



College of  
Policing

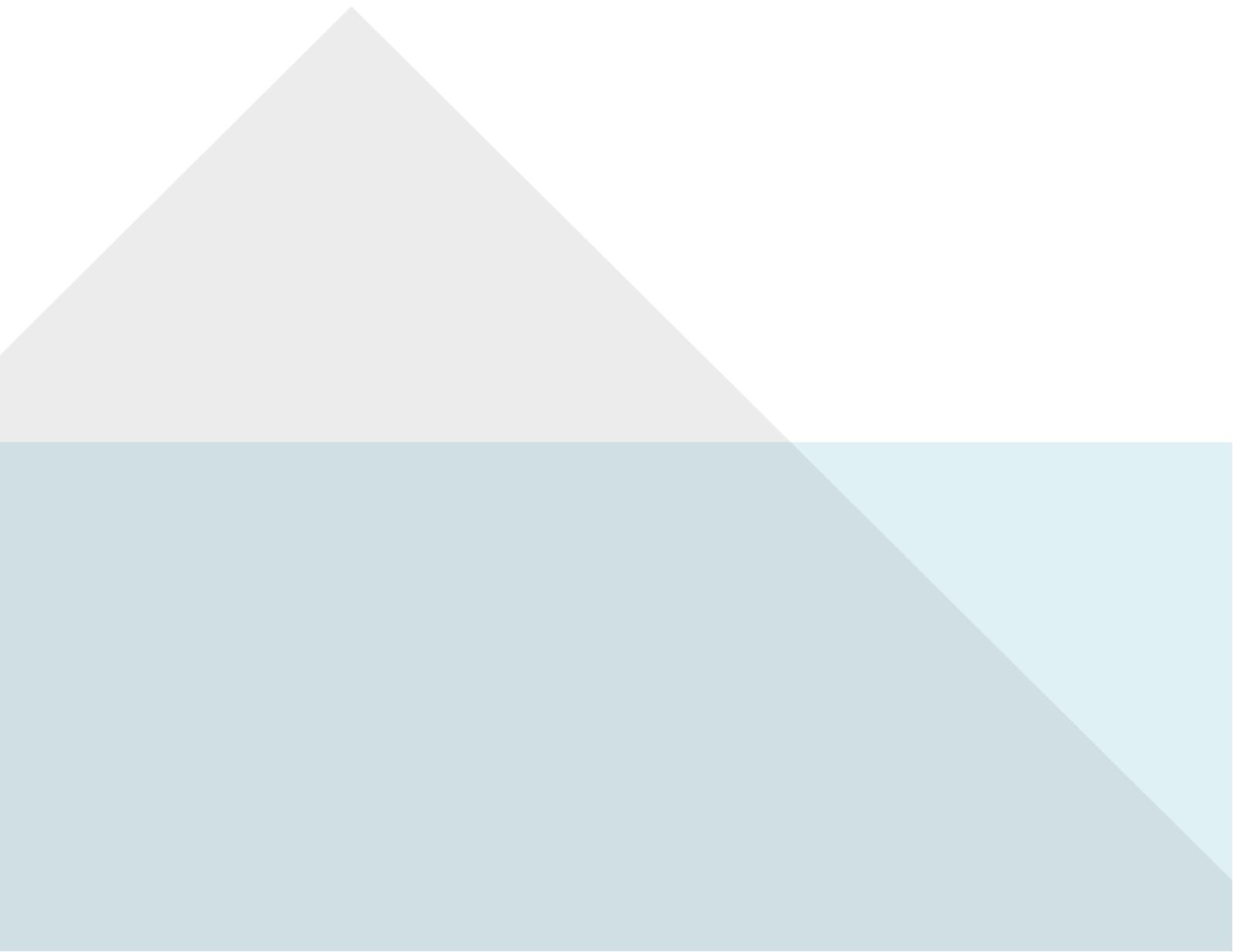
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LEADBEYOND

# Direct Entry key messages

Version 2



# Key messages

## Priority programme messages

- The College of Policing has recently introduced Direct Entry points into the police service at the ranks of inspector and superintendent. The Direct Entry training and development programmes are a fundamental and crucial change to bring new perspectives, skills and experience into the police service to deliver policing which is professional, efficient and capable of dealing with the growing pressures of today and beyond.
- The College of Policing is working in partnership with police forces across England and Wales to recruit proven leaders onto the Direct Entry programmes, who can bring new ideas and thinking into the police service.
- The issues faced by today's police service call for fresh ideas and new ways of working. The Direct Entry programmes can change the composition of police leadership by bringing into the service a greater diversity of experience, perspectives and backgrounds.
- Direct entrants can support existing police leaders to bring about fundamental, positive changes to police culture.
- No prior experience of policing is necessary to join the Direct Entry programmes. The programmes are a blend of classroom learning delivered at regional training centres and operation training in your local force. You will spend about 70 per cent of your training working on operational rotations learning first-hand what policing is all about.

