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MANAGEMENT IN THE FRENCH SYSTEM OF POLICE EDUCATION ON THE EXAMPLE OF FRANCE'S NATIONAL POLICE COLLEGE – OUTLINE OF ISSUES

Summary

The aim of the study is presentation of the French system of police education on the example of its central academic institution - France's National Police College. The paper describes the management system of the College, recruitment procedures in the French National Police as well as forms of education and professional training offered by the police training centres in France. In the introduction to the main body of the paper, the reader will find detailed description of the central organisation unit of the French Police i.e. the General Directorate of the National Police with headquarters in Paris.

Key words: *internal security, the National Police, France's National Police College*

Introduction

Tasks related to upholding security and public order in France are executed by three institutions i.e. the National Police (*Police Nationale*) which comes under the jurisdiction of the Minister of the Interior of the French Republic, the Municipal Police (*Police Municipale*) under the direct authority of local government units (the Mayors), and the National Military Gendarmerie (*Gendarmerie Nationale*) which is a component of the French armed forces. It should be brought to the readers' attention that the National Gendarmerie has the status of a military formation deployed in the structures of the Ministry of the Armed Forces (until May 2017 the official name was the Ministry of Defence). However, from substantive and methodological perspective the Gendarmerie is at the service of the Minister of the Interior (as of 1 January 2009) who, within the powers bestowed, organises and manages the formation,

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supervises recruitment processes and specifies indispensable equipment for gendarmes who execute domestic and international security tasks. If gendarmerie officers are to be sent on a military mission outside the territory of the French Republic, authorisation from the Minister of the Armed Forces is required.

The main focus of the paper is organisation and management of France's National Police College, which is the central component of the French Police education system. The paper should be of special interest for those who are scientifically and professionally involved in widely understood security issues as well as for students of internal security, national security, law, administration or management of uniformed services.

1. Outline of the organisational structure of the French National Police

The organisational structure of the French National Police, which is a huge uniformed law enforcement service (145,000 employees) responsible for security and public order and performing a wide portfolio of security related tasks, is very complex. Headed by the DGPN (General Direction of the National Police) with the headquarters in Paris¹, the French Police is divided into the following directorates:

- Administration Directorate of the National Police (Direction de L'administration de la Police Nationale);
- Directorate of Human Resources and Management of Competences in the National Police (Direction des Ressources et des Compétences de la Police Nationale);
- Central Directorate of Judicial Police (Direction Centrale de la Police Judiciaire);
- Central Directorate of Public Security (Direction Centrale de la Sécurité Publique) – a uniformed patrol and response section;
- Intervention groups of the National Police (Groupes d'Intervention de la Police Nationale) – regional special groups for tasks that require special tactics and intervention techniques assigned for counter-terrorist sub-divisions able to execute simple special operations such

¹ J. Tulard, *Histoire et dictionnaire de la Police: du Moyen Âge à nos jours*, Paris 2005, Robert Laffont, p. 231.

as arresting dangerous criminals, releasing hostages or protection of special convoys;

- Central Directorate of Border Police (Direction Centrale de la Police aux Frontières);
- *General Inspectorate of the National Police* responsible for internal control in the formation (Inspection Générale de la Police Nationale);
- Directorate of the Republican Security Companies (riot police) (Direction Centrale des Compagnies Républicaines de Sécurité);
- Directorate of International Cooperation (Direction de la Coopération Internationale);
- Central Directorate of Internal Intelligence (Direction Centrale du Renseignement Intérieur);
- Central Directorate for Recruitment and Training (Direction Centrale du Recrutement et de la Formation de la Police Nationale);
- Important Persons Protection Service (Service de Protection des Hautes Personnalités);
- Prefecture of Paris Police (Préfecture de Police);
- Recherche Assistance Intervention Dissuasion (Research, Assistance, Intervention, Deterrence RAID) – a counter-terrorist unit for serious incidents on national level².

