieve this

- Professionalise neighbourhood policing and public protection.
- Improve the quality of investigations.
- Embed ethical standards and codes of conduct.

## Elevating performance

Applying evidence-based approaches to cutting crime is key to effective policing.

Harnessing the power of technology and innovation to secure efficiencies will free up officers and staff on the front line.

We will innovate using data-driven analysis, evidence and technology to transform efforts to cut crime, reduce demand and keep people safe.

## What we'll achieve

- We will advance the application of evidence-based policing.
- We will drive improvements in police performance.
- We will create a more efficient and effective workforce on a national scale.

## How we'll achieve this

- Drive improvement through the Centre for Performance, Innovation and Productivity.
- Boost our [What Works Centre for Crime Reduction](#).
- Strengthen a culture of evidence-based policing across the service.

## Tags

Corporate information and transparency