

SELF EMPLOYMENT IS NO LONGER A DREAM IT CAN BE YOUR REALITY  
Military administrator to virtual assistant. P40



# Police Resettlement magazine



## Police Resettlement ExPO 2017

Next ExPO is to be held on 24th October 2017 at the QEII Conference Centre, Westminster, London.

Officers and staff can apply for **education funding** With the College of Policing.



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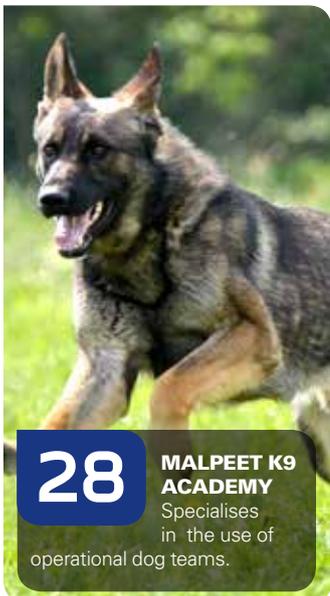
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# Welcome...

## Welcome to the Summer 2017 issue of Police Resettlement magazine.



We are now in to our second year and the magazines are being very well received, we have over 7000 subscribers that receive each issue via their emails to view as a PDF. If you wish to subscribe for free, visit [www.policeresettlement.com/subscribe](http://www.policeresettlement.com/subscribe) to ensure you never miss an issue.

We have been working with Security Cleared Jobs and attending the Police Resettlement Expos with the most recent one being held at the Bridgewater Hall in Manchester. The next Police Resettlement Expo will be on Tuesday 24th October at the QEII Conference Centre in Westminster, London. You can register for free to attend this event by visiting [www.policeresettlementexpo.com](http://www.policeresettlementexpo.com)

In this issue, we have various Police Constabularies looking to gain new recruits via their Transferee campaigns. In addition to this we are constantly working with companies that are recognising the very transferable skills you have gained whilst serving in the Police. If you are due to retire from the Police Force or seeking a new challenge then

our aim is to highlight some of the possibilities. Each issue will not only contain employment opportunities but also Franchising and Educational courses for those looking at a new career, or to assist those looking to progress within the Police with career progression support and advice.

Police Resettlement is a free magazine that is distributed to all Constabularies, in addition to the hard copies we send out, the digital version is also uploaded to Police intranets as well as being sent to our subscribers via an email blast. Each issue is also uploaded to our website so you can read back issues to ensure you never miss any of the opportunities we provide for our readers.

We hope you enjoy reading Police Resettlement, these magazines are only possible due to the advertisers we find that offer their services to you. When contacting our advertisers please mention our magazine as without them these magazines would not be possible. We have various social media groups on Facebook, LinkedIn and Twitter, we would appreciate you joining these groups so we can keep you updated with latest Police News and opportunities.

We always appreciate your feedback and are keen to know what you think of the magazine and how we can assist you further, please contact us by email if there is anything you would like to read about in future issues? Please email [James@PoliceResettlement.co.uk](mailto:James@PoliceResettlement.co.uk)

Keep up the good work and stay safe and well. ●

**Steve Urban**  
Police Resettlement Editor

## Drugs Expert Network Coordinator

Forensic Investigation Unit, Kidlington

Circa £28,301 per annum

Progression based on performance

Thames Valley Police is the largest non-metropolitan Force in England and Wales, covering the counties of Oxfordshire, Berkshire, and Buckinghamshire and serving a population of in excess of 2 million. Thames Valley polices the large towns of Reading, Slough and Milton Keynes as well as the historic city of Oxford.

Two exciting opportunities have arisen to join the Forensic Investigation Unit (FIU) as a Drugs Expert Network Coordinator in the Forensic Investigation Unit to provide expert evidence for drug related investigations. You will act as the professional lead and mentor to the Force Drugs Expert Network (DEN) and act as liaison between TVP and external agencies in all matters relating to drugs.

Candidates will have recent knowledge of the drugs market, drug trends and dealing along with a proven ability to provide leadership and the skills required to manage and maintain the DEN. The role will also include preparation of reports and evidential statements and attendance at Court to present evidence when required therefore good written and verbal communication skills are essential to fulfil the role. As part of the selection process candidates will be asked to complete a written assessment.

Along with all other posts in Force Crime, Intelligence and Specialist Operations Departments, this role will require an enhanced level of vetting.

To apply online, please visit our website [www.thamesvalley.police.uk](http://www.thamesvalley.police.uk).

If you have any queries please contact People Services Recruitment Department on **0845 2 66 66 77 quoting reference 12778**.

The closing date for enquiries and receipt of completed applications is **Sunday 30th July 2017**.

*Thames Valley Police serves diverse communities. To enable us to truly reflect the communities we serve, we are keen to recruit people from Black, Asian and other minority backgrounds. You will need a wide range of skills and experiences which will enhance the services we deliver to the public including an understanding of cultural issues. If this is you, we want you to apply to join us.*

# Why you should FOSTER with Phoenix...

**W**e are a small, friendly, independent fostering agency. Local authorities and Ofsted consider that the outcomes we are achieving with our children and young people are exceptional.

Our carers are an essential and highly valued part of our team. Any of our existing carers will be glad to tell you in confidence what it is really like to work with Phoenix.

Our carers and young people receive a high level of support. In addition to your supervising social worker, we have a family support team, positive behaviour support specialist and therapeutic professionals within the team.

You will receive:

- A guaranteed retainer
- The very best training, support and advice available
- 24-hour On Call service
- 14 days paid respite annually
- Frequent opportunities to meet other Phoenix carers
- Activities and events throughout the year
- Competitive fees and allowances

## Could I foster with Phoenix?

People of all ages, backgrounds and circumstances can become successful foster carers. Phoenix is committed to anti-discriminatory values and equal opportunities, and this is well reflected in the diversity of our current team of foster carers.

In order to apply to Phoenix, there are a few requirements you will need to meet:

- You must be over 21
- Have a spare bedroom
- Be a British citizen, or have permanent leave to remain
- Hold or to be working towards a UK driving licence
- Be patient, empathic, resilient and have a good sense of humour
- Be able to commit to the stability and support of a child

You can be single, married or divorced, male or female, have your own children, (young or grown up) or no children, be a single parent, in a same sex relationship, employed, unemployed or retired.

You do not need any previous experience of parenting or working with children and young people, although any experience that you do have will be valuable in terms of your assessment as a foster carer, and the skills you will be able to transfer to the fostering task.

All that we ask is that you bring a genuine enthusiasm for learning about, and working

with, traumatised children, and that you are prepared to commit to continual training and professional development.

A criminal record does not mean that you won't be successful in your application, but we do not accept applicants who have committed offences against children.

## A few things to consider:

- You will need to be reasonably fit, healthy and active to foster.
- A good support network is invaluable to foster carers, particularly those who are single.
- Foster carers often need to support children and young people from different cultural backgrounds and ethnicities, different religions, and sexual orientation.
- At least one foster carer in a fostering household is usually

required to foster for Phoenix on a full time basis. We do provide a retainer (terms and conditions apply), and respite carers often continue working.

During their assessment as a foster carer, applicants can decide whether they want to be considered as carers for children with physical disabilities. Most traumatised children exhibit learning difficulties of varying severity.

Call Lisa on **01568 771961** for more information on how to foster with Phoenix, or fill in our online [www.phoenixfostering.co.uk/initialenquiry.html](http://www.phoenixfostering.co.uk/initialenquiry.html). We understand that this is a big decision and we're happy to discuss this with you, without any obligation.

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## Make a Difference... FOSTER



The Police Force helped you be the best you can be, now help one of our young people be the best they can be!

You have a wealth of transferable skills to offer a traumatised young person.

Contact us to find out more about a full or part time career in or near the West Midlands.

01568 771961

[www.phoenixfostering.co.uk](http://www.phoenixfostering.co.uk)



# About Cheshire Constabulary

Cheshire Constabulary was founded in 1857 and is now responsible for policing nearly a million people.



**T**here are approximately 2,081 regular Police Officers, 220 Police Community Support Officers and 1,464 civilian Police Staff.

Someone who serves in Cheshire Constabulary joins an organisation with a proud and formidable history and would be expected to maintain the high esteem in which the public holds the Force. To work at Cheshire Constabulary, you will also have to uphold The Police Service Statement of Common Values.

Cheshire Constabulary is an innovative, ambitious and progressive force where energy, enthusiasm and a commitment to openness and willingness to drive change is essential.

Cheshire is seeking experienced high calibre transferee Detective Constables and Police Constables to join our force.

This is an exciting opportunity for skilled and competent Detective Constables and Police Constables to join a progressive force, with a continual programme of officer development to support talent

through the organisation either laterally or through our future Sergeant promotion process.

Detective Constable

Transferee eligibility criteria:

- Be a serving police officer with a Home Office force and not subject to a probationary period
- Have completed and passed the Initial Crime Investigators Development Programme (ICIDP)
- Be an accredited Investigator at PIP level 2
- Have a full UK driving licence
- Have no outstanding discipline or integrity issues
- Meet the force attendance criteria and be committed to achieving high levels of attendance
- Police Constable Transferee eligibility criteria:
- Be a serving police officer with a Home Office force and not subject to a probationary period
- Have a full UK driving licence
- Have no outstanding discipline or integrity issues
- Meet the force attendance criteria and be committed to achieving high levels of attendance
- Applications that are received and do not meet the above criteria will not be progressed

Candidates are advised to read the guidance notes for completion of the application form thoroughly prior to applying.

The application form will need to be endorsed by your Line Manager and Head of Department. Any application forms received that are not verified and/or endorsed will not be considered, therefore please ensure that you factor sufficient time into your application process to ensure that your application form is endorsed prior to the closing date.

This opportunity is only open to those who want to transfer into Cheshire Constabulary, we are not accepting applications from those who want to re-join.

Please note that when applying to Cheshire postings are determined taking into account the organisational demand, the needs of the community and individual preference. Whilst every effort will be made to meet individual preferences this, regrettably, cannot always be guaranteed.

Cheshire Constabulary is committed to equality and diversity and is keen to recruit people with a wide range of skills and experiences and an understanding of cultural issues. We are particularly encouraging females and black, and other minority ethnic, LGBT and those with a disability to join us, who are currently under-represented within Cheshire Constabulary.

It is important that you consider at an early stage of the process





## Tactical Training Centre (TTC)

Cheshire Constabulary's Tactical Training Centre (TTC) is a purpose built facility for the training of a wide range of disciplines including **public order and firearms**. The TTC covers an area of **5445 square metres** and can be adapted for many different training purposes.

There are only three centres of this kind in the country and only two are available for hire, one of those being the Cheshire facility. The TTC is the **only facility of this kind** in the country that offers full vehicle access to the arena for training scenarios and a firearms range that has the **state of the art ventilation system with a 100m range**.

The TTC is in a convenient location adjacent to the main Cheshire Constabulary Headquarters. It provides a **first class training environment** not only for Cheshire Constabulary, but for other staff from other forces and organisations who are not part of the policing family.

The close proximity to Cheshire Constabulary Headquarters, offers unique opportunities for people who hire the facility including, access to Headquarters conferencing and restaurant facilities.

### CONTACT

If you require any further information, would like to hire the Tactical Training Centre or would like to discuss any special or additional requirements, please contact the TTC on **01606 365400** or email: **[martin.higham@cheshire.pnn.police.uk](mailto:martin.higham@cheshire.pnn.police.uk)** or **[tacticaltrainingcentre@cheshire.pnn.police.uk](mailto:tacticaltrainingcentre@cheshire.pnn.police.uk)**.

### WHAT IS AVAILABLE IN THE CENTRE?

There are lots of facilities available in the centre. These include:

- 100m indoor firing range
- Firearms simulator room
- Indoor tactical training arena, including Hard House and mock premises
- Petrol reception area
- Matted room
- Furnished search house
- Classrooms with audio-visual systems
- Changing room and shower facilities
- Access to secure storage for weapons in the armoury
- Cage lockers for equipment bags
- Refreshment area with kitchen and TV – which can accommodate 40 people
- Dedicated vehicle parking for 50 vehicles is provided at the centre.

In addition to the above the following can also be arranged:

- Accommodation and food
- Access to additional conferencing and classrooms by prior arrangement
- Additional parking at headquarters.

### EXAMPLES OF CURRENT TRAINING ACTIVITIES INCLUDE

- Abseil and rope access training
- Training in accessing buildings or methods of entry
- Firearms training in all police issue firearms and weapons

### OTHER AVAILABLE TRAINING ACTIVITIES INCLUDE

- Firearms and public order tactics; on foot, in vehicle, alighting from vehicles or into buildings
- Search and crime scene investigation training
- Personal safety training
- Chemical, biological radiation and nuclear training
- Classroom training.



**SIMON BYRNE**  
CHIEF CONSTABLE

## Working together to keep people safe

I am the Chief Constable of Cheshire Constabulary. I want to use this blog to provide information on the latest goings-on and provide updates on the future direction of policing in the county.

The tragic and awful events in Westminster are a stark reminder of the perils we sometimes face in the modern world where individuals are motivated to cause extreme harm based on their interpretation of an ideology.

We remain vigilant and alert to the threat of terrorism in the force. To reassure you we are working closely with national resources to take appropriate steps to keep you safe. However, we cannot work in isolation.

We have regular dialogue with our businesses and public attractions that may be seen as potentially at risk from the so called 'lone wolf' attacks. We also need the help of each and every one of you in our communities, so if you see or hear something suspicious, now is not the time to think twice, report it either using 999, 101 or use the Counter Terrorism Hotline on **0800 789 321**.

Thank you for your continued support across the County. I am really pleased to lead a force that is innovative and progressive and we can only do that with the help of our staff, partners and crucially the people in our communities that continue to allow us to police Cheshire so well with their consent.





# Essex Police

Essex Police is one of the largest county forces in the country and offers unique career opportunities to those who join its ranks.

**T**he county of Essex has an estimated population of 1.72 million, making it the fifth most populous county in England. Essex Police operates across an area of 1,405 square miles which borders the counties of Suffolk, Cambridgeshire, Hertfordshire and Kent and four London boroughs. The county is home to five large urban towns and small rural villages linked by a number of key roads, including the M25, M11, A12, A127 and A13. Essex also has one of the largest coastlines in the UK.

Southend and Harlow districts have the highest population density per square kilometre within Essex, whereas Uttlesford and Maldon districts have the lowest.

The county is home to an extensive rail network with 80 stations, including seven on the London Underground network.

The Dartford River Crossing, linking Kent with Essex, is used by nearly 51 million vehicles a year, with a daily average of 140,405.

Essex also has two major ports – Harwich International Port and the Port of Tilbury.

There are two airports – Southend and Stansted – as well as numerous airfields.

Essex is a very safe county and provides exciting challenges to our officers. Operating across the county in partnership with different agencies and authorities, Essex Police also works in collaboration with Kent Police.

Essex police are looking to recruit experienced officers who have a passion for Policing, a desire to develop and progress and a commitment to support the Chief Constable in his vision to be trusted to protect, help and serve everyone in Essex and make our communities safer. This vision will be achieved by keeping people safe by responding to those who face threat, harm and risk.

Essex Police focus on the following priorities:

- Child abuse and exploitation
- Immigration and modern slavery
- Domestic abuse
- Urban street-gang related violence and vulnerability
- Organised crime groups
- Counter terrorism and domestic extremism

Essex Police is made up of various commands to ensure the vision and priorities of Essex Police are met:

**The Local Policing Command** is divided into three policing areas, each under the command of a Chief Superintendent who is responsible for local response, investigation, community safety and partnership working.

North LPA - covers Colchester, Tendring, Uttlesford and Braintree, Chelmsford and Maldon district policing areas.

West LPA - covers Harlow, Thurrock and Epping Forest and Brentwood district policing areas.

South LPA - covers Basildon, Southend and Castle Point and Rochford district policing areas.

**The Public Protection Command** which is responsible for protecting vulnerable adults and children, tackling serious sexual offences and on-line exploitation.

**The Operational Policing Command** whose responsibilities include firearms, public order, roads policing, answering calls from the public and Stansted Airport.

**The Serious Crime Directorate** which is a joint command and is responsible for Kent Police and Essex Police's major crime, intelligence, serious and organised crime, forensic investigation and covert support.

**The Criminal Justice Command** which manages the criminal justice process and Integrated Offender Management.

Essex Police are currently looking for transferees and rejoiners into the two commands of Public Protection and Local Policing.

Essex Police are seeking experienced detective constables to work in our Public Protection Command within our Adult Sexual Offences Investigation team (ASAIT) and our Child Abuse Investigations Team (CAIT) in Colchester, Chelmsford, Harlow, Grays, Basildon or Southend. Applications are particularly welcomed from officers who have completed Special Child Abuse Investigators Development Programme (SCAIDP) training and have experience of working within child abuse.

The Crime and Public Protection Command brings together detectives and staff from across the Force to address the risks presented to the people of Essex by serious and violent offenders.

The aim is to suppress serious offending by positively intervening with the offenders who represent a threat to public safety and protecting the victims of their crimes. This includes pre-empting the threat presented by individuals through positive action.

