



Corporate Plan 2026 - 2028



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Chief Constable’s Foreword



The Ministry of Defence Police (MDP) Corporate Plan 2026 - 2028 sets out the strategic direction for the MDP for the next two years.

Our Vision: “*We are the MDP – the MOD’s unique and trusted police force, protecting the Homeland and defending Defence through specialist capabilities, exceptional people, innovation, proactivity, and a security-focused culture*” confirms the force as an integral part of SJC, to support Defence to meet growing threats and continue to protect our physical assets and people, and act as a deterrent to our UK bases. We continue to deliver our services at various locations across the UK, Faslane and Coulport on the Clyde, the Atomic Weapons Establishment sites at Aldermaston and Burghfield, Portsmouth and Devonport Naval bases, USVF bases and various other Defence sites, including MOD Main Building at Whitehall.

We are a civilian police force operating in the interests of Defence. We are unique from other policing and security providers in Defence: we deliver something that others cannot. We also recognise our organisation has been changing – and continues to do so.

A key milestone for the MDP was, alongside the Ministry of Defence Guard Service (MGS) and Security Services Group (SSG), the transfer into the Army under its Standing Joint Command (SJC) with effect from 1st April 2025.

This transfer brings these physical security delivery organisations together to establish an integrated approach to physical security that is more responsive and agile, this organisation is SJC-GUARDIAN.

Policing across the UK will experience radical structural change throughout the life of the MDP plan. Whilst Police Reform is not intended to alter the delivery model of the MDP and other non-Home Office forces, we will remain close and collaborate on solutions to improve our operational capability.

Defence Reform will also be a key strategic change programme for Defence which will also see further growth and development opportunities for the MDP to enhance our role as the unique police force for Defence. This period will also see the MDP’s intelligence, crime, and operational support functions take on a more proactive and progressive posture to counter the threats facing the nation. The MOD will reset the statement of requirement to maximise the operational impact delivered by our force and through new collaborative partnerships. This promises to be an exciting time for the force as we continue to ensure we remain operationally capable in safeguarding Defence across the UK.

Kier Pritchard, Chief Constable

Introduction

The Ministry of Defence Police (MDP) was formed in 1971. It is a statutory civilian police force established by the Ministry of Defence Police Act 1987. The MDP provides specialist armed policing services to the Ministry of Defence, other UK Government Departments and US Visiting Forces.

Our strategic objectives, supporting the key missions in this plan, are also detailed in the MDP Annual Business Plan 26/27. Strategic risks play a critical role in achieving our strategic objectives, these are set out on the Risk Management page of this plan and managed within our Strategic Risk Register.

We are the MDP – the MOD’s unique and trusted police force, protecting the Homeland and defending Defence through specialist capabilities, exceptional people, innovation, proactivity, and a security-focused culture.

Our strategy for the next 2 years

Workforce Capacity and Wellbeing
– Develop a skilled, resilient workforce and foster a supportive environment where everyone thrives.

Financial and Resource – Ensure there is a robust financial resourcing environment to create opportunities for investment in enhancing effectiveness and capability of the Force whilst fulfilling our obligations for managing public money affordably and efficiently.

Operational Readiness and Capability – Equip people and processes to ensure force agility and operational effectiveness.

Technology and infrastructure – Deliver secure, innovative solutions to drive future technological readiness.

Governance and Compliance – Uphold high standards, ensuring compliance, transparency and accountability.





Mission

Workforce Capacity and Wellbeing

Develop a skilled, resilient workforce and foster a supportive environment where everyone thrives.

Deliver a workforce plan and development programme

That incorporates a skills passport and broad development opportunities to build a skilled, resilient workforce and foster an inclusive, psychologically safe work environment.

Modernise recruitment and retention

By implementing a candidate first approach, setting clear targets, and redesigning roles to attract diverse talent whilst building a strong recruitment pipeline and promoting flexible working.

Develop and implement a wellbeing strategy

Informed by staff insights from completed surveys to address key issues and deliver targeted actions that focus on resilience and overall wellbeing.

Mission

Financial and Resourcing

Ensure there is a robust financial resourcing environment to create opportunities for investment in enhancing effectiveness and capability of the force whilst fulfilling our obligations for managing public money affordably and efficiently.

Manage workforce resources flexibly

To meet both existing and emerging capability gaps including reviewing criticality of gaps and identifying opportunities for re-investment in alternative capability needs.

Maximise the productivity of the workforce

In meeting service delivery needs including effective roster management, efficient use of overtime aligned to essential tasking, reducing sickness and non-capability, managing detached duty deployments and appropriately prioritising and scheduling training delivery.



Mission

Operational Readiness and Capability

Equip people and processes to ensure force agility and operational effectiveness.

Leverage operational data and performance insights

To enhance situational awareness, enable evidence-based decision making and optimise deployment of resources in response to emerging threats.

Utilise the National Intelligence Model

To strengthen threat assessment, prioritisation and resource allocation, while standardising operational processes to improve agility, reduce inefficiency and support rapid decision making.

Maximise operational effectiveness

By enhancing workforce agility and optimising the deployment of all officers, including those identified as non-capable.

Mission

Governance and Compliance

Uphold high standards, ensuring compliance, transparency and accountability.

Ensure full compliance with inspection, audit and regulatory requirements

By implementing targeted action plans, rigorously monitoring progress and driving continuous improvement to enhance organisational performance.

Strengthen intelligence-led activity

By ensuring timely, accurate intelligence reporting through collaborative working with wider stakeholders, enhanced intelligence-sharing opportunities and the promotion of a security-minded culture.

Strengthen organisational accountability

By working collaboratively with stakeholders to establish robust business agreements and ensure transparent, accurate performance reporting that supports the force in consistently upholding the highest professional standards.

Mission

Technology and Infrastructure

Deliver secure, innovative solutions to drive future technological readiness.

Identify, develop and deploy future-focused technological capabilities

Within the Defence environment to enhance secure, high-end policing and security delivery for the nation.

Exploit existing and emerging digital technologies

To meet evolving threat and risk demands, driving innovation and rigorous testing while strengthening the digital and technological capabilities of the MDP workforce.

Ensure seamless integration into GUARDIAN

That drives innovation, improves organisational efficiency and enables new ways of working, while providing proactive support for force-wide infrastructure improvements.



Risk Management within MDP

Strategic Development & Change

Our Strategic Risks

- MDP fails to future-proof specialist capabilities.
- MDP failing to effectively engage with and consequence manage, the implications of policing reform.
- MDP failing to manage Health, Safety and Environmental Protection and wellbeing in the workplace.
- MDP failing to comply with information management and data protection requirements, including cyber.
- Insufficient capacity, capability and resilience to effectively defend Defence.
- MDP fails to attract, recruit, develop and retain talent and fails to embed its values into the organisation's culture.
- MDP fails to manage its budget within the parameters set by MOD.

