

Joining Bedfordshire Police as a **POLICE OFFICER**



MANY ROUTES IN
ENDLESS OPPORTUNITIES



Bedfordshire Police
Commitment | Engagement | Inclusion | Professionalism | Honesty

WELCOME FROM THE CHIEF

Bedfordshire has a complex mix of volume crime, serious crimes, drugs, gangs and terrorism threats. Every day our officers meet threats, harm and risks like those in large cities and protecting vulnerable people is our primary focus.



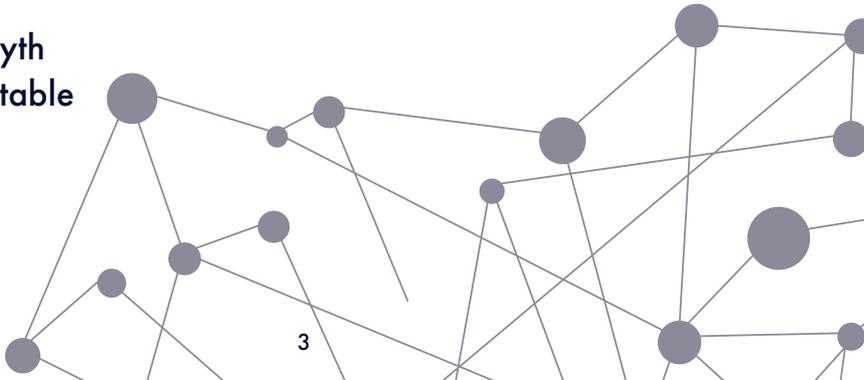
Despite our relatively small size, we lead joint protective services - Armed Policing, Dogs, Roads Policing, Major Crime - for Bedfordshire, Cambridgeshire and Hertfordshire, and are the lead force for the Eastern Region Special Operations Unit – a co-ordinated approach from the seven forces to tackle serious and organised crime, and terrorism. Joining Bedfordshire Police gives you both collaborative and regional opportunities in specialised roles.

Police officers play a vital role in helping to keep our communities safe. Through preventing and investigating crime, tackling anti-social behaviour and reducing disorder, police officers provide a much appreciated active presence in all areas.

As a police officer you will be working for the benefit of the community. That is why we are keen to recruit people from all walks of life and backgrounds because we know you better understand the real issues and concerns facing those who live and work in your neighbourhood.

Join Bedfordshire Police and help us continue to protect people, fight crime and keep our county safe.

Garry Forsyth
Chief Constable



YOUR JOURNEY AS A POLICE OFFICER

Police officers undertake a huge range of duties which vary from local policing patrols to assisting at major incidents. We also offer opportunities to build a vast and exciting career where you can progress into specialisms ranging from traffic policing to major crime as well as progress through the ranks. The opportunities are endless.

Policing is exciting, demanding and pressured work – but it's also incredibly rewarding too. We are always looking for new police officers to work alongside our existing dedicated, highly motivated and committed teams.

We welcome transferees from other forces and applicants from further afield. We are also keen to hear from applicants who live locally, have local knowledge and will help us better reflect and understand the wonderfully diverse communities we serve.

We understand that transitioning into the policing role can have its challenges, but we will be there to support our students through each stage and throughout their journey with us.

There are two routes for joining us as a police officer, the police constable degree apprenticeship (PCDA) and the degree holder entry programme (DHEP). The PCDA route is a three-year journey where you will gain real life experience whilst working in response and complete a degree with Anglia Ruskin University.

The DHEP route is a two-year journey where you will work with policing teams to gain experience and study towards a diploma in policing practice.

Students will start their training programme at Dunstable Police Station. They will be issued their warrant cards at a passing out ceremony in front of their family and friends. They will then receive on-the-job training, with a tutor in a 1-2-1 basis, making an immediate and visible contribution to policing in Bedfordshire. Students will undergo regular assessments throughout the probation period (two- or three-year journey). Once the probation period complete officers can start carving out their dream policing career.