The Command does not operate in isolation and to be successful must achieve close and effective working relationships both with other specialist and geographical commands within the service as well as a host of external partner agencies.

Essex Police are also seeking experienced uniformed Constables to undertake roles within Local Policing Teams and Community Policing Teams around the county of Essex.

The local policing commands operate within local district teams that cover the county of Essex. The officers within these teams attend crime and incidents, as well as appointments. They respond to a variety of crime and disorder, which includes, victim and witness care, scene management, evidence gathering and continuity, house-to-house enquiries, arrest and interview of offenders (including relevant response officer arrests), case building. The teams will investigate crimes and incidents when handed over from response. They provide high visibility patrol and carry out proactive policing of night time economy. They work on local problem solving initiatives in partnership with key stakeholders eg execution of warrants.

Zoe Hack, Head of Resourcing for Kent Police and Essex Police who is leading the initiative in relation to transferees and rejoiners stated "Essex Police are committed to supporting new recruits into the organisation, but also recognise that there are some highly skilled individuals, particularly in the areas of public protection and local policing, who are currently serving officers and we would welcome applications from both Detective constables and uniformed constables with the relevant skills and experience to enhance not only Essex Police, but the service provided to the people of Essex."



For further information and a job description please visit [www.essex.police.uk/transferees](http://www.essex.police.uk/transferees) (Please note that Essex Police requires all transferee applicants to be transferring from Home Office forces and to have successfully completed their probationary period).

# Humberside Police Constable Sergeant Transferee Opportunities



We have exciting opportunities available for experienced Police Officers to join us.

**W**e are looking for Constables and Sergeants to directly transfer into our Community Teams and Protecting Vulnerable People (PVP).

A role with us is an exceptional opportunity to develop your career.

We police the areas of East Yorkshire, Hull and North/North East Lincolnshire and are home to coast, countryside and city. Unspoilt landscapes, traditional market towns are only a stone's throw from the city of Kingston Upon Hull that is currently hosting the UK City of Culture 2017.

Living in the Humberside Police force area will bring you a variety of benefits.

A great standard of living with affordable housing in whatever environment suits you. Family life can be accommodated with small towns and villages across the region providing excellent schools, colleges and of course the University of Hull. If you are new to the area and are coming to the area alone there are plenty of vibrant and lively towns and the city of Kingston Upon Hull.

For further information on eligibility and how to apply please visit our web site [www.humberside.police.uk](http://www.humberside.police.uk) or contact the Recruiting Team on Tel: **0114 2197000** or by email [policerecruit@southyorks.pnn.police.uk](mailto:policerecruit@southyorks.pnn.police.uk)



We have a strong commitment to equality and diversity both within the organisation and in the service we provide. Our aim is to promote and achieve a fully inclusive workforce to reflect the communities we serve.

In order to provide a high level of service, we encourage applications from under-represented groups and we are proud to pursue a policy of 'positive action' in an attempt to achieve this.

More information on our commitment to recruitment a diverse workforce is available on our website: [www.humberside.police.uk/diversity-and-positive-action](http://www.humberside.police.uk/diversity-and-positive-action)

The East Riding of Yorkshire and the Humber region is a dramatically beautiful, diverse and vibrant place to live. A lifestyle for you and your family which could be the envy of your peers.

We are seeking talented people of constable and sergeant ranks

to our community teams and Protecting Vulnerable People unit. Our ambition is high, putting victims first and putting people at the heart of what we do, to make a real difference to people's lives.

If these match your ambitions, join us. [www.humberside.police.uk](http://www.humberside.police.uk)



**HUMBERSIDE POLICE... WELCOME HOME**



# So What Next?

We posed the age old question that has faced police officers approaching their 30 years service to John Wood, Director of Servoca Resourcing Solutions.

I started working in Criminal Justice recruitment back in 2004 and when I told people that I found jobs for ex-police officers, 99 times out of 100 they would say "What? In security?" Because undoubtedly, traditional thinking was that was just what ex-coppers did.

Although times have changed significantly since then, there are some officers who haven't realised this and that is where we come in.

Based in Central London, Servoca Resourcing Solutions specialises in working with former police officers, and other members of the public sector, civil and criminal justice fraternity. We have been involved within police recruitment and services since 2002 and have supplied to over 75% of police

forces in England, Wales and Northern Ireland.

Servoca has provided resource domestically and internationally to police forces for operational, strategic, supervisory and managerial roles across the investigative, enforcement, compliance and intelligence disciplines, and can offer a range of additional skills and services that may not reside in-force due to cuts, efficiencies or lack of need on a permanent or ongoing basis.

We provide contract, permanent and fixed term opportunities to former officers whether they have completed

their full term of pensionable service or, as is increasingly often the case, they have decided to leave the service earlier to pursue other career opportunities. These roles may be full or part time or in some cases on an occasional ad-hoc basis.

As well as working with police forces, Servoca's client base extends beyond the immediate police family. We have identified contract and permanent opportunities across a range of public and private sector organisations as well as some within the third sector for individuals registered with us.

Predominantly, the most common denominators here are that they are all organisations that require investigative, enforcement, intelligence or compliance related skills and experience. Coincidentally, skills that are highly prevalent within the police service. They may be central government departments

or banks, charities or public/private sector partnerships.

On top of those easily recognisable areas of experience, former police officers also possess a range of "soft" skills that often go unrecognised in themselves but are apparent to alternative potential employers and that they could benefit from.

Skills such as conflict resolution and immediate or projected risk assessment are part of the everyday job for many police officers, whether in uniform or otherwise. Many former officers do not appreciate that the "people" skills that they have developed over the course of their service are exactly that, skills, skills which not everybody has or have to use to anything approaching the same level that they most likely have done in their policing role. To be able to gain access to that type of knowledge, knowledge and experience that can be shared with new colleagues is seen as an undoubted benefit for many employers.

With the increase in recent years of collaborative and partnership working, officers are often used to operating within these types of arrangements,



whether they be in lead or contributory roles. This has also opened many of them to a greater understanding of the differences in culture that they may face when they leave the service.

One of the biggest criticisms I would often hear regarding former officers when placed into non-policing work environments was that they were not very flexible in their working practices. This is hardly surprising as many grew up in a heavily rank structured, results driven working environment where instruction was not questioned or discussed, just acted upon, an approach which served forces well for many years but is somewhat out of step with modern policing and commercial practices. Recognising this, many employers are now more actively engaging former officers for the insight and experience that they can bring, gained from their time working within the police service.

We have also seen demand grow for former detectives to work across a number of areas. It is difficult to ignore the increasing number of reviews and historical or legacy investigations as well as the effect that some of these have had on current case

numbers; the "Saville" effect as it has become known for instance in relation to the significant increase in reports of current and historical child abuse. All of this is against a backdrop of "business as usual" for forces and other law enforcement bodies alike.

Demand for certain skills will tend to fluctuate and generally will be closely aligned to the key policing trends and priorities of the time. So by way of example, the most in-demand / requested skill types at the moment are:

- Public Protection /Child Abuse
- Child Sexual Exploitation
- Digital / Cyber Forensics
- Review Officers
- HOLMES Specialists
- Intelligence Analysts & Researchers

As well as recruiting on behalf of a variety of clients, Servoca will also engage former officers directly to deliver outsourced services to a range of criminal and civil justice organisations as part of Servoca Managed Services.

Servoca Managed Services deliver bespoke managed and outsourced services covering a wide range of civil and criminal justice needs, from independent investigations through to training,

taped interview transcription to professional witnesses. We have extensive experience in working within the police, civil and criminal justice sector, and have the capability to assist with an array of managed outsourcing needs.

With the wide ranging changes across the police and public sector, and the focus on greater efficiencies needing to be implemented, Servoca are listening to organisations to understand where they see these efficiencies being found, and how we can make available services that can help address them while they maintain the level of performance and delivery that is expected from them, whether they are fully outsourced services or purely resource based solutions.

In terms of Servoca Managed Services, we are always keen to hear from candidates with Professional Standards (especially Conduct & Harassment), low level surveillance or anyone with tape transcription experience.

Registering with us is simple and free. For anybody wishing to register with us they can call our Police Recruitment team on 0207 747 3044 or email their details or CV to [srs@servoca.com](mailto:srs@servoca.com).

If you do not have a CV, we are more than happy to provide advice on how to create one, especially as we appreciate that detailing 30 years of police service on 2 sheets of A4 paper is not necessarily the easiest of undertakings, and deciding what to include and what to leave out can lead to hours of reflection and deliberation.

Alternatively if you just want to get an idea of the type of roles that we specialise in, whether now or in the future, you can visit our website, [www.servocaresourcing.com](http://www.servocaresourcing.com), as well as follow us on Twitter, Facebook or LinkedIn.

So, to return to this article's opening question, what is next? Well the answer is pretty much whatever you want, especially if you want to continue actively using the skills you have gained in your policing life. The bigger decision is probably whether you want to remain purely within the working surroundings that have got you to this point or if you are keen to try something different and utilise your experiences in a new and potentially more personally challenging environment.



## CONTRACT & PERMANENT OPPORTUNITIES IN POLICING, CIVIL & CRIMINAL JUSTICE

### HOLMES SKILLS (NATIONWIDE)

#### Contract

We are constantly looking for HOLMES skilled staff at all levels, especially Reader/Receivers and Indexers for police forces and other law enforcement organisations across the country.

### INVESTIGATORS (NATIONWIDE)

#### Contract

Servoca have current requirements for investigators looking short and long term contract opportunities. We are particularly interested in Child Protection, ABE and PIP2 experience as well Disclosure & Exhibits.

### STATEMENT TAKERS (NATIONWIDE)

#### Contract

We are looking for Statement Takers and Assistant Investigators to work within volume and major crime as well as investigative review teams for police forces and non-police entities. Preferably with experience from UK police forces.

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# Metropolitan Police

In a first for UK policing, Londoners will now have the opportunity to join the Metropolitan Police Service directly as a detective constable, working in investigative policing immediately after initial training.



**C**reating a clearer, dedicated detective career pathway, the Met hopes to attract talented applicants from a range of backgrounds who can bring diversity, skills, knowledge and a wide variety of experiences to the organisation.

Detective Chief Superintendent Stephen Clayman, lead for the detective recruitment programme, said: "London continues to change and so do its criminals. Increasing complex crimes such as cyber-criminality and the pressing need to protect vulnerable people

mean our investigators need to develop new expertise.

"To meet these challenges and to face future threats, the Met will need to equip its officers, present and future, with the right skills and capabilities. We will need to ensure we are even more innovative in the way we recruit, and that we look and feel like the Londoners we serve."

In launching the detective recruitment campaign the Met hopes to attract a whole new group of applicants to a policing role, including those that may be thinking of a career change,

and those who may not have been previously attracted to a uniform policing role.

DCS Clayman added: "Becoming a detective constable will be a rewarding and challenging experience. We are looking for people that will do a great job for London's communities and in return we will offer good career opportunities and variety within the Met."

Next year, all police forces in England and Wales will start to implement a new qualifications framework which will see all new officers requiring a degree or undertaking a degree level apprenticeship. Policing as a whole is becoming more complex but detectives in particular need a great eye for detail, be able to manage lots of information, be good logical decision makers and critical thinkers. As a result the Met has decided to require those applying for this new detective campaign to already have a degree.

Tory Ion, a Met detective working on Lambeth Borough, said: "Whatever the crime, whatever the situation, it is my job to be there for each victim. I can offer real support in a time of need, guide a victim sympathetically through the

Applicants are required to; Have lived in London for three of the last six years;

- Hold a degree level qualification;
- Pass the National Investigators Exam within 12 months of joining;
- Complete a two-year development programme before becoming a substantive detective constable.

investigation process and in many cases provide a sense of closure.

"I would encourage anyone looking for an interesting career, where each day is different, to apply."

The first of two recruitment opportunities will open on Wednesday, 31 May and is planned to last until Monday, 3 July.



Detective Chief Superintendent Stephen Clayman

Further details and applications can be found at:

[www.met.police.uk/careers](http://www.met.police.uk/careers)



## Frequently Asked Questions Detective Recruitment:

### 1. CAN YOU EXPLAIN THE APPLICATION PROCESS?

- Applicants will be required to complete;
- Detailed application form;
- Verbal Reasoning Test;
- One-day assessment centre incorporating standard police and detective based competency tests;
- Medical, fitness test and vetting;
- Pre-join knowledge learning and self-assessment.

In order to complete the application to join as a Trainee Detective Constable all elements must be passed at the required standard.

### 2. WILL I WEAR A UNIFORM?

No. You will not be issued with a police uniform as this is a plain-clothes role. However, you will be issued with Personal Protective Equipment (PPE) - baton, handcuffs, CS Spray and vest.

### 3. WHAT TRAINING WILL I RECEIVE DURING THE PROBATIONARY PERIOD AND TRAINING PROCESS?

Each Trainee Detective Constable will attend an 18-week foundation training covering the basics of police work, but with an investigative focus. The foundation course includes three knowledge retention exams, three practical role play assessments and two written assessments.

On completion of the foundation course, trainee detectives will spend approximately 12 weeks working in boroughs to put their new skills in to practice. During this time trainees will undertake PIP 1 (Professionalising Investigative Programme) investigations and will study and sit the mandatory National Investigators Exam (NIE)\*

All trainees will then attend a seven-week detective course where they will continue to develop investigative skills and undertake five further assessments.

On completion of the seven-week detective course each trainee will re-join their boroughs to complete further development and work towards their PIP 2 (Serious and Complex Crime) accreditation within a two-year period.

On completion of PIP 2 accreditation and probation (within two years of appointment) the trainee will become a substantive Detective Constable.

Only those who pass the NIE, all assessments, PIP 2 accreditation and their probation will be signed off as a substantive Detective Constable. The programme is challenging - and deliberately so.

\*Candidates have only two attempts to take and pass the NIE and are not able to progress

to the Detective course until they have passed the exam.

### 4. WHAT IS PIP 1 AND PIP 2 ACCREDITATION?

Professionalising Investigative Programme - which is accredited by the College of Policing. Trainee Detective Constables will have to successfully complete a workbook evidencing their acquired skills for both Professionalising Investigative Programme 1 and 2 during their development.

**PIP 1** is the investigation of Volume and Priority Crimes - such as burglary, domestic abuse, and hate crime.

**PIP 2** is the investigation of Serious & Complex Crime, such as serious sexual assaults, serious violence and complex fraud.

### 5. WHAT PRE-STUDY DO I NEED TO DO BEFORE I START THE 18-WEEK FOUNDATION TRAINING?

We ask you to prepare for the course by doing some pre-reading. You should have undertaken around 30 to 40 hours' reading from the Blackstone's Police Investigator manual and Blackstone's Student Handbook. You will need to obtain these study books at a cost of approximately £80. You will be asked to confirm that you have undertaken this pre study prior to starting.

### 6. WHY DO I NEED TO UNDERTAKE THIS PRE STUDY?

The pre-study is mandatory and is required so that you can start the foundation of knowledge you'll need for the course - and to pass the knowledge assessments which take place during your foundation training. There will be a knowledge check exam two weeks into the foundation course that will allow us to see that you have the understanding required to proceed.

The National Investigators' Examination (NIE) is a pre-requisite for the Initial Crime Investigators' Development Programme (ICIDP). Completion of the ICIDP will enable students to attain Professionalising Investigation Programme (PIP) 2 accreditation.

The NIE is designed to identify those candidates who have sufficient levels of knowledge, understanding and application of relevant law and procedure to perform effectively in the ICIDP and as a trainee investigator.

Any candidate wishing to undertake PIP 2 must sit the NIE first and the rules and procedures associated with the exam will apply to all candidates.

The NIE is a multiple choice examination testing knowledge and application of law and procedure relevant to the role of a trainee investigator. Questions will test candidates' knowledge and understanding of four areas: General Principles, Police Powers and Procedures; Serious Crime and Other Offences; Property Offences; Sexual Offences.

The examination consists of 80 questions over two hours (10 questions are validation questions and do not contribute towards the final mark). All questions are subject to quality assurance checks by legal, equality, diversity and human rights experts. To pass the NIE candidates must attain 55.7 per cent or above.

### 7. WHAT HAPPENS IF I FAIL THE NIE?

If you fail the NIE exam you will have the opportunity to re sit the exam.

### 8. WHAT HAPPENS IF I FAIL THE NIE EXAM FOR A SECOND TIME?

Following a second failure you are unable to re-sit the exam and cannot progress to become PIP 2 Investigators as part of this programme. This ruling applies to all candidates undertaking the NIE.

The outcome of a situation like this will be determined though on a case-by-case basis and all options will be looked at.

### 9. WHAT SUPPORT WILL I HAVE TO RETAKE AND PASS THE NIE EXAM?

The Met will work with you and provide additional support to assist you during the lead up to the exam. This may include crammer sessions and requests for reasonable adjustments (requests for reasonable adjustments must be supported by relevant reports and the final decision rests with the College of Policing).

### 10. WHAT STUDY TIME IS ALLOCATED?

The exam is preceded by a 12 to 14-week study period where trainees will be given support ensure that they have the best

possible chance in passing the exam. Assistance with revision materials and help from training staff will give you the best possible chance of passing the exam.

