

South Yorkshire Police

Inspector

RECRUITMENT PACK 2026



South Yorkshire

POLICE

Be part of our future

Thank you for your interest in developing your career with us as an Inspector here at South Yorkshire Police.

If you are considering joining us from another force – or progressing to this next leadership step within our organisation – there is no time like the present.

We are entering a new phase of strategic growth, focused on delivering our core priorities: preventing crime and disorder, responding effectively to the needs of victims and communities, and concentrating our efforts on those who cause the most harm.

South Yorkshire Police is already a high-performing force with clear ambitions to raise the standard of policing even further. To achieve this, we are seeking exceptional leaders who can help shape the future of policing in our region.

As a busy, full-spectrum force, we offer the depth, complexity and opportunity found within some of the UK's largest forces, while maintaining a strong preventative, problem-solving ethos rooted in what matters most to our communities.

As an Inspector, you will play a pivotal leadership role – providing strategic direction, building empowered teams, and driving high-quality performance across operational and organisational areas. We are looking for leaders who are passionate about public service, confident in their decision-making, and committed to fostering a positive, inclusive and forward-thinking culture.



We value leaders who are dynamic, inclusive and people focused – those who take pride in developing colleagues, nurturing talent and creating supportive, motivated teams. In return, we will invest in you, supporting your personal and professional development and helping you grow in your leadership journey.

For those with ambitions to progress further, this role offers a strong platform for future advancement and provides the opportunity to shape your policing career.

I wish you every success in your application, and I hope to soon be working with you in the role of Inspector.

Chief Constable Lauren Poultney
South Yorkshire Police

Our priorities, focus and values

Delivering an excellent police service to support safer communities

Our priorities are:

	Preventing crime and disorder		Responding to the needs of victims and communities		Focussing on those who cause the most harm
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Our focus is to:

	Empower and support our people		Harness the power of partnership		Increase productivity		Demand professional and ethical standards
	Tackle the root causes of crime		Be ambitious in improving our digital and physical estate		Allocate finances to best effect		Ensure accuracy and security of the data we hold

Our values are:

	Fairness		Integrity		Trust
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Why South Yorkshire Police?

South Yorkshire is a region that offers not just an incredible place to live, but an inspiring place to build your policing career.

Described by Visit England as a place of “jaw-dropping scenery, cities steeped in industrial heritage and hidden market towns in equal measure,” South Yorkshire truly has something for everyone. Here, you can enjoy the beauty of rolling hills and sweeping landscapes, while also benefiting from vibrant, cosmopolitan towns and cities filled with culture, energy and opportunity.

South Yorkshire is home to almost 1.4 million residents, living across widespread rural communities as well as busy towns and urban centres.

Our policing area spans four local authority areas, contains four prisons, five professional football clubs, and a major arterial road network. This creates a dynamic and varied policing landscape, which brings both challenges and unique opportunities for those ready to make a real impact.

South Yorkshire stands proudly on both the national and international stage. As the birthplace of club football, our five major teams keep the region buzzing with fixtures and fan spirit. We're home to the largest regional theatre complex outside London, and every year we welcome visitors from across the globe for high-profile events such as the World Snooker Championship.

For those interested in developing their career with us, this region provides more than just a place to work – it offers diverse community to serve and the chance to make a meaningful difference within a busy force.



A man with a beard and short dark hair is sitting at a desk in what appears to be a police control room. He is wearing a white short-sleeved police uniform shirt with black epaulettes featuring three silver stars. He has a blue lanyard around his neck with a white ID badge. He is wearing a black headset with a microphone. He is smiling and looking towards the camera. In the background, there are several computer monitors; one shows a map, and another shows a blue screen. The lighting is dim, with the primary light source being the screens.

The role of an Inspector



Role: Inspector

Salary: £63,768 - £68,982

Location: force-wide

An Inspector is a core position within policing and is a management role in the policing professional profiles. You can find the specialist details for the role on the [College of Policing Website](#). The Inspector core rank profile outlines the basic requirements of the role.

Role purpose

Inspectors manage teams of Sergeants, Constables and police staff. They may also have responsibility for portfolios. Post holders may be senior operational officers or manage assigned specialist policing functions. This role carries specific legal powers to enable the maintenance of law and order.

