



**PCC DECISION**

**REF 2023/002**

**Decision Title: Leadership Academy Acceleration**

**Decision summary:**

Agreement to proceed with Option A in the Leadership Academy Business Case as presented at the Constabulary Management Board on 27/04/23. For this Option there are recurring revenue costs of £89,400 per annum, temporary revenue costs of £101,900 for Year 1 and Year 2 and temporary overhead development costs of £140,000 for Year 1 only (the latter relating to the development of more online materials to support the next phase of delivery).

**Background or reference to supporting papers:**

Improving Team Leadership Business Case was presented at the Constabulary Management Board on 27/04/23. The purpose of this investment is to improve team leadership at Avon and Somerset Police. Team leadership skills are a force multiplier for the performance of others and have a powerful effect on the overall performance and culture of the organisation. The programme develops the clear standards for the five highest priority team leadership skills in Avon and Somerset's new Target Team Leadership Model and is aligned with the College of Policing's new first line leader curriculum. It is in addition to the current requirements related to NPPF and extends to both officers and staff. It largely replaces the optional current provision for first line leaders in the Leadership Academy to provide a focussed programme at scale. The programme has offerings through the lifecycle of a team leaders' journey, from early experience prior to taking on any role (Acting Ready), becoming a team leader for the first time (Core programme) and the ongoing development of those already in post (annual requirement).

**Avon and Somerset Police & Crime Commissioner**

I confirm I have considered whether or not I have any declarations of disclosable interest in this matter. Any such interests are disclosed.

*The above request has my approval.*

**Date**

20 JUN 2023

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**Police & Crime Commissioner for Avon & Somerset**

**CFO Signatures**

**Date 16/06/23**

*(OCC CFO required if decision requested or presented for approval by Constabulary)*

*P.R. Bui*

*N.J. Adams*

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**PCC CFO**

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**OCC CFO**

**Other relevant lead officer as required**

**Date 16/06/23**

*(e.g PCC CEO, COG lead)*

Chief of Staff

Alice Ripley

*Alice Ripley*

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**Job title**

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**name**

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**signature**