

New training to improve police investigations

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We've launched PIP 1 supervisors, a national learning programme to help lead better investigations and improve outcomes for victims of crime

News 4 mins read

At the core of every successful police investigation is a commitment to justice for victims, accountability for perpetrators, and safety for our communities.

Since 2003, our professionalising investigations programme (PIP) has set the standard for preparing officers to meet these responsibilities. But as crime becomes more complex and demands on policing increase, we need to do more to support those who supervise investigations.

That is why we have launched PIP 1 supervisors. Piloted in 28 forces, it is now available for all forces across England and Wales.

The programme directly responds to His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) recommendations that forces must:

- provide better training for investigators and their supervisors
- improve how investigations are overseen

About the programme

PIP 1 supervisors is designed for police sergeants and equivalent police staff who lead, direct or oversee criminal investigations.

It combines classroom learning with immersive Hydra exercises (a simulated "week in the life" of an investigative supervisor) alongside self-directed study, to build practical skills and confidence.

The programme helps supervisors to:

- lead more effective investigations that build stronger cases

- better support and develop their teams
- improve outcomes for victims
- reduce delays for victims and suspects across the criminal justice system
- drive a culture of prevention that reduces future crime

It focuses on changing culture as well as improving performance, using evidence-based techniques and behavioural change approaches.

For further information about the programme, email Jo Taylor, Policing Standards Manager at jo.taylor@college.police.uk.

Developed and tested with forces

PIP 1 supervisors was developed in collaboration with the National Police Chiefs' Council (NPCC), the Crown Prosecution Service (CPS) and 28 forces who piloted the programme.

Better supervision benefits the whole criminal justice system, reducing demand on policing teams, the CPS, courts and the prison service by catching problems earlier and driving a culture of prevention.

Effective supervision is the backbone of any successful investigation. When sergeants are well-equipped to lead their teams, cases are built more robustly, victims receive a better service, and the whole criminal justice system benefits.

PIP 1 supervisors gives front-line supervisors the skills, confidence and practical tools they need to make a real difference and it is hugely encouraging to see it now available to every force across England and Wales."

Assistant Chief Constable Tom Harding, Director of Operational Standards, College of Policing

Part of a wider commitment

PIP 1 supervisors directly responds to HMICFRS recommendations and represents the first step in a longer-term approach to raising standards in public protection. It is part of the College's commitment through the new [national centre for violence against women and girls and public protection](#) to professionalise public protection, prevent harm, support victims and witnesses, and bring more offenders to justice.

By investing in the supervisors who guide investigations every day, we are taking a critical step towards rebuilding public confidence in policing and delivering better outcomes for victims of crime.

Participant feedback

Read how participants in the pilot have benefitted from the programme.

Sergeant Jason Pemberton, Leicestershire Police



I came out of the programme with a healthier and more established understanding of the role of a PIP 1 supervisor. I was more confident in decision-making in line with investigative outcomes and thinking outside of the box to obtain evidence for offences to get the best possible outcome for the victim and their family.

As a direct result, my shift of neighbourhood officers rapidly became much more efficient and achieved significantly more positive outcomes. The strategy setting helps investigating officers to think and develop their own skills and investigative mindset, which in turn, in my experience, translated into better performance and outcomes.

Chris Burgess, Crime and Investigations Trainer



I found the programme to be thoroughly fit for purpose, providing clear investigative direction and guidance, supported by engaging and meaningful scenarios that significantly enhanced learning outcomes. A key strength of the programme is its flexibility. The ability to adapt the materials and scenarios to reflect local policing demands and issues, while still maintaining core learning objectives, ensures the content remains relevant and effective for our forces.

I have thoroughly enjoyed delivering this programme and the feedback from sergeants has been consistently positive. This is evidenced by the number of newly promoted sergeants who have contacted me directly requesting to attend the training, based solely on peer feedback.

Sergeant James Maguire, Northumbria Police



I have been a police constable for 13 years and a sergeant on a response policing team since 2022. Before the PIP 1 supervisors course, I felt I was an experienced investigator. However, the course made me realise that there was a wider range of investigative options available, which I would not normally have considered.

The course helped me learn from the experience of other supervisors, covering different roles and types of investigations and really made me think outside the box. I valued the input from the trainers who were knowledgeable and engaging and I can confidently say I am a better supervisor having taken part in the course."

Tags

Investigation Professional training CPD