Inspectors plan, manage, and monitor operational policing activity. They effectively and efficiently deploy resources to incidents, including critical ones. Inspectors manage and mitigate risk effectively. They ensure the safety and wellbeing of officers, staff and the public, and respond effectively to problems, incidents and crime.

Key responsibilities

Key responsibility statements show the accountabilities for someone in this role. They focus on what is done, not how it is done.

- Leading multiple teams and upholding values and ethical standards. Acting with the highest level of professionalism in accordance with the law, public interest, and professional policing practice to protect the public by preventing and detecting crime.
- Planning, managing and monitoring the operational policing and investigation activity for teams. Managing competing demands and priorities to make informed deployment decisions. Ensuring best use of available resources to deliver an effective response which supports law enforcement and enables public safety.
- Identifying, managing, and mitigating operational threats and risks in line with national guidance and operational policing plans in order to ensure the safety of officers, staff, and the public.
- Managing the initial response to critical incidents, in alignment with relevant frameworks and guidance. Ensuring appropriate resource allocation and risk management to enable effective service delivery.
- Leading engagement and building collaborative working relationships with communities, partners and other stakeholders. Agreeing appropriate responses to enable an effective approach to preventing and tackling crime and vulnerability.
- Analysing and evaluating the effectiveness of existing processes and practices within area of work in order to identify and implement opportunities for change and innovation. Promoting best practice and enabling improvement, problem solving approaches and evidence-based policing within teams.
- Leading, motivating, developing, and engaging a team of Sergeants, Constables and police staff. Supporting and enabling continuing professional development through regular review conversations. This will also involve discussing and agreeing goals and

standards and giving timely, specific and constructive feedback. Enabling identification and support for talent development, career planning and high-performing teams.

- Fostering an inclusive team approach that role models ethical behaviours and combines diverse perspectives and experiences. Supporting people to contribute, challenge, and share feedback so that the team operates in line with the force's values and ethics, enabling successful policing.
- Protecting and promoting wellbeing and welfare of teams and individuals. Supporting team members to recognise and address wellbeing needs to protect and enhance the working environment.
- Managing matrix teams, providing direction and delegating effectively. Maintaining control and awareness of situations and progress to provide an efficient and effective response to problems, incidents, and crime in line with organisational requirements.
- Reviewing and reporting on team expenditure to ensure the efficient use of available budgets and maximise value for money.
- Analysing performance data and information against team objectives in order to effectively inform workforce planning, budgets and the measurement of department and force goals.
- Contributing to the setting, monitoring and assessment of team and individual key performance indicators in alignment with wider objectives. Taking corrective action as necessary to ensure that the team effectively contribute towards the achievement of force objectives.



Your competencies, values and skills

The College of Policing **competency and values framework (CVF)** provides clear expectations for everyone working in policing. It describes the behaviours required by police officers and staff to be effective in their roles and uphold the **Code of Ethics** for policing.

Competencies

The CVF has six competencies, which are split into levels. These levels can be used flexibly to allow for a better fit with frontline and non-frontline policing roles, and at different levels of seniority. This ensures that there is consistency throughout all the policing professional profiles. Some roles may contain different CVF levels due to the specialist nature of the role. Those working at higher levels should also fulfil the requirements of the lower levels.

This role should be operating at or working towards the following competencies.

- **We are emotionally aware** – Level 2: supervisor or middle manager
- **We take ownership** – Level 2: supervisor or middle manager
- **We collaborate** – Level 2: supervisor or middle manager
- **We support and inspire** – Level 2: supervisor or middle manager
- **We analyse critically** – Level 2: supervisor or middle manager
- **We are innovative and open-minded** – Level 2: supervisor or middle manager

Values

The CVF has three values that apply to everyone in policing, regardless of their role or seniority.

- **Courage**
- **Respect and empathy**
- **Public service**

Core skills

All roles in policing have nine core skills in common. These are split into levels that represent the different levels of policing. This role should be operating at or working towards the following core skills.

- **Communicating and influencing** – Level 3
- **Problem solving** – Level 3
- **Performance management** – Level 3
- **Relationship management** – Level 3
- **Change management** – Level 3
- **Managing people** – Level 3
- **Managing resources** – Level 3
- **Planning** – Level 3
- **Use of IT** – Level 3

