



Police and Crime Commissioner Response to HMICFRS report on:

Leading Lights: An inspection of the police service's arrangements for the selection and development of chief officers

Published 3 September 2019

[Link to report](#)

25 November 2019

Background

HMICFRS and HM Inspectorate of Constabulary in Scotland (HMICS) carried out a joint inspection to determine how effectively police forces select and train candidates for chief officer roles.

This inspection took place between January and May 2019. It included a review of documents and data, an online survey and interviews with chief officers, chief superintendents, and superintendents from Scotland, Northern Ireland, England and Wales, together with other interested parties.

It looked at the Senior Police National Assessment Centre (SPNAC) and the Strategic Command Course (SCC), which the College of Policing (the College) facilitates for the police.

Next steps

The selection process used by PCC's in England and Wales to appoint chief constables was not within the scope of the report. Therefore, at this stage at least, I have noted that 8 (of 9) key recommendations are directly (or jointly) owned by the College of Policing.

I particularly note recommendation 9, which requires the Home Secretary to make regulation changes regarding the appointment of chief constables.

I am reassured that my force continues to ensure our officers in chief officer roles and those who are candidates for such roles, have the help and support they require. While acknowledging the roles played by the national policing bodies in the process, I also understand the role individual forces need to play in the development of staff and those in chief officer positions.