



College of
Policing

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Direct Entry Programmes 2018

Programme overview – Information for candidates

Version 1.0

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Direct Entry (Inspector) Programme – Information for candidates

Background

In 2013 the Home Office commissioned the College of Policing (CoP) to develop and deliver a direct entry programme at the rank of superintendent. The first cohort of programme members began their 18 month programme in December 2014.

In 2015, the CoP carried out a review of Leadership in Policing. As part of recommendation 4 of the review, a second direct entry point at the rank of inspector was proposed. Cohort 1 of the new Direct Entry programme at rank of inspector also began in November 2016.

In the autumn of 2018, the CoP will begin the Direct Entry (Superintendent) programme for cohort 5 and the Direct Entry (Inspector) programme for cohort 3.

This document

This document contains key information for regarding both Direct Entry programmes. The structure and content of both programmes is the result of consultation with forces; colleagues within the CoP; the Police Federation; the Superintendents' Association and the Home Office.

The document outlines the key stages of the programmes, along with the assessment strategies.

Programme aims

Direct Entry (Inspector) Programme	Direct Entry (Superintendent) Programme
Open up entry to the service to individuals who will bring new perspectives and diverse backgrounds to support the continuous development of policing	
Provide a development programme that will ensure programme members are equipped with the necessary skills to be highly competent in the operationally critical role of inspector	Provide a development programme that will ensure that programme members are competent in the superintendent role and inspire confidence in officers, staff and the public
To bring into policing officers with collective and adaptive leadership skills that will inspire confidence in officers, staff and the public	Create a cohort that has the potential to further develop and acquire the skills and experience to progress to the chief officer ranks.

Programme overview

The Direct Entry programme is 24 months for Inspectors and 18 months for superintendents. Programme members will be subject to a probationary period for the duration of the programme. Programme members will spend between 70% and 80% of their respective programme in force on operational rotation, working through the ranks from PC through to their substantive rank. Programme members will wear the insignia of an inspector / superintendent from day one of the programme.

Programme members will spend approximately 20 weeks training with the CoP, split over a number of modules delivered at CoP sites.

The aim of each CoP module is to best prepare the programme member for the operational rotation ahead. The initial CoP module will, in parts, be co-delivered to both inspectors and superintendents as this element is designed to prepare them for the PC rotation.

Mid-way through the CoP's second module (after about 7/8 months) the two direct entry programmes split acknowledging the distinct differences between the roles of inspector and superintendent. The remaining inspector programme modules will specialise in those areas critical to the role of inspector, such as risk management, decision making and critical incident management. The remaining superintendent modules focus on leadership, strategic management and professional policing skills.

Managing and supporting programme members

A series of progress reviews will be scheduled throughout the programme. The reviews will focus on the programme member's performance and progress. These reviews will be attended by the programme member and their line manager. Any concerns regarding their performance or progress will be addressed, but consistent failure to meet the required standard will result in the programme member exiting the programme.

Programme members must demonstrate appropriate levels of performance and ongoing potential to complete the programme. Line managers should conduct frequent performance reviews to ensure progress is effectively monitored. At an early stage, programme members will benefit from peer review to support standards of quality, improve performance, and provide credibility.

For each of the operational rotations the programme member will be supported by a workplace coach who is an officer at the rotation rank and who is skilled and competent at that rank.

Mentors will play an important role in supporting direct entrants whilst they are on the programme and beyond.

Direct Entry Programmes - 2018

Direct Entry (Inspector) Programme

Dates detailed below are indicative and subject to change.

Direct Entry Inspector (Cohort 3) Timeline																									
Programme Component	Duration	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20
Programme Start	N/A	•																							
In-Force Attestation	2 days	•																							
Leadership Activities	3 days	•																							
Phase One - Part A	2 weeks	•	•																						
In-Force Induction	2 weeks		•																						
Christmas Break	1 week		•																						
Phase One - Part B	8 weeks			•	•																				
PC Rotation & work-based assessment (WBA)	14 weeks					•	•	•																	
Phase Two	4 weeks								•																
Sergeant Rotation & WBA	15 weeks									•	•	•													
Legislative Exam	N/A												•												
Phase Three	3 weeks												•												
Inspector Rotation & WBA	14 weeks												•	•	•	•									
Phase Four	3 weeks																•								
Duty Officer Rotation with Support	12 weeks																•	•	•						
Community Engagement Action Research Project Submission	N/A																	•							
In-Force Inspector Posting	26 weeks																			•	•	•	•	•	•
WBA Reflective Account	N/A																						•		
Programme and Probation Period Ends	N/A																								•

Direct Entry Programmes - 2018

Direct Entry (Superintendent) Programme

Dates detailed below are indicative and subject to change.

