

## SPECIAL CONSTABULARY NATIONAL STRATEGY IMPLEMENTATION PROGRAMME

### SC Senior Leadership Programme

#### Introduction

In 2008, the Home Office Green paper pledged funding for Leadership training to develop and enhance the capabilities of the Special Constabulary (SC). Following this publication, and the Special Constabulary National Strategy Implementation Advice, the National College of Police Leadership has worked closely with members of the SC Strategy Programme Board and stakeholders to develop and deliver a Senior Leadership Programme (SLP) specifically for the SC.

The SC SLP has been developed to provide an improved understanding of leadership. The programme will provide delegates with an ability to establish a clear set of values, ethics and standards, whilst dealing with a range of differing, and often competing, demands.

#### Programme Overview

The key objective of the SC SLP is to increase the capability of SC senior leaders by equipping them with the skills and knowledge to support and influence their chief officer teams in force in relation to performance and value for money. Programme content has been developed to meet the current and future needs of the service and has been supported with consultation with SC chief officers, the Association of Chief Police Officers (ACPO) and other senior police officers.

The SC SLP features:

- Emotional intelligence
- Negotiating and influencing
- Values and ethics
- Performance management
- Organisational change
- Public confidence

#### Who should apply?

The SC SLP is aimed at SC leaders operating at chief inspector/equivalent level, and above. It is particularly of value to those officers who frequently interact with senior regular officers and/or lead a significant number of SC officers. Due to the bespoke nature of the programme, the SC SLP is aimed at SC leaders working within the SC only. Leaders outside of the SC should enrol on the [Senior Leadership programme](#).

#### Why should I enrol and what are the benefits of the programme?

This is a bespoke programme which has been developed from the [Foundation for Senior Leadership](#) programme. It provides a unique opportunity for senior SC leaders to develop and gain new skills and consider how these can inform the development of the SC. It also provides the opportunity for SC leaders from across the country to engage with the National College of Police Leadership and network with colleagues. Continued professional development is a key aspect of leadership and work is also currently ongoing to see how the programme can align itself to professional accreditation with the Chartered Management Institute (CMI).

## Learning Outcomes

The SC SLP will assist delegates in developing their performance by being able to:

- Explain the professional management of performance required to improve service delivery
- Describe current strategic leadership styles
- Describe the implications of 'Confidence'
- Consider the implications of current Police Reform
- Demonstrate a strategic response to policing
- Understand the drivers for change in an organisation, the impact and management of change
- Understand the principles of values, ethics, and links to decision-making
- Understand the application of, and commitment to, equality of opportunity and diversity
- Apply the tools, techniques and models to the volunteer environment of the Special Constabulary
- Manage personal leadership development to support strategic ambition
- Take responsibility for their own self-development and learning

## Entry Requirements

To enrol on the course, applicants must have the support of their force. A nomination form is available via the NPIA Leadership courses web-pages.

The course is provided free of charge to SC officers from Home Office forces.

For further information please check the NPIA [SC SLP web-page](#), contact your NPIA SC Regional Coordinator, or Bramshill Customer Support Team: Telephone: 01256 602 300, Email: [leadershipbramshill@npia.pnn.police.uk](mailto:leadershipbramshill@npia.pnn.police.uk).

## Programme Delivery

The SC SLP is a National College of Police Leadership programme. It is delivered by experienced police officers at the NPIA's Bramshill site over two weekends, with a workplace assignment linking the two. The course runs for three days - commencing on a Friday evening at 20:00 and concluding Sunday, 17:00.

## What past students have said:

"As a direct result of this course, I have learned the value of environmental scanning and available resources"

"Just a quick note to say thank for the excellent course. It has given me some very useful tools which I believe will have a direct impact on my effectiveness"

"If found this course, trainers and other students enlightening. It has reinforced my learning and re-invigorated me for the future"

## 2010/11 Course dates

21-23 May 2010 and 25-27 June 2010  
23-25 July 2010 and 20-22 August 2010  
8-10 October 2010 and 12-14 November 2010  
7-9 January 2011 and 4-6 February 2011