### 11. CAN I WORK PART TIME IN MY PROBATION PERIOD?

During your probation period you will normally be expected to work full time in order to achieve the required standard in the time frame set out.

We'll always try to take your individual, religious and cultural needs into account so you can fit your work around your personal commitments. But we're an emergency service with a 24/7 responsibility to the people of London, so this may not always be possible.

### 12. WHAT WILL MY JOB TITLE BE?

When you arrive at the police training school, you will be attested where you will be sworn in as a constable and will receive your police powers. You will be issued with your warrant card and will hold the title of Trainee Detective Constable until you are signed off as Detective Constable.

This will be upon the successful completion of all the detective elements and completion of a two year probationary period.

### 13. WHERE WILL I BE POSTED?

You will be offered the chance to give preferences on where you would like to be posted and we will try to accommodate everyone but postings will be dependent on the business need. Postings will be to boroughs working within a Criminal Investigation Department (CID) or Safeguarding teams where officers will be able to develop and complete their probationary period.

### 14. WHY WILL I BE POSTED TO A BOROUGH AND NOT A SPECIALIST DEPARTMENT?

Trainee detectives will be posted to boroughs where detective vacancies exist. All detectives are required to undertake their development within a



**CONTINUED>>**



When you start as a new Trainee Detective Constable, you'll automatically become a member of the New Police Pension Scheme 2015 (NPPS).

### 18. WHAT SUPPORT WILL I GET IN MY PROBATIONARY PERIOD?

Total Support - With one of the biggest teams in the UK alongside you, you'll always have the support you need in your role as a Detective Constable, whether from your colleagues or from the range of specialist support and counselling services that we provide. As an employer, we also do all we can to make sure that you're able to balance your personal and professional life.

We pride ourselves on being a caring employer and provide a whole range of support initiatives to help with both you and your family's welfare. These include:

- Support for employees with caring responsibilities (e.g. flexible working arrangements);
- Occupational health and welfare counselling (from psychotherapy to financial guidance);
- Resettlement and outplacement support and services;
- A subsidised convalescence home;
- Holiday play schemes to help with your childcare;
- A network of 'First Contacts' who you can talk to about anything on a one-to-one basis;
- Development and mentoring schemes;
- Membership of the Police Federation and staff support associations to support and represent your needs.

You will also be assigned a coach to assist you throughout your training.

### 19. HOW WILL THE INVESTIGATIVE COACHES ASSIST ME?

Investigative Coaches are ex-detectives, from a variety of ranks, who will return to a policing environment purely to assist those who are being developed as Met detective constables. All of those going through detective training will be assigned a coach who will support them and ensure they are trained in effective criminal investigation techniques for the duration of their training on borough.

Coach investigators will:

- Provide support to the detective sergeants in the development of trainee detective officers;
- Work as part of the borough team with specific responsibility for coaching and advising Trainee Detective Constables from all recruitment pathways;
- Support and proactively up skill and mentor probationer Trainee Detective Constables to meet the standard required.

### 20. WILL I BE ABLE TO TRANSFER TO THE ROLE OF PC FOLLOWING MY PROBATION?

The role that you are applying for is specifically that of a Trainee Detective Constable. If you feel the detective role is not for you, your application for other roles will be looked at on a case-by-case basis. No guarantees of a transfer to police constable role, either during or after the application process will be made.

You will be offered opportunities to develop throughout your career and will have regular meetings with your line manager to discuss your progression.

### 21. WILL I BE ABLE TO TRANSFER BOROUGH DURING MY PROBATIONARY PERIOD?

No. You will be expected to complete your training on the borough you have been posted unless there are exceptional circumstances.

### 22. WILL I BE ABLE TO TRANSFER TO A UNIFORMED ROLE LATER IN MY CAREER PROGRESSION?

This will be looked at on a case by case basis. You will be offered opportunities to develop throughout your career and will have regular meetings with your line manager to discuss your progression.

### 23. WHAT IF I FIND THE ROLE IS NOT FOR ME?

You will have the support of colleagues, line managers and your coach to help you develop and discuss options if you feel the role is not for you. The role of a detective is not for everybody and your development will be discussed on a regular basis.

### 24. WHAT OPPORTUNITIES WILL BE AVAILABLE FOR ME FOLLOWING MY PROBATIONARY PERIOD?

Once you have completed your probationary period you will be expected to complete 12 months before moving elsewhere within the organisation. All opportunities available to officers within the Metropolitan Police Service from specialist roles to promotion opportunities will then be open to you to apply.

### 25. WHAT AGE DO I NEED TO BE TO APPLY?

You must be 18 or over when you apply to be a new detective constable. The upper age limit is, typically, 57. This is three years less than the compulsory retirement age of 60 and allows for the two year probationary period and the expectation of a minimum of one year of service following probation.

borough environment. This is to ensure that you develop your core investigative skills.

Once your probation is completed, we ask you to remain on your borough for up to a year, where you can then develop further within the organisation. This development may include, promotion and movement to more specialised detective roles.

Each posting will be considered taking into account the needs of the Met and the individual, however, the needs of the Met will normally take precedence. The Commissioner reserves the right to post an officer anywhere in the Met.

### 15. WHAT SHIFTS WILL I BE EXPECTED TO WORK?

The nature of policing means there's no such thing as a 9-5 police officer. You'll work around 40 hours a week, depending on the needs of the public. Normally, this involves five, eight-hour shifts, including nights and weekends, although shift patterns can vary.

### 16. CAN I HAVE FLEXIBLE WORKING?

The nature of the job means some flexibility is required - you can't suddenly stop in the middle of an suspect interview whilst taking a victim statement, just because your official finishing time is reached. The good news

is that you'll be advised of your shifts in time to plan ahead.

We do try to accommodate staff requests, providing they fit in with operational requirements.

Flexible working can be applied for once 26 continuous weeks of employment has been completed. Each case is looked at individually and on its own merits.

### 17. WHAT SALARY DO I GET IN PROBATION AND PROGRESSION?

As a new Trainee Detective Constable in the Met, your total starting salary will be £29,607 per annum. This is made up of a basic salary of £22,896 a year, plus London weighting and allowances of £6,711. This rises to a current maximum of £38,001 plus London allowances.

You'll start receiving your salary after you've been attested on the first day of your Met Police Foundation Training course.

You will also receive 22 days paid annual holiday, rising to 30 days a year depending on your length of service. This is in addition to an allocation for public holidays. You will have an average of two rest days each week.

You can also expect other forms of leave, including maternity, paternity and adoption leave, special leave (with or without pay), parental leave and career breaks of up to five years.

Whether you're on or off duty, you'll enjoy free travel on all Transport for London, bus, tube, rail and tram services.

## 26. WHY DO I NEED A DEGREE TO APPLY FOR THIS ROLE?

This is in advance of the Professional Educational Qualification Framework (PEQF) determining mandatory entry routes to policing, but remains in the spirit of it, in terms of academic attainment.

It is expected that from 2018 there will be three routes of entry into policing:

- Pre-join policing degree;
- Graduate Conversion Entry;
- Three-year Police Constable Degree Apprenticeship;
- The PEQF is being developed by the College of Policing in consultation with police forces in England and Wales;
- The degree level also represents the skills that we already believe that current detectives are operating at when dealing with serious and complex crime.

## 27. WHAT IF I HAVE FINISHED MY DEGREE THIS YEAR - CAN I STILL APPLY WITHOUT A RESULT?

Yes, we will be offering conditional offers based on you obtaining your degree.

## 28. DOES MY DEGREE NEED TO BE IN A SPECIFIC SUBJECT?

No, the degree does not have to be in a specific subject.

## 29. DOES MY DEGREE NEED TO BE AT A SPECIFIC LEVEL?

Yes, the degree will need to be at NVQ level 6 or above.

## 30. IF I AM SUCCESSFUL WHEN WOULD I BE EXPECTING TO START TRAINING?

Training will start at the beginning of January - March 2018.

## 31. WHAT VETTING WILL I NEED TO UNDERTAKE FOR THIS ROLE?

After you've passed the medical and fitness assessment, the final stage is to check your employer and personal references and for you to pass a vetting procedure.

Once we've cleared all the relevant documents, you'll receive a formal offer of an appointment and start date for your Police Training Course.

The vetting will be at the same level for all constables recruited to the Metropolitan Police Service and means you have to be open and honest with us throughout the application process or this could delay the process.

## 32. WHAT RESIDENCY REQUIREMENT WILL I NEED FOR THIS ROLE?

You will need to have lived in London, within the geographical area covered by the Met, for at least three of the last six years to be eligible to apply.

Recruiting new constables with a knowledge and understanding of London (through living in the capital) will enable more effective operational policing through better understanding of local issues, a deeper knowledge of local communities and a more direct understanding of the diversity of cultures.

If you've been abroad serving in the armed forces or working for the UK government, you can apply if you've lived in a London borough for three of the last six years you've lived in the UK. Discounting any periods of time where you have been deployed overseas or across the UK. We'll only check that you meet these requirements if we make a conditional job offer.

## 33. IS THIS A PERMANENT RECRUITMENT STRAND?

This is not a permanent recruitment strand. Our recruitment pathways are constantly being reviewed and developed. We expect a number of detective recruitment programmes to operate in 2017 with all training to commence in 2018.

## 34. CAN A POLICE CONSTABLE STILL BECOME A DETECTIVE?

Yes this will still be the way that the majority of constables will become a detective. This pathway is considered to be another way of bringing people who may not have considered a career with the Metropolitan Police Service into the police.

## 35. DETECTIVE DEVELOPMENT?

Development opportunities are wide ranging and include applying for specialist posts, working with partner organisations, courses to increase knowledge and skills as well as promotion opportunities.

On confirmation as a substantive detective constable you'll have the opportunity to build your experience within your borough. After 12 months on your borough you can then move into a variety of roles including specialist teams, whether that's for homicide, counter terrorism, cybercrime, child protection or one of numerous other exciting career possibilities. There may also be opportunities to try for promotion.

We would encourage you to come along to a 'Meet the Detective' event and find out for yourself the full range of opportunities available as a new Detective!

## 36. HOW DO YOU KNOW THAT THIS ROLE WILL BE APPEALING TO LONDONERS?

The Met conducted extensive market research on this recruitment opportunity in 2016. The results strongly indicated that this would be a very appealing role, particularly to BME and female. It was also appealing to those put off by a uniform role and 20 per cent who had previously rejected the idea of working in policing, would now consider it. ●

## Summary of Detective Profiles



"My name is **Emma Lamping** and I am a Trainee Detective Constable in Lambeth. Before joining the Metropolitan Police Service as a police constable I

was a receptionist and PA in a number of financial institutions.

"I have been a Trainee Detective Constable in CID and the Community Safety Unit for 18 months and really enjoy the work. As soon as I joined the police I knew that the front line role of constable was not for me.

"I loved crime dramas growing up and I always wanted to be a detective.

"I love the fast paced nature of the role which is always interesting and no two days are the same. It's great to be able to help people, to get them through to the court process and to see then get the closure that they need to move on."



"My Name is **Christel Aimee Tchakounte** and I am a Trainee Detective Constable working in Lewisham Borough.

"Prior to joining the Met as a police constable I worked as a manager for Marks and Spencer in central London and in Shepherd's Bush. I have also worked a number of voluntary roles including a MPS Special Constable and a volunteer for LOCOG prior to the London Olympics. During the

London Olympics I worked as a volunteer within the Velodrome.

"At present I am a Trainee Detective working full time in a SCO1 - the Homicide and Major Crime Command in Lewisham. Prior to becoming a Trainee Detective Constable I worked within the SCO1 Command as a Police Constable Investigator.

"I am a curious person by nature and find the investigative role was both exciting and rewarding so the move to a Trainee Detective Role was a perfect fit for me.

"I have been a Trainee Detective Constable for a few months now and although I find this a demanding role, especially when a new crime comes into my team. Talking to victims of the most serious crime, re assuring them and attempting to provide answers through the investigative process makes it all worthwhile."



"My name is **Tory Ion** and I am a detective sergeant in Lambeth.

"Before joining the Met I worked for a Student Union in a variety of roles. I joined the Met as a police constable in 2003 and spent seven

years in uniform policing central London before moving over to a detective constable role.

"I have been a detective for seven years now. I felt that I wanted to broaden my experience of policing and wanted to make sure I was able to follow a crime from end to end, concluding at court. I find the role exciting as I supervise a wide range of crimes and often get involved in safeguarding as well as investigation. I enjoy developing intelligence, building up a case and getting the right result at court at the end."

## INTERESTED?

To become a detective on a dedicated Detective Constable Recruitment pathway please contact us now at: [www.met.police.uk/careers](http://www.met.police.uk/careers)

Applications now open and close on 3 July 2017.



was a proud moment. For Ian, working and learning in an inspiring place with a bunch of similarly interested and diverse people was a joy that he says will stay with him forever. He is part of the Academy's graduate network and often visits to see what's happening on the workshop floor (usually around the time the big teapots in the kitchen are filled).

The Boat Building Academy's website has a page showing what people go on to do after the 38 week boat building and 12 week woodworking courses. Some go straight into boatyards or cabinet making workshops, others are renovating houses or classic cars. One is joiner on the British Antarctic Survey team. There are other graduates who join a course as a sabbatical and return to their previous occupation, or retirees who aren't ready to permanently put their slippers on but want an enjoyable and useful hobby they can earn some money from.

What does Ian enjoy most about his new life? "The freedom to make choices and do work that I find truly absorbing. It was never

my intention that I would graduate from the BBA and be solely a boat builder, but the skills I learned at the Academy are vital to everything I have done. Boat building led on to writing professionally. I also worked for the local Further Education College for a year, setting up a boat building course for young people. My interest in nature and ecology has recently led me into woodland management. I also make things from the greenwood that I source, which is another way of doing something I enjoy while earning an income. I am a happy man".



## Ian Baird Case Study

The Boat Building Academy provides intensive, highly practical training in boat building and woodworking skills. Students come from every profession and from all over the world, ranging in age from 17 to 82. Some of them are career changers, like Ian Baird...

Ian was a Sergeant in the police force. He wanted to retire and gain the skills for a self-employed career. After taking a ducking in a Cornish rock pool at 18 months he developed a strong affinity with things that float. He had no practical skills but loved the sea. He thought about training for a number of trades but when he found the Boat Building Academy their 38 week course ticked all the boxes. Ian reasoned that if he could build a boat he could tackle pretty much anything. This would set him up for a future, self-employed, career with skills he could use in other fields. That he could also build a boat as part of his training was the icing on the cake. Ian says "I have a strong interest in history and so wanted to build a traditional fishing boat.

I knew, if I chose correctly, that I could use the boat as an advert for my skills. To say It worked is an understatement. There was so much interest in the boat that the BBC filmed the build twice, my boat spent six months on exhibition in the National Maritime Museum Cornwall and these experiences launched a tandem career as a freelance magazine journalist, writing about boat building. My first article was a detailed diary of the build for Water Craft, an international magazine about boats. I have since written a number of articles for Water Craft, the latest of which will be on my latest project,

Ian himself says that he wasn't a woodworking 'natural'. In the early days of the course, getting a joint just right so that it fitted together sweetly took him some time. But halfway through the nine months, he suddenly realised that he was working in a workshop, confidently using tools and turning out good quality work. At the end of the course a completed 15' wooden fishing boat had his name on it. Launching the boat into Lyme Regis harbour

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# UCL



## UCL Countering Organised Crime and Terrorism one of our most popular courses

UCL's Department of Security and Crime Science is home to some of the UK's premier courses in crime and security including the MSc in Crime and Forensic Science, the MSc in Crime Science and the MSc in Countering Organised Crime and Terrorism. Now it brings together its world-leading experience in working with police organisations into a new MSc in Policing, accenting on evidence-based policing and police leadership.

Dr Noemie Bouhana, Director of the MSc in Countering Organised Crime and Terrorism, explains what makes the course so distinct: "This course aims to train a new generation of people who are able to draw upon scientific knowledge across a range of disciplines to tackle terrorism and organised crime. Our students learn how to pay equal attention to fundamental questions, such as the causes of terrorism and organised crime, and to applied concerns, such as how do we use this knowledge to prevent these crimes on the ground. That emphasis on problem-solving explains why the MSc is the first of its kind to be hosted in an engineering faculty. It also explains why the course suits equally students with no prior background in security as well as practitioners with several years of experience."

By the end of the programme, graduates can set out on various career paths, such as research, crime analysis, policy-making, and of course public sector careers in law enforcement, defence and security agencies.

Students have the opportunity to specialise via their dissertations, which are often work-related. For example on the MSc in Countering Organised Crime and Terrorism projects have included: "Investigating Human Trafficking in the Off-Street Sex Industry in Bristol"; "Assessing the Strategic Efficiency of Leadership Decapitation in Countering Terrorism" and "Paedophile Use of Online Forums on the Hidden Internet." On the MSc in Crime and Forensic Science, projects have included "Persistence of DNA from bodily fluids within the context of internal child sex trafficking investigations" and "Can Forensic Transferable Markers be used to track criminal contacts via secondary transfer?"