At this point the attention of the Polish reader must be drawn to the fact that the General Directorate of French National Police is only to a certain extent the equivalent of the Polish Police Headquarters. The competences of the Director General of the French National Police embrace not only issues of directly police-related character but also broad powers with respect to crisis management, which in Polish reality is assigned to other than police agencies and institutions of state administration and local authorities. As far as jurisprudence of the Director General of the National Police is concerned, it bears resemblance to the jurisprudence of the Polish Minister of Internal Affairs and Administration. The difference between Polish and French distribution of powers connected with the issues of security is caused by the fact that relevant bodies of French central administration are predominantly focused on legislative activities, and only to a lesser extent on executive activities.

²J. M. Tanguy, *Le RAID - 30 ans d'intervention*, Paris 2015, Pierre de Taillac, p. 90.

Image 1. Organisational structure of the General Directorate of the National Police and independent organisational units controlled either by the National Police or the Ministry of the Interior.



Source: Own work.

General Directorate of the National Police has authority over all prefectures and their employees, civil servants, intervention groups which are used for incidents of mass violation of public order, judicial police and other kinds of police forces. The Director General has also influence, on the basis of merit, on the prosecutor's office, National Gendarmerie (including gendarmerie pyrotechnics), professional fire service as well as other entities that make up local structures of civil defence.

In parallel to the administrative division of the French Republic, there are respective regional directorates of the National Police (which more or less correspond to the Polish voivodeship police headquarters) and department directorates of the National Police (which more or less correspond to the district headquarters of the Polish Police).

2. Recruitment to the National Police forces

Recruitment process to the biggest agencies of the internal security system in France i.e. the National Police and National Gendarmerie respects the administrative division of the country. The National Police has primary responsibility for major cities and large urban areas, whereas the *Gendarmerie Nationale* is responsible for policing (and recruiting) in smaller towns and rural as well as border areas.

Fundamentally, basic requirements for candidates to both law enforcement agencies are similar. Those wishing to join the police/gendarmerie forces must meet the following criteria:

- French citizenship;
- age between 17 and 35 years;
- good health condition;
- fluent knowledge of the French language in speech and writing;
- certificate of participation in the Defence and Citizenship Day³.

³Defence and Citizenship Day (*Journée Défense et Citoyenneté*) is a day established in 1998 in France by the French president, Jacques Chirac as one of the elements of the reform of the national security system. As the result of the reform, mandatory military service was discontinued and a range of initiatives for promoting security issues was implemented. One of these initiatives was the Defence and Citizenship Day addressed to all citizens of the French Republic aged between 17 and 25. The certificate of participation in the Day is needed to take the baccalaureate examination (except for persons under 18 years of age), to enrol in public university, to obtain a driving licence

Of course, the candidates must demonstrate clean criminal record and preferably higher education diploma (minimum secondary school education is required). The pre-requisite criteria may slightly differ with respect to the kind of corpus candidates apply for.

Joining the National Police forces is possible by means of two different paths. The first one requires sending an application form to a relevant regional Police Directorate which is advertising vacancies. It must be emphasized that on this path successful candidates are obliged to serve in the territory of a given region for the period of minimum 8 years. The second path allows to enter recruitment process on central level. The successful candidates are obliged to serve all over the country and must be ready to relocate in accordance with the needs of the formation. The minimum length of service on this path is 5 years. Earlier resignation from service, in both cases, entails financial penalty.

In the recruitment procedure candidates must go through the following stages: a written multiple choice test in which questions relate to current affairs as well as widely understood subject matter of security; an essay (to be written in the allotted time of three hours) on a set topic related to social issues. For the essay candidates may be awarded 20 points in total and obtaining fewer than 5 points means disqualification from the recruitment process. Next steps in the procedure include: physical fitness test, psychological aptitude test, resistance to stress test, interview and a short test in a selected foreign language at elementary level (English, Dutch, Arabic, Spanish or Italian).

