

GUIDE TO BECOMING A POLICE OFFICER



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www.wiltshire.police.uk/Officers



GUIDE TO BECOMING A POLICE OFFICER

Being a police officer is one of the most personally rewarding, challenging and diverse careers available to you.

A vital role, it offers a great sense of pride from helping and protecting those within our community.

This guide aims to give you all you need to know about the role, the application process and to answer the more commonly asked questions we receive.

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1. BEING A POLICE OFFICER

From being the first on the scene, to arresting an abuser, a shoulder to cry on and a reassuring face; this role is thrilling yet constantly challenging. You will work in a fast-paced, 24/7 environment where no two shifts will be the same.

You will need to be prepared for anything and expected to act with the utmost professionalism and integrity at all times – both in and out of uniform.

You could find yourself:

- Acting on emergency calls
- Investigating reported crimes
- Apprehending, arresting and interviewing suspects
- Collecting evidence at crime scenes
- Dealing with accidents and incidents
- Supporting victims and witnesses of domestic abuse
- Engaging with young people to help change perceptions of the police
- Working with emergency service colleagues from Ambulance, Fire and Rescue
- Responding to reports of anti-social behaviour
- Being a visible presence at large scale public events.

From day one, you will be a Police Officer and fully supported through great training, which will equip you and your colleagues for every eventuality. And when it comes to going out on the beat for the first time, you will not be alone.

You will need to be prepared for anything and be expected to act with the utmost professionalism and integrity at all times – both in and out of uniform.

ENTRY ROUTES

There are three entry routes into policing:

1. Police Constable Degree Apprenticeship (PCDA)

- Three-year academic and practice based programme for individuals who do not already hold a degree
- On completion, successful candidates will be awarded a Degree in Professional Policing Practice.

2. Degree Holder Entry Programme (DHEP)

- Two-year academic and practice based programme for those who already hold a degree in any subject.
- On completion, successful candidates will be awarded a Graduate Diploma in Professional Policing Practice.

3. Pre-Join Degree Entry

- For individuals who choose to complete a Degree in Professional Policing Practice at a Higher Education Institution of their choosing, at their own cost.
- More information on the Pre-join degree in Professional Policing is available on the College of Policing website
- Candidates carry out academic and practice based training to develop specific skills, assessed on national assessment criteria and operational competence.



2. ELIGIBILITY

To apply for the role you will need to meet our eligibility criteria:

- 18 years or over when you start training
- Lived in the UK for a minimum of five continuous years (with full residential history in the UK), immediately prior to application
- A British citizen, EC/EEA national or a Commonwealth citizen or foreign national with no restrictions on your stay in the United Kingdom. (Foreign nationals and UK citizens who have lived abroad may have to wait some time for security and vetting clearance)
- Have a full UK manual driving licence (by the time of appointment)
- No more than six driving penalty points
- Not be a member of the British National Party or other relevant organisations

- Not have tattoos which could cause offence – all tattoos are checked for appropriateness.

For the Degree Apprenticeship

- Have achieved Level 2 functional skills / GCSE in Maths and English or equivalent education (by time of appointment)
- Have achieved a standard of education to Level 3 i.e. A-Level, BTEC Diploma or equivalent.
- <https://www.gov.uk/what-different-qualification-levels-mean/list-of-qualification-levels>

For Degree Holders

- Hold a degree in any subject



2. ELIGIBILITY (CONTINUED)

FREQUENTLY ASKED QUESTIONS

I don't have a level 2 qualification in English and Maths, what can I do?

You can obtain this through a training provider, such as Swindon or Wiltshire College:

- <https://www.swindon.ac.uk/Part-Time/Adult-English-and-or-Maths.aspx>
- <https://webapp.wiltshire.ac.uk/coursestng/Infosheet/17021> for English
- <https://webapp.wiltshire.ac.uk/coursestng/Infosheet/17025> for Maths

The Government will fund functional English and Maths for you. While you can still apply, unfortunately you will not be offered a start date until you have achieved this. Find more details about the level of your qualification

I think I'm too old to apply?