Our courses attract a strong mix of serving police officers as well as first time students, and this has been a key reason for their outstanding success. In the last Research Excellence Framework exercise (REF 2014) 100% of research submissions by the department were considered world-leading in terms of impact, placing the department 1st out of 62 institutions in the unit of assessment. The department is based at University College London, ranked 7th best university in the world in the 2015/16 QS World University Rankings.

To find out more:  
[www.ucl.ac.uk/scs/degree-programmes/postgraduate](http://www.ucl.ac.uk/scs/degree-programmes/postgraduate)

UCL DEPARTMENT OF SECURITY AND CRIME SCIENCE



# UCL

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\*Now available via Distance Learning

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**MSc in Crime Science\***

**MSc in Countering Organised Crime and Terrorism\***

**MSc in Policing\***

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# Frontier Risks Security and Risk Management Consultants

**T**he Frontier Risks Security & Risk Management Consultants (SRMC™) course is an intense, residential course that takes place over 13 consecutive days at the Emergency Planning College, Easingwold, York. The SRMC™ course attracts a broad range of international students from many different sectors ranging from Oil & Gas, Health Care Professionals, Military, Private Security, NGO's, and IT. Below provides a snapshot of a first-hand account of the students who complete blogs throughout the course.

## DAMIEN – OPERATIONS MANAGER (TEAM RUBICON U.K.)

Day 3 saw us move onto Travel Risk Management, Journey Management and Evacuation Planning. This was a day that I had identified as being of particular interest, due to my current work with Team Rubicon, and I wasn't disappointed. The day was led by Riz from Priavo Security, who yet again was another excellent and knowledgeable instructor talked us through all the issues that need considering, pre-trip, during the trip and even post trip. He also highlighted to us that many factors needed to be considered, beyond the obvious physical security of the travelling individual, that would be a priority for businesses and organisations. From a personal point of view, it was hugely useful to see all the control measures

that should be put in place, as a minimum, to reduce the risk.

Riz then took us deeper into the process, pushing us to constantly question and analyse every action and situation. He also threw us a curve ball, every now and again, changing the scenario which showed the importance of always having contingency plans for every situation. To finish off the day we could test our new knowledge by creating a journey plan for a client for two different scenarios, which really brought home everything we had learnt.

## DARREN STRATEGIC BUSINESS CONSULTANT (G4S SECURE SOLUTIONS)

The day's second session by Caroline Neil of RPS Partnership was an absolutely fascinating overview of the real-world realities of security and crisis management. While Caroline's own professional experiences would fill a book in itself, she was able to talk through actual scenarios of how skills and capabilities to be discussed over the following two weeks had actually been implemented into major incident case studies. The topics that Caroline covered were:

- Travel Management;
- Emergency Response vs. Crisis Management Planning;
- The characteristics of a crisis;
- Crisis Management in action;
- The Crisis Management Framework;
- Kidnap & Ransom;
- Evacuations and exfiltrations.

Again, even at this early stage of the course, the level of experience amongst us as students reaped the rewards, as we were all able to share our own knowledge and expertise of managing operations in complex risk environments.

## SHARI – TACTICAL INTELLIGENCE ANALYST (SOLACE GLOBAL)

My reasons for doing Frontier Risks SRMC course were two-fold. Firstly, I had been searching for a while for an MBA programme to study long-distance. The advantage of completing the course and obtaining the Level 5 City and Guilds certificate, is that it will count for 60 credits towards an overall MBA through the University of West Scotland. Secondly, the course was an opportunity for professional self-development. It helped me to establish what I already know and what areas I should develop and strengthen! It also highlighted areas in which the private security industry is growing, such as cyber security. There was something in every session to challenge me, but there were also skills and learning points to take away and apply to my current position as an analyst.

The Hawkhills EPC were fantastic hosts of the course for the two weeks, offering comfortable accommodation and excellent food. Some of the longer days in the lecture room were facilitated by the prospect of coffee and cake every afternoon! But more importantly, a comfortable environment made for a better learning one, as well as social.

Overall, I am extremely happy I chose to do the course. Thanks to Pete and Duncan for all your hard work! I will certainly recommend it to anyone looking to enhance their qualifications and is interested in the risk management world.

## TIM – INTERNATIONAL MEDICAL CONSULTANT (DNO ASA)

During the last 5 years, my profession as a Remote Healthcare Professional has taken me to over 20 countries around the globe, many of which are deemed medium to high risk due to some threats posed by; terrorism, political instability, the risk of kidnap, endemic crime, local medical resources and environmental factors. Unfortunately, many countries that have historically been 'safe' or 'low risk' have now been re-classified as 'high risk', this, unfortunately, has been influenced by the rise in international terrorism.

Due to the rising risk associated with travelling and operating in 'high risk' environments, I have decided to complete a Security and Risk management course to improve my knowledge, skills and situational awareness surrounding these issues.

The SRMC that Frontier Risks deliver is by far the most informative, current and operationally focused course on the market, this is primarily due to an outstanding faculty, varied syllabus and guest speakers that other companies could only dream of. I would encourage any Remote Area/ Expedition/Offshore Medic to consider booking this course to better prepare for the hazards associated with travelling and working in remote/austere environments - the 7 P's have never been so necessary for our unstable climate.

To secure your position on the SRMC™ course call **01298 811 005**, email **info@frontierrisks.com** or visit **www.frontierrisks.com** ●

# LEAVING THE POLICE SERVICE

**HAVE YOU CONSIDERED A CAREER  
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## QUALIFICATIONS

- CiiSCM (Chartered International Institute of Security and Crisis Management) Certification
- City & Guilds Level 5, PRA, (Security Risk Management Consultants)
- MBA with Risk and Resilience , 60 Credits Certificate (University of West Scotland)
- GCHQ Offshore Cyber Certificate

## ACCOMMODATION

Accommodation and 3 meals a day are included in the course price, with the course situated in York at the Emergency Planning college

**FOR FURTHER COURSE INFORMATION CALL OR VISIT ONLINE**

01298 811 005 [info@frontierrisks.com](mailto:info@frontierrisks.com)

[www.frontierrisks.com](http://www.frontierrisks.com)



# Civil Nuclear Constabulary

The CNC is a specialist armed police service dedicated to protecting the civil nuclear industry.



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## RECRUITMENT PROCESS

### Criteria to apply

**Age:** 18.5 on appointment with no upper age limit.

**Nationality:** Either a British citizen, a member of the EC/EEA, or a Commonwealth citizen or foreign national who has lived, unrestricted, in the UK for the previous five years.

**Criminal Record:** ideally applicants have to have clean record to apply.

**Financial concerns:** Applicants should be free from debt and not be bankrupt.

**Qualifications:** There are no qualifications required for entry

**Driving Licence:** Applicants must hold a full driving licence with no more than 6 points.

**Fitness:** Pass level 7.6 on the bleep test.

**W**e protect 14 civil nuclear sites across England, Scotland and Wales, safeguard nuclear material in transit and play a key role in



national security. The civil nuclear industry includes nuclear research and provides nuclear energy to millions of people. To protect such an important commodity, as well as the public. We are a police force like no other, offering a variety of Police Officer and support roles at all levels. By protecting nuclear materials on site and in transit, we play a vital role in national security.

The Civil Nuclear Constabulary (CNC), following the National Recruitment Standards in accordance with Home Office Guidelines and process for recruiting Officers into the Constabulary. Our selection processes are based on ability, skills and expertise. We recruit the very best people based on merit, regardless of sex, race, religious beliefs, sexual preference or anything else unrelated to the role. The nature of our work means that we have to conduct a rigorous application process which, of necessity, can also be quite lengthy. The process involves

a variety of screening checks, as well as security and reference checks. This is an essential part of ensuring that we recruit the most able individuals and you are right for us, as well as ensuring that joining us is the right move for you.

Our Policing Priorities include: National and international terrorism, Information and technology proliferation, Protection of the site and facilities from incursion and unlawful protest, Crime committed within site area.

## APPLICATION FORM

The first step in your application is to fill out the online application form. This will give us all the details we need to decide whether you should go forward to the next stage in our selection process. The form will ask you to go into a large amount of personal detail, including giving information on any previous convictions (these will not necessarily be a bar to you joining the Constabulary). You will also be asked about a range of



issues, from any tattoos you might have, to your business interests and your financial position.

Some people might find the application form daunting, but we provide guidance notes to help you fill it in correctly.

#### REVIEW OF APPLICATION FORM

We will assess your application and will let you know the outcome of your application. Please note this process is a minimum of 6 weeks, during periods of high recruitment it may take longer, these checks include a criminal records check and completion of a medical pre-screening form.

#### ASSESSMENT CENTRE / PRE-EMPLOYMENT ASSESSMENTS

We will assess your application form against the national recruitment criteria, and if you pass, we will invite you to an assessment centre. The assessment activities include a briefing on the



organisation, firearms assessment, a physical test and interview. These may take place over several days and at different locations.

Police Officers are covered by the Disability Discrimination Act, so if you have a disability, we will make reasonable adjustments where appropriate.

Your fitness will be assessed as part of the application process. The job related fitness test looks to see whether you are fit for the job. The CNC carry out the multi-stage shuttle run (bleep test) to level 7.6. This is in line with National Standard for Armed Response Officers. If you prepare properly, you should have no problems passing. If you do not pass first time, you may have the opportunity to re-take the test.

If you are worried about your fitness, it's a good idea to do some training before you are called in for the fitness test, but make sure you seek medical advice before starting any rigorous training.

#### MEDICAL APPOINTMENT

Medical appointments may be provided as part of the assessment centre, if not then you will be required to attend at another time. There are a number of medical conditions which have been identified as being a potential risk to the individual in carrying out the role of Authorised Firearms Officer within the Civil Nuclear Constabulary and, as such, may preclude the individual from employment if they are present.

#### REFERENCE CHECKS

If you pass all our assessments, we will then carry out employment reference checks for the last three years. If appropriate, we will also carry out military and police service checks.

#### SECURITY VETTING

One of most important - and most time-consuming - steps in our recruitment process is our security vetting.

Before you start your initial training course, you will need to have achieved the security clearance requirements as laid down by the ACPO/ACPOS Police Recruiting Vetting standard and the Government National Security Vetting standard.

Gaining security clearance can be a lengthy process and includes a large number of checks. As part of these checks, you may also be interviewed by the Defence Business Service.

#### CONDITIONAL OFFER

If there is a training course pending, we will send you a conditional offer, which will tell you where you will be posted and when your initial training will start. You will receive at least four weeks' notice of the start of your training. Once you have accepted this conditional offer, we will contact your current employer for references, and start security vetting. This can be a lengthy process and can take up to a minimum of 3 months to complete.



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#### CAREER OPPORTUNITIES

Once the probationary period has been completed there are opportunities to apply for including:

##### Strategic Escort Group

**(SEG):** This team of officers are responsible for supporting the transportation of nuclear material in the UK and oversee either on the road or on the sea.

**Firearms Instructor:** This role is a trainer role, helping to keep our officers up to date with their firearms qualifications and other specialist training.

**General Trainer:** This role trains all non-firearms related law and general police skills.

**Dog Handler:** This role is to work with the dogs to help with patrolling and aiding the officers search capacity.

**Personal Safety Training:** This role trains the officers in personal safety, including arrests.

**Promotion:** Officers can apply for promotion opportunities including Sergeant, Inspector, Chief Inspector, Superintendent, Chief Superintendent etc.



Applications are to be completed on-line accessed via our careers website [www.cnc.jobs](http://www.cnc.jobs)

# PR POLICE RESETTLEMENT EXPO 2017



There are currently three Police Resettlement ExPOs each year, two of them being held in London and our most recent

ExPO which was a great success with around 400 attendees at the Bridgewater Hall in Manchester on Thursday 1st June 2017.

They are one day recruitment events to assist people who have either left or looking to find a new career outside of the police force. The ExPOs provide service leavers with the opportunity to meet with relevant companies that can assist with the transition into a new career including:

- CV writing
- LinkedIN profiling
- Financial advice
- Specialist recruitment agencies looking for law enforcement and policing experience
- Regional transfer opportunities
- Clients recruiting ex-police officers and staff with your skill set

Types of vacancies being recruited for on the day will include: Investigation, Fraud, Cyber Crime, Security, Policing Transfers, Project Management, Surveillance, Training, Counter Terrorism, Close Protection, Advanced driving opportunities, Risk Management, Digital Forensics, Crime Scene Investigation, Intelligence and many more...

If you have worked within the police force, the skills and training that you have received, are often of interest to many other police forces who may be looking to recruit on a temporary basis when you retire / leave the force. We also have a high number of private sector companies interested in your skills which are highly transferable. Please visit one of our events to see which companies would be interested in you. The Police Resettlement ExPO is proudly

hosted by **SecurityClearedJobs.com** the largest Job board in the UK that caters for jobs with a level of security clearance.

We have seen a dramatic increase in the demand for candidates with previous policing experience on the site and so decided to host the Police Resettlement ExPO to cater for this. The first Police Resettlement ExPO was held in late 2016 at the QEII Centre, London. We had over 400 attendees for the initial ExPO and the feedback was very positive.

#### EXHIBITING

If you are interested in exhibiting at the Police Resettlement ExPO please contact one of the team. The ExPO will provide you with the opportunity to meet with current serving police officers and staff that will be looking to change career in the near future or who may have left recently please go to **www.policeresettlementexpo.com** to register your interest.

#### VISITING

Registration for the London 2017 ExPO is now open, if you would like to register your interest in attending please go to **www.policeresettlementexpo.com**.



#### CONTACT US

If you have any questions on the ExPO please do not hesitate in contacting us.  
Tel: **020 8166 0616**  
Email: **expo@securityclearedjobs.com**

Our next ExPO is to be held on **Tuesday 24th October 2017** at The QEII Conference Centre, Westminster, London SW1P 3EE Doors Open 10.00am Last Entry 15.30 - Event closes at 16.00

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# Do you have a Police background and Security Clearance?



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Firearms Officer  
Holmes  
Indexing

## CTC

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Intelligence  
Analysts  
Claims Investigator

## NATO

Security Consultant  
Crime Scene  
Investigation  
Child Protection

# Serving the Community

As Freemasons celebrate 300 years since the founding of the first Grand Lodge on 24th June 1717 it's important to note that the organisation is as relevant today as it has ever been.

In many ways, Freemasonry is more relevant today than it ever has been, particularly with regard to its community involvement and contribution to good causes – both Masonic and non-Masonic – in the current age of austerity and reduced state involvement in many areas of life. In an increasingly fast-paced and digital world, the camaraderie and support many people find through Freemasonry means it is more important today than ever.

The five-part observational documentary series, *Inside the Freemasons*, recently broadcast on Sky 1, showed the previously unseen world of Freemasonry for the first time in an enlightening way. Exclusive and unprecedented access was granted to film inside what is one of the world's oldest and most intriguing membership organisations as part of the tercentenary.

Today Freemasonry is one of the largest charitable givers in the UK, contributing over £33.6 million in 2015 through the Masonic Charitable Foundation, as well as to non-Masonic charities and disaster funds. Family and community are also both central to Freemasonry; members are encouraged to see the interests of the family as paramount and to become involved in their communities, for example through



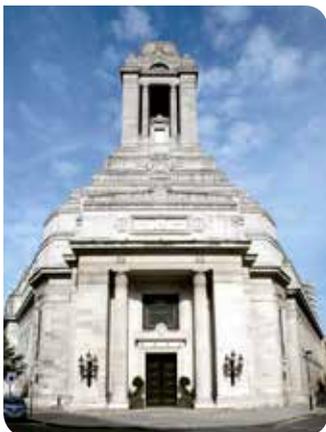
voluntary work. Freemasons do not undertake any external fundraising; all money donated to good causes is raised through the generosity of members, from their own pockets.

Examples include Buckinghamshire masons in the Slough area who have supported *Search Dogs*, a charity that trains handlers and their animals to help Thames Valley Police find vulnerable adults and children who have vanished from their communities. Volunteers and their dogs are on call 24 hours a day, seven days a week to save lives throughout the area. Support has also been given to *Hounds for Heroes*, which aims to provide fully trained assistance dogs to injured persons of the three armed forces together with the major three civilian emergency groups: police, ambulance and fire brigade.

In his address at the 275th anniversary ceremony of the United Grand Lodge of England (UGLE) in 1991, the Grand Master, Prince Edward, Duke of Kent said "What, then, is Freemasonry? Clearly it must be more than what the Archbishop of York called a "fairly harmless eccentricity" in 1987. If that was all that Freemasonry was about, it would not have flourished as it has for over three hundred years, attracting and retaining the interest of millions of men today all over the world. Freemasonry brings people together from vastly different backgrounds. With its sensible rule prohibiting discussion of religion or politics within its Lodges, it removes two likely causes of dissension, and allows Freemasons to concentrate instead on what they have in common - and that, in this world, cannot be bad."

