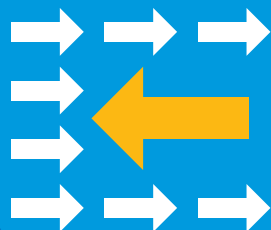


# LEADERSHIP REVIEW

## Culture

- 1 Existing police leaders should influence and drive the required culture change by demonstrating their own commitment to personal development and supporting the implementation of the review.



## Consistency



- 10 The Home Office should review whether existing structures, powers and authorities in policing are sufficient to support consistent implementation of these recommendations.

- 9 Introduce national standards for recruitment and promotion into all roles, ranks and grades.

- 8 Develop career opportunities which allow recognition and reward for advanced practitioners.

- 7 Increase flexibility in assigning powers and legal authorities to staff.



## Hierarchy



- 2 Review the rank and grading structures in policing across warranted and staff roles.

- 3 Embed the values articulated in the principles from the Code of Ethics in all local and national selection processes.

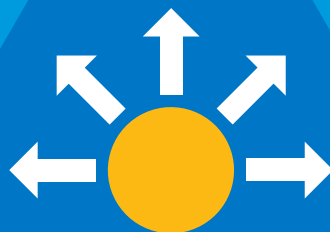
- 4 Provide a structure of entry, exit and re-entry points to allow for career flexibility.

- 5 Advertise all vacancies for recruitment and promotion nationally.

## Diversity



- 6 Create a new model of leadership and management training and development which is accessible to all within policing.



## Management and Leadership

## Lateral development