There is no upper age limit for applying to the police service, but being a police officer is demanding both physically and mentally and you will need to be reasonably fit and in good health. We welcome all ages, as we believe a diverse workforce, reflective of the communities we serve, is the best way to be effective. No matter your age, you bring important skills and perspectives that are key tools for being a police officer.

I'm not a British Citizen, can I still apply?

You can if you are an EC/EEA national or a Commonwealth citizen or foreign national with no restrictions on your stay in the United Kingdom. As we need minimum five years residential history in the UK to be able to complete background checks, foreign nationals and UK citizens who have lived abroad may have to wait some time for security and vetting clearance.

Can I apply without a driving licence?

Yes, as you do not need a driving licence to apply. However, you will need to have a full UK manual driving licence for us to offer you a start date.

I have motoring offences

We assess motoring offences on an individual basis. However, if you have more than six penalty points within three years prior to the application date then you will not be eligible to apply to join Wiltshire Police as a police officer.

If I have a disability, can I still apply?

Yes. We welcome applications from people with disabilities. If you consider yourself to have a disability, please inform us within your application form of the type of reasonable adjustments you might need to assist you in participating in the recruitment and selection process. Our Positive Action team will put in support provision wherever we can.

Is there a height restriction?

No, there is no minimum or maximum height restriction.

Can I apply with a formal caution on my record?

A number of crimes will mean a definite or likely rejection of your application, including anyone who has received a formal caution in the last five years, committed a violent crime or public order offence. If you are at all unsure, get in contact and ask.

Can I apply to more than one force at a time?

No, applicants can only apply to one police force at any time.



Student Police Constable Peter Burden

Thirty one year old Peter came to the UK from the Philippines at the age of three and grew up in East Sussex. He worked in the private sector in financial services for 10 years before deciding he wanted to become a police officer.

Peter, who will be posted to Devizes on completion of his initial 22 weeks training, is indebted to the help he received from Wiltshire Police's Positive Action team. The team supported him through every step of the application process and he was hugely encouraged by the fact that they really wanted him to do well.

He also discovered during the course that he has dyslexia and had additional support, time and equipment to help him through, as well as understanding and encouragement from fellow student constables and course trainers.

Wiltshire Police promotes Positive Action, a range of measures employers can take to help people from underrepresented groups compete for jobs on equal terms with other applicants.



Student Police Constable Jemima Suffolk

Twenty three year old Jemima transferred to Wiltshire Police after five years with Avon & Somerset Police, where she was a Police Community Support Officer (PCSO). She lives in Bristol and joined the police at 18 straight from school.

Jemima decided she wanted to be a Police Officer to help people in the community and make a positive difference. She also liked the fact that the job was different every day and having lots of variety.

Jemima will be posted to Warminster when she finishes her initial training, and is looking forward to experiencing policing in a rural community, compared with a busy city centre like Bristol.



3. APPLICATION PROCESS

To ensure we recruit the very best, we adopt a five-stage recruitment process.

You can only apply as a police officer to one force at a time. If you have an application in with another force and wish to apply to Wiltshire Police, you will need to withdraw your existing application.

Stage one: application form

Stage two: behavioural style questionnaire

Stage three: mandatory awareness event

Stage four: national assessment centre (SEARCH)

Stage five: pre-employment checks including medical, vetting, biometric vetting, substance misuse testing and a fitness test

YOUR QUESTIONS ANSWERED

ASSESSMENT RELATED

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What is involved in the national assessment?

The Police SEARCH Recruit Assessment Centre is a rigorous and standardised process involving observation of a candidate's performance across a variety of exercises, to assess their potential to perform the role of a police constable effectively. The assessment centre exercises include (but are not limited to):

- Competency based structured interview with four questions (20 minutes)
- Numerical ability test (23 minutes)
- Verbal ability test (30 minutes)
- Four interactive exercises (10 minutes each).

All candidates take the same exercises and are assessed on an equal basis. The Assessment Centre lasts approximately half a day.

- <https://recruit.college.police.uk/Officer/after-I-apply/Pages/Constables-Assessment-Centre.aspx>

I have attended the National Assessment Centre before – can I apply and take it again?

