What is the role of a police leader?

**Chief superintendent**

The most senior local or departmental police manager responsible for setting strategy, standards and operational policy and authorising operational activity in line with legislative powers accorded to the rank. This includes responsibility for commanding larger departments, multiple functions or larger geographical areas on a day-to-day basis.

A chief superintendent must be able to:

- develop a strategic business plan
- plan the workforce
- develop a customer-focused organisation
- establish, maintain and use relationships with the media to explain and promote the agency and its work
- provide leadership
- manage a budget
- establish and manage links with wider communities.

**Superintendent**

A senior manager responsible for setting strategy, standards and day-to-day operational policy across a single department or a range of policing responsibilities and authorising operational activity in line with legislative powers accorded to the rank.

A superintendent must be able to:

- maintain personal security and safety and be alert to the security of others
- put the strategic business plan into action
- determine the concerns and priorities of communities in relation to safety, social inclusion and preventing and reducing crime and antisocial behaviour
- set, monitor and review strategies for maintaining public order
- obtain additional finance for the organisation
- improve organisational performance.
What is the role of a police leader?

**Chief inspector**

A senior middle manager responsible for coordinating the work of teams of sworn constables, sergeants, inspectors and police staff or managing a department with specific geographical or functional responsibility for delivering a range of diverse policing services, ensuring organisational standards are upheld.

A chief inspector must be able to:

- develop and implement operational plans
- map the environment in which the organisation operates
- assess, negotiate and secure sources of funding
- formulate, monitor and review tactics to achieve strategic objectives for law enforcement operations
- identify and manage operational threats and risks
- respond to emergencies at the tactical (silver) level
- plan, implement and manage systems for exchanging sensitive information, data and intelligence
- develop and manage multi-agency partnerships
- support others in making best use of the media.

**Police staff roles**

Colleagues who work in the police service but do not hold the office of constable are known as police staff. Police staff perform leadership roles at all levels of policing and their skills and abilities are directly comparable to the skills and abilities described for police officer ranks above.

Extract from Policing Professional Framework.

---

**About the College**

The College of Policing was established in 2012 as the professional body for everyone who works for the police service in England and Wales.

Our purpose is to provide those working in policing with the skills and knowledge necessary to prevent crime, protect the public and secure public trust.