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NEW POLICE COLLEGE OPENED IN BRITAIN

R. E. Harris

R. E. Harris is a B. A. of Oxford University, graduating in the Honors School of Jurisprudence, and a Barrister-at-Law of the Inner Temple, London. During the last 18 years, as Editor of the *Police Review*, a weekly journal for the British police, he has studied police methods and procedure. Because of his special interest in police training he has visited the Police College, Police Training School for Recruits, and a number of refresher courses for senior police officers. The Journal is particularly pleased to be able to present a complete description of the new Police College—a program which stands out as one of the most progressive steps in police education to be taken by any police system.—EDITOR.

The opening of the new Police College near Coventry, in Warwickshire, England, in June, 1948, was described by the Home Secretary, Mr. Chuter Ede, as a landmark in the history of the police force of England and Wales. For the first time a national residential college for the training of the higher ranks of the Police Service has been established, and it is intended that in the future no men will be eligible for appointment as officers of the rank of Inspector or above unless they have served in the lower ranks of Constable and Sergeant and graduated from the College.

In England and Wales there are 129 separate County and City or Borough Police Forces, in addition to the Metropolitan Police Force which has an establishment of about 20,000 men and polices the whole of the London area apart from the City of London. The number of men in these provincial Forces and in the Metropolitan Police Force and the City of London Force amounts to nearly 67,000, and in due course all the officers of these Forces will have received training at the College. A College on similar lines to serve the Scottish Police Forces has been approved and will be established as soon as suitable premises can be found in Scotland.

In England and Wales the main ranks in the Police Force are Constable, Sergeant, Inspector, Superintendent, and Chief Officer. In the larger of the provincial Forces there are Assistant Chief Constables, and in the Metropolitan Police Force there are various grades of officers senior to Superintendent. The total number of officers in all Forces served by the College is approximately 4,000.

A JOINT VENTURE.

For many years it has been recognized that a College for the training of the higher ranks was necessary for the achievement of the full efficiency of the Police Service, and one reason for

the delay in its establishment has undoubtedly been the system under which the Police Service is administered and controlled. Apart from the Metropolitan Police Force all the Forces are administered by a committee of the local authority for the County or City or Borough. These committees are called the Police Authority, and they pay half the cost of their Police Force. The other half of the cost is met by Britain's National Exchequer which exercises control over the Police Service through the responsible Minister, the Home Secretary, and his Department, the Home Office.

The Police Authorities are compelled to administer their Forces in accordance with regulations which standardize pay and conditions of service throughout the whole country, and they must satisfy the Home Secretary that their Forces are efficiently administered. This system of dual control does not operate in the Metropolitan Police Force of which the Home Secretary is the Police Authority, and the various local authorities in London have no say in the administration of this Force.

In order to establish a national Police College it was therefore necessary for the Home Secretary, Mr. Chuter Ede, to secure the cooperation of all the local Police Authorities in the provinces. This was not an easy task as the local authorities are suspicious of any tendency towards the nationalization of the Police Service and any increase in the control exercised by the central Government in London.

To safeguard against this, eight members of the Board of Governors appointed to administer the College will be nominated by the local Police Authorities and eight by the Home Secretary. The Governors nominated by the Home Secretary include senior Police Officers and a representative of the lower ranks, and the College has justly been described as an outstanding example of cooperation between the central Government, the local authorities, and the Police themselves, who were the main architects of the College scheme.

THE COLLEGE SCHEME.

The College scheme was evolved by a committee of Police experts appointed by the Home Secretary and the Secretary of State for Scotland in 1944. The Government Departments concerned were represented on the committee, but the bulk of its members were Chief Officers of Police. The report of the committee, entitled "Higher Training for the Police Service in England and Wales", published in 1947, was adopted by the Government without any major alteration. One of the first conclusions reached by the committee was that officers in con-

trol of Policemen should have served as Constables themselves, and that in the interests of efficiency and in fairness to the rank and file, the officer posts in the Police Service should be filled from within the Service. The committee said the fact must be faced that the ordinary course of a Policeman's career did not in itself fit him for the higher ranks. An Inspector could not attain his rank until he had served for five years as a Constable and two years as a Sergeant, and the great majority of Inspectors served for far longer than seven years in the two lower ranks.

The object of the College course, in the opinion of the committee, should be to counteract the cramping effect of long service in a subordinate capacity which might hamper the growth of the broad outlook, the quality of leadership, and the independent habits of mind which are essential if a senior Police officer is to command the confidence of his men and the respect of all classes of the community. The committee, therefore, was of the opinion that in order to raise the standards and efficiency of the Police Service college training should widen the interests, improve the professional knowledge, and stimulate the energies of men in the middle or higher ranks of the Service. The College was most emphatically not to be an institution whose main function would be to give technical instruction. Its object was to develop the latent talents of the students rather than to cram their heads with information. Courses on new Police techniques, and detective training courses would continue to be given under the existing arrangements.

The committee was equally emphatic in their rejection of a system whereby young men without Police experience would be appointed direct to Inspector's rank after a course of college training. Such a system was an essential and distinguishing feature of the Police College scheme in operation in the Metropolitan Police Force in London before World War II, and strong objections to it were held by serving members of the Force. The committee recognized that there was an advantage in the selection of young men because college training could more easily mould their characters, but was in no doubt that the interests of the Service required that its officers should be chosen from among men who had served in the ranks.

TYPES OF COURSES.