If you have attended the National Assessment Centre, you cannot reapply within six months of a police officer application.

I recently passed the National Assessment Centre while applying to join another force. Can these results be used in my application to Wiltshire Police?

Yes, if you undertook the full assessment, reached our required pass mark of 50% and have passed in the last 12 months. You would still need to complete all other selection steps in the process. If you wish to transfer results, please us at recruitment@wiltshire.pnn.police.uk

I have previously applied and failed. Can I apply again?

If you failed at the application form stage of the process, you can reapply. If you attended a SEARCH assessment centre and failed, you will need to wait six months from the date of your failure to reapply.

Can I transfer my SEARCH pass mark?

If you have achieved at least 50% at SEARCH within the last 12 months and not been rejected by any other Police Force within the last six months, you can transfer your SEARCH pass mark. You will need to provide a copy of your application form and your SEARCH feedback report.

Do I have to notify changes to my personal circumstances?

Yes. Any significant changes in personal circumstances during your application, such as permanent partner, new residents at your home, change of address, arrests, cautions or convictions or association with criminals should be notified to the recruitment team recruitment@wiltshire.pnn.police.uk

3. APPLICATION PROCESS (CONTINUED)

I have a holiday booked in the coming months. Will this be an issue?

Leave will not be granted during initial training and tutorship phase unless in extenuating circumstances. Please consider this if you are thinking of booking a holiday.

Can I transfer from the Armed Forces?

If you are currently serving in the Armed Services please contact us via your assigned Job Coach. You will need to follow one of the three new routes of entry - PCDA, DHEP, Pre-Join Degree - however, we can offer you support through the Armed Forces Covenant.

MEDICAL RELATED

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I have a medical condition, is it an issue?

If you have a pre-existing medical condition, you can still apply. You will need to pass the medical assessment to be eligible to join Wiltshire Police, but reasonable adjustments can be made. We also look at each case on its merits and take guidance from our occupational health team. Your doctor may be asked to supply a medical report for clarification.

What do I need to do ahead of my medical assessment day?

You will be asked to complete a confidential medical history questionnaire and eyesight form, which will need to be signed off, by your GP and or local optician. Please consider obtaining any Specialist reports relevant to your medical history and bring them to the medical assessment day.

What happens at my medical assessment day?

Our Occupational Health Team will see you prior to your fitness test to assess your suitability. Once you have successfully completed your fitness test then you will go to Occupational Health who will see you for a formal medical. The medical assessment day will include a musculoskeletal screening and check of BMI, blood pressure, pulse, eye sight, colour vision, urine, lung function, and hearing. Depending on your medical history, our Occupational Health team may request a written medical report from your GP/ Specialist for further information.

I wear glasses/contact lenses...

As part of the recruitment process, you will be required to undergo an eye test. Please bring any contact lens equipment with you to your medical day. You will be given an eyesight form to take to your local optician for completion prior to your medical, which must have been stamped by your optician, signed and dated.

I am colour blind...

Those with colour blindness may be restricted from fulfilling certain posts, such as roads policing officer or firearms officer. Unfortunately, if your colour blindness is monochrome you are not eligible to apply.

I have hearing issues...

Each case is assessed on an individual basis. The routine medical will include a hearing test. Please bring any documentation from your Specialist to your medical.

Do I need to be a specific weight / BMI?

The Medical Standards for Police Recruits states that BMI of 18-30 is ideal however, a BMI outside of this range should be carefully assessed but it should not be an automatic exclusion. The relationship between percentage body fat and BMI is different among different ethnic groups. As part of your medical, your BMI and % body fat will be assessed.

VETTING RELATED

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What does vetting mean?

We carry out security checks on you and your:

- Spouse/partner
- Father/Stepfather/Mother's partner
- Mother/Stepmother/Father's partner
- Brothers/Sisters (full/half/step)
- Children/children of your partner (only those aged 10 years and over)
- Any other adult living at your address
- Financial circumstances
- Social media accounts.

