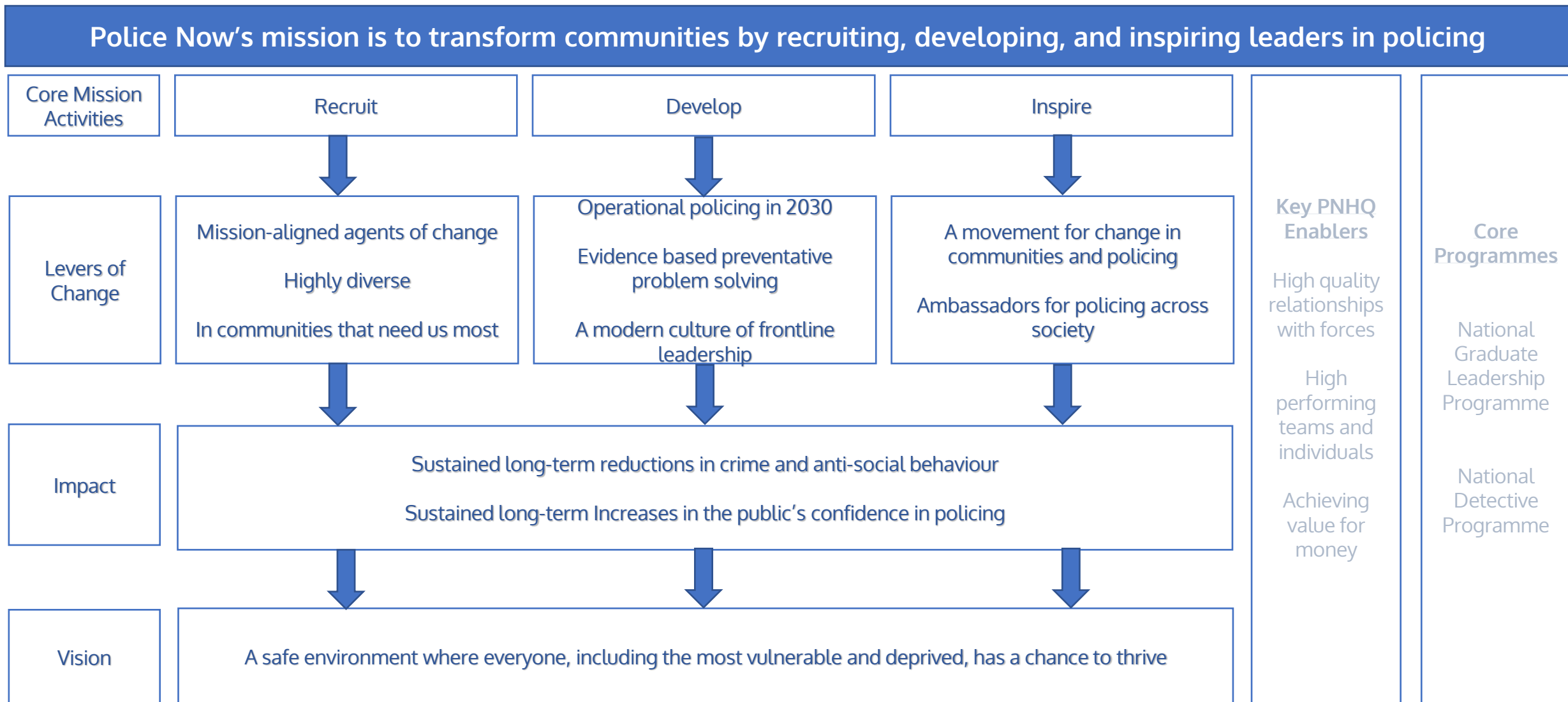




Police Now's Theory of Change

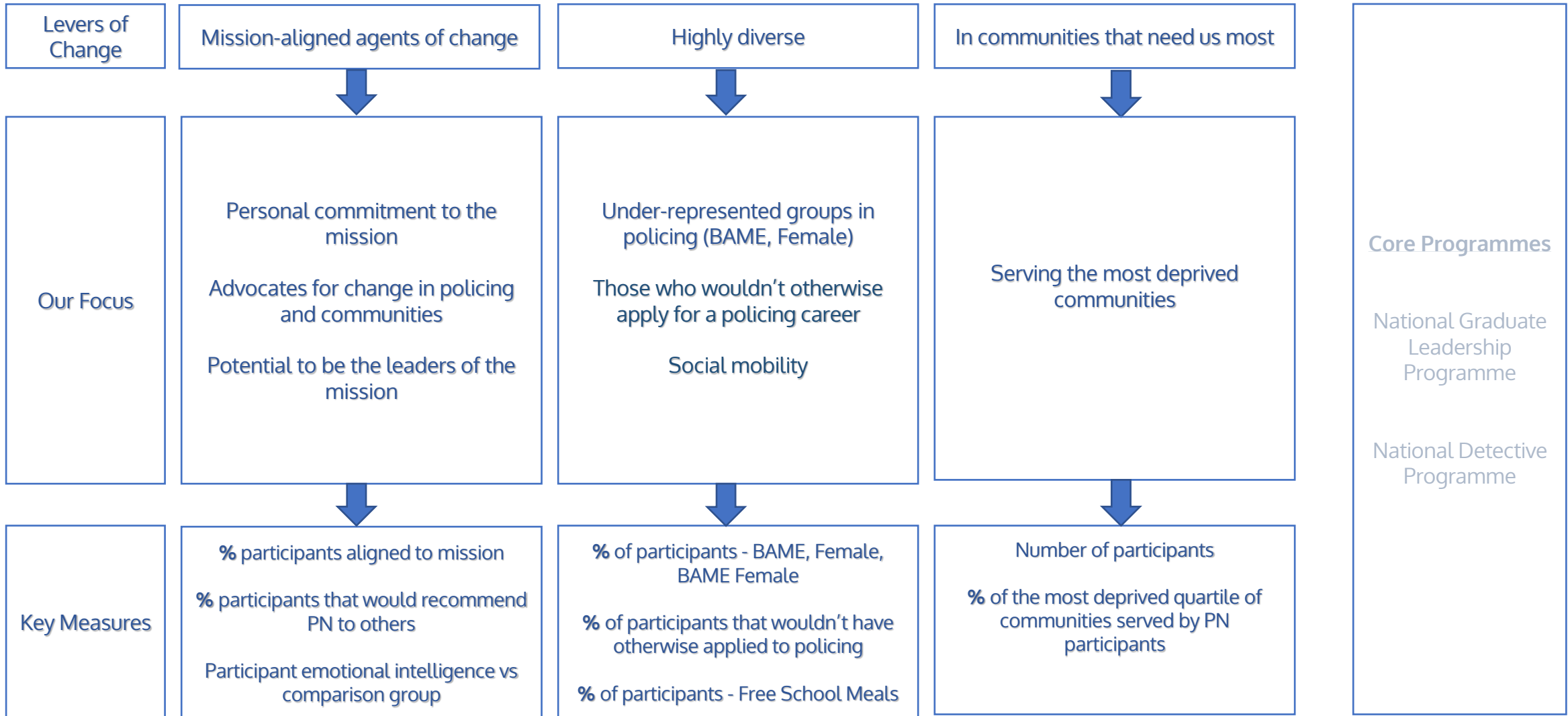
August 2020

Our Theory of Change links our Mission and Vision to what we actually do; it ensures there is a relentless focus on aligning our day to day activities with our Mission



