

College of Policing review: call for evidence

Introduction

Ten years since the College was first conceived, the new Chair, Lord Herbert of South Downs, has launched a fundamental review of the College's work.

The College is currently improving its connection to policing by redesigning the way we plan, prioritise, deliver and communicate about our work. We will be introducing new ways of working to improve the impact we can have with our work, so we can better support all those working in policing to keep the public safe.

While these changes will improve how we operate internally, we want to build on this to ensure we are meeting our full potential. We want to be as effective as possible across everything we do, from our products and services within our core offer, through to our position in the wider policing landscape. This review aims to help us do that.

The aims of the review are:

- to conduct a fundamental assessment of the College, its role, effectiveness and place in the policing landscape, considering its depth, reach and the boundaries within which it operates
- to ensure the College fulfils its mission as the confident professional body for policing, which is highly valued by every section of policing, from officers on the front line to chief constables and police and crime commissioners

Scope of the review

The review will cover three main areas, considering issues within each:

1. **The policing landscape and the expected role of a police professional body within it.** This includes the extent to which the College meets those expectations.
 - **Core functions** – the review will look at our core work (supporting professional development, sharing knowledge and good practice, and setting standards) to assess the impact and effectiveness of this activity. We will consider how well-used and impactful College products are in frontline policing, and in the development of priorities and policy. The review will not revisit the issue of membership.
 - **Policing landscape** – the review will specifically focus on the relationship between the College and other parts of the policing landscape to ensure remits are aligned and understood by all, and that engagement and influence is as good as it can be.
 - **Meeting expectations** – we will consider the extent to which we meet the expectations placed on us and whether or not these expectations are realistic and justifiable.
 - **Police mission** – we will look at how effective the College is in supporting a police service whose mission has been extended and capability stretched over the last 10 years.
 - **Policing priorities** – we will consider how the College can best respond to national priorities set by the National Policing Board and use its evidence base to support priority setting.
 - **Strategic vision** – the review will explore the College’s role in setting the strategic vision for policing.
 - **Brand and communications** – we will consider how the College communicates with its stakeholders, including the front line, and how well stakeholders understand the College brand and how could this be enhanced.

- **Police and crime commissioners** – we will consider the recommendations of the Government’s review of Police and Crime Commissioners and how the College can work with others, including the Association of Police and Crime Commissioners to deliver these.

2. **Delivering a service that meets the future needs of policing**, including:

- **Leadership** – building on our current consultation, we will explore how we promote and support leadership at all levels of policing and consider whether College products will ensure outstanding leadership at all levels.
- **Diversity, equality and inclusion** – the review will explore how we can better lead efforts to improve diversity, equality and inclusion in policing, including through the Police Uplift Programme.
- **Technology** – we will consider how the College exploits technology and responds to the challenges that technology presents policing.
- **Innovation and ethics** – we will explore the role the College has in the response to emerging issues, including proactively identifying and considering ethical issues and where standards need to be developed.
- **Community engagement** – we will look at the role of the College in capturing the views of communities to help inform our products.
- **Value for money** – the review will consider the value for money provided by the College, specifically the services it provides for policing, to ensure it is as efficient and effective as possible.

3. **Exploring future opportunities**

- **International expertise** – we will consider how the College might play a greater role on the international stage in evidence gathering and as a thought leader.
- **Revenue generation and international markets** – the review will look at whether we can increase revenue coming in to reinvest into policing.

Call for evidence

We have launched this call for evidence to ensure that anyone with an interest in policing has an opportunity to feed into the review.

This is one of a number of ways in which people can contribute to the review. In addition to this call for evidence, we will be carrying out a series of interviews and focus groups. We will also draw on the results of our College survey, which is sent out to all police officers, staff and volunteers.

We are interested in hearing any views relating to the scope set out above. Reflecting on those issues, we are particularly interested in receiving responses to the questions outlined below.

You may find the form below helpful when responding or you can send your views directly by email to Review@college.pnn.police.uk. Please respond no later than 30 April.

1. What the College does particularly well, and where could it improve?

[Click here to enter text.](#)

2. What issues and areas, either set out above or missing, should be prioritised for activity and what should be deprioritised?

[Click here to enter text.](#)

3. Is the College occupying the right part of the policing landscape, or do relationships across policing need amending, and, if so, how?

[Click here to enter text.](#)

4. How can the work of the College, across the areas set out, be better understood and valued by all in policing?

[Click here to enter text.](#)

About you

Name (optional)	Click here to enter text.
Role (optional)	Click here to enter text.
Organisation (optional)	Click here to enter text.
Please tell us if your views are personal or whether they represent an official response from your organisation. If official, please state in what context (eg, chief constable, head of information)	Click here to enter text.
If you are willing to be contacted, should we need further clarification on your comments, please provide your contact details	Click here to enter text.

Privacy Notice

The information you have provided will be held by the College of Policing in accordance with Data Protection legislation. Your information will be lawfully held and processed for the purposes of informing the College of Policing review.

The information will be processed under the lawful basis of public task. The information you provide will only be used to inform our review.

Your personal information may be shared with internal business units when analysing feedback. Your personal information will not be shared externally or outside of this process. We will hold your information for one year. After this period your information will be securely disposed of.

The College takes its data protection responsibilities very seriously. Your information will be held securely and will only be processed for the purposes stated above or to fulfil a statutory obligation. You have certain rights under the Data Protection legislation regarding your personal information, which includes the right to access information held about yourself, to ensure it is accurate and to ask it is deleted or no longer processed. For more information about your rights please see our full privacy notice on our website.