



Date: 31/01/2025
Our ref: 01/FOI/25/013954/V

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/25/013954/V

I write in connection with your request for information dated 10/01/2025, received by Greater Manchester Police (GMP) for the following information:

I would like to know the following:-

1. *How many officers do you currently have that manage a team?*
2. *What training do you provide for people management?*

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate information relevant to your request. I can confirm that the information you have requested is held by GMP.

CAVEATS

The number provided for question 1 excludes the North West Counter Terrorism Unit, external secondments and career breaks.

1. 1,975
2. HR senior partners have recently delivered a people management course specifically to First Line leaders that is focussed around HR skills in various topics including short term sickness management, long term sickness, management of staff with disabilities to highlight the support offered to those staff, management of flexible working and student officer management.

The Leadership team are currently designing the Police Leadership Programme. We are currently designing the foundation and first line leaders programme and are aiming to design the Mid-level leaders programme later this year.

GMPs leadership programme is based upon the College of Policing Police Leadership Programme (PLP). The PLP consists of 5 stages of leadership.

Stage 1 – Foundation Leadership

Stage 2 – First-Line Leaders

Stage 3 - Mid-Level Leaders

Stage 4 - Senior Leaders

Stage 5 – Executive leaders.

Stages 1 – 3 will be delivered by GMPs leadership training team and is based on the curriculum provided by the College of Policing, stages 4 and 5 are delivered by the College of Policing however GMP will provide an additional course to support the College of Policing stages.

The PLP programmes aims to provide a safe inclusive learning environment to develop officers, staff and volunteers across all ranks and stages of individuals careers with the necessary, relevant leadership skills needed to support the workforce within GMP. The programme defines the governance and infrastructure required to design, implement, and deliver an effective leadership programme, which is accessible to all GMP personnel based on the national direction and guidance from the College of Policing on leadership, this programme also takes into account GMPs plan on a page.

Each level of leadership has a curriculum that has been provided by the college of policing.

GMP aims to provide these programme levels in order to provide development for promotion, provide personal development and continuing professional development to consolidate and enhance leadership skills.

The overarching goals of the programme are to deliver consistent leadership development, enhance ethical and inclusive leadership, developing existing skills and prepare leaders for challenges within policing, this will ensure that all individuals within the organisation have access to leadership training through their career to enhance and support their development and effectively serve communities and adapt to the evolving demands of modern policing.

The PLP is currently in design and will aim to be launched around April 2025.

Further information on the PLP is available from the [College of Policing](#).