All officers need to go about their duties with commitment, enthusiasm, professionalism, determination, support our victim CARE campaign and embrace the College of Policing Code of Ethics.

HASEEB BENSHARIF

STUDENT OFFICER

Being a police officer has always been a dream job for me. A few of my family members are police officers and hearing about what type of jobs they attend really opened my eyes to policing. I have always wanted a job where every day is different and the officer role perfectly demonstrates this. I am yet to have a day where it is the same as the day before.

Being part of a team like this is really enjoyable because I can talk to others about my job and ask for advice. My team support me all the time.

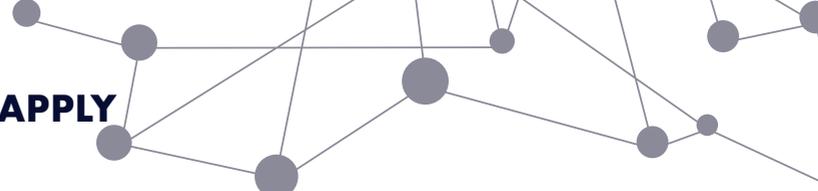
During my tutorship my tutor, PC Wilshere, supported me throughout. The first four months were tough as I was adjusting to being a police officer and seeing things I haven't seen before, especially coming from my previous job in customer service.

My tutor supported me by always being there if I needed her and was ready to step in to help.

She also provided advice about how I handled a situation and gave guidance on what I could have done differently. This had a really positive impact because it can be daunting starting a career like this but my tutor made the transition very easy.

Once I my probation I want to specialise with BOSON, which is our guns and gangs unit and specialises in disrupting gang activity.





WHO CAN APPLY

Qualifications

PCDA: You must have GCSEs at grade C or level 4 and above in Maths and English and a minimum of 32 UCAS points. If you have less than 32 UCAS points you must have one or more years in work experience that is comparable to policing e.g. customer service, conflict management.

DHEP: You must have a degree in any subject and GCSEs in Maths and English to apply.

Age requirement

Candidates can apply at age 17, but will need to be 18 before they can sit the Online Assessment Centre (OAC). There is no upper age limit for appointment, but the compulsory age of retirement is 60 years.

Previous applications

Previous applicants can re-apply six months after receiving their letter of rejection from a police force. Applicants can only apply directly to one police force at a time.

Nationality

To be eligible for appointment, you must be a British citizen or a citizen of a country that is a member of the European Economic Area (EEA) or Switzerland. Commonwealth citizens and foreign nationals are also eligible but only if they are resident in the UK free of restrictions.

If you are a Commonwealth citizen or other foreign national, you must provide proof that you have no restrictions on your stay in the UK. You should therefore send a copy of your passport showing that your stay is free of restrictions.

Tattoos

Tattoos which are offensive, garish, prominent or numerous are not acceptable. Please supply photos and measurements of any tattoos along with your application. They will be reviewed on a case-by-case basis.



Medical

You must be in good health and your BMI must be between 18 and 30.

We no longer have a standard for uncorrected vision, as long as your vision with glasses is:

- 6/6 or better binocularly
- 6/12 or better in either left or right eye

You must have good fitness levels: you need to achieve 5.4 on a bleep test.

Following success at the assessment centre and interview, 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.

Financial situations

If you are struggling with debt, you may still be able to apply, you just need to supply us with evidence of your ability to manage your debts successfully. However, if you are an undischarged bankrupt, or you have been declared bankrupt within the past three years you are automatically ineligible. Any outstanding county court judgements will be assessed by the vetting team on a case-by-case basis.

Cautions or convictions

If you have had any previous cautions or convictions please detail these on your application form. Each application will be judged on a case-by-case basis; however it is essential that you disclose all previous cautions or convictions, regardless of whether you believe they are relevant.

Driving licence

Applicants can apply without holding a driving licence, but will need to, ideally, have a full manual driving licence by the end of their classroom based training, but **must** have this by the end of their 12 week tutorship on response.