Upon entry into the formation, young recruits are obliged to undergo a 12-month-training at the central training institution of the French National Police (France's National Police College, also referred to as ESPN) where they participate in a didactic cycle which combines both theoretical knowledge and field professional practice. Resignation from basic training entails financial penalty. Upon completion of the training the graduates receive the status of a law enforcement officer and are transferred to further service in units of the French National Police.

2.1. Preparatory courses for candidates wishing to work in public administration institutions organized under the French Government's policy for promoting equal opportunity

The French society, as it is commonly known, is multicultural and consists to a large extent of immigrant population i.e. people without any starting capital or support of indigenous ancestors. Therefore the social structure of the French society is constantly subject to stratification. That is why in institutions of state administration various initiatives are undertaken in order to eliminate social inequalities. Vast majority of job offers in French institutions of public administration, and that refers also to vacancies in the National Police, is built upon competition proceedings⁴. In order to encourage young people from socially discriminated environments to become law enforcement officers and enter the recruitment process, there are special preparatory courses aimed at erasing inequalities and increasing chances for success in the competition. Information about such courses may be found on websites of various public institutions.

Training courses which prepare candidates for service in the National Police forces are organised by France's National Police College. During the courses trainees study for written tests whose subject matter relates to public order in the Republic, functioning of the police and elements of the general knowledge, they also master their knowledge of a selected foreign language and work out on their physical fitness because physical agility test is one of the key elements of the recruitment procedure to the National Police.

3. The outline of the police education system in France

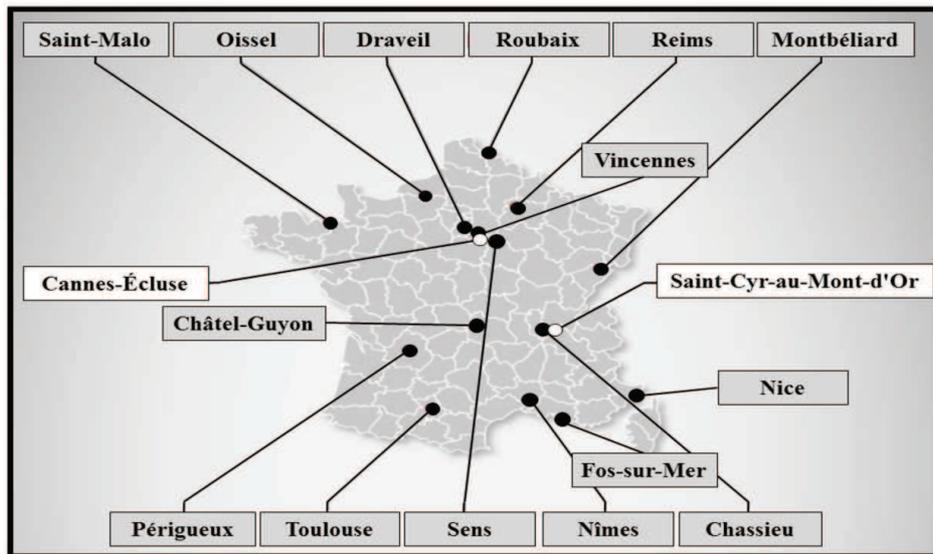
The education system of the National Police in France consists of one central didactic unit as well as schools and police training centres located all over the country. The central unit is called France's National Police College (ESPN) which is a higher education institution educating future officers of the National Police and providing professional development opportunities for officials on management level of the formation.

The infrastructure of the College, which commenced its academic activity under the current name on 1 January 2013, is located in two

⁴ L. Bui-Trong, *La Police dans la société française*, Paris 2003, PUF, p. 112.

towns: in Saint-Cyr-au-Mont-d'Or in Auvergne-Rhône-Alpes region and in Cannes-Écluse in Île-de-France region. Other colleges of the National Police are located in: Draveil, Vincennes, Châtel-Guyon, Fos-sur-Mer, Périgueux, Reims, Roubaix, Saint-Malo, Sens, Toulouse, Montbéliard, Nîmes and Oissel. The National Police training centres are located in Chassieu and Nice. Additionally, there are overseas police training centres located on the territories of French collectivities in: New Caledonia, French Polynesia, French Guiana and on the Isle of Maiotta. Police colleges and training centres are responsible for professional development and training of French Police officers on elementary level.