Direct Entry Superintendent (Cohort 5) Timeline																				
Programme Component	Duration	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	
Programme Start	N/A	•																		
In-Force Attestation	2 days	•																		
Leadership Activities	3 days	•																		
Phase One - Part A	2 weeks	•	•																	
In-Force Induction	2 weeks		•																	
Christmas Break	1 week		•																	
Phase One - Part B	8 weeks			•	•															
PC Rotation & work-based assessment (WBA)	12 weeks					•	•	•												
Phase Two	4 weeks							•	•											
Sergeant/Inspector Rotation & WBA	14 weeks								•	•	•									
Phase Three	3 weeks											•								
Superintendent Rotation	15 weeks											•	•	•	•	•				
Legislative Exam	TBC													•						
Community Engagement Action Research Project (ARP) Submission	N/A															•				
Phase Four	2 weeks															•				
Business Improvement ARP Presentation	N/A															•				
Strategic Briefing Submission	N/A															•				
WBA Reflective Account	N/A																•			
Command Rotation with Support	14 weeks															•	•	•	•	
Programme and Probation Period Ends	N/A																			•

Assessment strategy

The assessment strategy is led by the College of Policing but the assessments are carried out by the College and the home force.

The assessment strategy consists of three methodologies: a knowledge-based examination, action research projects and work-based assessment (WBA).

Direct Entry programme	Assessment			
	Knowledge exam	Action research project		Work-based assessment
Super-intendent	Bespoke superintendent exam	Community engagement report	Business improvement presentation	Bespoke – at different ranks during rotations Reflective account
Inspector	National Police Promotions Framework (NPPF) Step 2 inspectors' exam	Community engagement report		Bespoke – at different ranks during rotations NPPF Step 4 inspectors' WBA Policing Management and Operations 2 bespoke WBA and reflective account

Work-based assessment

The work-based assessments for the two programmes take place throughout the periods of operational rotation in force.

Programme	Direct Entry Superintendent	Direct Entry Inspector
Operational rotation	Constable	Constable
	Sergeant/inspector	Sergeant
	Superintendent	Inspector
	Superintendent command	Response team inspector

The Direct Entry Inspector programmes uses:

- bespoke assessment units
- the standard NPPF Step 4 inspectors' WBA qualification
- a bespoke critical incident assessment, accompanied by a 2,000 word academically documented and appropriately referenced reflective account.

The Direct Entry Superintendent programme uses:

- bespoke assessment units.
- a 2,000 word academically documented and appropriately referenced reflective account.

The bespoke assessments units written for the relevant Direct Entry programme have been designed to assess competence in readiness for the particular rank. The intention is to select the essential elements of learning and assess if programme members can show that they are capable of:

- undertaking the basics required of a police constable as an operational police officer
- demonstrating and applying operational managerial and leadership competencies relevant to progression up the ranks.

It is not expected that programme members become fully competent as a constable or sergeant, but they should have sufficient experience and competence in discharging these front-line roles to inform their future responsibilities and aid their credibility.

Knowledge exam

Direct Entry inspectors will undertake the national inspectors' exam which will be taken by programme members during the October of the year after joining the programme.

The pass mark is an absolute standard of 65 per cent. Programme members who achieve a score equal to or above the pass mark are awarded a pass. Those who are unsuccessful will have one opportunity to re-sit the exam the following October, on a date to be determined by the national Step 2 process.

Direct Entry superintendents will undertake the bespoke knowledge exam during the November of the year after joining the programme. The pass mark is an absolute standard of 65 per cent. Programme members who achieve a score equal to or above the pass mark are awarded a pass. Those who are unsuccessful will have one opportunity to re-sit the exam the following February/March.

Action research

Programme members on both programmes are required to complete action research projects.

Direct Entry programme	Action research project			
	Community engagement		Business improvement	
	Assessment	Pass mark	Community engagement report	Business improvement presentation
Superintendent	6,000 word report	50%	30 minute presentation, with Q&A and 2,000 word strategic briefing document	50%
Inspector	4,000 word report	50%	N/A	

Action research is either research initiated to solve an immediate problem, or a reflective process of progressive problem solving led by individuals working with others in teams or as part of a 'community of practice' to improve the way they address issues and solve problems.

For the purpose of the programmes, action research is predicated on the programme member undertaking an action or intervention within an existing system to understand, assess and reflect on their problem-solving activity. Guidance on evidence-based policing, academic writing and suitability of topic areas will be provided by the College of Policing and our academic partner.

All action research projects must also be approved by our academic partner's ethics board. Action research projects will be assessed using the standard university level 7 marking criteria, with a minimum 50 per cent pass mark required.