A partnership approach to higher educational accreditation of the UK’s national Direct Entry Superintendent programme

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Background to programme

Winsor Independent Review of Policing
• Recommended new arrangements for managing talent

Home Office commission
• College of Policing to develop and implement

Programme aims
• New perspectives and backgrounds
• Inspiring confidence
• Progression to Chief Officer ranks
Programme and qualification

• Designed collaboratively by the College and Teesside
• Consultation on:
  • content, structure, curriculum and assessment
• Reflects skills, knowledge, attitudes and behaviours
• A variety of teaching methods:
  • classroom
  • practical role plays
  • mentored work-based learning
Programme structure and assessment

Programme structure
• 18-month programme
  • 70% in force
  • 30% with the College
• 3 in-force operational rotations:
  • police constable, sergeant/inspector, superintendent

Assessments
• Exam
• Action research projects
• Work-based assessment (WBA)
PG Cert Strategic Police Leadership

Policing and community practice – 30 credits
  • 2 hour multiple choice examination (Pass/Fail)
  • 6,000 word action research project (100%)

Strategic police management – 30 credits
  • 30 minute strategic presentation and 15 minutes Q&A (80%)
  • 2,000 word briefing document (20%)
  • Police work-based competencies (Pass/Fail)
Current status

Cohort one

• 9 started November 2014
• 8 completed May 2016
  • 4 forces
  • 5 male, 3 female; 2 BME
• Superintendents roles in specialist units, boroughs or districts
• Retrospective accreditation for qualification
Current status

Cohort two

• 6 started October 2015
• 5 remain on the programme
  • 2 forces
  • 3 males, 2 females; 1 BME
• Due to complete programme and qualification April 2017
Example Backgrounds

Cohort one

• Military
• Head of Business Development
• Head of Human Resources
• Local Council
• Barrister

Cohort two

• University Professor
• Marketing
• Police Staff
• Entrepreneur
Future cohorts

Next Cohorts
Starting November 2016

• Direct Entry Superintendent - cohort three
• Direct Entry Inspector - cohort one