Image 2. Locations of ESPN as well as other police colleges and training centres.



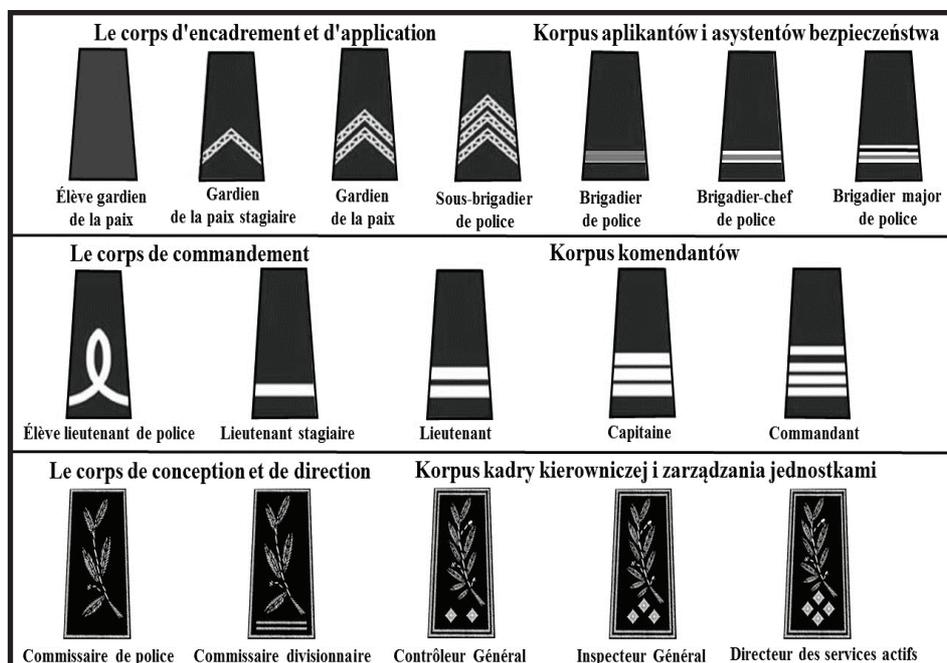
Source: own work.

In this short outline of different forms of professional training in the education system of the French Police, it should be emphasized that the training course for the lowest level of law enforcement officers, organized by the French police colleges, lasts 12 months. The curriculum consists of theoretical module (e.g. administrative law, criminal proceedings, criminal code and other selected branches of law as well as, interestingly, the art of typing), and practical skills module (e.g. self-defence, shooting, general physical education, tactics and intervention

techniques). Moreover, the trainees gain hands-on experience in local ground units.

The recruitment process is carried out by HR units deployed in various Departments of the National Police. The candidates for the course must be below 30 years of age. In the recruitment process the average mark from subjects on the certificate of completion of secondary education is NOT taken into consideration. Applicants, who prior to the training have served at least one year in the security sector (it does not include periods of professional training or internships) may, already during the course, file for promotion to the rank of a brigadier (it is the third service rank in the *Management and Enforcement Corps* which more or less corresponds to Polish joint corps of privates, constables and NCOs). During the course each participant is paid a monthly salary of 1351 Euro. The highest achievers on the course may be offered interesting positions in the formation (the positions must correspond to the level of the *Management and Enforcement Corps*).

Image 3. Service ranks in the French National Police.



Source: Author's own materials.

The course culminates with state examinations after which graduates sign a three-year-contract with the National Police which may be prolonged for another three years. During this time police officers are obliged to raise their qualifications and be promoted to a higher rank and, as the result, their work contract may be changed for indefinite period of time.