So what do Freemasons have in common? I suggest that it's very much the shared values of integrity, kindness, honesty, fairness and tolerance, which encompass and embrace the fundamental principles of good citizenship in all walks of life:

- **Integrity:** We say what we mean and when we make a promise, we keep it.
- **Kindness:** We believe in playing a key role in our communities – we willingly give time and/or money to assist those not as fortunate as ourselves.
- **Honesty:** We pride ourselves on transparency. Not only are we completely free to acknowledge our membership, we are encouraged to do so.
- **Fairness:** We treat everyone as equal – we listen to others, explore our differences and work to find the common ground.



Inside the Freemasons on Sky 1 - April 2017



Every Freemason embarks on his own journey of self-discovery when he enters the organisation.

No one ever joined because of the attention to lodge rules, regulations or ritual. Non-Masons don't know about all of the procedures, although I would suggest that there is something very reassuring in knowing the Freemasonry believes strongly in discipline and a sense of duty. They joined because someone they knew and admired was a Mason. It could have been a father, a friend, a man down the street, or someone a thousand miles away. Who it was didn't matter. They admired him and wanted to do the things he did and they did it by the millions.

Freemasonry provides a unique environment for people from all backgrounds to make lasting friendships, learn skills, achieve their potential and, above all, have fun. What is more, the organisation provides a valuable forum for discussion between members in an open environment. Freemasonry also provides a valuable framework around which members can make a positive contribution to society and can also provide structure to people's lives, helping them to be the best they possibly can.

Who can become a Freemason? The words UGLE uses in the ceremony when asked "who are fit and proper persons to become Masons" are "just, upright, and free men, of mature age, sound judgement and strict morals." In effect this means men over the age of 21 (18 for Universities Scheme Lodges), with no criminal convictions, someone who upholds our values and has a belief in a supreme being – we welcome members from all faiths and denominations as long as they have a belief.

Tolerance is a key value for members, and this cannot be more powerfully demonstrated than the fact that three Palestinian Arabs have served as Grand Master of the Grand Lodge of the State of Israel since its foundation in 1953. Indeed, Dr Geoffrey Fisher, Archbishop of Canterbury, and Sir Israel Brodie, Chief Rabbi of Great Britain & the Commonwealth, were both Freemasons. Hence, Queen Elizabeth II was crowned by a Freemason.

What about women? Lodges under UGLE are restricted to men. However, there are two separate Grand Lodges which are exclusively for women. This is the way that both the men's and women's Lodges prefer it to be, just like other single-sex organisations such as Round Table (men) and the Women's Institute (WI).

With their shared values of service and camaraderie, and with a sense of community it is not surprising that there have been close links between Freemasonry and the Police service. Quite a number of Lodges have opened over the years with membership drawn extensively from their ranks. Most recently, Sine Favore Lodge no9856 was Consecrated in London in September 2010 by members of the Police Federation and from its inception the Lodge has twice a year travelled to locations outside London. It was founded to enable members of the Federation to keep in touch and maintain friendships made across the country.

Every Freemason embarks on his own journey of self-discovery when he enters the organisation. Lodges meet on average five to six times a year, meetings usually last no more than an hour-and-a-half and are frequently followed by a dinner, which provides an opportunity for members to relax and enjoy the company of others. There is a Lodge to suit everyone in terms of location and interests, and members are able to join more than one Lodge if they wish.

**Every Freemason has his own reason for joining. What's yours?**



If you would like to find out more, please start by visiting our website at [www.ugle.org.uk](http://www.ugle.org.uk)

• **Tolerance:** We show respect for the opinions of others and behave with understanding towards others.

It means different things to each of those who join. For some it's about making new friends and acquaintances. For others it's about being able to help deserving causes – making a contribution to family and in the community. And for them all, it is an enjoyable and fulfilling activity, where camaraderie, friendship and support are prized. Freemasonry, in many respects, is the world's first global social network, connecting men across political, ethnic, racial, religious and class borders, and that started more than 300 years ago, before Facebook and Twitter could ever have been imagined.

UGLE has over 200,000 members who meet in more

than 6,800 Lodges across England, Wales, the Isle of Man and the Channel Islands, plus 33 Districts and five groups overseas – and membership is growing among young people. Worldwide, the figure grows to six million Freemasons.

What kind of man becomes a Freemason? UGLE welcomes men from all walks of life - no one ever joined Freemasonry because Churchill was a Mason. No one ever joined Freemasonry because the Duke of Wellington, Walt Disney or Peter Sellers were Masons. Nobody ever joined Freemasonry because of our great Masonic heroes. It is worth noting that Joining Freemasonry doesn't make you any of those people. No one ever joined so that they could give money to charity. You don't have to be a Freemason to give money to worthy causes.



**Malpeet K9 Academy** specialises in the use of operational dog teams, the sale of dogs in various disciplines and handler training both for UK and overseas customers. We are members of, and approved trainers for the National Association of Security Dog Users (NASDU). All detection dogs are trained utilising 'real' drugs and 'live' explosives. Malpeet K9 Academy is currently one of only a few UK companies licensed to possess controlled substances for the use of training detection dogs. Malpeet K9 Academy is also an ELCAS approved training provider. We have helped many service personnel pursue a successful dog handling career. Working with various local and national charities such as the ABF Soldiers Charity, we provide the best training courses covering many aspects of working in private security as a dog handler. Our MD Simon Mallin has worked with clients around the world and is currently working on projects in Kenya that include Lewa Wildlife Conservancy's anti-poaching dog unit. Learners at Malpeet K9 Academy have a unique opportunity to learn from industry experts with international operational and training experience.

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**Case Study**

Mike contacted us in February 2015 to enquire about a detection dog handler course, with a passion to work with dogs, he has chosen to become a dog handler as his second career after a very successful one in the armed forces. Mike was able to use his entitlement with the Enhanced Learning Credits to fund the 32 days Explosive Detection Dog handlers course as we are one of a few dog handler training providers with ELCAS approved status. We introduced a small payment plan last year to help learners who self fund course fees spread the cost into monthly payments with no extra fee. Mike took the opportunity and funded the general purpose level 2 course himself. Upon completion of the general purpose dog handling course, Mike was introduced to his current employer by our MD Simon Mallin. We pride ourselves on our continued support for our graduates from the first day of training through to employment.

### COURSE FEATURES

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**ARGUS EUROPE**  
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These are real testimonials from real people. We have included their e-mail addresses or websites with their permission so get in touch with them and ask them about their time with us. Do your research now and ensure that you select the right training provider. How many other training providers give you this information to help you make a decision? This is just a selection of the testimonials that we get, the hard copies are available for anyone to inspect should you wish to do so.

**Michael Kennedy, April 2016, CP, Surveillance, PI**

*Argus has served up a whole new perspective on how I feel about Close Protection; it was a good course. As a team we managed to get all of the work completed to a good standard. The training team is approachable, have years of experience and are always there to give direction if required. Please*

*with my time with Argus Europe. kennynguns (at) hotmail.com*

**Adam Nesfield, April 2016, CP, Surveillance, PI**

*The course was excellent throughout, well worth doing. adamnes (at) gmail.com*

**Nicholas Scott, April 2016, CP, Surveillance, FPOS(i)**

*A very good course, excellent instruction, highly recommended.*

**Julian Moses, December 2015, CP, Surveillance, FPOS(i)**

*Excellent course, well run. Accommodation more than adequate. Came away feeling confident and looking to apply new skills. julmoses1974 (at) gmail.com*

*Natasha McCabe, December 2015, CP, Surveillance, FPOS(i) As someone with no Police or Military service I was nervous to enter such a highly reputable TP,*

*however the minute I arrived help was readily available. Now that I am qualified I know that I can still turn to Argus for on-going support! natalia.ann05 (at) gmail.com*

**Andrew Ford, April 2015, CP, Surveillance, FPOS(i)**

*The course is a real eye opener to surveillance and close protection. If you are leaving the military and have ELCAS then this course is a no brainer. Great course, excellent, friendly instructors who help in any way that they can. andrewford2534@hotmail.co.uk*

**Richard Clark, April 2015, CP, Surveillance, PI, FPOS(i)**

*Whilst critically cynical of the need to undergo such a course I strongly believe that this course will direct the way I move forward in the security industry. The course focuses more on the very necessary CP + surveillance skills, the added value comes from the in-depth knowledge and*

*experience of those who instruct. richard.clark984@mail.com*

**Iain Dawson, October 2014, CP, Surveillance, FPOS(i)**

*This is the best course that I have done since leaving the Royal Marines. Training and instruction second to none. Friendly and approachable throughout the whole course. stirling23@hotmail.co.uk*

**Ronnie Scott, October 2014, CP, Surveillance, PI**

*After 24 years military service – this is the best course that I have done! ronnie.scott8@btinternet.com*

**Mike Jeffrey, September 2014, CP, Surveillance, PI, FPOS(i)**

*Soon to be ex Royal Navy. If you are looking for to start a career in Private Investigations, Surveillance or Close Protection then take a look at these guys! Please feel free to e-mail me! michael.jeffrey@vmx.com*

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## Positive Action Co-ordinator PC Amjad Ditta

"I am the Positive Action Co-ordinator for West Yorkshire Police. My role involves recruiting, maintaining and promoting under represented groups within the force."



**P**C Amjad Ditta is celebrating one year in his role as the Force's Positive Action Co-ordinator. As the title suggests, this is a complex job with many roles, the main one being recruiting and retaining all under-represented groups in West Yorkshire Police, to help develop representation in a variety of communities.

Positive Action is the Force's way to achieve a workforce that is representative of the communities we serve by encouraging individuals from minority groups and communities to get involved in recruitment and progression opportunities.

Amjad himself has been working his way up through the organisation for 12 years now, gaining valuable experience along the way.

He joined the Force at 19 years old as a Community Support Officer and then went on to spend three years at Halifax as a Police Constable. Now, as well as fulfilling his role as the Positive Action Co-ordinator, Amjad is also a Firearms Officer.

This experience gives him a very good idea of what it is like

building his way up through the Force, coming from an under-represented group, giving him the understanding that can help him to encourage those from these minority communities.

Amjad said: "It is definitely a must need to have faced the challenges yourself." Without that, he suggests, he wouldn't have understood the difficulties these minority communities face when viewing the police.

Amjad is the only member of his family to work in the police force, but said that he received a large amount of family support and believes he wouldn't be in the position he is in today without that.

However, his answer to the question on what support and information he received from the Police as an interested youngster was: "nothing". "Nothing", that has clearly changed into 'something', with the support systems that Amjad is trying to implement as part of Positive Action.

Amjad said: "The biggest thing for positive action is to have that support."

Through his work with potential new recruits, he has become somewhat of a local celebrity

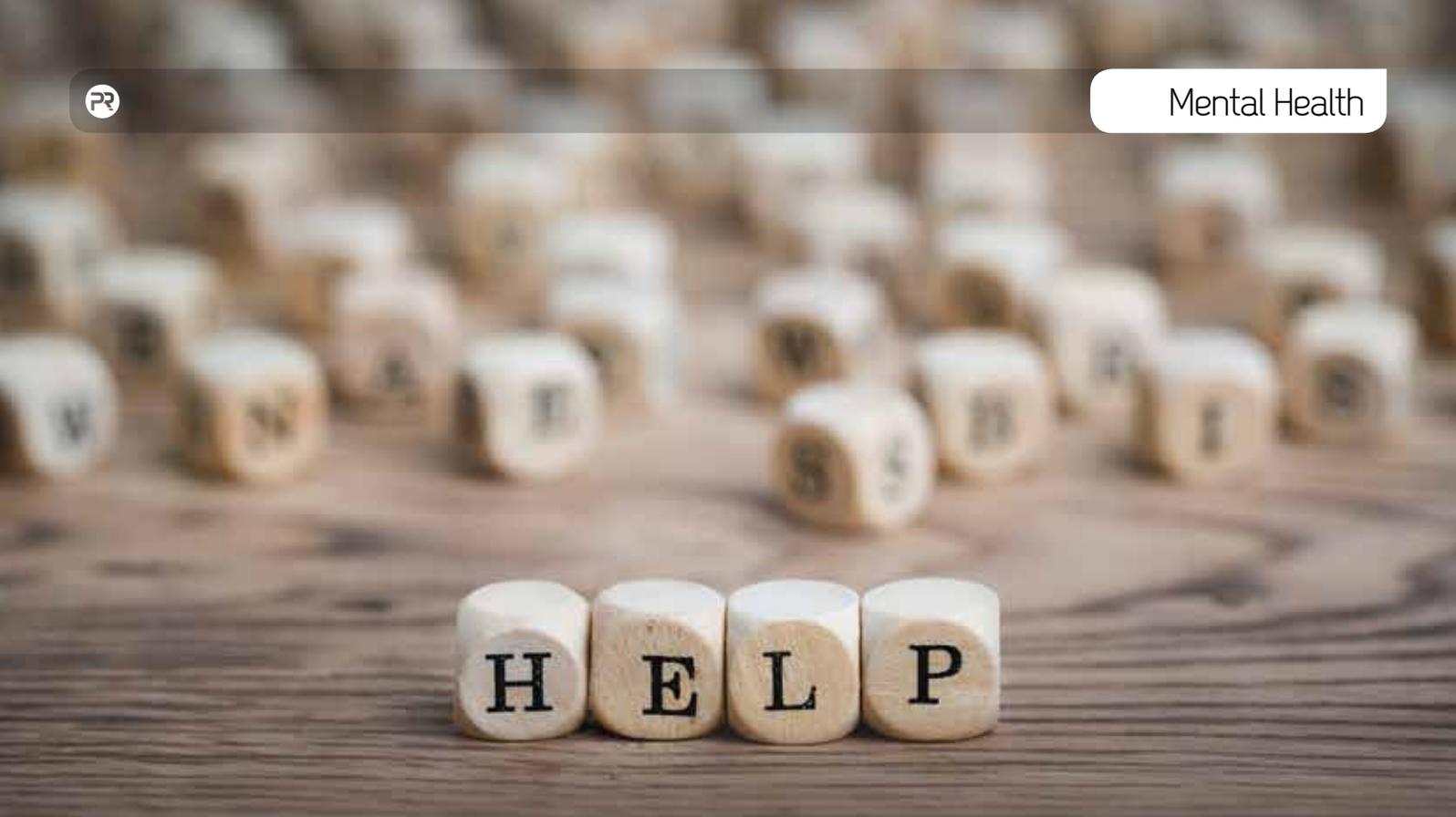
as he has made such a positive impact on the local communities through seminars and social media posts, saying: "You can't go anywhere without being recognised, but you are being recognised for the right reasons."

He has recently been nominated and won awards for his dedication and enthusiasm to his work.

Along with this, Amjad received a nomination by The National Diversity Awards 2017 for the Positive Role Model Award.

It's the power of being a positive role model that Amjad takes very seriously and said that with the positive action plan, new recruits from under-represented communities, such as PC Afzal can now become role models for the future generation.

You can contact PC Amjad Ditta via email on [amjad.ditta@westyorkshire.pnn.police.uk](mailto:amjad.ditta@westyorkshire.pnn.police.uk) and follow him on social media at Facebook, Twitter, Snapchat: [amjadditta31](#) and Instagram: [pc\\_amjadditta](#).



H E L P

## Imminent change crucial to address poor mental health in policing

There is “no easy overnight solution” to tackle poor mental health in policing but government must now help lead an imminent change.

That is the warning from the chair of the Police Federation of England & Wales (PFEW) Steve White who was speaking to Sky News after a Detective Inspector from West Midlands warned that “sickness and mental health problems amongst colleagues are rife”.

DI Warren Hines said: “We really are at a point now where we can’t cope with what we’re expected to deal with. We’ve got examples of police officers who have been conveyed to hospital from work because they’ve had a meltdown.”

“I’m also aware of incidents where sergeants in our public protection units are allocating work on the basis of who is the least tearful that morning when they get to work.”

The PFEW’s welfare survey earlier this year showed that stress levels across the police service are twice as high as levels seen across other working sectors, and our members feel that more needs to be done to tackle the stigma

associated with mental health and wellbeing in the police service.

In June 2015 PFEW worked with the Police Firearms Officers Association (PFOA) to launch its Welfare Support Programme, available 24/7, 365 days a year with staff trained in Mental Health First Aid, suicide awareness, bereavement counselling and Neuro Linguistic Programming.

It also pledged to tackle mental illness in the service by signing up to the mental health charity Mind’s Blue Light Time to Change Pledge. The Pledge is part of the Mind’s wider Blue Light Programme launched in March 2015 to support the emergency services including the police.

The drop in officer numbers is one of several factors impacting on officer wellbeing, along with the continued below-inflation pay rises afforded to them.

The PFEW has repeatedly spoken of fears that the reduction in officer numbers will make policing more difficult, and were accused of “crying wolf” by then Home Secretary Theresa May at Annual Conference in 2015. Mr White said: “Work by the Federation, alongside the College of Policing and welfare providers,

will see plans submitted to the government for steps to be taken to deliver improved, co-ordinated welfare provision for officers.”

In the wake of the terror attacks in London and Manchester this year, the PFEW has warned that cuts to community policing are having a major impact, but Mr White believes it is important that the government looks to the future.

He said: “We predicted this five years ago. It’s important that we don’t dwell on what’s been, but instead focus on what can be done now.”

