

Investigation

Developing investigative
capability that delivers
justice, protects the public
and strengthens trust



STRENGTHEN
INVESTIGATIVE
PRACTICE



UPHOLD
JUSTICE AND
INTEGRITY



PROTECT
COMMUNITIES



BUILD TRUST
AND CONFIDENCE

Investigation in a Complex World

Effective investigations rely on sound judgement, investigative integrity and evidence-based decision-making. Our programmes develop confident investigators through practitioner-led learning, operational expertise and immersive experiences that improve investigative capability and public confidence.

THE INVESTIGATION CAPABILITY FRAMEWORK

DEVELOPING INVESTIGATORS. DELIVERING JUSTICE. BUILDING PUBLIC CONFIDENCE.

Investigation that delivers lasting impact.

Effective investigations are at the heart of justice. They protect victims, hold offenders to account and strengthen public trust.

Our framework defines the capabilities investigators need to operate with integrity, professionalism and confidence in increasingly complex environments.

Building capability for a safer society.

At London Policing College, our investigation programmes combine operational expertise, evidence-based practice and immersive learning to develop skilled, resilient and adaptable investigators.

We prepare professionals to think critically, use evidence effectively, work collaboratively and deliver investigations that achieve justice and support the communities we serve.



ETHICAL PRACTICE

Upholding integrity, fairness and the highest professional standards.



ATTENTION TO DETAIL

Being thorough, accurate and diligent in every investigative step.



COLLABORATIVE WORKING

Working effectively across teams and organisations to solve complex cases.



QUALITY & CONTINUOUS IMPROVEMENT

Committed to high standards and learning to improve outcomes.



DATA & INFORMATION SECURITY

Protecting information and respecting privacy at every stage of the process.



COMMUNICATION & INFLUENCE

Communicating clearly and influencing effectively to achieve positive outcomes.

Our approach develops investigators who think critically, act with integrity and pursue the truth with confidence.

INVESTIGATION PATHWAY

Developing investigators. Strengthening organisations.
Delivering justice.



 INVESTIGATIVE INTEGRITY
  EVIDENCE EXCELLENCE
  COLLABORATION & PARTNERSHIP
  VICTIM FOCUS & FAIRNESS
  RESILIENCE & ADAPTABILITY
  PROFESSIONAL COMMUNICATION

BUILDING INVESTIGATIVE CAPABILITY AT EVERY LEVEL.
STRONGER INVESTIGATIONS. SAFER COMMUNITIES. GREATER PUBLIC CONFIDENCE.

From new investigators to experienced investigative leaders, our Investigation Pathway develops the knowledge, skills and professional judgement needed to conduct effective investigations, make evidence-based decisions and deliver justice with confidence, integrity and lasting public value.

Our Investigation Philosophy

Professional investigation is about more than gathering evidence; it is about pursuing the truth with integrity, fairness and impartiality. It requires investigators who can think critically, make sound decisions under pressure and maintain the highest standards of professionalism while supporting victims and protecting public confidence.

Every programme is built around these principles. Through practitioner-led learning, operational insight and immersive scenarios, we develop investigators who can assess evidence objectively, manage complex investigations and deliver justice with confidence, integrity and accountability.



INVESTIGATIVE INTEGRITY

Conducting investigations with honesty, fairness and the highest professional standards.



EVIDENCE-BASED DECISION MAKING

Applying critical thinking and professional judgement to make informed investigative decisions.



INVESTIGATIVE EXCELLENCE

Planning, managing and delivering thorough, proportionate and effective investigations.



VICTIM-CENTRED PRACTICE

Placing victims and vulnerable people at the heart of every investigation.



CONTINUOUS IMPROVEMENT

Learning from experience to strengthen investigative practice and organisational performance.



PRACTICAL, IMMERSIVE LEARNING

Building confidence through realistic scenarios, case studies and operational experience.

We develop investigators who combine professional judgement, investigative excellence and ethical practice to deliver better outcomes, strengthen public confidence and build safer communities.

OUR INVESTIGATION CAPABILITY OFFERING

Developing investigators. Strengthening organisations. Delivering justice.



INVESTIGATIVE FUNDAMENTALS

Building core investigative skills, understanding legal frameworks and ethical standards, and applying critical thinking to gather and assess evidence effectively.



INVESTIGATIVE PRACTICE

Applying investigative skills to plan, conduct and manage investigations, build strong cases and achieve proportionate and effective outcomes.



ADVANCED INVESTIGATIONS

Managing complex investigations, assessing risk and vulnerability, using advanced techniques and leading investigations in challenging and dynamic environments.



INVESTIGATIVE LEADERSHIP

Leading investigative teams, making strategic decisions, building capability and driving a culture of integrity, accountability and continuous improvement.



PARTNERSHIP & COLLABORATION

Working effectively with partners and communities to share information, solve problems and deliver coordinated responses that protect and strengthen communities.



PROFESSIONAL DEVELOPMENT

Supporting ongoing learning and professional growth through coaching, reflective practice and up-to-date knowledge to meet evolving threats and challenges.



LONDON
POLICING
COLLEGE
Developing Investigators



EVIDENCE-BASED
PRACTICE



CRITICAL THINKING
& JUDGEMENT



INTEGRITY &
IMPARTIALITY



MEASURABLE
OUTCOMES

Investigative capability developed through operational expertise, immersive learning and evidence-based practice.

- ✓ Practitioner-led
- ✓ Operationally relevant
- ✓ Measurable impact
- ✓ Tailored programmes

OUR APPROACH. OUR DIFFERENCE.

