The overarching aims of the Leadership Strategy are to:

• **Improve leadership capability** - develop excellent leaders capable of transforming our workforce via their performance and contribution to the right culture, ethical behaviour and behavioural expectations.

• **Strengthen an inclusive and valued workforce** - Improving our organisations approach to EDI by developing the way our leaders think and establishing clear pathways for under-represented groups.

• **Add value to the force wellbeing strategy** - Dovetailing with our wellbeing strategy to improve the health and wellbeing of our workforce through effective leadership thereby reducing sickness levels, absenteeism, attrition, workforce dissatisfaction and improving morale.

• **Provide effective talent management** - Identifying and developing talent and leadership capability at all levels leading to improved organisational capability and succession planning.

• **Leaders that are ready for the future** - Extending our frame of reference in order to future proof our leadership ability in readiness for the challenges ahead.

*The strategy sets out a plan to develop and deliver leadership products at 5 recognised levels of the organisation, in line with College of Policing curriculum.*

[Leadership standards | College of Policing](https://www.college.police.uk/career-learning/leadership/leadership-standards)