



PC to Inspector Fast Track Procedure

This procedure is part of North Yorkshire Police policy to which all Chief Constable personnel and the functions provided by the Police, Fire and Crime Commissioner are required to adhere.

Procedure Statement

The College of Policing has established a PC to Inspector Fast track promotion programme. *“The aim of the programme is to attract, identify and develop the most talented who wish to reach senior levels of leadership in the police service. They will bring new perspectives, diverse skills, have a positive influence on the continuous development of policing and impact on the management and culture of the service”.*

The structured development programme aims to move suitable candidates through from PC to Inspector within 2 years. Additional development after the programme can be provided to support further promotion to more senior ranks.

This procedure outlines the approach NYP will take to delivering this programme.

Other Documents:

College of Policing Fast Track: Fast Track programme (for serving constables) | College of Policing

Process

Acceptance onto the Programme

The Strategic Lead for this programme is the Deputy Chief Constable (DCC). The Superintendent Head of Learning and Development will have overall accountability; however the Chief Inspector for Learning and Development will act as the programme lead and will have responsibility for the effective delivery of the programme. This is an annual College of Policing run programme with applications invited from forces in October each year. NYP will actively support advertising the programme internally and encouraging applications.

NYP will hold an internal application and interview process marked against the level 3 (Chief Inspector & Superintendent) Competency and Values Framework. Candidates who are unsuccessful at this stage will be provided with structured feedback to help their future development. Candidates who are successful at this stage will then attend a national assessment process run by the College of Policing. Candidates who are successful at the national assessment stage will be inducted into the NYP Fast Track programme with the programme commencing in late January / early February. The

candidate returns to force with a scheme plan with development objectives both competency and strengths based.

Developmental Placements

Candidates are required to complete development placements within a variety of departments across the force. The placement will be no less than 3 months in length. The following roles have been identified as Sergeant “core roles”:-

- Response Sergeant
- Detective Sergeant Investigation Hub
- Detective Sergeant CID
- Neighbourhood Policing Sergeant

Each candidate will spend a minimum of six months in one of the identified core roles which will be determined by their previous policing experience and identified developmental need. This will be done in conjunction with the programme lead.

They will then complete two further three-month attachments to either the other core roles, or another role identified by the programme lead as beneficial to their personal development.

The following roles have been identified as Inspector “core roles”:

- Critical Incident Inspector
- Force Incident Manager
- Detective Inspector Investigation Hub
- Detective Inspector CID
- Neighbourhood Policing Inspector

Each candidate will spend a minimum of six months in one of the identified core roles which will be determined by their previous policing experience and identified developmental need. This will be done in conjunction with the programme lead.

They will then complete two further three-month attachments to either the other core roles, or another role identified by the programme lead as beneficial to their personal development.

The set of placements are aimed at developing the candidate to enable them at the conclusion of the programme to effectively carry out one of the core roles at Inspector level. Individual CPD placements still exist to enable personal development in a particular area as identified by the candidate and the programme lead. These placements must fit within the needs of the level 4 and/or level 5 qualification evidence required to complete the programme and meet organisational needs.

Whilst there will of course be discussion with the candidate with regards to their placements the decision on which placements are best to meet both developmental and organisational needs will sit with the organisation and not the individual. Placements will also be subject to availability of post, e.g. should there be no vacancy within a department a different core role will need to be selected and this will be based upon organisational need as well as individual development need. This will be with agreement by the Head of Learning & Development and the Strategic Lead (DCC).

Any request for deviation from core role shift patterns will be subject to flexible/part-time working applications which will be processed in accordance with Force Policy.

Prior to the commencement of any role the learning and developmental objectives of the placement will be agreed with the programme lead, the candidate and the receiving placement department. These will be fully documented. The receiving department will be responsible for line management of the individual, oversight of the developmental plan and for providing a Performance Assessment Report at the end of the placement which will help determine future developmental needs.

Developmental Milestones

End of Year One

At the end of Year one the candidate must have successfully completed the level 4 policing management qualification at Sergeant level and demonstrated their capability at the rank of Sergeant through their placements. At the end of Year one a milestone meeting will take place between the programme lead and the Head of Learning and Development. This meeting will review the candidates performance over year one and determine if they have met the requirements of the programme in order to be to be substantively promoted to Sergeant. If this is the case an evidenced report will be provided to the DCC with a recommendation to substantively promote the candidate to Sergeant and for them to progress into the second year of the programme.

If they have failed to meet the required standard, recommendations regarding their future status on the programme will be made to the DCC, these may include a short extension to enable the candidate to meet the required standard with a supportive action plan, or removal from the programme. Removal from the programme will require the candidate to revert to their substantive rank of PC, along with a development plan and identified support.

End of Year Two

At the end of Year two the candidate must have successfully completed the police promotion Part 2 Examination and level 5 policing management qualification at Inspector level and demonstrated their capability at the rank of Inspector through their placements. At the end of Year two a milestone meeting will take place between the programme lead and the Head of Learning and Development. This meeting will review the candidates performance over year two and determine if they have met the requirements of the programme in order to be to be substantively promoted to Inspector. If this is the case an evidenced report will be provided to the DCC with a recommendation to substantively promote the candidate to Inspector and for them to successfully conclude the programme.

If they have failed to meet the required standard, recommendations regarding their future status on the programme will be made to the DCC, these may include a short extension to enable the candidate to meet the required standard with a supportive action plan, or removal from the programme. Removal from the programme will require the candidate to revert to their substantive rank of Sergeant, along with a development plan and identified support.

Beyond Year 2

Successful completion of the two-year programme should not be the end of the candidate's development. Such a rapid move through 2 ranks may still leave some gaps in learning and understanding e.g. strategic vision. Additional developmental opportunities may be provided beyond the programme end to support the candidates ongoing development towards more senior roles. This will be co-ordinated by the programme lead in conjunction with the candidate's line management.

Governance

A Fast Track meeting will be held monthly chaired by the Chief Inspector for Learning and Development and include key stakeholders in the programme. The meeting will oversee progress of the programme including development plans. ACC specialist operations with responsibility for learning and development will maintain an overview of the programme through the performance meeting process. The fast-track meeting will report to the Strategic People Meeting chaired by the DCC.