## Programme aims

- To open up entry to the police service to individuals who will bring new perspectives and diverse backgrounds to support the continuous development of policing and affect the management and culture of the service.
- To 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 superintendent.
- To bring into policing officers with collective and adaptive leadership skills that will inspire confidence in officers, staff and the public.

## Direct Entry Superintendent programme messages

- The Direct Entry Superintendent programme supports the [National Policing Vision](#) in helping to bring existing exceptional leaders into the police service to make an immediate impact on culture, efficiency and effectiveness. This will be achieved by opening up entry to the service to proven leaders who will join policing directly at the rank of superintendent rather than having to work their way from the rank of constable in the traditional manner.
- Programme members will be trained over 18 months and will be equipped with the necessary policing skills required to perform as a superintendent who inspires confidence in officers, staff and the public. This will create cohorts that have the potential to further develop and acquire the skills and experience to progress to the chief officer ranks.
- Direct Entry Superintendent is an opportunity for those in a senior leadership role to use their strategic experience and bring fresh skills and thinking to a role in which they can make a real difference.

## Direct Entry key messages

- As a superintendent you will put strategic business plans into action determining the concerns and priorities of communities in relation to safety, social inclusion and the prevention and reduction of crime and antisocial behaviour.
- You will need a proven track record in improving organisational performance, managing budgets and resources – you will have up to 200 staff under your command on your relevant area.

## Direct Entry Inspector programme messages

- The Direct Entry Inspector opens up a second direct entry point into policing to individuals who bring new perspectives and diverse backgrounds to support the continuous development of policing.
- Direct Entry Inspector is a development and support programme that will equip you to make the transition from your current role as a leader to a police leader. It is for exceptional and resilient individuals with proven management and leadership skills who want a challenging and rewarding career full of variety.
- The programme has been designed to deliver robust and comprehensive training to ensure that upon successful completion you will be a competent operational inspector able to make an immediate impact on policing, the local community and wider society.
- Although exciting, intense and varied, being a police officer is not a nine-to-five job. It involves unpredictable hours and working in situations with high risk. You will be expected to tackle danger head on while members of the public turn away.
- You will have to justify and be accountable for your actions to ensure that you are working ethically, with integrity and to the standards the public expect.
- As an inspector you will manage large teams of resources, supervise serious crime investigations and responses to critical incidents. You will conduct intelligence-driven briefings, tasking and debriefings and provide leadership for the team.

## Advertising and comms messages

- The Direct Entry programmes offer the training and support you need to make the transition from your current role as a leader to a senior police leader and forge a new and exciting career in the police service.
- Harness your skills, experience and creativity to tackle your biggest challenges to date. This could be your opportunity to have an impact on policing, the local community and wider society in a way you never thought possible.
- Use your resilience, outstanding leadership and management skills to make a difference to people's lives in this new and exciting challenge.
- Direct Entry is an excellent opportunity to join the police at senior and prestigious ranks via untraditional means.
- A career in policing offers a real challenge, as well as lots of variety from day to day. It is not your average 9-5 job.
- If you want to do something really worthwhile and give something back to your community, then a career as a Direct Entry Inspector / Superintendent could be for you.
- If you have experience in leading and managing people and teams, and have financial and risk assessment skills, these are key skills you can transfer into the police as a Direct Entry Inspector or Superintendent.
- A career in policing will not just improve your own prospects but the lives of people in your community. Are you ready for a new career challenge?

## Direct Entry key messages

- You've made an impact in the corporate world. Do the same in policing.
- Do you want to help bring about fundamental, positive changes to police culture? If so a career as a Direct Entry inspector or superintendent could be for you.
- The police want fresh ideas and mind sets. Apply for Direct Entry to the police service at inspector or superintendent level.
- New career opportunity to use your leadership skills to make a real difference. Direct Entry into the police. Apply now - [leadbeyond.police.uk](https://leadbeyond.police.uk)
- Are you a creative and strategic thinker who can bring different experiences and outside learning from other organisations into the police service? Apply now - [leadbeyond.police.uk](https://leadbeyond.police.uk)
- Superintendents are within the top 1% of police officers in terms of rank and seniority. Have you got what it takes?
- Apply for Direct Entry into the police service and become a police leader with the authority and seniority to make a major impact on your community and wider society.
- Advertising tagline:
  - You've led before, now lead beyond.