Business interests

Unless the Chief Officer decides otherwise, you will not normally be eligible for appointment as a police officer, if you have any of the following business interests:

- You hold office or employment for higher gain (other than a police officer) or you carry on any business.
- Your spouse or any other relative living with you keeps a shop or similar in Bedfordshire.
- You, your spouse, or any relative living with you holds or has financial interest in any license or permit relating to liquor licensing, refreshment house, or betting and gaming or the regulation of places of entertainment in Bedfordshire.

Reasonable adjustments

We welcome applications from candidates with disabilities and will give full consideration to reasonable adjustments required either throughout the recruitment and selection process and, if successful, in the role of Police Constable.



FIND OUT HOW
Adaptable
YOU ARE

START YOUR CAREER IN POLICING
DISCOVER YOUR POTENTIAL

THE FITNESS TEST

To pass the fitness test you need to reach a minimum of level 5.4 on the bleep test.

You will be asked to run back and forth 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.

To prepare for the test and help improve your stamina, take part in sporting activities that last 30 minutes or more and get you out of breath, such as football, netball or squash. You can also make rapid improvements by taking part in activities that 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. If you are not used to exercise you should start with gentle sessions lasting no more than 15 minutes.



POLICE OFFICER COMPETENCIES

Serving the public

Demonstrates a real belief in public service, focusing on what matters to the public and will best serve their interests. Understands the expectations, changing needs and concerns of different communities, and strives to address them. Builds public confidence by talking with people in local communities to explore their viewpoints and break down barriers between them and the police. Understands the impact and benefits of policing for different communities, and identifies the best way to deliver services to them. Works in partnership with other agencies to deliver the best possible overall service to the public.

Openness to change

Positive about change, adapting rapidly to different ways of working and putting effort into making them work. Flexible and open to alternative approaches to solving problems. Finds better, more cost-effective ways to do things, making suggestions for change and putting forward ideas for improvement. Takes an innovative and creative approach to solving problems.

Service delivery

Understands the organisation's objectives and priorities, and how your own work fits into these. Plans and organises tasks effectively, taking a structured and methodical approach to achieving outcomes. Manages multiple tasks effectively by thinking things through in advance, prioritising and managing time well. Focuses on the outcomes to be achieved, working quickly and accurately and seeking guidance when appropriate.

Decision making

Gathers, verifies and assesses all appropriate and available information to gain an accurate understanding of situations. Considers a range of possible options before making clear, timely, justifiable decisions. Reviews decisions in the light of new information and changing circumstances. Balances risks, costs and benefits, thinking about the wider impact of decisions. Exercises discretion and applies professional judgement, ensuring actions and decisions are proportionate and in the public interest.

Professionalism

Acts with integrity, in line with the values and ethical standards of the Police Service. Takes ownership for resolving problems, demonstrating courage and resilience in dealing with difficult and potentially volatile situations. Acts on own initiative to address issues, showing a strong work ethic and demonstrating extra effort when required. Upholds professional standards, acting honestly and ethically, and challenges unprofessional conduct or discriminatory behaviour. Asks for and acts on feedback, learning from experience and developing own professional skills and knowledge. Remains calm and professional under pressure, defusing conflict and being prepared to step forward and take control when required.

Working with others

Works co-operatively with others to get things done, willingly giving help and support to colleagues. Is approachable, developing positive working relationships. Explains things well, focusing on the key points and talking to people using language they understand. Listens carefully and asks questions to clarify understanding, expressing own views positively and constructively. Persuades people by stressing the benefits of a particular approach, keeps them informed of progress and manages their expectations. Is courteous, polite and considerate, showing empathy and compassion. Deals with people as individuals and addresses their specific needs and concerns. Treats people with respect and dignity, dealing with them fairly and without prejudice regardless of their background or circumstances.

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

The competencies as summarised are:

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

SHAUNA MALONEY

POLICE CONSTABLE

From an early age, it may sound very cliché but I've always wanted to be a police officer.

Before joining I went to university and gained two degrees in social care studies and pharmaceutical science with drug development. When I moved from Ireland to Luton I worked for a charity that supported women with complex needs such as drug and alcohol dependencies. I had the opportunity to work in partnership with Bedfordshire Police. I was hugely impressed with the way the force safeguarded and protected the public.

