



# **HERTFORDSHIRE POLICE SPECIAL CONSTABULARY**

## **RECRUIT ENTRY REQUIREMENTS**

### **AGE LIMITS**

Candidates must be aged at least 18 years old to be attested as a Constable. There is no upper age limit.

### **NATIONALITY**

You must be a British, Irish or Commonwealth citizen, or a member of a European Union or European Economic Area, with no restrictions on your stay in the UK. All candidates must have excellent written and verbal communication skills.

### **QUALIFICATIONS**

No qualifications are required.

### **HEALTH REQUIREMENTS**

Must have a good standard of physical and mental health. In accordance with the Disability Discrimination Act (1995) all reasonable adjustments will be made to assist candidates where appropriate. All applicants are subject to a full medical examination before being accepted as a Special Constable. Please contact the Occupational Health Unit on 01234 842408 for further information.

### **EYESIGHT**

You can wear glasses but only if the standard of eyesight without them is at least 6/36 in each eye. This is roughly equivalent to being able to read the second line down of an eye chart (without spectacles or contact lenses). If you are colour blind or have had any form of eye surgery, including laser treatment, please contact the Occupational Health Unit on 01234 842408 for further information.

### **HEIGHT**

There is no minimum height requirement.

## **TATTOOS/PIERCINGS**

In accordance with Home Office Guidance consideration has to be given on an individual basis regarding the nature, number, location, prominence and appearance of tattoos. Other factors considered are the impression they may give to members of the public or colleagues and also whether there may be implications for an officer's safety. Candidates for appointment will therefore be required to provide photographs (with their application) of both facial jewellery (other than earrings) and any tattoos (other than those on the buttocks, breasts or the genital area). You should note that photographs cannot be returned to candidates.

## **OTHER REQUIREMENTS**

All applicants will be checked to ensure they are of previously good character.

## **JOB RELATED FITNESS TEST**

As a Special Constable (SC) you will be required to handle a variety of situations involving physically challenging tasks. You will need strength and stamina to deal effectively with these situations as well as to defend yourself and others.

To ensure you are fit enough, you will undertake the fitness test. The test is not impossible we are purely looking for the minimum standard to demonstrate you will be able to work effectively as a SC. You will be given help to improve your fitness and if you prepare yourself properly, there is no reason to fail.

Even if you don't pass the test at your first attempt you will be allowed to re-take it. However, if you fail the test after three attempts your application will be halted and you will not be eligible to re-apply for six months.

Once you are appointed you will need to maintain your fitness as you will be regularly assessed.

## **THE TEST**

### **You must achieve:**

Endurance Fitness (Multi-stage shuttle run)	4 shuttles at level 5 (5/4)
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**Performance provides a good indicator of a candidate's capability to perform various tasks, a minimum standards must be achieved.**

## **ENDURANCE FITNESS**

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 bleep becomes 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 four shuttles at level 5 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, and 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.

## **WARMING UP AND COOLING DOWN**

Before any form of exercise it is important to warm the body up to prepare it for the exercise that will follow. This will decrease the risk of injury. The activities performed during warm up should be relatively slow and rhythmical, such as light jogging or cycling.

Along with the physical exercise that you perform, adequate recovery time is important. Cooling down after exercise will help you to recover and prevent muscle soreness. Your cool down should consist of a light exercise which gradually decreases in intensity, combined with some gentle stretches particularly for the muscles that have just been worked.