3. APPLICATION PROCESS (CONTINUED)

I have a relative who has convictions...

If your friends or family members have criminal convictions, you must disclose this when asked on your vetting application. Your application will not be automatically rejected and consideration will be given on a case-by-case basis.

Can I still apply if I have a criminal record?

Applications will be rejected in all cases where:

- Offences were committed as an adult or juvenile which resulted in a prison sentence (including custodial, suspended or deferred sentence and sentences served at a young offenders' institution or community home) or
- The applicant is a registered sex offender or is subject to a registration requirement in respect of any other conviction.

For all other convictions or cautions, there is a rebuttable presumption that they should be rejected.

The following would result in rejection: offences where vulnerable people were targeted; offences motivated by hate or discrimination; domestic abuse offences. Although the rebuttable presumption is that these should lead to rejection, there will be cases where this may be disproportionate in the circumstances. For instance, where the offence was committed as a juvenile, it was not serious and the individual has demonstrated a commitment to help individuals or communities in the subsequent years. In these cases, vetting acceptable may be justified.

Do I have to declare if I was arrested but not charged?

Yes. You must declare if you have ever been subject to a criminal investigation whether or not this led to a prosecution. Failure to make such declarations will lead to your application being rejected.

I've been bankrupt...

You can still apply but only if it is three years after bankruptcy debts have been discharged.

How about County Court Judgments (CCJ)?

If the judgment has been discharged then you can be considered however if you have an existing judgment your application will be unsuccessful.

I have an Independent Voluntary Agreement (IVA)...

Applicants with current IVA's will be considered. However, you will be required to show that there is an IVA repayment plan in place and that you have maintained regular payments over a significant number of months.

Can I continue with my other business?

You must declare any other employment for hire or gain or any other business interests that you intend to maintain. A decision on whether it is considered that your business interests are compatible with performing the role of police officer will be made based on the information you provide during application.

Do you ask for references?

We may send reference requests to all your previous employers in the past three years. If you have not been employed for three years, we may ask for a character reference or an educational reference.

If vetting clearance is refused, can I appeal?

If vetting clearance is refused, you will be advised, although specific reasons will not normally be given to protect the confidentiality of others and the security of Wiltshire Police. However, you can request a review, carried out by a person independent of the vetting decision marker

4. TRAINING AND PROGRESSION

By successfully completing the recruitment process, you will be the first in the country to join Wiltshire Police as a police officer through our new entry routes. Working in partnership with the University of South Wales (USW), and delivering the course at Police Headquarters (HQ), Devizes, we currently offer:

The Police Constable Degree Apprenticeship (PCDA) is the new national entry route for police officers launching in Wiltshire in June 2020. It is a three-year apprenticeship programme with both on and off the job learning. Upon successfully finishing the programme, and completing probation, individuals will achieve a Degree in Professional Policing Practice.

Salary during training/probation

Constable pay scale	Year	Basic entry salary - 1 Sept 2019
Starting Salary	1	£21,249.00
After passing Independent Patrol status (usually 36 wks)	36 wks	£24,177.00
Graduation (usually year 3)	3	£25,270.00

The Degree Holder Entry Programme (DHEP)

is for degree-holders who have attained a degree in any subject area. At the end of this two-year practice-based programme, individuals will receive a Level 6 Graduate Diploma in Professional Policing Practice.

Salary during training/probation

Constable pay scale	Year	Salary from 1 Sept 2019
Starting Salary	1	£21,987.00
After passing Independent Patrol status (usually 36 wks)	36 wks	£24,177.00
Graduation (usually year 3)	3	£25,270.00

You will be employed as an officer from day one, gaining valuable experience of the role alongside studying towards your qualification. You will also be paid a salary while studying and will not be charged any tuition fees. There are also many opportunities to progress through the ranks and / or specialise in any area of policing that interests you most – detective, firearms, public protection or the dog unit as some examples.

YOUR QUESTIONS ANSWERED

Do I need a degree to apply to be a police officer?

No, you do not need a degree. The College of Policing have reviewed the curriculum; the knowledge, skills and experience required for the role of a police officer meets the same standard as a degree (equivalent to a Level 6 qualification) which is why they have introduced the new entry routes.

I already have a Certificate in Knowledge of Policing (CKP) with an external provider. Does this make any difference to the process?

No, however this is a Level 3 qualification and therefore contributes towards our qualification criteria.

With the new entry routes, do I need to pay for the degree?

No. We will pay for your degree and instead you will earn while you learn. All we ask is that you complete your probationary period, three years for the PCDA and two years for the DHEP.

Will I be expected to go to University?

No. All training will be delivered locally by a combination of police staff trainers and University staff.

4. TRAINING AND PROGRESSION (CONTINUED)

POLICE CONSTABLE DEGREE APPRENTICESHIP (PCDA)

Will I be a serving officer as well as training?

Yes, you will be a warranted officer from day 1 and for much of your time you will be in Force on frontline duties.

How much time will I spend studying in a classroom?

The PCDA mixes on-the-job training with off-the-job learning. During the first 22 weeks, you will have a mix of classroom and practical learning. After that, your experience will be mostly out of the classroom.

The minimum amount of time spent in 'off the job learning' such as in lessons will be 20 per cent over the three years. 'Off the job' could also include work-related projects, which would be agreed by you and the Force, which could help tackle local policing issues.

Will someone support me with my learning?

Yes, each recruit will be allocated a tutor. They will support you via email and face-to-face meetings.

What will I be assessed on?

Your practical work, assessments, course work, exams and a dissertation in year three, following the USW curriculum for a degree in Professional Policing Practice.

How long is my probation?

Probation is for the length of the apprenticeship (usually 3 years).

I don't want to study towards a degree; can I join under the old scheme?

No, the old scheme is closed to new applicants, and has been replaced by the Police Constable Degree Apprenticeship.

Do I have to attend a university for lectures?

No, USW lecturers will hold lessons at a Wiltshire Police site, usually Police Headquarters in Devizes.

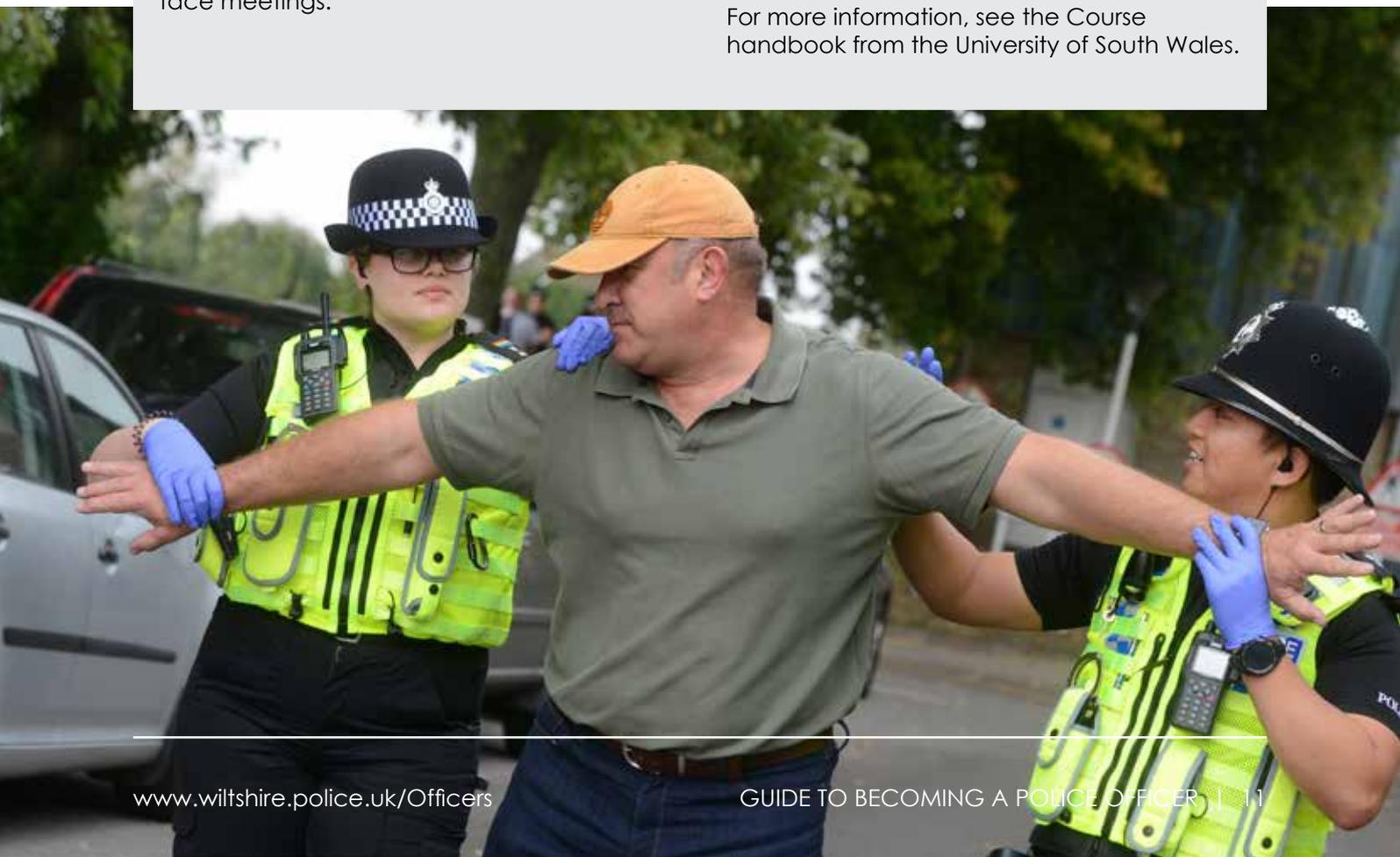
Do I have to pay for the degree?