There are also other forms of preparatory courses for candidates to the National Police forces organised by the French police colleges. General courses are dedicated for candidates who are between 18 and 25 years of age. The courses last 28 weeks and are a mix of theoretical training with 12 weeks of practical work (including a seven-week-period of work experience at a police station). The courses prepare students for state examination towards the rank/position of a keeper of the peace.

The training course in prevention lasts five months during which students acquire skills necessary to perform activities of coherent subunits and intervention groups undertaken to restore security and public order. The training cycle includes two months of practical classes in self-defense, intervention techniques, shooting, simulations and, of course, theoretical content related to e.g. organization and functioning of the police forces, code of criminal proceedings, criminal law, administrative law, and practical classes. The course is dedicated for candidates of French citizenship below 35 years of age.

The candidates for the above mentioned courses must be holders of the certificate of completion of secondary comprehensive or technical school; they may not exceed the set age limits unless they have served for at least a year in one of the country's security agencies. The applicants of security (peace guards, sub-brigadiers) after four years of service may enter the competition proceedings for a higher rank in the *Management and Enforcement Corps* i.e. the rank of brigadier (equivalent of sergeant in the Polish Police).

4. France's National Police College (École Nationale Supérieure de la Police - ENSP)

Created under a Decree of 28 April 1988, the Ecole Nationale Supérieure de la Police (France's National Police College) acquired the status of a State administration institution, and joined the ranks of the prestigious state administration Grandes Ecoles. Previously the College functioned under the following names:

- The Security Officers College before 1995;
- France's College of Police Officers before December 2012;
- France's National Police College since 1 January 2013.

The mission of the College is to offer training courses for law enforcement officers leading to the ranks of lieutenant and police commissioner in the *Command Corps* and to the rank of police commissioner in the *Conception and Direction Corps* of the National Police. The College also offers full study programmes accredited by renowned French academic centres as well as professional development training courses for police officers and national and local administration officials. Moreover, ENSP conducts scientific research in security and disseminates its results on local and international arena. The College collaborates with a number of French and foreign academic centres as well as various institutions of security and public order.

ENSP with respect to content and organisational matters is administered by the Ministry of the Interior. When it comes to learning content and the offer of professional training, the College is under the authority of the Director General of the National Police force, it has financial autonomy and is a legal entity in its own right.

As stated above, the College premises are located in two different locations. The property provided for ENSP by the State in Saint-Cyr-au-Mont-d'Or covers nearly 5 hectares. It consists of 16 buildings and annexes which include: 3 auditoriums, 15 rooms used for classes and practical work, 1 criminal policing simulation room, 2 IT rooms, 1 television stage set/audiovisual control room, 1 shooting range, specialist library and a reading room, the museum of criminology, 68 bedrooms, 1 self-service cafeteria (seating 164) and 4 dining rooms (seating 120), a cafe, TV room with hot spots and sports facilities such as 2 dojos, 1 sports hall, 2 climbing walls, 1 weights room.

The second College facility located in Cannes-Écluse covers 17 hectares and includes 33 000 m² of didactic and living quarters infrastructure that can educate and accommodate 720 trainees. The didactic base consists of: 18 rooms used for classes and practical work, 2 auditoriums, 2 language laboratories, 4 specialized classrooms, 4 simulation facilities, a library, a shooting range and a police intervention simulation facility. The College sport grounds includes: 2 sport halls, 3 gyms, a football pitch, a rugby pitch and two tennis courts.

The Board of Governors of the College sets its educational orientation, development strategy and budget. Chaired by a senior member of the Council of State, the Board comprises:

- 4 highest-ranking officers in the national police force i.e. the Director General of the National Police, the Prefect of Paris Police (the counterpart of Warsaw Metropolitan Police), the Director of Central Recruitment and Training and the Director of the General Inspectorate of the National Police;
- 4 members appointed by the Minister of the Interior from senior officials in partner administrations;
- 3 members appointed by the Minister of the Interior from senior officials with experience in security issues;
- 10 members appointed by the Director of the College in the rank of Inspector General from employees, students and trainee superintendents.

