

# Implementation guide for innovations - Guidance overview

Building and using evidence of what works in policing.

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## Introduction

This guide is designed to support the effective implementation of evidence-based innovation in policing. It offers practical advice to help individuals, teams and organisations introduce new products, services and approaches in a structured and sustainable way.

The guide's primary audience is project, programme, strategic and tactical leads who are responsible for delivering change at a local, regional or national level. It was created because of the growing need to harness innovation to improve police productivity. However, the principles and tools it provides are relevant to any change initiative.

The need for successful implementation has never been greater. Policing faces the dual pressures of rising demand and constrained resources. Innovation offers a viable route to increased productivity. Realising those gains depends not just on the quality of the innovation itself, but also on how well it is implemented. Many promising initiatives fail to deliver their full benefits because the challenges of organisational and behavioural change are underestimated or poorly managed.

This guide:

- outlines the core principles and activities that underpin successful implementation
- highlights common barriers and offers practical techniques to overcome them
- includes [checklists](#) and resources to support planning and delivery

Following this approach will help to increase the likelihood of successful adoption and maximising the benefits of change.

This is not a step-by-step manual. Implementation will vary depending on the nature of the innovation. Where detailed implementation plans or 'blueprints' are available from innovation developers, these should be used alongside this guide.

The guide has been developed by the College of Policing's Centre for Police Productivity, drawing on lessons from national programmes, including:

- the vulnerability knowledge and practice programme
- the National Police Chiefs' Council (NPCC) criminal justice portfolio
- the NPCC rapid video response team
- the experience of College colleagues in national implementation

## Navigating this guide

Teams will join the implementation process at different points, depending on the work they have been asked to deliver. Some will identify and select solutions. Others will take over once an innovation has already been chosen or is supported by a detailed blueprint.

Whichever stage you start with, you may find it helpful to familiarise yourself with the [national innovation landscape](#). This summarises how new ideas are identified, tested and shared across policing. It may also highlight opportunities relevant to your work.

You could then move straight to the stage that best matches your starting point.

- If you are starting from the beginning and are trying to understand the problem to solve, start with [Stage one: Explore and engage](#).
- If you understand the problem but have yet to choose the right innovation, go to the [select the right innovation section](#) of stage one.
- If an innovation has already been selected and you are preparing to implement it, begin at [Stage two: Plan and prepare](#).
- If you feel confident about the background to the innovation you are implementing, begin at [Stage two: Plan and prepare](#).

## Tags

Innovation