

Decision ID:

**PCCDJ**

**000791**

**2025**

## **1 Decision title**

### **Leadership Training Academy for Hampshire & Isle of Wight Constabulary**

#### **Executive summary**

The Leadership Training Academy, is a comprehensive programme designed to develop leadership capabilities at all levels of the Force and is aligned to the Police & Crime Plan 2024 – 2028 and HIOWC priorities.

The academy will enhance operational effectiveness, promote ethical leadership, and ensure the next generation of police leaders are prepared to meet the complex challenges of modern policing.

The academy will deliver structured development programmes, blending practical experience with evidence-based insights and focusing on core leadership competencies such as strategic decision-making, community engagement and operational command.

#### **Key Outcomes:**

- Strengthened operational leadership at every level
- Increased public confidence through ethical and accountable leadership
- Improved succession planning and talent retention

The request is for funding for one year to pilot a Leadership Academy model. The effectiveness of the model will be assessed during this period to inform future design and investment options.

#### **Recommendation(s)**

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We recommend proceeding with the implementation of the academy as outlined, with an initial investment of £359,500 for the first year to pilot the model.

This proposal seeks no uplift in training delivery staff, administration resources or senior leadership as these roles will be created from the wider portfolio for efficiency and value for money. The initial investment will ensure the successful delivery of high-quality leadership development programmes that align to Force priorities.

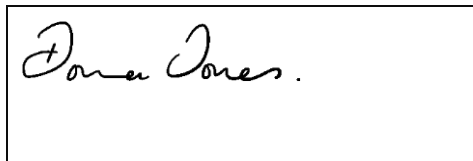
### **Statement on publication**

This Decision Record is suitable for publication.

### **Police and Crime Commissioner Approval**

I hereby **approve** the recommendation above.

Signature:



Name:

**Donna Jones**

Police and Crime Commissioner for Hampshire

Date:

10-04-2025