The Board is headed by a President who does not belong to the management board of the College. The Board is in charge of constant supervision over the learning processes, shapes directions of the College's development and facilitates partnerships between related institutions (the Ministry of the Interior, the Police Directorate, ESPN).

The process of education i.e. curricula and learning content is shaped by the Teaching Council. This advisory body is headed by the Director of ESPN, who appoints and dismisses the members of the Council which, within the powers bestowed, propose, issue opinions and recommend implementation of amendments into the educational policy, modification of existing curricula, introduction of new teaching programmes and forms of professional training. The Council fulfils the following duties:

- analysis of the teaching content of the curricula of teaching programmes offered by the police educational centres;
- identification of new training needs with special emphasis on criminology;
- approval of curricula of programmes for police officers and higher education studies addressed to candidates applying for higher commissioned officer service ranks.

The composition of the Teaching Council includes the Head of the General Inspectorate and the following directors/members:

- Director General of the National Police;
- Director of the General Inspectorate of the National Police;
- Director of the Domestic Security Directorate (prevention agency);
- Director of Criminal Police;
- Director of the Republican Security Companies;
- Director of the Central Directorate of Internal Intelligence;
- Director of Border Police;
- Director of International Cooperation Directorate;
- Director of Central Recruitment and Training;
- Prefect of Paris Police;
- Director of Personnel and Training of the Paris Police Prefecture;
- Director of Public Order and Traffic Control of the Paris Police Prefecture;
- Director of Criminal Police of the Paris Prefecture;
- Director of Public Security of the Paris Agglomeration (responsible for suburban areas of the Paris agglomeration);
- Director of Internal Intelligence of the Paris Police Prefecture;
- ENSP Deputy-Director (equivalent of departmental deputy Commandant-Rector);
- ENSP Deputy-Director for development strategy, education and scientific research;
- Director of the ENSP Research Centre;
- two representatives of trainees on ENSP training course for superintendents in the *Conception and Direction Corps*;
- two representatives of trainees on ENSP training course leading to the rank of the superintendent (lieutenant) in the *Command Corps*.

Third collegial body functioning within France's National Police College is the Scientific Board responsible for approval of reports from completed projects and for cutting new paths for scientific development of the College and new research areas as well as supervision over respecting ethical code by the academic staff. The Scientific Board is chaired by the President of the Scientific Board who is not a full-time employee of the College. The Chairperson is usually elected from the members of the French Academy of Sciences. The composition of the Scientific Board (12 persons in total) includes personages with highest academic titles and degrees as well as personalities with extraordinary

achievements in the field of security. Moreover, 7 other institutions⁵ delegate one representative to the Board.

As stated above, the College is headed by the Director (in the rank of Chief Inspector– which is the second highest service rank in the French National Police), who works closely with one uniformed deputy director (Controller General – the third highest service rank in the French Police) and one deputy director responsible for development, education and scientific research. Additionally, the management board of the College is in charge of the academic research centre, the professional training centre, finance and logistics. The Director of the College is responsible for:

- professional training department, which is responsible for all training courses for officers in the strategy and management branch;
- secretariat general which manages all the human and physical resources necessary for training and cooperation activities (trainees, civil administrative employees and academic staff);
- joint and international training department, which manages training courses for other branches of the national police force;
- training of public administration staff and locally elected officials;
- second cycle studies (MA programme) in Domestic Security;
- training of foreign trainees and non-graduating participants;
- advice/support/research department, legal information and advice centre and professional documentation centre;
- scientific research conducted by the College academic staff;
- fixed and movable assets;
- execution of the College budget;
- communication and international relations.