Today, West Midlands Chief Constable Dave Thompson, who is the national lead on finance for the National Police Chiefs’ Council (NPCC) has outlined the glaring reality and concerns around police

funding to tackle the threats we face. He gives his thoughts on the steps needed to tackle the issues at hand, including stabilising the funding forces receive, support to spend the money more effectively and targeted increases in government spending.

Mr White added: “Ultimately there needs to be the debate around resourcing as numbers impact on demand. We need clearer agreements on future funding so that effective planning can take place.”

The PFEW is also assisting with a trial of the Defence Medical Welfare Service (DMWS) being made available to officers, with the scheme currently on offer to officers in Hampshire and Avon & Somerset. ●



# HAVE YOU A PROBLEM WITH DRINKING? ONLY YOU CAN DECIDE!



To answer this question, ask yourself the following questions and answer them as honestly as you can.

1. Is drinking making your home life unhappy?
2. Does your drinking make you careless of your family's welfare?
3. Do you drink because you are shy with other people?
4. Is drinking affecting your reputation?
6. Do you drink alone?
7. Have you lost time from work because of drinking?
8. Has your ambition decreased because of drinking?
9. Is drinking jeopardising your job or business?
10. Have you ever felt remorse after drinking?
11. Are you in financial difficulties as a result of your drinking?
12. Do you seek an inferior environment when drinking?
13. Does drinking cause you difficulty in sleeping?
15. Do you want a drink the next morning?
16. Do you drink to build up your confidence?
17. Have you ever had a complete loss of memory as a result of drinking?
18. Has your doctor ever treated you for drinking?



If you answered "yes" to any one of the questions, there is a definite warning...

If you answered "yes" to any two, the chances are that you have a problem...

If you answered "yes" to three or more, you almost certainly have a problem...

**"THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING"**

Take action now and give us a call on 0800 917 7650...

We are here to help!



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**Alcoholics Anonymous**

OUR PRIMARY PURPOSE IS TO HELP OTHERS WHO HAVE A PROBLEM WITH ALCOHOL

## YOU DON'T HAVE TO LIVE HERE TO CALL US!

THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING

# 0800 917 7650

GO ONLINE AT: [alcoholics-anonymous.org.uk](http://alcoholics-anonymous.org.uk)

# Drinking on the Job...

AA is concerned solely with the personal recovery and continued sobriety of individual alcoholics who turn to the Fellowship for help.

AA experience has always been made available freely to all who sought it.

Do you want help with a drinking problem?

If alcohol is costing you more than money, then call us today in complete confidence on 0800 9177 650, or email us at [help@alcoholics-anonymous.org.uk](mailto:help@alcoholics-anonymous.org.uk)

"My 10 year old daughter succumbed to cancer...my drinking rocketed...I learnt to use drink to numb the pain. Then followed a dark period in my life...extended periods of diagnosed depression and marriage break up. I finally admitted to occupational health that I needed help – the response was supportive and nothing like I expected I was offered a place in re-hab, and introduced to Alcoholics Anonymous.

I am now approaching six years of continuous sobriety. I retired from the Police Service sober after 30 years' service and now work with others trying to recover from alcoholism"

Former Detective Inspector

"I had a good job, a wonderful family and home...but the lost days and lost peace of mind for my wife was a greater cost. I was a 'functioning alcoholic' - I worked well and professionally as a police officer, in several specialist roles and with promotions.

"I hid bottles around the house to drink when my wife was busy... The next morning was always a panic, to check that the bottles were still hidden.

"My rock bottom came after a weekend lost in four bottles of gin and the following morning I rang AA. I admitted to my wife and my two daughters that I was an alcoholic and they helped me get to my first meeting. I knew at the end of that meeting that I'd found the right place".

Former Inspector

"My wife had left home; I'd been assaulted in the town centre a few days later and hadn't defended myself for the first time; my emotional life was becoming even more unmanageable. I was forced into accepting that I couldn't drink safely. Like a blinding glimpse of the obvious, the answer was 'Don't Drink!' How to do it? I became committed to AA..."

Former Superintendent



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# Established name or new kid on the block?

There are currently more than 900 brands using a franchise model in the UK, and if you ask the average person on the street to name some then they'll most likely come out with the usual suspects - McDonald's, Subway, Domino's and so on.



However, those global giants make up only a fraction of the options available to prospective franchisees. Anyone who has begun to delve into what's on offer will soon find a multitude of brands large and small with tempting and very real business propositions.

Some of those propositions are other household names that are not typically known as franchises - perhaps Clarks, Thorntons, O2 - and some are much smaller businesses, perhaps just starting out in franchising or beginning to expand from their local marketplace. And, of course, everything in between!

What does this mean for you, the prospective franchisee? There are very clear advantages to both the familiar, established brand as well as the new kid on the block when assessing what the right opportunity is for you. Like so many considerations when you're doing your research, the type of personality you are and the lifestyle you want to lead are critical in your decision-making.

## BIG BUSINESS

Franchisees of renowned national and international brands benefit from significant consumer knowledge of their products and services; often with brand loyalty and expectations already engrained within a core base of customers that keep them coming back time and again.

Most franchises at this stage have national marketing campaigns in place and your brand will be seen on a regular basis. A larger network of franchisees also means there should be vast quantities of expertise to call on in addition to head office resources, including from franchisees at every stage of development and size. Those franchisees will also be able to offer you, the prospect, an abundance of historical data as to the expectations of your own business and its potential profitability.

Head office back-up should be plentiful, with dedicated business development staff and systems, and the proven infrastructure to support franchised outlets up and down the UK. And the operational structures will be quite rigidly controlled - while it's true to say that the Big Mac was the invention of a franchisee, brands the size of McDonald's are by now very successful at determining what works for them (and what doesn't),

and therefore you're going to have to follow the franchise system very closely, with less day-to-day entrepreneurial freedom. Still, when that system has been shown to work time and again, that's exactly what you are paying for!

Those are some of the reasons why renowned brands come at a premium price. As a general rule, the most established brands will have higher start-up costs precisely because you're buying into a more proven model, and because the turnover potential can be highly lucrative with less perceived risk involved.

## GOOD THINGS COME IN SMALL PACKAGES

A brand newer to the market and/or to franchising comes with very different considerations. There is little or no historical precedence when a business begins franchising as to what may be achieved by a franchisee, so accurate forecasting and enormous due diligence is critical in assessing the opportunity. With few or no trading franchisees to check on aspects such as turnover potential and the support offered by the franchisor, your research and your instincts are vital.

Usually, you'll be paying a lower fee to join as the franchise tries to attract those early-adopters that can propel it forwards. If you find the right opportunity, that can mean significant reward for taking that risk later down the line when the brand under which you operate suddenly becomes the next big thing in its marketplace.

And on a personal growth level, there are also opportunities to branch out - whether through buying a vacant neighbouring territory to expand your own business or by becoming an experienced mentor to the next wave of franchisees. An established brand already has significant infrastructure in place,



whereas in a newer brand you might get involved in shaping the network, and will usually be dealing with the business owner(s) in the beginning at least, giving a personal touch that some find appealing.

It's certainly a more risky proposition, but if you're willing to take that risk then the rewards are potentially substantial too. Because they're newer to the model and the market, in an emerging brand the early franchisees in the network are usually instrumental in shaping the business as it moves forwards and grows. That means more freedom for you to input your own ideas – but remember, they'll still have to fit within the overall business model!

At the bfa we have a category called 'Provisionally Listed' to distinguish those brands that are newer to the sector. That means that the business has demonstrated a commitment to ethical franchising, taken the right advice and has a proven pilot system in place. Those are important signs you should be looking out for in a newer franchise brand to help you identify the good from the rest.

At its heart, the choice of known versus new franchisor comes down to a risk versus reward equation; how comfortable you are with each on a personal level is important to establish. Also remember: though they may be inherently less risky, there are no guarantees even with the bigger brands – dedication, hard work, tenacity and a strong will are vital to your success in franchising, no matter the size of brand you're operating under.

For more information on any aspect of franchising visit [www.thebfa.org](http://www.thebfa.org) ●

## Thinking about becoming a franchisee? This is your first step

Investing in a franchise is a big decision. And like all big investments in life, that means it can be confusing to know where to start, how to get the right information and whose advice to rely on. If you've ever bought a house or a new car, you no doubt researched the market thoroughly, took time to consider your options and sought expert advice before signing on the dotted line. The same principles are no less important when you're exploring a future in franchising.

That's why the British Franchise Association (bfa) and Lloyds Bank have teamed up to create and launch a new, free online course, the Prospect Franchisee Certificate (PFC), offering clear, practical advice and tips.

### WHAT IS THE PFC?

Forget sales pitches. We don't like them either. The bfa is a not-for-profit organisation formed in 1977 to set and maintain the standards for franchising in this country. We're here to inform, not sell, and helping potential franchisees is a central part of what we do.

The PFC offers an impartial franchising education on how

### WHAT'S COVERED?

Do you know what should and shouldn't be included in a deposit agreement before you pay one? How to evaluate a franchise and the people behind it? How to project cash flow, turnover and profits for the next 12 months? You soon will.

There are 13 modules, each focused on a different aspect of becoming a franchisee:

- 1: An Overview of Franchising
- 2: Evaluating the Opportunities
- 3: Business Structure
- 4: Understanding Financial Accounts
- 5: Confidentiality and Deposit Agreements
- 6: The Franchise Agreement
- 7: Business Planning
- 8: Operations Manual & Disputes
- 9: Planning for Finance
- 10: Franchisor Expectations
- 11: Interview Process
- 12: Support
- 13: Top Tips



to find, research and run the right business for you. Taking less than a day to complete (there's no time limit if you prefer bite-size snippets), a series of video modules cover everything from identifying and evaluating franchise opportunities through to business planning, legals and final interviews with a franchisor.

Videos are delivered by renowned experts in their field and include sections from experienced franchisors as well as professional advisers. Each module includes a short online assessment to ensure an understanding of the topic covered.

After completing all the assessments, you'll be the proud holder of a PFC and armed with the facts you need to make an educated decision on your future business.

### WHY TAKE IT?

The PFC will give you the tools you need to start your franchise journey with eyes wide open and primed for success.

After completing the course you'll stand out as knowledgeable and skilled – as a serious prospect willing to take time to learn all you can about selecting and starting a franchise. This can be vital when it comes to securing the franchise you want: as you'll be running your business under their brand, any franchisor worth joining is extremely selective about who they welcome into their network.

Ethical franchisors aren't looking for the biggest quantity of enquiries, they're looking for the highest quality of prospects. This certificate identifies you as one of them.

We're working extensively with franchisors, who fully support and welcome this initiative – the more informed potential franchisees are, the better business people

they make. With a firm and proven grasp on the standards and systems involved in good franchising (and why they exist), you'll be better-placed to maximise your potential for success.

That's because the best franchisees in the business are those who have found the right opportunity for their personal circumstances and goals, and researched it inside out before investing. They know what to expect before, during and after launching their business; they recognise the advantages that come with being part of a wider network with shared experiences, passions and solutions; they're confident in their business plan and financial projections. As a result, their businesses run more smoothly, perform better and aren't prone to surprises later down the line.

It's free, impartial, quick, available on any device with a Wi-Fi connection and will make you better prepared for success. The real question is, why on earth wouldn't you take it?

Visit [bfa.trainme.tv](http://bfa.trainme.tv) to register for the PFC and begin your franchise journey today

For face-to-face advice and information make sure you visit the National Franchise Exhibition at the NEC on 30 September & 1 October, which features a host of invaluable seminars and real-life experiences from current franchisees. ●



“In June 2013 I started my own business by taking on an ActionCOACH franchise. I am now helping business owners all over Devon to realise their dreams & visions which is the reason why I went into business in the first place.”

Ex. Army Capt. Steve Gaskell won the Award for Service Leaver Franchisee of the Year, 2015.

# ActionCOACH wins Service Leaver of the Year again!



“I feel I've found my niche with ActionCOACH. It's a great opportunity to use the training, mentoring & leadership skills I gained in my RAF career. I never cease to be amazed by the fantastic people I am privileged to work with every day. No day is the same & it's always very exciting!”

Ex. RAF Chief Tech. Graham Orange won the Award for Service Leaver Franchisee of the Year, 2016.



## RESETTLEMENT AWARDS 2016



Call 01284 701 648

or watch the opportunity overview video at:

[actioncoach.co.uk](http://actioncoach.co.uk)

- ✓ Winner 2014, 2015 & 2016 Best UK Franchise Award, sponsored by RBS.
- ✓ 1st to achieve 5-Star Franchisee Satisfaction Status.
- ✓ Best UK Business Opportunity according to CompareTheFinancialMarkets.
- ✓ Award for continuous improvement 2014 & 2015.
- ✓ Ranked No.1 Business Services Global Franchise by Franchise Direct in 2016.
- ✓ Personal investment can be as low as £10k.
- ✓ Full Member of the bfa.
- ✓ Guaranteed £8,333 per month by month 7 for the best applicants. (Ask us about Ts & Cs.)

## 5 Star, 4 Times

Rated higher than industry standards for all 29 questions

ActionCOACH has taken part in an independent survey, conducted by Smith & Henderson, which assesses franchisee satisfaction across over 100 brands, since 2011.

In 2012, Smith & Henderson joined forces with RBS to recognise the top franchises for franchisee satisfaction in the UK and ActionCOACH became the first franchise to be certified as 5-Star.

### What does that mean?

It's how the people who matter, the people who have invested in a franchise, anonymously rate the franchise and to attain 5-Star, a franchise needs to be rated above average in all 29 of the 29 categories of questions.

ActionCOACH is now one of only five franchises to achieve 5

Star Franchisee Satisfaction status an impressive four times.

As well as being awarded the UK's Best Mid-priced Franchise at RBS's Best Franchise Awards for the last three years, ActionCOACH has also been recognised as the Best UK Business Opportunity by Compare The Financial Markets, out of all business opportunities, not just franchised ones.

The training, systems and ongoing support are so strong that previous business experience is not required, but applicants must have a track record of success in their profession, sport or the military, and must possess strong attitudinal and leadership qualities.

More information is available at [actioncoach.co.uk](http://actioncoach.co.uk)



Ian Christelow & Julie Wagstaff head up the ActionCOACH UK 60-Strong Support Team

# Theatre school franchise is welcomed to the bfa

A Dragons' Den backed theatre school franchise is delighted to be welcomed into the British Franchise Association (bfa).

The bfa was set up in 1977 to act in the interest of the industry as a whole in assessing and accrediting the world of franchising. Not only does it give the seal of approval to those already in the network, it is a smart business choice to attract new franchisees who are seeking to invest in a reputable franchise.

Franchisors who wish to apply must put themselves forward to be tested against the bfa's strict criteria. If they successfully pass accreditation, they are then able to join the bfa as a member, gain access to the benefits of membership and become represented by the British Franchise Association. Razzamataz Theatre Schools is delighted to have recently been

accepted into the bfa. Having built a solid reputation in the franchising industry for the last 11 years, the acceptance into the bfa confirms their position as a market leader.

"We have been operating as a part-time theatre school business since 2000 and during this time we have built up a strong and robust operating system," explains MD and Founder, Denise Hutton-Gosney. "Becoming a member of the bfa gives us another seal of approval and will give people looking to invest in our franchise even more confidence and assurance."

Denise has grown the franchise business to almost 50 schools up and down the country. There have been hugely successful partnerships with the likes of First Choice, Her Majesty's Theatre,

The Stage newspaper, Move It, Barbie and Universal Pictures and new for 2017, Eurocamp.

"2017 is shaping up to be another hugely exciting year for us," adds Denise. "Together with Eurocamp, we are launching a dance competition that will be judged by Diversity, who won Britain's Got Talent with street dancer Lizzie Gough. We are also delighted to announce that we have been given the exclusive opportunity to hold a workshop with Ashley Banjo from Diversity following on from our advertisements being shown at the Diversity arena tours."

Razzamataz franchisees come from all walks of life and various backgrounds. What brings them all together is their love for performing arts and working with children and young people.

Chloe Lee, age 23, is the Principal at Razzamataz Chester and was very keen to be part of a successful franchise as she explains. "Being part of a franchise has the advantage of people already knowing the name and the brand," says Chloe. "Wherever I go and I mention Razzamataz, generally people have at least heard of it. Whereas if I were to set up a small

business on my own, the public wouldn't know the brand and probably wouldn't have the same level of loyalty and trust in the company as they do with a well known brand like Razzamataz."

To find out if franchising is the right option, Razzamataz holds regular Discovery Den days across the UK where potential franchisees get a chance to meet the head office team, find out more about franchising in general and discover what it is like to run a part-time theatre school.