Two main courses are held at the College and, in addition, there will be subsidiary courses for senior and junior officers of overseas Police Forces, and a short course of about three weeks for senior officers of home Police Forces. The two main courses are called the "Junior" and the "Senior". The Junior

course is designed to prepare candidates for the rank of Inspector. It is attended by Sergeants who have passed the promotion examination for Inspectors. There is no upper age limit, but the importance of sending a proportion of outstanding young Sergeants to the College has been stressed. The youngest age at which a man can be selected for this course is 27. The men who attend the course are nominated by their Chief Officers or the Police Authority, and each Force is allotted annually about as many vacancies as the number of promotions to Inspector in the Force. The course lasts for six months. It is intended that eventually it shall be the rule that a man may not be appointed Inspector unless he has completed the College course.

The first Junior course to be held was completed in December, 1948, and it was attended by 149 men and six women. No special arrangements are made for the relatively small number of Policewomen who attend, though opportunity is given for them to discuss together specialized aspects of a Policewoman's work. The average age of members of the first course was 37, and 30 members of the course held commissioned rank in the Armed Forces during the war.

The Senior course is for Inspectors and Chief Inspectors who are regarded as likely to rise still higher in the Service. This course lasts for three months, and the first course at the College was attended by 50 officers.

THE CURRICULUM.

The subjects to be covered by the syllabus for the Junior course are laid down as follows:

- A. *Police principles*—historical—political—ethical—legal.
- B. *Police organization and administration*—principles of policing, practice and procedure.
- C. *Legal*—(i) Legal history and constitutional law; the principles of law; the legal profession; the elementary study of the law of torts and of personal property. Elementary principles of Local Government.

(ii) Criminal law and procedure.
- D. *Science and Police work*—Forensic medicine, chemistry, and physics.
- E. *Semi- and non-professional lectures*—A wide range of lectures of this nature should be arranged to widen the scope of the students' general knowledge. They should cover matters closely allied to Police work, e.g., penal systems, and should extend to more general matters such as government services, commerce, and industry.

It has been decided that one of the most important features of the College should be the encouragement of students to work for themselves and to develop an enthusiasm for research and reasoning. Discussion groups, the writing of essays, reading in the library, and practical work are regarded as of more importance than note-taking at lectures. In both the Senior and Junior courses group discussions are one of the most vital parts of the training scheme. Experienced Policemen and Policewomen from all Forces in England and Wales meet together at the College, and full opportunity is given for the interchange of ideas and for the students to sharpen each other's minds. The students are divided into discussion groups of eleven members, and under the supervision of a member of the Directing Staff they prepare and then discuss a problem which is set them. Students are also required to undertake individual research work and to submit a thesis on it. Each student delivers two lectures to the other students during his stay at the College.

Other methods of instruction include practical exercises, demonstrations, written exercises, and lectures. Many of the lectures are on general subjects, and the lecturers who visited the first course at the College included men of the eminence of the Lord Chief Justice, the Deputy Speaker of the House of Commons, and the Solicitor General. In the first three months of the Junior course 60 "outside" lecturers visited the College; and 36 lectures were given by senior Police officers on Police subjects. One afternoon a week is devoted to organized games, and there are two periods of 40 minutes a week for drill and physical exercises. A few days are spent in London when places of interest are visited. Students from the Metropolitan Police Force visit provincial Forces for a week to study Police methods in the provinces, while the provincial students are attached to the Metropolitan Police Force for a week. There is no examination at the end of either Junior or Senior course, but at the conclusion of the course the Commandant of the College submits a report on the student to his Chief Officer.

COMMANDANT, STAFF, AND PREMISES.

The first Commandant of the College is Brigadier Dunn, Commander of the British Empire, Distinguished Service Order, Military Cross, a soldier who has had wide experience in the organization of training both in England and in the United States and Canada. His Deputy Commandant is a Police Superintendent, and the eighteen instructors who make up the Directing Staff are all senior Police officers who have qualified as Police Instructors.

The College is temporarily housed in premises at Ryton-on-Dunsmore, near Coventry which were built during the war to accommodate aircraft workers. There are brick-built single-story dormitory blocks, grouped around a central administrative building, which include a large dining-hall and kitchen, reception hall and lounge, assembly hall with stage and cinema projecting unit, recreation rooms and canteen, and administrative offices.

From a practical point of view the present premises have much to commend them, but they are not regarded as suitable for the permanent home of the College. In appearance they are essentially a make-shift war-workers' hostel, and they lack the dignity and the air of permanence which are considered desirable in the Police college of the future. It is planned that part of the permanent Police college shall be a central Police library and museum, and a start has already been made in assembling the collection.

TO BE JUDGED BY RESULTS.

The College has undoubtedly made a good start. Students who attended the first courses, and the many Chief Officers who have visited the College are enthusiastic about the way it is being conducted, and hopeful that it will produce good results. Doubts have been expressed as to whether six months is long enough for the Junior course, and in the opinion of some the average age of the entry may prove too high for the College to be able to achieve its full purpose. Consideration may have to be given, it is said, to the admission of outstanding young Constables as well as of Sergeants of at least seven years' service.

What is recognized by all is that the College is still in the experimental stage and that it must be judged by results. Members of the Police Force are anxious that it should succeed. It has for long been regarded by them as a reflection on the Service that it should have been thought necessary that some Chief Officers should be appointed from outside the Force without previous Police experience. If the College is successful, it will establish the professional status of the Police Service on a firm basis and enhance its prestige. The Home Secretary, Mr. Chuter Ede, has said that the quality of the men attending the first two courses had already proved that the Police can find their own leaders from those who join in the rank of Constable. The good men are there, and the College will make sure that they come to the top.