

Breaking barriers in policing and local communities

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Using past work experience can put you ahead when exploring leadership

News 4 mins watch

Sergeant Farqan Amin joined Lancashire Constabulary after working in various mental health settings.

He explains that one of his biggest challenges was being in the role for two years when he started the Fast Track programme. He felt that some people would think he hadn't done the job for long enough. But Farqan knew he had many skills from previous roles and could bring about change.

I think the PC to inspector role is about identifying people with a skill set that will bring about change, it's about breaking the norm. The police have never done this before.

Sergeant Farqan Amin

Application process

Farqan first heard about the Fast Track process before he joined the police but wasn't sure what it involved or what he needed to do to apply.

At training school he was allocated a mentor who was a superintendent. They discussed his previous work experience and it was highlighted that he had the qualities and skill set needed to do well on the Fast Track programme.

[Join the Fast Track programme group](#) on the Knowledge Hub (you will need to log in) to find out more about the programme and advice about applying.

The first step was applying to the College of Policing. Once he'd been shortlisted, he attended an internal assessment at Lancashire that involved a psychometric test, a presentation and an interview.

He was successful and Lancashire Constabulary put him forward for the national assessment centre. He said this was a 'two-day gruelling process which I enjoyed'.

He was successful at the assessment centre, so the next stage was taking the inspectors' exam.

It's about showing my community that, "Look I've done this. I'm one of you guys as a BAME officer. If I can do it, you can do it."

Sergeant Farqan Amin

Believe in yourself

Farqan says that if you are interested in applying for the police constable (PC) to inspector programme, you need to believe in yourself.

'Don't listen to negative comments people will say along the way.

'You can make a difference and with you applying for the PC to inspector programme, you will make that change.'

Hear more from Farqan about his personal journey to leadership and his advice to anyone considering starting their own.

Video Transcript

It's about showing my community that 'look I've done this. I'm one of you guys as a BAME officer. If I can do it, you can do it.' So I think it's breaking barriers, not just within the organisation but within my community as well.

After leaving university, I applied for the police initially, it was going back 10 years now. Unfortunately I was unsuccessful at that time. I went back to university, I did my master's degree in crime and criminal justice system. I worked in various mental health settings, gained some work experience. And then I started working as a legal executive at a solicitors based in Lancashire. I worked there for a couple of years, decided I wanted to go back into mental health kind of work. So I got a job as a mental health advocacy manager for a charity based in Lancashire where I worked

for three years before joining the police.

I think the challenges anyone in my shoes is going to face is that I've only got two years in, so a lot of people will see that as well 'you've not done the job long enough'. They don't really look at what you're bringing forward, you know, how you could possibly bring about some change. And I think the PC to inspector role is about identifying people with a skill set that will bring about change, it's about breaking the norm. The police have never done this before.

It's about believing in yourself, knowing that you've got the necessary skill set to make a change and to develop as a leader.

Initially I'd heard about the fast track process before joining the police but I wasn't really sure what it involved or what the criteria was to get onto the process. And it was only once I was allocated a mentor whilst at training school, I had a discussion with my mentor which was a superintendent and we just discussed what roles I'd had previously, work experience, what I'd done. And it was highlighted then to me that 'you know, you should think about the fast track, I think that you have got the qualities and skill set to do well'.

So it initially involved applying to College of Policing. Once I'd been shortlisted, I attended an internal process at Lancashire which involved a psychometric test, a presentation and an interview. Once I was successful with Lancashire, I got put forward for the national assessment centre which was a two-day gruelling process which I enjoyed. And then once I was successful at that stage it was the inspectors' exam.

If you are interested in applying for the PC to inspector programme, believe in yourself. Don't listen to negative comments people will say along the way but always believe in yourself. You can make a difference and, with you applying for the PC to inspector programme, you will make that change.

Find out more

[See if the the Fast Track programme](#) for serving police constables suits your potential and strengths.

Workshops

You can join our workshops for more information and guidance about the application process. The workshops take place across three days but you will only need to attend on one day. Contact your force's Fast Track single point of contact (SPOC) to book.

Upcoming workshop dates run from:

- Tuesday 22 to Thursday 24 March (online)

Tags

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