To find out more, contact Head of Franchisee Recruitment Suzie McCafferty. There are exciting opportunities to take over existing schools in Bristol and Tonbridge as well as launching new schools all over the UK. Razzamataz is especially looking for dynamic Principals in Aberdeen and Wales. Contact Suzie now to benefit from our offer of up to £6,000 saving until May 2017! Email: [suzie@razzamataz.co.uk](mailto:suzie@razzamataz.co.uk) or call Suzie on **07793 054 233**. For more details visit: [www.razzamataz.co.uk](http://www.razzamataz.co.uk) ●



Razzamataz is the proud to be part of the bfa

### ABOUT RAZZAMATAZ

Razzamataz Theatre Schools has been trading since 2000 with a strong, robust and proven franchise system for the last 11 years. Razzamataz remains one of the top five classic entrepreneurs from Dragons' Den. Since the appearance on the BBC show in 2007, the company has forged strong partnerships

with First Choice, Disney, The Stage, a leading Talent Agency, Her Majesty's Theatre and new for 2017 Eurocamp.

Franchisees come from a range of backgrounds and are able to work flexibly around their lifestyles. Through a wide range of additional revenue streams, franchisees have been able to achieve a six-figure turnover.



## A day in the life of a franchisee

### DAVID MCVICKER GAS & ELECTRICAL SAFETY INSPECTION FRANCHISEE

My planning for each day, really begins the night before when I check the on-line bookings system to see what jobs the office have arranged for me. This means I know exactly how many appointments are scheduled, where and what time in advance, which is a great help. I can also

check the specifics of each job before I start my day, either on line or with a quick call to the office.

I tend to leave the house around seven in the morning. Sometimes I deal directly with tenants in rented properties, although often I work with lettings agents and landlords with regard to gaining access and the logistics of getting each job done. I also have customers who own their properties (i.e. no letting agents involved), which

means the range of clients I work with is quite varied.

I have been a gas elec engineer for over fourteen years now and am happy to say that I have built up a strong, loyal client base who trust my advice and ability.

Sometimes I revisit a property each year to check gas meters, cookers or boilers and it is dealing with and getting to know the clients that makes the job enjoyable. Every day is different and I can honestly say I still find my work exciting.

I also prepare paperwork for any follow up repairs that might need to take place. I send these to my local office who then liaise with the relevant suppliers and issue quotes directly to the customer. I can honestly say that my level of paperwork and administration would be far greater without the support I receive from my local office, as well as the head office.

At the end of each day the first thing I do, after making a much needed cup of coffee, is to log onto my computer to input data collected from my visits. As long as everything I have inspected meets current safety legislation, then I can synch results to head office and certificates are issued instantly, and available for customers to download, a god send for busy landlords.

I then ring the office for a quick chat about how my day went and then it's almost time to see what's been booked for me for the next day and the process starts over again. I definitely made the right decision by investing in a gas-elec franchise – which ticked all the boxes for me.



## The future's bright - the future is... A **gas-elec** franchise!

- 😊 Run your own business, with support but without the hassle
- 😊 Gas-elec regional offices carry out all sales & marketing and provide the work for you, leaving you free to focus on your core skills
- 😊 If you are gas and/or electrically qualified then our franchise opportunity may be just what you are looking for
- 😊 Some of our national network of safety inspection franchisees are earning year 3 figures of £65,000, in year 1
- 😊 We offer a bespoke service and renewal reminders to our clients
- 😊 Gas-elec have opportunities throughout the UK
- 😊 Gas-elec can offer gas and electrical inspections, remedial work and installations
- 😊 Brought to you by a company that has been in business and franchising for 20+ years



Celebrating 20+ years in franchising  
[www.gas-elec.co.uk/franchise](http://www.gas-elec.co.uk/franchise)

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## Be your own boss: with a Snap-on Tools franchise

Snap-on is the world's number one professional tool brand. With over 90 years' experience, we are the leading global manufacturer and distributor of tools for the professional technician.

As a franchisee, you will own and run your own iconic showroom on wheels! We have over 430 franchisees who come from all walks of life - many joined us after leaving the armed forces. We provide training in all aspects of the business and work with you for life to ensure your success.

**With Snap-on, you're never just a man in a van!**

- ▶ Full training and lifetime support
- ▶ You keep 100% of your profits
- ▶ A family-feel community of likeminded people
- ▶ More time, more money and more freedom
- ▶ Help to buy scheme available



**On average, our franchisee's sales to their customers are in excess of £6k per week.**

"I've been doing this for three years; I've got my own business making good money and supporting my family. The best thing for me is being my own boss: doing what I want, when I want and knowing we get the benefit of my hard work."  
Chris Ashton, Northallerton franchisee.

Text **FRANCHISE** to 07786 201 770 or visit [www.snaponfranchise.co.uk](http://www.snaponfranchise.co.uk) to find out more.

## Like cars? Like the idea of running your own business? You'll love this opportunity.

Become your own boss and take control with the UK's leading automotive paintwork repair franchise.

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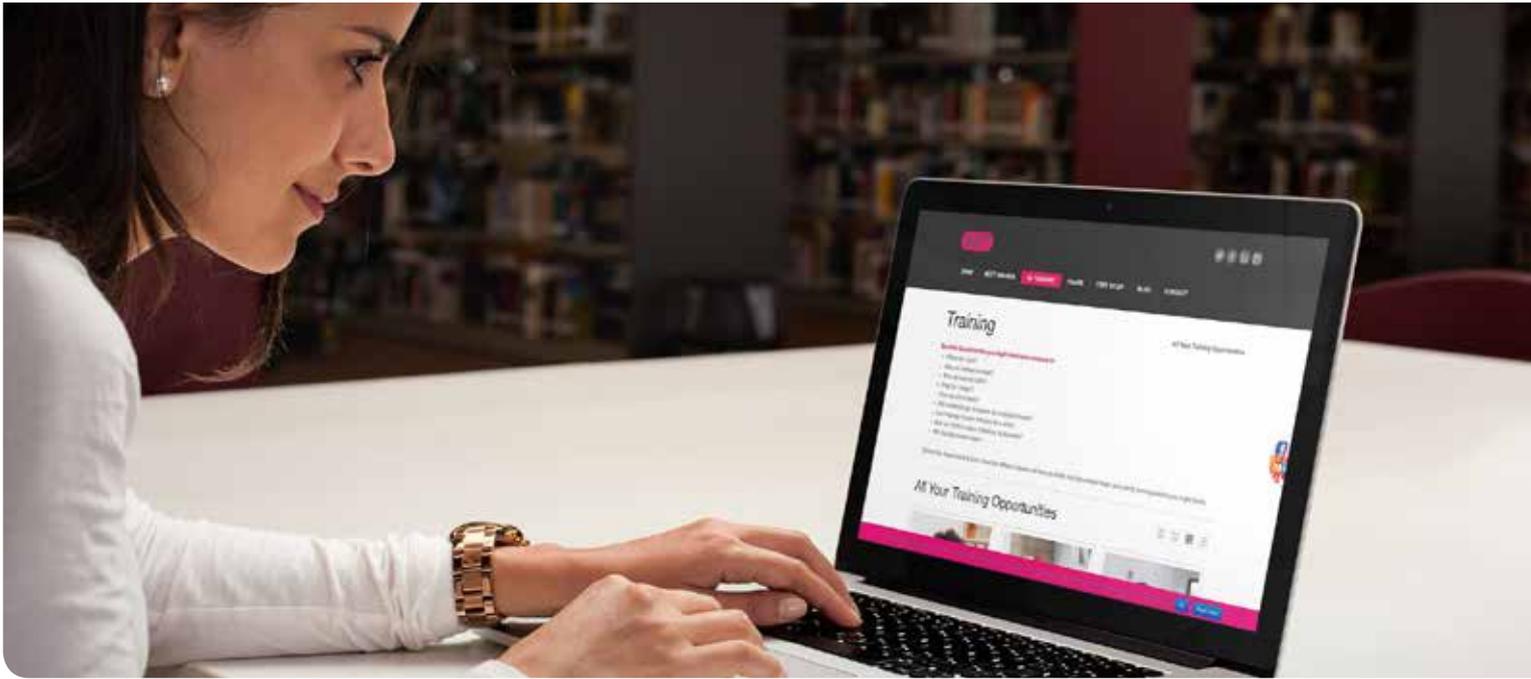
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\*The franchise is £29,995 + VAT, but with the various pricing options that we offer, you only need £15,000 + VAT of your own funds.



# Self Employment is no longer a dream it can be **your** reality

## Military Administrator to Virtual Assistant.

**W**e know, the UK's military capability is one of the most impressive in the world.

But they know, to bring that capability to life they need people of the highest calibre. The military encourage you to be the best you



can be, to believe in yourself and to live life to your fullest potential – so you can bring out the best in them. How would you like to be your own Boss and do the same now? Running your own Virtual Assistant (VA) business takes your core values and ethos and applies them to self employment.

You might be wondering what a Virtual Assistant or VA is – I know when I left the military I didn't know, even though that was the business I was setting up.

### **VAS ARE NOT TYPICAL 'SUITS' TYPE PEOPLE (AND IN FAIRNESS NEITHER ARE EX-MILITARY!)**

Remember those occasions during your military career when someone said "here's that new computer system we are implementing – you will get your training in 6 months time but can you start using it today." Being a VA, can be a bit like that - a great challenge.

A virtual assistant is a self-employed administrative or personal assistant who works remotely (usually at home) for various clients. When most people hear "virtual assistant," they assume it's a secretary who works from home. In some cases, yes, but the reality is no two days are ever the

same, and the challenges can be as much fun as your military days, everything from business support, social media support, project management and the list goes on.

Most VAs come from a PA/EA or traditional secretarial background and they want to become a VA for a number of personal reasons. But organisations love VAs who come from a military background, that "can-do" attitude and those intrinsic core values. Not every client wants a 'suits' type person to work in their business, they would much rather have someone with adaptability, high professional standards, great work ethic, drive and being committed to adding value.

### **WHY SELF EMPLOYMENT**

In 2017, we have 4.8 million self employed people in the UK, making up 15% of the UK workforce, an increase of 21% over the past 5 years. This workforce contributes to £255 billion to the UK economy.

Self employment is often seen as a "risky" second career post military service, but I found the courses that I did enabled me to stand up and "Be the Boss" of my own business.

Service Leavers who state they want to set up in business, are often encouraged to purchase a franchise, but the franchise fee, start up costs, monthly royalty fees restrictions on marketing, creativity and flexibility are all negatives for those wanting to be in charge of their own destiny. Opening a franchise rather than

starting your own business offers no guarantees of success. You still need to be a sharp businessperson to make it work.

The reality is, there's always risk in starting any new business. That's where coaching, training and mentoring can help.

The alternative to buying a franchise is to become a Freelancer – and this is where VAs often fit into the self employed market place – it's a perfect career for someone who has a military career in the administrative / personnel arena or even project management; or even a military spouse who wants to accompany their serving partner around the world while still keeping their own career!

### **ARE YOU LOOKING FOR A FLEXIBLE SECOND CAREER?**

Being a VA gives you complete control over your working hours and the tasks you would like to achieve per day. You set your own hours, goals and priorities. Therefore, you will never feel stagnant or static at work. You can prioritise your tasks and choose when you begin work over the course of the day.

As a VA you have complete flexibility about where you work, from the comfort of your own home or anywhere in the world. NO commute or traveling with work. NO cramped office spaces, and uncomfortable chatting in the meeting rooms with your boss and colleagues.

VAs tend to work with a handful of clients and due to specifics of the business, often maintain a close-knit relationship with their clients. Your client relies on you and you rely on them, thus making your partnership indispensable and valuable. Achieving great results for your clients gives you you a sense of achievement and worthiness.

Depending on how hard or how much you want to work will dictate



the amount you can feasibly earn. Starting a VA career is cheaper though than getting a franchise, you'll need a computer, internet and telephone line as the bare minimum.

As a VA you will be working with forward thinking Entrepreneurs, Managers and Business Owners – they run everything from small local businesses through to major companies and banks. The thing they have in common is they're busy and need help getting everything done and they will love your practical and no nonsense approach.

No-one knows the exact number of VAs in the UK, as there is not one specific category on the HMRC tax registration forms, but it's believed there are approximately 5000 – however these range from career VAs to hobby VAs. The Society of Virtual Assistants has just 1600 registered on their database. It's also an industry with very few men in it – just 3% - but those that venture into this world are doing very well and it would be great to bring more into this growing industry.



### MY JOURNEY FROM ROYAL NAVY OFFICER TO AWARD WINNING VIRTUAL ASSISTANT TRAINER

I'm Amanda and I retired from the Royal Navy after 23 years of service and decided to set up my own VA business ([www.y-e-s.co.uk](http://www.y-e-s.co.uk)). Being typical military, I researched and then used my Graduated Resettlement Training Grant, to train with the Virtual Assistant Coaching and Training Company on the VA Mastery Course ([www.vact.co.uk](http://www.vact.co.uk)) and, within 18 months, implementing those same skills and beliefs enabled me to become Runner Up in the VA of the Year Awards 2014 – Southern Region.

At the end of 2014, I became a VA Coach, Mentor and Trainer and the proud owner of the very same company I trained with, at the start of my VA career. For me this was a natural progression and linking back to my military days. In March 2017, VACT were voted the Best VA Training Provider in the UK for 2016.

Our Time in the military equips us with the organisational skills, determination and discipline to live life to its fullest potential – and nowadays I believe I inspire the VAs I train to have those same beliefs and standards too.

Since becoming the Director of the company, I have worked with numerous ex-military personnel (of all ranks and rates) and military spouses – where they resonate with

my straight talking and honest advice. Feedback from one said: "The course has been brilliant to provide a structured approach to life as a VA, target marketing (your perfect client can only be found in a number of places) and sharing tips and advice along the way. Amanda is an amazing role model and a great trainer too!"

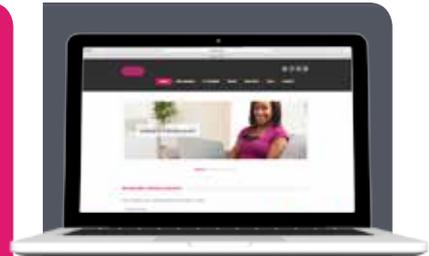
### INTEGRATING FAMILY AND BUSINESS COULD BE AN IMPORTANT ASPECT OF RUNNING YOUR OWN BUSINESS

Family is the reason why I do what I do. They are who I grow my business around – so I understand the importance of integrating your business with your family life. As a VA, it is often not about work/life integration – that old adage of work hard, play hard is still very very true even in civvy street.

I am married to Andrew who's also a veteran (ex-army) now turned Mortgage Consultant (Yes Mortgage Services Limited). So you can imagine the fun on Army v Navy Rugby Day... if I can just say, that banter doesn't change even when you both left 5 years ago! Both of our businesses are registered with the Armed Forces Covenant as we are still passionate about our military connections.

We have two little boys (James and Jacob), who often teach me my biggest lessons, whilst also running me ragged! I'm a firm believer of leading by example, so both the clients I have supported and the VAs I train know, they CAN have a healthy business and family life, integrated together.

This new stage in my VA career enables me to inspire, challenge and support others who are looking to become awesome VAs, men and women who are ready to take control of their life and career. And it's a challenge that I'm honoured to embark on.



### DOES THIS SOUND LIKE YOU?

VACT makes it easier, faster and better value for you in setting up your VA business, you get CPD accredited courses; the most popular course is the VA Mastery Course and it is designed to provide you with the tools and knowledge required to establish a VA Business. This course has a proven track record of success – with many award winning VAs having completed it.

There is no set answer to what makes a good VA, as the VA industry is becoming increasingly varied and complex, it's all about adapting and adjusting to customer's demands.

As ex-military we are not good at selling ourselves in the commercial world, and so the training courses are designed to give you the knowledge to make the most of your skills and experience, the understanding of the technology required to work in a virtual environment, and the tools to gain clients through effective marketing and accomplished networking.

When it comes to business I passionately believe that having the right support in place can make the difference between failure and success.

*VACT offers you the opportunity to become your own boss, whilst giving you the skills to make your own VA business, your reality on your terms. Offering varying levels of training – with Amanda offering each and every trainee personal help and support. If you're ready to take action, why not book a free discovery call [www.vact.co.uk/book-a-call](http://www.vact.co.uk/book-a-call) and see how Amanda and VACT can help you!*

Website: [www.vact.co.uk/training](http://www.vact.co.uk/training)  
Tel: 0800 612 5596  
Email: [Amanda@vact.co.uk](mailto:Amanda@vact.co.uk)

**VACT**  
Virtual Assistant  
Coaching and  
Training



# I want to be a police officer; why should I need a degree?

There is a growing desire from police forces and the College of Policing for serving officers and new entrants to possess a UK degree.

**T**he current requirements vary from force to force, with some insisting on A-Levels, others requiring the Certificate in Knowledge of Policing, while a growing number are asking for a first degree in policing or a related subject. The

learning agenda is being driven forward by the College of Policing due in part to the growing complexities of the job; the need for officers to be more forensic in their decision-making and the growing desire for officers to be adaptive to growing trends in cyber-crime, computer forensics and other high-tech crimes.

While degrees in Policing aren't new, the College of Policing's announcement in February of the Policing Education Qualifications Framework (PEQF) consultation has signalled the change in how officers will be recruited in future. According to the College of Policing's CEO, Chief Constable Alex Marshall, the proposals "were a key step toward establishing policing as a



profession and come after initial members of the College said they wanted their learning and expertise recognised."