Built on four pillars that ensure meaningful learning, measurable impact and sustainable capability.



PRACTITIONER FACULTY

Our faculty comprises former chief officers, senior investigators and operational leaders who combine frontline experience with educational excellence.

- ✓ Senior operational leaders
- ✓ Practitioner-led learning
- ✓ Real operational credibility



IMMERSIVE LEARNING

Our immersive learning approach places participants in realistic operational environments where they must assess information, make decisions and work collaboratively under pressure. Through simulations, live exercises, virtual reality and scenario-based learning, we develop the confidence, judgement and behaviours required for effective operational performance.

- ✓ Scenario-based operational learning
- ✓ Live exercises and immersive simulation
- ✓ Building confidence for real-world decision making



GLOBAL PARTNERSHIPS

From police reform and leadership development to specialist investigation and public safety programmes, we work with organisations around the world to strengthen institutions, develop professional capability and improve operational performance. Our international partnerships are built on trust, collaboration and a shared commitment to safer communities.

- ✓ Long-term strategic partnerships
- ✓ Internationally recognised expertise
- ✓ Practitioner-led programmes tailored to local context
- ✓ Sustainable organisational and leadership development



DEMONSTRABLE IMPACT

Training only has value when it changes what people do. Every London Policing College programme is designed with clear operational outcomes and supported by an evaluation framework that measures changes in knowledge, confidence, behaviour and organisational performance. This enables our clients to demonstrate value, improve future programmes and evidence the impact of their investment.

- ✓ Outcomes linked to operational priorities
- ✓ Behavioural and organisational impact measurement
- ✓ Evidence to support continuous improvement
- ✓ Insight that informs future capability development



Feedback

- 91% of participants rated content as "very relevant/useful"
- 87% reported increased confidence in applying skills in their role

Stronger impact

- Improved decision making
- Enhanced public safety
- Measurable capability uplift

Evaluation Summary 2024

Learning Experiences

DEVELOPING CAPABILITY THROUGH ENGAGING, PRACTICAL AND IMMERSIVE LEARNING.

We use a range of delivery methods to create engaging learning experiences that develop knowledge, build confidence and enable leaders to apply their learning in real operational environments.



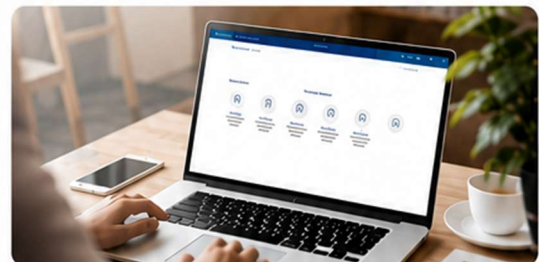
CLASSROOM

Practitioner-led learning that brings operational experience to life through discussion, collaboration and shared problem-solving.



ONLINE LEARNING

Interactive virtual programmes that provide flexible, engaging learning without compromising collaboration, participation or operational relevance.



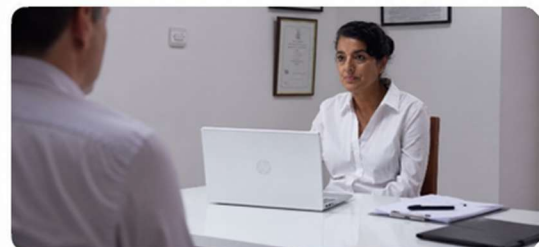
IMMERSIVE SIMULATIONS

Realistic operational scenarios that enable participants to develop judgement, confidence and decision making in safe but challenging environments.



EXECUTIVE COACHING

Personalised coaching and mentoring that helps leaders reflect, grow and maximise their effectiveness during periods of change and organisational development.



Practical. Relevant. Impactful.
Learning that drives performance in the real world.

EXAMPLE PROGRAMMES

Illustrative programmes demonstrating the breadth of our investigation and professional development capability. Every programme can be tailored to meet your organisational objectives, operational context and strategic priorities.



INVESTIGATIVE FUNDAMENTALS

Foundational Programme

- Investigative skills and mindset
- Evidence and case fundamentals
- Legal frameworks and procedures
- Ethics, integrity and professional standards



INVESTIGATIVE PRACTICE

Investigative Development

- Case planning and management
- Evidence evaluation and decision-making
- Interviewing and suspect management
- Risk assessment and safeguarding
- Report writing and file building



LEADING INVESTIGATION TEAMS

Leadership Development

- Leading investigation teams
- Performance management
- Communication and influence
- Collaboration and public confidence
- Quality assurance and accountability



ADVANCED INVESTIGATIONS

Specialist Programme

- Complex case management
- Serious and organised crime
- Digital and cyber investigations
- Financial investigations
- Vulnerability and victim-focused practice



INVESTIGATIVE COACHING

Coaching Programme

- Reflective practice and mindset
- Case review and analysis
- Coaching skills for investigators
- Decision-making under pressure
- Resilience and well-being



INVESTIGATIVE LEADERSHIP & STRATEGY

Capability Programme

- Strategic investigative leadership
- Policy, practice and reform
- Performance, data and insights
- Organisational learning and improvement
- Building and sustaining investigative capability



**London
Policing
College**

Developing Investigators

TAILORED TO YOUR ORGANISATION

Every programme is designed around your organisation's operational requirements, investigation priorities and strategic objectives. Whether developing new investigators, specialist practitioners or senior investigative leaders, our programmes can be delivered as standalone workshops or as part of a wider investigative development pathway.