4.1. Training course for candidates to the rank of lieutenant in the *Command Corps* of the National Police

Organised by France's National Police College, the officer training course (for candidates to the rank of lieutenant in the *Command Corps* –

⁵ The delegates to the Scientific Board represent the following institutions: General Inspectorate of the National Police, cyber-crime unit deployed in the structures of the Ministry of the Interior, strategy and development unit deployed in the General Directorate of the National Police, National Institute for Advanced Studies in Security and Justice, the National School for Correctional Administration, Police College in Saint-Cyr, Directorate of Central Recruitment and Training of the National Police. Source: <http://www.ensp.interieur.gouv.fr> [access 12 May 2017].

equivalent of the junior officers corps in the Polish Police) is 18 months long and is divided into 12 months of theoretical work and 6 months of field practical training. The theoretical part of the course covers issues of management, security and public order, code of criminal proceedings, criminal code, administrative law, IT, operational intelligence and investigation activities. Practical skills mastered during the course pertain to self-defence, tactics, intervention techniques and shooting. The course is open for French citizens below 35 years of age, holders of a minimum BA degree, additional advantage in the recruitment proceedings is a university degree in law or a related field. The average number of places on the course is 45-50 and the number of applications received each year reaches 3,000. It is one of the most prestigious forms of educating state administration officials in France open for members of the general public as well as employees of the National Police in the *Management and Enforcement Corps*. The candidates recruited on the course from the general public are obliged to remain in service for the period of at least 4 years (in case of early resignation financial penalty applies).

There is also a separate course profile for officers serving in special forces and local rapid reaction units. Each year there are 20 places on the course for candidates from these specialised units. The monthly salary on the course is 1,923 Euro.

Upon completion of the course and after passing all the required exams the trainees are promoted to the rank of lieutenant. Next promotion, to the rank of detective chief inspector, is possible after serving five years in the rank of lieutenant and at least four years of service in the rank of lieutenant is required to be eligible to enter competition proceedings for the position of police superintendent (the first service rank in the *Conception and Direction Corps* which corresponds to the Polish corps of senior police officers).

4.2. Training course for candidates for the rank of superintendent in the *Conception and Direction Corps* of the French National Police

ENSP runs courses for senior officers of the National Police (for candidates to the rank of superintendent in the *Conception and Direction Corps*). The staff of the *Conception and Direction Corps* constitute a key asset for the French National Police as they supervise regional outposts and head highly specialized organizational units, preside over decision

taking bodies, initiate solutions for improvement in the level of security and public order on local and regional level.

The course with total duration of 24 months is divided into 12 months of theoretical work and 12 months of practical field work. Analogically to the course for junior officers, the theoretical body consists of issues pertaining to management, upholding security and public order, code of criminal proceedings, administrative law, Information Technology, operational intelligence and investigative activities as well as basics of forensic crime scene investigation and identification of forensic evidence. Practical classes include the usual portfolio of skills necessary for each police officer such as self-defense, tactics, intervention techniques and shooting. The training course is open for French citizens, graduates of second-cycle studies. The preferred candidates should be holders of a full master degree in law, administration, security management or related fields. Each year the College may accept 25-30 new students. In view of experts, it is the most prestigious form of education for police officers in France open for officers of different service ranks in the *Command Corps*, who have served at least four years in their last service rank. It is possible to be accepted on the course in the competition proceedings (without entrance examinations) for officers who are eligible for a position in the *Conception and Direction Corps* and served in the rank of *capitaine* or commandant for at least 5 years.

4.3. The “prepa-superintendent” course

Each year France’s National Police College carries out a training course for future senior officers of the National Police, this integrated preparatory class for future superintendents serving in the *Conception and Direction Corps* of the National Police, falls under the French Government’s policy of promoting equal opportunity. 15 to 20 applicants are selected each year on the basis of the following criteria:

- full Master’s degree;
- appropriate motivation and eagerness to get involved in the didactic process (the level of motivation is verified during an interview with a psychologist);
- confirmation from the relevant superior that there exists a guaranteed vacancy in the *Conception and Direction Corps* awaiting the

candidate for which completion of training for superintendents is required;

- certificate from a relevant (so as to the place of service) financial unit or from relevant tax revenue office (as to the place of residence) about the overall annual gross income of applicant and/or their parents/spouses not exceeding €30,000 per year.