"The new qualifications framework doesn't just affect new recruits," says Stephen Moss, head of academic programmes at Liverpool John Moores University's Liverpool Centre for Advanced Policing Studies. "We have been educating serving officers from

Merseyside Police for nearly a decade and many officers with years of service under their belts have decided to undertake a degree in Policing Studies."

When you look at an officers' motivations for undertaking a degree, they vary greatly. Some may wish to rise through the ranks and have ambitions to be promoted to Inspector and beyond, whereas others



Stephen Moss



have a personal desire to better-understand the theoretical side of the job. Stephen continues, “our degree courses are designed and written specifically for the UK police forces and cover a broad cross-section of topics; from community policing to

management of big data and policing ethics – particularly around culture change and ethical policing. All of our degrees mirror the current and future needs of police forces.”

This is why the Centre has launched a new range of Policing Studies degrees, combined with highly specialist areas, including Cyber-Crime, Computer Forensics and International and Transnational Policing.

The Liverpool Centre for Advanced Policing Studies, based in LJMU’s School of Humanities and Social Sciences, was launched in October 2015 with the backing of the College of Policing, Merseyside Police and the Police and Crime Commissioner for Merseyside. Its main aims are to support the needs of 21st century policing by conducting research, working with forces to enhance learning for serving officers and support staff, and to provide a learning portfolio for civilians who may wish to enter the force in the future.

For employees who think they would like to boost their skills, expertise and experience in the classroom, or by distance learning, the

Centre for Advanced Policing Studies can meet these needs and support UK forces in gaining highly targeted specialise qualifications, to ensure forces remain one step ahead of the criminals exploiting new technologies to commit their crimes.



For more information, visit [ljmu.ac.uk](http://ljmu.ac.uk) and search for ‘Policing’

## Advancing the impact of policing

The Liverpool Centre for Advanced Policing Studies is a cutting-edge interdisciplinary research centre which supports the sector to meet the challenges of 21st century policing. We work closely with police forces, the College of Policing and allied security professions to develop evidence-based working practices and build skills in emerging areas of law enforcement.

We provide a range of:

- **Continuous Professional Development**
- **Undergraduate courses**
- **Masters courses**
- **Bespoke training**
- **Knowledge Transfer Partnerships**

Our specialist academics and practitioner fellows bring a range of practice and policy-related experience and are developing a wide variety of research programmes, including the Police Knowledge Fund. The 20-month programme focuses on developing capacity in Merseyside Police to develop evidence-based knowledge in challenging areas such as hate crime, child exploitation, cyber-crime, gang culture and female genital mutilation.

If you or your organisation are interested in working with the Centre to build specialist competencies, develop management training schemes or conduct a Knowledge Transfer Partnership, contact our Centre Manager Stephen Moss on **0151 231 5079**, email [s.j.moss@ljmu.ac.uk](mailto:s.j.moss@ljmu.ac.uk) or visit [ljmu.ac.uk](http://ljmu.ac.uk)



# You learn, you do, you succeed with Edinburgh Napier University

At Edinburgh Napier University we nurture talent and create knowledge that shapes communities all around the world.

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We build on where you are now, and design courses to improve your personal and organisational performance. Learn alongside leaders and managers from organisations in a variety of sectors - in a rich, and highly interactive, learning environment. At Edinburgh Napier University, we believe that management shouldn't be a chore. Leadership should be exciting – and learning about it should be an engaging and enjoyable experience.

Learning new skills, embracing new technologies, and changing the way you approach challenges is key to both your personal development, as well as the progress of your organisation. Our innovative research provides solutions to society's challenges, and our graduates leave ready for the workplace - thanks to our wide-ranging links with employers and business.

Our track record in supporting military learners across the triservices has grown over the last four years, due to the popularity of our BA in Business & Enterprise degree, and our flexible Masters courses in Entrepreneurial Leadership. It is our hope that we can offer similar pathways to serving Police Officers, Special Constables and Police Staff, and afford them great qualification opportunities.

Edinburgh Napier University is renowned for fostering new businesses, as well as teaching and inspiring entrepreneurship. We excel in encouraging innovation and creativity, with our courses expressing best practice in strategic audits, growth-mapping and selling skills. Our BA Business & Enterprise (BABE) is one of the University's fastest-growing programmes, and is delivered both on-campus, and off-campus at various locations across England.

The course highlights Edinburgh Napier University's expertise in practical, work-based learning,

developing entrepreneurial spirit, creativity and innovation, business planning process and business growth development.

The aim of the BA Business & Enterprise is to develop your skills, and enhance your career opportunities. Assessments are therefore practical, including reports around work roles, workplace-based assignments, presentations and case studies. The BA Business & Enterprise has no traditional exams; we want you to apply your learning.

On graduating, you will be well-placed to address real business and organisational issues, work in innovative, creative ways and achieve results for you, your career and your organisation. There are also opportunities to progress into a range of Masters programmes.



This course has three intakes per year - in January, May and September. For further information please refer to:

[www.napier.ac.uk/courses](http://www.napier.ac.uk/courses) and search for BA Business & Enterprise

At Edinburgh Napier University

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**You Do:** Build upon your experience, and enhance your knowledge and strengths.

**You Succeed:** Measure the impact you achieve in your organisation.

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Set yourself out from the crowd!

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Edinburgh Napier University, in partnership with the Academy of Leadership and Management, is offering an innovative and flexible way of achieving your degree in one calendar year:

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- Flexible study – one day per month – local venue with online support
- 3 entry start dates – January, May, September

For further information on how your experience and qualifications, police or civilian, can gain you access to the BA in Business & Enterprise, please contact us.

Call Suzanne Smith on 0131 455 4348 or email [su.smith@napier.ac.uk](mailto:su.smith@napier.ac.uk)

Further information is also available at [www.napier.ac.uk/courses](http://www.napier.ac.uk/courses)



\*Subject to rank and qualifications

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- Hospitality Management
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**WE'RE READY WHEN YOU ARE**

[derby.ac.uk/military](http://derby.ac.uk/military)

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## Saturday University

### Policing BA (Hons) Degree

#### Why Policing at Coventry University College?

This degree is an employment-related higher qualification targeted at those seeking to establish a career in the Police Service, counselling, mediation or law. This policing degree provides you with an academic understanding of policing and also serves as an introduction to a career in the Police or legal sector. The programme emphasises the diversity of the policing role and draws upon a variety of contexts in which policing is discussed and analysed.

#### Modules

- Development of modern policing
- Crime society and social responses
- Practical policing and investigating
- Community policing
- Youth crime and restorative justice
- Policing and mental health
- Drugs and crime
- Domestic abuse
- Violent and sexual offences
- Policing and terrorism
- Management and leadership in policing
- Research project

Intakes in October, January, April & June. **Student finance available.**  
Apply now online at [www.coventry.ac.uk/cuc](http://www.coventry.ac.uk/cuc)



We are accredited by the 'College of Policing'

## Transferee constables, sergeants, detective constables and detective sergeants



To ensure we have the right resources to meet our future requirements, Lincolnshire Police are currently inviting applications from officers wishing to transfer, to build a pool of successful candidates for recruitment throughout 2017/18.

We will be looking for police constables, police sergeants, detective constables and detective sergeants as part of this campaign for a variety of roles throughout the county.

Although we will have vacancies county-wide, we

would be particularly keen to hear from officers who are interested in living and working in the East of the county.

A considerable number of the vacancies will be within the response and patrol teams, however we would also welcome applications from officers who are interested in specialist roles. As opportunities in various specialist roles may arise throughout the year, if you have experience and skills in any specialist areas, we would really like to hear from you so please do not hesitate to contact the resourcing team on the number below to discuss further.

Please note, if you are successful through the recruitment process but there are no immediate vacancies, you will remain in a candidate pool for up to two years and you will be offered a post when a suitable vacancy arises.

### IMPORTANT POINTS FOR CONSIDERATION

- To be eligible to transfer you must have completed your two year probation period and be confirmed in post.
- At the current time we are not accepting applications from officers who joined and are currently serving in any of the following: Civil Nuclear Constabulary, Police Scotland or Ministry of Defence.
- Please ensure you submit the last three years' appraisals with your application. If you have passed your probationary period within the last three years then please send a copy of your certificate of confirmation and your performance reviews at weeks 45, 60, 75 and 90, as well as appraisals to ensure we have at least three years' performance history.
- If successful you will be required to complete vetting and a medical assessment, and your fitness test and any mandatory training must be in date and be able to be evidenced through your training record e.g. personal safety training, first aid, driving assessments. We will not be able to make a formal offer whilst any of these are outstanding.
- As part of the application process you are asked for your preferred posting locations. Please note that although we take this into consideration, this is not a guarantee of the posting to be offered. Postings will be allocated based on operational requirements and the current and anticipated Force demand.

- Please ensure you make it clear on page 1 of your application which role/s or areas of specialism you are interested in. Should any opportunities arise, your application will then be considered for these areas.
- We apply an attendance criteria to all officers and this includes officers wishing to transfer. For any officer who is successful at the selection process, details of sickness will be requested to ensure the officer meets the attendance criteria at the point of any provisional offer being made. Please refer to the attached Managing Attendance Policy to ensure you are aware of the attendance criteria you will need to meet.

As part of your application please also complete the eligibility and diversity monitoring form and return with your completed application and the relevant documents to [resourcing@lincs.pnn.police.uk](mailto:resourcing@lincs.pnn.police.uk) or send by post to Lincolnshire Police Headquarters, PO Box 999, Lincoln, LN5 7PH.

We look forward to receiving your application and if you have any questions or would like to discuss the opportunities further, please contact the HR Resourcing & Succession Planning Team on **01522 558235**.



## UK Police Memorial Trust

The UK Police Memorial Trust will soon launch a national public fundraising campaign to help raise funds to build the UK Police Memorial at the National Memorial Arboretum (NMA) in Staffordshire.

The tragic events in London at Westminster that saw the murder of PC Keith Palmer have put greater emphasis on the importance of creating a place where the nation can honour our police service and where family, friends and colleagues of those killed on duty can carry out personal acts of remembrance.

The campaign is being launched in partnership with Express Newspapers and LBC Radio (part of the Global Group), who have handed over an entire Nick Ferrari breakfast show programme to promote the project with a number of guest interviewees.

The project has been ongoing for some time and to date it has raised £2.2million of the £4million needed to establish the memorial. The memorial itself consists of four distinct strands: the creation of a physical memorial inscribed with the names of 1,400 officers and staff that will be placed within a remembrance garden at the NMA, where tributes can be made to all those who have died in service; A digital memorial that uses the latest technology for honour and tribute that can be accessed from across the world; An education programme for use by schools and colleges that tells the story of policing and its place in today's society, with an acknowledgement to those officers and staff who have been killed on a specific day; A Living Memorial fund that aims to support the families of officers and staff killed on duty in the future.

Our officers and staff will support the fundraising campaign in a number of ways including: making a donation of an hours pay per month over a year giving

a one-off donation organising their own local fundraising events taking part in pre-planned activity.

Further details of how to get involved can be found at [www.ukpolicememorial.org/forces](http://www.ukpolicememorial.org/forces) and a video about the Memorial can be seen here [www.youtube.com/watch?v=K3fi02zJIVE](http://www.youtube.com/watch?v=K3fi02zJIVE)

Specific donations and tributes can be made to remember individual colleagues from a particular force or from the wider policing family.

Anyone making a donation or raising funds of more than £20 will receive a black and white chequered wristband inscribed with the words 'courage and sacrifice'.

If you are a social media user it would also be really helpful if you could promote the Memorial and the campaign on twitter using the hashtag #courageandsacrifice

Chief Constable Martin Jelley said "This memorial will remember in a fitting, permanent fashion the more than 1400 or so officers and staff who have in previous decades given their lives in the course of policing and sadly those who history inevitability tells us in the future will make this same sacrifice."

Chief Constable Anthony Bangham said of the memorial and charity "I fully support the campaign to help raise funds to build a UK Police Memorial. It is the least we can do to remember those officers and staff who have made the ultimate sacrifice." ●

**UK POLICE**  
MEMORIAL

# Officers and staff can apply for education funding

A scheme which gave dozens of officers and police staff across England and Wales financial support towards their education is set to re-open for applications.

The Policing Bursary Scheme launched last September saw 26 officers and staff share almost £90,000 in funding towards their studies with most bursaries awarded to police constables and sergeants and seven going to police staff.

One in four of those who got a bursary did not hold a graduate level qualification when they applied and four said they had not studied since school.

They are now studying a wide range of subjects including criminology, cyber-security, leadership and psychology; most at postgraduate level and four as undergraduates.

This was the first time the scheme had been run and it was open to all officers and staff in police forces in England and Wales - with funding available for up to two years of study.

Later this year the College will re-open the scheme where applicants can apply for up to £3,000 a year towards their tuition fees to complete a range of higher education studies.

## College of Policing Director of Knowledge, Research and Education, Rachel Tuffin said:

"We were delighted with the response to the 2016/17 Bursary Scheme and were very impressed with the quality of the applications received. They demonstrated the commitment to continuing professional development of our members across all levels of policing and a real appetite to develop knowledge and skills required to help make decisions based on the best available evidence.

"We are committed to supporting a policing culture which values learning and I am looking forward to extending this opportunity to additional members with the launch of the 2017/18 scheme later this year."

The successful applicants are already enjoying the benefits of the scheme.

Lorna Dennison-Wilkins, a sergeant in Sussex Police, received funding to support her post graduate research degree at the Centre for Anatomy and Human Identification at the University of Dundee.



Lorna's work on search and recovery of bodies from water will help to inform missing person investigations. She hopes it will make a real difference to the families of missing people and the personnel that work in this area.

Lorna said the bursary offered her much more than financial support.

"It was an endorsement of the worth of my subject area and what I am doing," she said.

"I feel so privileged to have been accepted onto the scheme and to have been given a bursary grant because doing research has made me think more critically and evidentially.

"My reports and arguments are easier to construct and I have access to the university library now which I've used to help me in my police work."

Philip Cobley, a Digital Forensic Investigator at Bedfordshire Police, is embarking on a Masters in Information Security and Digital Forensics.

"A lot of the work we do in digital forensics is unique to a case, and often untested with

little or no dedicated research or development," he said.

"I know from first-hand experience how much time it can take to carry out this research to better prepare a case or improve understanding on a subject. By doing this work, I can improve my own knowledge to support investigations and help speed up the time it takes for others to find the research that they need to help fill gaps in their knowledge.

"It also allows me to answer possible questions that they may have, whilst providing documented research that they can reference in their own reports.

"Collectively, as a community, this could be of huge benefit."

Further details of the scheme and the application process will be released later this year. To be eligible for the new bursary scheme applicants will need to be members of the College.

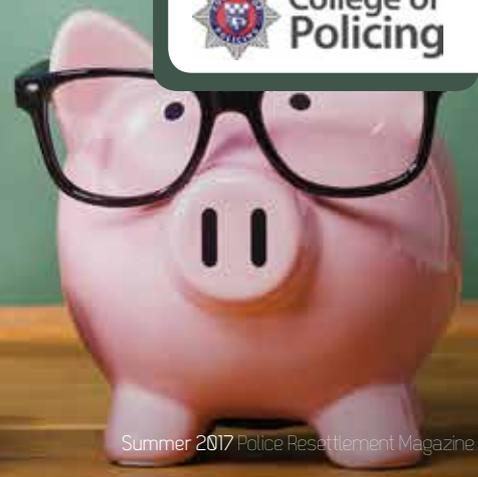
To receive emails about any future schemes and related College work, please email [whatworks@college.pnn.police.uk](mailto:whatworks@college.pnn.police.uk) to be added to our distribution list.

If you have any questions about the scheme or need further information, contact us at [BursaryScheme@college.pnn.police.uk](mailto:BursaryScheme@college.pnn.police.uk).



College of Policing

FUND





## Retirement Planning Course from Police Mutual

**P**olice Mutual offers a Retirement Service as part of their commitment to financial education and this has proved to be very popular with Officers and Staff approaching the end of their Police careers.

The two-day course covers a range of information, products and services that enables attendees

to assess their situation and make confident financial and career decisions. Content naturally covers pensions and commutation options but also provides guidance on writing a CV, job interviews, wills and estate planning.

Graham Berville, Chief Executive of Police Mutual explained: "As the leading provider of financial services to the Police

Service it's natural that Officers and Police Staff look to Police Mutual to help them with planning for their retirement. Last year our Retirement Services course helped over 1,100 people plan for their future once their Police career ends. Our Retirement Service course is popular because it was developed in response to feedback from our members and forces and is available and relevant to all employees of the Police Service. Retirement can bring huge changes and it's important to prepare for the decisions that lie ahead."

As the UK's largest affinity friendly society, with around 180,000 members nationwide and assets of £1 billion, Police Mutual is dedicated to providing savings, investments, pensions, a mortgage service, insurance products and financial education exclusively to the Police Family.

### ABOUT POLICE MUTUAL

Police Mutual Assurance Society Limited is an incorporated friendly society authorised and regulated by the Financial Services Authority. The Society was set up by the Police, for the financial welfare of the Police, in 1922. Today, it is run by professionals from its Head Office in Lichfield, but overseen by an elected, