

Police Officer Selection Process

The selection process is designed to test the core competencies deemed suitable for the role of a police officer, which is constantly assessed through the full assessment process. The competencies are:

- Decision Making
- Openness to Change
- Service Delivery
- Professionalism
- Serving the Public
- Working with Others

Stage One – Attending an Information Event

Attendance at an information event is optional.

Stage Two – Competency Based Application

You must complete the initial competency based application form. You will be subject to preliminary vetting checks at this stage.

Stage three – National Search Assessment Centre

You will be invited to attend a National Search Assessment Centre which is held at Ryton near Coventry. This will last for approximately four hours consisting of the following assessments:

- Competency based interview
- Two written tests
- Four interactive exercises
- Verbal Ability Test
- Numerical Ability Test

The pass mark is 55 per cent overall. You must also score minimum standards in three specific areas; written communication, working with others and oral communication.

Stage Four - Interview

If you are successful at the Assessment Centre you will be invited to attend an in-force interview with Senior Officers. Dates for the interview will be confirmed nearer the time.

Stage Five – Pre Appointment Checks

Conditional Offer

If you are successful following the selection process you will receive a conditional offer and we will start progressing your pre-appointment checks which includes; vetting, Medical, references and a fitness test. Until these checks are complete you should not hand in your notice with your current employer.



Vetting

At this stage you will be required to complete a recruitment vetting e-form which will ask more details about you and those you live with. You will also be required to undertake biometric vetting, which involves your DNA and fingerprints being obtained. Further details will be provided at the time.

Medical

Candidates will be provided with a work health questionnaire that must be completed and sent directly to the Occupational Health Department. A full medical history must be disclosed as failure to do so may result in your application being rejected. Please complete the questionnaire carefully and thoroughly – if in doubt, disclose it.

Fitness test

You will be asked to run to and fro along a 15 metre track in time with a series of bleeps. If you arrive at the end line before the bleep sounds you need to wait for the bleep before resuming running and adjust your speed. The timing between bleeps is slow at first but the bleeps become faster as the test progresses and it becomes more difficult to keep up with the required speed. You will run until you can no longer keep up with the set pace. You will need to reach a minimum of level 5.4 to pass.

To improve your stamina you should take part in sporting activities which last 30 minutes or more and get you out of breath such as football, netball or squash. You can also make rapid improvements by engaging in activities which create a large aerobic demand such as jogging, cycling, swimming and rowing. Try jogging for 20 minutes or more and as you improve try to increase the distance covered in that time. Alternatively jog a set distance from home and back again and try to reduce the time taken to cover the distance. You should exercise three times a week for 20 minutes but if you are not used to exercise you should start with gentle sessions lasting no more than 15 minutes.

References

References will need to be obtained from all employers (paid or otherwise) covering a minimum of three years. If you have been out of employment for a longer period than two weeks a personal reference will be required, a list of suitable referees will be forwarded. If you have been attending University or College within the three years prior to your employment you will be required to complete an authorisation form, in order for us to contact your University or College for a reference.

If you are an existing member of Police Staff internal references will be required from current line manager to ensure that there are no performance management concerns in any aspects of your role.

Final Offer

Once all pre-appointment checks have been concluded and approved, and a start date agreed, a final offer and conditions of service will be issued.

Start date

Intakes will take place throughout the year, once you have received a conditional offer we will notify you of your likely start date.

Probation

You will be required to successfully complete a two year probation period.