The eight-month-training course is run by ENSP in cooperation with University of Lyon or University of Paris and contains theoretical and practical module. Recruitment for the prepa-course is carried out among trainees of police course (final examinations are administered by France's National Police College) as well as among officers serving in ground units of the National Police (final examinations are administered in Regional Directorates of the National Police). The police officers who demonstrated outstanding achievements in the service for their country may be delegated to take part in the above mentioned training course.

4.4. Forms of professional training offered by ESPN

Apart from the training courses for law enforcement officers discussed above as well as second cycle full academic programmes, ENSP offers other forms of professional development addressed to all officers in the French National Police forces e.g. management of organisational units of the formation, training courses for officers from operational intelligence and investigation units, trainings in crisis management, conflict management, internal control, training for officers from international cooperation units and for officials working in other bodies of state administration and for police officers from other countries. The ongoing training policy is based on three principles:

- bilateral cooperation and continuous communication with territorial units of the formation and dialogue with institutions of state administration, local government and social organisations in the context of identification of training needs for functionaries, staff and members;
- search for strategic partners, patrons and other entities involved in activities for upholding security and public order;
- dissemination of security culture and promotion of modern methods of security management.

The College offers courses (also with instruction in the English language) devoted to international police cooperation for representatives

of French and foreign uniformed agencies, representatives of state administration and for students-candidates for the service. The topics covered on the courses include:

- French security cooperation platforms (SCTIP, SCCOPOL);
- Interpol;
- Europol;
- European Union Agency for Law Enforcement Training (CEPOL);
- Frontex;
- CCPD Police Cooperation Centre.

60 hours of the course are devoted to mastering the English language (especially with respect to specific vocabulary related to the issues of internal security). The fundamental aim of this course is equipping the trainees with skills that will enable them successful communication in international operational environment. Other courses offered by the College include:

- ESPOC AEPC (in English);
- CEPOL (in English).

The training portfolio of the College also includes courses in security management in local communities and in implementation of regional security strategies. The seminars are addressed to officials of local government units and may take place in the premises of ENSP or directly in the officials' workplaces. The thematic scope of the course includes:

- the role and tasks of local government officials responsible for shaping the level of security and public order levels;
- forms of cooperation between local government units and institutions of state administration with respect to public security;
- creation of local-government security forces;
- organisation and functioning of state institutions responsible for security and public order (the National Police, the National Gendarmerie);
- legal responsibility of local government officials for security policy.

Among other forms of professional development offered by ESPN the following are worth mentioning:

- extramural preparatory course for officers applying, in open competition proceedings, for the position of superintendent;
- training course for officers serving at the border crossings of the Republic.

Various forms of vocational training offered by France's National Police College are under constant modification to respond to the changing needs of the National Police or other agencies executing public security tasks. The College is very flexible and offers various professional development courses in national police units all over the country.

Conclusions

The French Republic in terms of population, economic and military potential as well as its leading position in Europe, is coming up as one of the most powerful countries in the world. Many experts and representatives of international organisations regard France as one of the five best developed countries in the world. However, as far as living conditions are concerned, global rankings put France on 11th place. The discrepancy between France's position in the world and the level of living standards of French citizens is the result of a series of tragic events whose aftermath was painfully felt by the French society. The terrorist attacks in Paris, Nice and the act of terror in Normandy (Saint-Étienne-du-Rouvray) seriously impacted the security levels of the people and found reflection in the results of the last presidential elections.

The government administration and subordinate agencies are expected to undertake steps towards considerable improvement in the level of domestic security in the country. The National Police as the biggest uniformed agency in France plays a critical role in providing security and public order. In order to meet the challenge of upholding public security in a troubled country, all constituents of the system must cooperate closely to counteract fluctuant social situation in the country and on the European continent. Proper selection, education and professional training provided by the police training centres constitute a vital element of functioning of the National Police. Only synergic and well-coordinated multi-layered activities may bring positive results in the fight against crime, terrorism and other threats to security and public order.

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