No, your degree will be funded as part of the apprenticeship.

Will I have a graduation ceremony?

Yes, this will be organised by the University of South Wales

For more information, see the Course handbook from the University of South Wales.



4. TRAINING AND PROGRESSION (CONTINUED)

DEGREE HOLDER ENTRY PROGRAMME (DHEP)

How long is the DHEP?

Two years, to allow for conversion of your degree to a graduate diploma in Professional Policing Practice. These two years will also be your probation as a student officer. After two years you will graduate from both the diploma and your probation.

Will I be a serving officer as well as training?

Yes, you will be a warranted officer from day 1 and for much of your time you will be in Force on frontline duties.

How much time will I spend studying in a classroom?

The minimum amount of time spent in 'off the job learning' such as in lessons will be 20 per cent over the two years (front loaded with 22 weeks initial training based either in the classroom or doing practical activities).

'Off the job' could also include work-related projects, which would be agreed by you and the Force, which could help tackle local policing issues.

Will I have someone to support me with my learning?

Yes, each recruit will be allocated a tutor who will support you via email and face-to-face meetings.

What will I be assessed on?

Recruits will be assessed on their practical work, assessments, course work and exams, following the USW Curriculum in the Diploma in Professional Policing Practice.

I don't want to study towards a diploma, can I join under the old scheme?

No, the old scheme is closed to new applicants, and has been replaced by the DHEP for those who already hold a degree, and the PCDA for those who do not hold a degree.

Do I have to attend a university for lectures?

No, USW lecturers will hold lessons at a Wiltshire Police site, this will usually be the Police Headquarters in Devizes.

Do I have to pay for the diploma?

No, your diploma will be funded as part of the programme.

Will I have a graduation ceremony?

Yes, this will be organised by the University of South Wales.



5. TRANSFERRING TO WILTSHIRE POLICE

If you are a serving officer in another force and looking for a new challenge, we are interested in hearing from you. Please see our transferees page for more information.

If you are a serving Special Constable or Police Community Support Officer with Wiltshire you may be able to go through a shorter application process.

If you hold these roles within another force then you may have to go through the full recruitment process and must meet the stated minimum eligibility criteria.

Please contact recruitment@wiltshire.pnn.police.uk for more information.



Police Inspector Ben Huggins

At the age of 32, Ben is Wiltshire's youngest Police Inspector and a great example of age being no barrier to career progression.

He joined Wiltshire 11 years ago after working in retail, initially working with a response team in Swindon, later becoming a Community Beat Manager. He gained promotion to Police Sergeant working in Swindon and Chippenham, then in May 2019 became the Force's first Inspector for Equality, Diversity & Inclusion. Ben oversees Wiltshire approach to Positive Action recruitment, retention and progression of employees from underrepresented groups within the workforce.

Ben has always been encouraged by support from managers throughout his policing career and believes he can make a real difference to the organisation in his new diversity role.



Police Sergeant Chris Wickham

Chris joined Wiltshire Police in 2009 in a Police Staff role, working first in the Crime & Communications Centre, handling 101 and 999 calls on radio and despatch, then became a Local Crime Investigator (LCI) in 2012. He also trained to be a Special Constable, before joining the regulars in 2014.

At the age of 28, Chris became the Force's youngest Police Sergeant in 2017. He believes his police staff experience has stood him in good stead and that there are many opportunities to progress. Throughout his policing career, he has been encouraged by his managers, pushing him out of his comfort zone.

Chris is studying for additional qualifications and, as well as his main role as one of the Community Policing Team Sergeants in Swindon, is also one of our Hostage and Crisis Coordinators.



6. CONCERNED ABOUT APPLYING?

You would like to apply but something is holding you back...

■ **Application process**

We appreciate that the application process is lengthy. However, this rigorous approach ensures we select people who will make great police officers.

■ **Diversity**

We have a strong ethos on equality, diversity and inclusion within the Force and with regard to the services we provide.

We are committed to creating a police service representative of the communities we serve. In this way, we will be better able to reach our aim to have:

“Trained and motivated staff who think, deliver and promote equality and fairness to the public and each other.”

We work hard to:

- Identify environments where under representation exists
- Review policy, processes and perceptions in order to dismantle barriers
- Develop initiatives that promote equality and fairness both internally and externally, that further the Police and Staff Attraction,

Recruitment, Retention and Progression Strategy

- Monitor and evaluate development.

All members of the Force have responsibility to support these actions.

For more information about our diversity and inclusion work, please contact our Positive Action team at positiveaction@wiltshire.pnn.police.uk

■ **Fitness**

While we do not expect you to be a professional athlete, we do require a reasonable level of fitness to become a police officer. You will need to complete the fitness test as part of your application, again as part of your initial training and on an annual basis once as an officer. Please see the medical section in the Recruitment process page for more information.

■ **Lacking experience**

Our people come from all walks of life. You don't need any specific experience, all we're looking for are the skills, behaviours and desire which will ensure you can protect our communities. If you believe you can make a difference, then we want to hear from you.



6. CONCERNED ABOUT APPLYING? (CONTINUED)

■ Values

We subscribe to the highest ethics and request our people to do the same.

The values of the police service are Impartiality, Public Service, Transparency and Integrity.

www.wiltshire.police.uk/article/1900/Our-Force-values

■ Potential danger

With policing, you cannot predict what you will respond to and sometimes this does mean putting people into challenging situations. However, through our in-depth training and ongoing support you will be well prepared to deal with whatever you are faced with. You are also not alone – we are a team and will always have each other's backs.

■ Tattoos

Having tattoos will not necessarily stop you becoming a police officer; all tattoos that are reviewed to check appropriateness. Images that are grotesque, violent, have a strong religious or political connection or would undermine the dignity and authority of your role would not be acceptable.

■ Working hours

The normal working week is 40 hours in shifts that cover 24/7 on a rotational pattern. During your probation, you will have a shift

pattern designed to allow your necessary protected learning time.

This does include evenings, weekends and bank holidays. All shifts are available in advance meaning you will always know when you will be working and we always try to accommodate staff requests, as long as they fit in with operational demands.

The annual leave entitlement is 176 hours (22 days) for less than two years' service, rising to 200 hours per year (25 days) for more than two years relevant service. After that, entitlements rise in five-year increments.

