

Testing new process for promotion and progression for sergeants and inspectors

Published on 23 May 2024

We're working with several forces to test the new Sergeant and Inspector Promotion and Progression (SIPP) process

News 2 mins read

Recognising and promoting those with the right knowledge, potential and skills to be the policing leaders of the future is essential to help policing adapt to changing demands and to improve public confidence and trust.

In a review of the current process, the College heard from officers that it is overly complex, there is not enough focus on leadership skills and that good potential candidates are put off by the time and resources needed to prepare for the exam.

We've worked with a range of policing partners to develop a new process that is simpler, fairer, and more accessible. The new process is based on consistent national leadership standards that support cultural change.

Test phase

A small number of partnership forces will take part in the test phase that will start on April 2024. This test phase runs until March 2026.

Forces taking part include:

- Lincolnshire Police
- Leicestershire Police
- Avon and Somerset Police

New process

The new Sergeant and Inspector Promotion and Progression (SIPP) process will focus on three stages: development, selection and promotion. Candidates will demonstrate their readiness for leadership in various ways including:

- successful professional development review (PDR)
- completion of specified leadership training
- practice-based evidence

They will also take an examination to assess their legal knowledge with questions specific to the role they are applying for. Partnership forces will support and advise their candidates throughout the process.

Forces not taking part in the test phase will continue to operate the existing four-step promotion process. For police officers seeking promotion to the rank of sergeant or inspector, this is via the National Police Promotion Framework (NPPF).

Next steps

No decision has been made about the future promotion process. Evaluation will take place throughout the SIPP test phase. This will include feedback from officers who have taken part in the test process.

We'll review the findings and make recommendations based on this review. We'll also continue to work closely with forces and stakeholders, including the National Police Chief's Council and the Police Federation throughout testing and final development.

Tags

Career pathways Leadership development