

Performance improvement plan

What a performance improvement plan is and when to complete one.

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Performance improvement plans (PIPs) can help deliver sustainable improvements under the [policing performance system](#).

A PIP is a structured, evidence-based document detailing how a force intends to address identified performance challenges. It is built on insights from the [root cause analysis](#) and will provide a clear roadmap for addressing concerns with suitable corrective actions.

You may find these resources helpful when completing a PIP:

- [Developing a performance improvement plan](#)
- [Practice bank](#)
- [College of Policing logic model](#)
- [Improvement resources](#)

Benefits

There are multiple benefits to completing a PIP. A well-developed PIP will:

- provide forces with a clear roadmap for addressing the root causes of identified performance issues
- encourage accountability and ownership for performance at both tactical and strategic levels
- enable forces to monitor their own progress, identifying risks, blockers and enablers at an early stage
- assure senior leadership and the [policing performance monitoring group \(PPMG\)](#) that performance issues are being addressed (levels three and four only)

When to complete a PIP

All forces are encouraged to complete a PIP, regardless of level.

Forces in levels one and two are strongly encouraged to develop a PIP to proactively tackle lower-level performance concerns and strengthen operational resilience.

Forces in levels three and four (special measures) are expected to draft a PIP. It should be shared with the Home Office, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) and the College for review and agreement on support and intervention elements.

Forces in these levels will be expected to submit their PIP to the PPMG for review and monitoring.

- [Go to developing a performance improvement plan for the step-by-step process](#)

Tags

Evidence-based policing