We also recognise the benefits of flexible working and are committed to equality of opportunity and the promotion of work-life balance. We will support opportunities for flexible working, on a case-by-case basis after 26 weeks of employment.

Within the organisation where practical and suitable to promote a work/life balance and enable the recruitment and retention of a workforce representative of the diverse communities we serve.

For the degree apprenticeship, the University is able to deliver the course to you in proportion to your agreed working hours, up to a maximum of six years completion. For Degree Holders, the course can be delivered as required.



“Values are at the heart of everything we do in the police service, they have to be lived and role modelled every single day to be truly meaningful.

“Our values reflect the principles that underpin the Code of Ethics and our officers, staff and volunteers know how important it is that we uphold the Code and live by the values to truly earn and maintain the trust of our community.”

Chief Constable Kier Pritchard

7. WHY WILTSHIRE?

Wiltshire is a large, mainly rural county and Wiltshire Police is the oldest county force in the country. One of the smaller forces, we pride ourselves on looking after our people, fully embracing diversity and inclusion and delivering outstanding service to the public. Some of the benefits of working for Wiltshire:

- A competitive salary with great career prospects
- Promotion to senior ranks is quicker - we don't have Chief Inspectors or Chief Superintendents so for example an Inspector could gain promotion straight to Superintendent.
- Our wellness culture is central to everything we do
- A range of active staff support networks - Connect (Women's Group), LGBT+, Black Police Association, Police Federation, Chaplains, Cancer Support, Menopause and more
- Flexible working - all officers have laptops and smartphones, so they can work remotely.

8. HEALTH AND WELLBEING

We put a high value on health and wellbeing. Our wellness culture is central to everything we do and has real meaning for the people who work for us. We have already made a significant investment to make sure wellness continues to be a priority for the Force and the nationally recognised Blue Light Wellbeing framework forms the basis of our immediate and longer-term investment in our people.

- **Force Occupational Health Unit** - staffed by fully qualified professionals. In addition to routine services, the unit also provides advice and guidance regarding Health and Wellbeing incorporating general lifestyle assessments, stress management and work life balance advice. Services include:
 - Referral to the Force Medical Advisor / Occupational Physician
 - Referral to an Occupational Health Nurse
 - Referral to the Force Physiotherapist
 - Referral to an external counselling service
 - Referral to an external Psychologist
 - Fast track referral to an appropriate specialist for physiological and psychological conditions
 - Referral to an external Physiotherapist
 - Immunisation Clinics
 - Infection control advice.
- **Employee Assistance Programme, Health Assured** – free, independent, confidential support and counselling telephone service

for everyone. 24 hours a day, 7 days a week, 365 days a year.

- **Trauma Risk Management (TRiM)** – trained personnel to provide support in the event of an officer experiencing a traumatic event.
- **Peer Support groups:**
 - Mental Health Peer Support Group – a colleague who is willing to support other colleagues with their mental wellbeing and to signpost to services.
 - All Peer Supporters have received training provided by the Institute of Mental Health.
 - Cancer, Menopause and Pregnancy support groups – peer supporters who meet informally to share experiences and offer support to those directly or indirectly affected.
- **Flint house** - individually planned, rehabilitation services, for both mental and physical health, using sophisticated treatments and therapies to help serving officers back to full duties. Services are also open to retired police officers, Special Constables, PCSOs, DDO's MOD, BTP and CNC Officers.
- **Police Mutual** – Healthcare scheme. Affordable private healthcare for the police family to help with the cost of private treatment.



9. ANY OTHER QUESTIONS

If you have any other questions, or would like to know more about the role and / or Wiltshire Police please contact the recruitment team on recruitment@wiltshire.pnn.police.uk who will be happy to arrange a conversation with you.

If your application has been successfully submitted, you will receive an email confirming it has been received. If you do not receive a notification, please check your spam/junk folder before emailing the recruitment team, providing them with your full name, telephone number and the date you submitted your application.

**WE LOOK FORWARD TO
RECEIVING YOUR APPLICATION**

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