

**ACPOS News Release**

**29 January 2007**

## **FROM CADETS TO CHIEF OFFICERS - ENCOURAGING LEADERSHIP AND LEARNING IN POLICE SERVICE**

Modernising the Scottish Police Service through investment in people is the aim of a newly developed action plan launched today by the Association of Chief Police Officers in Scotland.

The revised action plan was unveiled at the Scottish Police College at Tulliallan today (Monday January 29) at a day-long conference focusing on workforce modernisation.

The key areas of work to be taken forward over the next three years include the introduction of a senior careers development service with an emphasis being placed on coaching and mentoring the future leaders of the service.

A Diploma in Police Leadership and Management has also been introduced to replace the police promotions exams system. The new diploma will provide a much more relevant curriculum to equip sergeants and inspectors to cope with modern day leadership and supervision demands. Those successfully completing the diploma will be able to apply to undertake a degree in police studies which, it is anticipated, will be of significant benefit for staff wishing to aspire to the highest levels of the service. Work being undertaken to improve the development and co-ordination of leadership across the service was also presented with outline proposals being discussed which will ensure that every member of the police service in Scotland will have the opportunity to improve their leadership abilities.

The action plan also deals with the projected turnover of workforce numbers which has been estimated to be as high as 50 per cent over the next five years. An example of this turnover is that it is anticipated that 120 of the 220 existing superintending ranks will retire from service during this period.

There is also an emphasis on continuing to attract new recruits from wide and diverse backgrounds including ensuring more women and more people from black and minority ethnic communities join the police.

Mr Cameron said: "The people who make up the police service in Scotland are the key to its success. That's why it's imperative that we ensure they have the right levels of investment in their learning, development and well-being as we go through this modernisation process.

"From the newest police cadets to the most senior officers, their ability to be able to lead and learn throughout their career should not be an add-on – it should be a must."

Justice Minister Cathy Jamieson welcomed the revised action plan. She said: "Scotland can be rightly proud of its police service. With record numbers of police

officers, supported by record resources, the country's eight police forces are working hard to make our communities safer places to live and work.

“However, we need to ensure that our police service continues to deliver an excellent service to communities across Scotland. The renewed ACPOS People Strategy Action Plan, including the National Police Diploma and the Senior Careers Development Service, will play a vital role in the continued modernisation of the police service. The service's focus on attracting recruits from all sections of our society will ensure that it can continue to meet the needs of a modern, multicultural Scotland.

“Improving leadership training and development will ensure that all police officers, from new recruits to senior officers, are equipped with the skills to deliver a service fit for the 21<sup>st</sup> Century.”

Mr Cameron added: “It's also important that our staff are highly skilled to deal with the vast range of policing issues, whether it be dealing with community safety issues at local level or the threat from serious and organised crime and global terrorism.

“That's why we are so proud of the Scottish Police College and the quality of training it delivers for over 21,000 people who form the police service in Scotland.”

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