

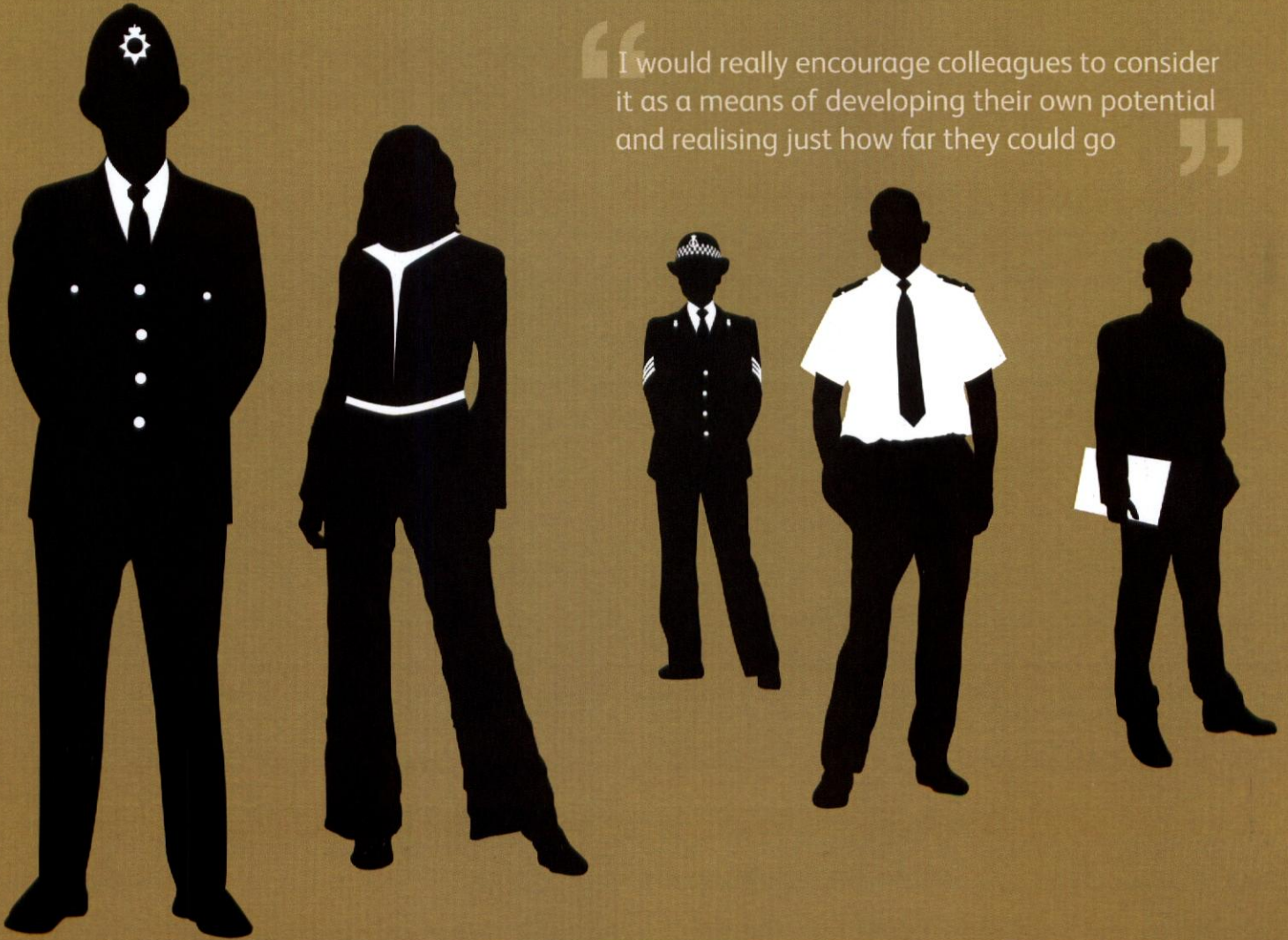
The Positive Action Leadership Programme (PALP)



NPIA
National Policing
Improvement Agency

Encouraging the retention and progression of members
of under represented groups in the police service

“ I would really encourage colleagues to consider
it as a means of developing their own potential
and realising just how far they could go ”



The Positive Action Leadership Programme (PALP)

Black and minority ethnic, gay, female, disabled officers and police staff and those from faith groups continue to be under-represented at all ranks and grades within the police service, particularly at senior levels and in key specialisms.

The Positive Action Leadership Programme (PALP), developed in partnership with stakeholders, staff associations and forces, is designed to encourage officers and police staff from under-represented groups to stay in the Service and apply for progression either laterally or through promotion.

Focusing on the day to day demands placed on individuals in the workplace, PALP provides a highly impactful, motivating leadership development experience. The four day programme consists of eight modules:

- Foundation
- Values, beliefs, conditioning and limiting assumptions
- Communication
- Making choices and conflict resolution
- Leadership
- Mentoring, coaching and networking
- Next steps and career development
- Life choice and vision

“I have started to make changes in my work and personal life because of it ...it boosted my morale and made me more focussed and motivated”

PALP programmes can be tailored for specific, single target groups, for example, all female or all ethnic minority delegates, or for groups of 'mixed' delegates who may not wish to disclose personal information about themselves.

Attendance is voluntary and discreet with places provided free of charge to officers and police staff from Home Office forces. The programme may also be available to officers and police staff from other forces on a cost recovery basis by arrangement with the NPJA.

For further information about the delivery of this programme please contact your Force Training Department or Local Staff Association or visit our website:

www.npia.police.uk