

Hertfordshire Constabulary Becoming a Police Officer

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Agenda

- What jobs could you be going to?
- Eligibility Criteria
- Entry Routes & Pathways for Police Constables
- Recruitment Roadmap
- Training School
- Future Opportunities
- Applying for Police Officer Roles
- PCSO Role
- Other vacancies
- Any questions?



Eligibility Criteria

All applicants

- Can apply from 17.5 years old
- Can start employment from 18 years old
- Must be British Citizens, or passport holders from a full EU member state.
- You can also apply if you're a Commonwealth citizen or a foreign national who is resident in the UK with indefinite right to remain.
- Must have been a resident in the UK for the three years immediately preceding application
- Must hold a full manual driving licence when applying
- **For more eligibility criteria including education, tattoos and convictions please visit the website**



Pathways into Policing – Overview

PCDA	PCEP
3 Year Probation	2 Year Probation
32 UCAS Points	A level qualifications. <u>or</u> At least one year work experience or studying with comparable skills to policing. <u>or</u> Work experience within Policing roles or armed forces
BSC Prof. Policing	Level 5 equivalent qualification

- Starting salary for **both pathways** is £31,551 which includes £3,000 South East Allowance
- All officers are required to work shift patterns according to the department they are on. This will initially include weekends, bank holidays, earlies, lates and nights.



PCDA

Police Constable Degree Apprenticeship

- Must hold GCSE Maths and English at a minimum of grade C or 4 (or equivalent qualification, such as level 2 functional skills in Maths and English) + 32 UCAS points

Further details are available on the website

- Study days in Gosling, Hertfordshire with Anglia Ruskin University
- Three-year programme which leads to a fully funded BSc (Hons) degree in Professional Policing with Anglia Ruskin University

PCEP

Police Constable Entry Programme

- Must hold an A Level 3 qualification (2 A Level passes at Grade E) or above
or
An equivalent qualification or evidence of at least one year's employment/experience in a role with comparable skills to policing or academic study
or
PCSOs or Special confirmed as fit for independent patrol and those leaving Armed Forces
Further details are available on the website
- Study in Hertfordshire
- Two-year programme which leads to a level 5 qualification



Recruitment Roadmap



Pre-Boarding
4 - 6 Weeks

Onboarding
6 - 8 Weeks
Elements will run parallel

Application

Find useful hints and tips around your application [here](#)

Assessments

Find out what's involved with SIFT and the Online Assessment [here](#). Allow up to 7 days for SIFT and if successful you will receive 3 emails inviting you to complete the online assessments - for which you have 7 days to complete. Allow up to 4 weeks for results.

Fitness

Find out more around police fitness [here](#) and what is involved.

Vetting & Reference

If successful, you will need to pass vetting, read more [here](#). Allow up to 6 weeks

Join

Eligibility Check

Read more below about eligibility to become a police officer;
1. [Preliminary Vetting](#) - Allow up to 14 days
2. [Qualification check](#). Allow up to 14 days

Interview

You will be invited to a virtual interview with 2 members of the force, this is to understand more about you and why you want to join. This will be between 7 - 14 days after passing OAC.

Medical

Read more [here](#) around what police medical involve. Allow up to 6 weeks.

**Please note these timescales are just a guide and will change depending on individual circumstances

Training School

- Approx. 20 Weeks at Gosling Sports Park, WGC or Letchworth
- Monday to Friday 9-5 with 2 weeks annual leave as allocated
- Classroom and practical learning
 - Police powers and responsibilities
 - Vital policing skills such as statement writing to road closures
 - Crime definitions
 - Roleplays in training school and in public
- PST & PPE – Handcuffs, batons, PAVA and more.
- Attestation Ceremony (Sworn in as Constable), uniform and equipment issued





Future Opportunities

Future potential roles include:

- CBRN Specialists
- Child Protection
- Collision Investigation
- Court Liaison
- Cybercrime Specialists
- Detective Constable
- Dog Handlers
- Domestic Violence Specialists
- Drone Pilot
- Firearms Officers
- FCR Operators
- Helicopter crew
- Historical Offences
- Intel Officers
- Learning & Development
- Local Crime Unit
- Medics
- Missing Persons
- Negotiators
- Neighborhood Officer
- Operational Support
- Offender Management
- Plain Clothes Proactive – ‘Scorpion’
- Protest Liaison
- Roads Policing Officers
- Rural Operations
- Search Officers
- Sexual Offences
- Vulnerable Adult Safeguarding

Ready to become a Police Officer or want more information?

Here is how:

- Apply today using a laptop provided.
The HR team and officers will be available to help if needed

- Head over to our website

[Hertfordshire Police - Police Officer \(hertspoliceofficer.co.uk\)](http://hertspoliceofficer.co.uk)

Check your junk/spam folder for emails from us!



WE ARE **RECRUITING** INDIVIDUALS WITH **PASSION AND DRIVE**

IT'S YOUR OPPORTUNITY
FOR A GREAT CAREER



HERTFORDSHIRE
CONSTABULARY

Prevention First

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email: positiveaction@herts.police.uk

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SCAN ME



Any Questions?