Linking our activities to Police Now's Mission & Vision - Recruit

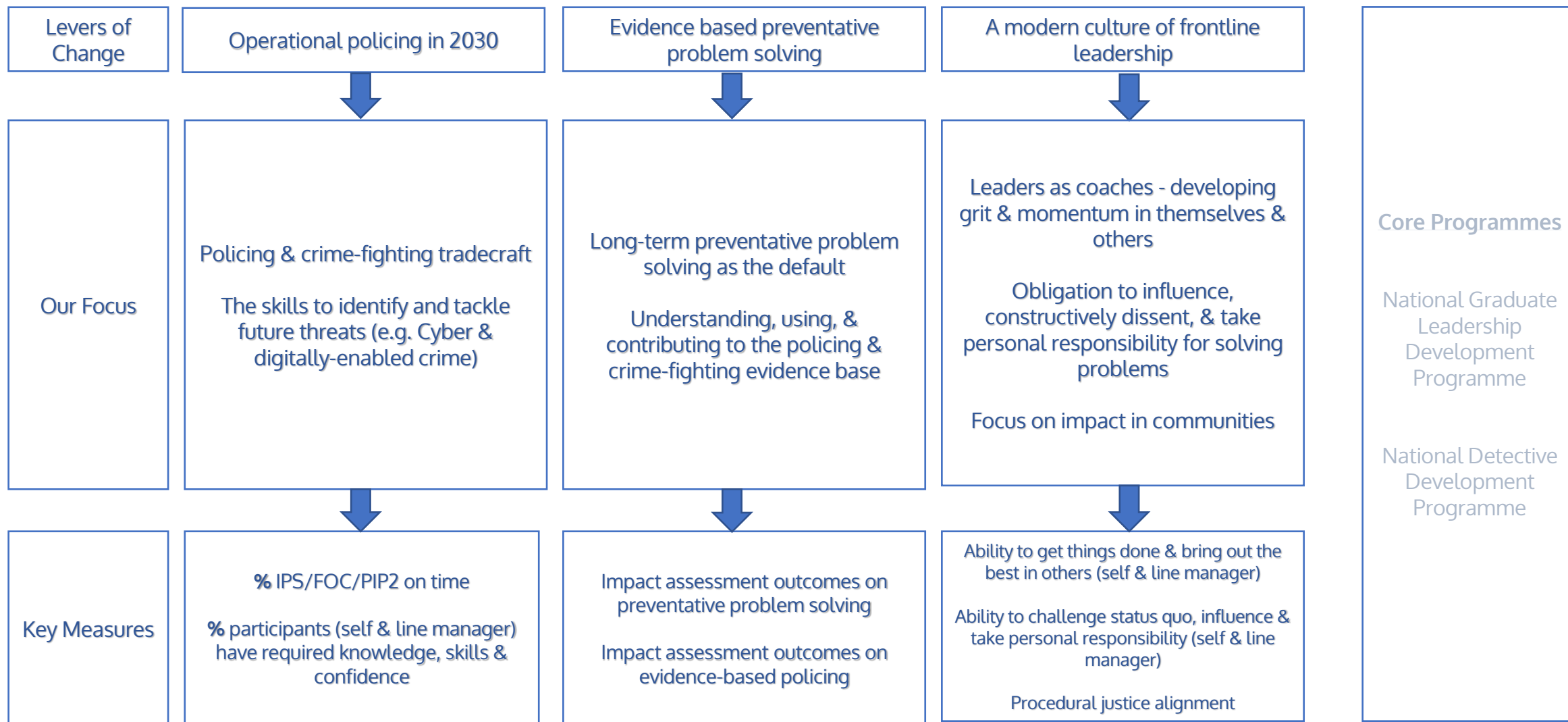
Police Now's mission is to transform communities by recruiting, developing, and inspiring leaders in policing



• As well as headline measures, differences according to socio-demographic characteristics (e.g. gender and ethnicity) are also measured