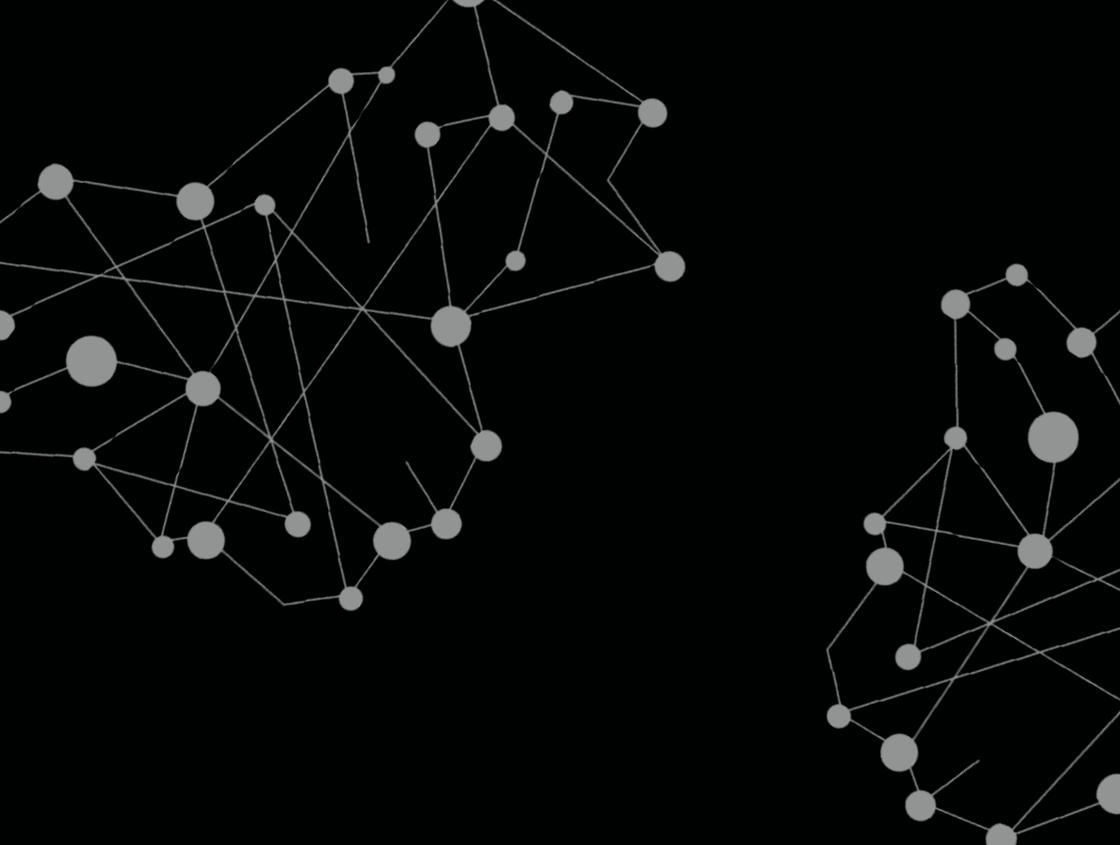
I became police officer because I want to protect and serve the public.

I wanted to be a voice for victims of crime, safeguard the vulnerable, make a positive difference in society, provide justice for others and help stop discrimination.

I wanted to be able to motivate people from different ethnic minorities to join the police. I am originally from Ireland and I am a very proud Irish female who was new to Luton. The force is noted to be diverse in their employment, it is important to cater to the community you serve this way and this was hugely appealing to me.

I joined the police in March 2019 and after training went straight onto response, which meant I went out to high priority calls 999 calls. Response policing gives you the opportunity to work in partnership with the community, maintain law and order, protect members of the public and their property, prevent crime, reduce the fear in the community and improve the life for all citizens.





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Bedfordshire Police
Compassionate | Courageous | Inclusive | Professional | Proud