Linking our activities to Police Now's Mission & Vision - Develop

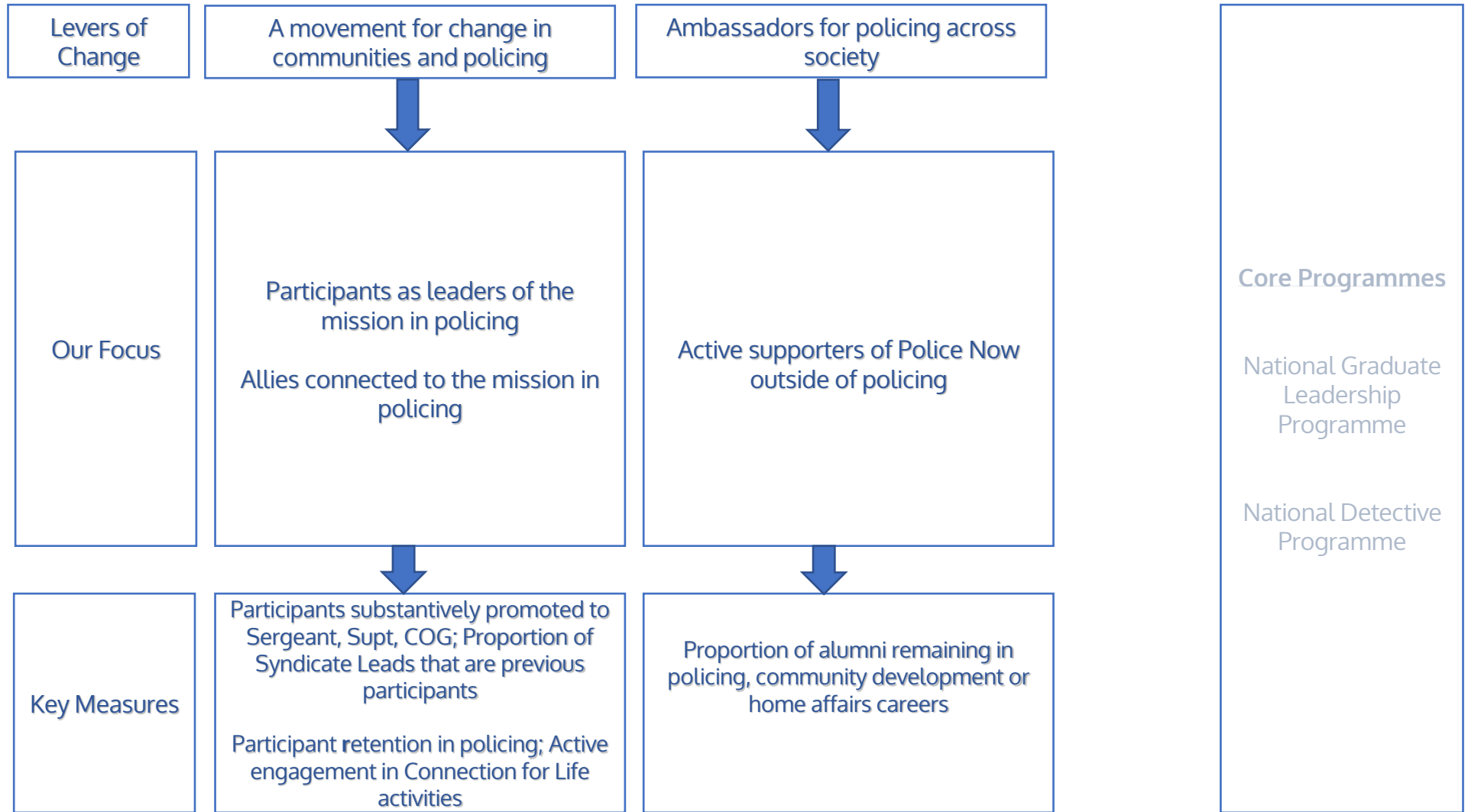
Police Now's mission is to transform communities by recruiting, developing, and inspiring leaders in policing



• As well as headline measures, differences according to socio-demographic characteristics (e.g. gender and ethnicity) are also measured

Linking our activities to Police Now's Mission & Vision - Inspire

Police Now's mission is to transform communities by recruiting, developing, and inspiring leaders in policing



- As well as headline measures, differences according to socio-demographic characteristics (e.g. gender and ethnicity) are also measured
- Alumni are participants who complete a PN Academy, Syndicate Leads, Stream Managers and PNHQ staff

By 2030 Police Now will have been recruiting, developing, and inspiring leaders in policing for 15 years - this is what we will have achieved

Police Now's Vision is for a safe environment where everyone, including the most vulnerable and deprived, has a chance to thrive

Police Now's Mission is to transform communities by recruiting, developing, and inspiring leaders in policing

Impact in our most deprived communities

A positive measurable impact on crime, anti-social behaviour, and the public's confidence in policing

Leaders in policing

PN alumni and ambassadors are becoming Chief Officers and Superintendents

PN is making a meaningful contribution to the leadership culture on the policing frontline

Leaders in diversity

Female and BAME people are over-represented in all elements of PN programmes

PN is making a significant contribution to increasing Female and BAME diversity in wider policing

Leaders in public service innovation

PN is recognised as a movement for change and as a key engine of research and innovation in policing, deprived communities, and wider public service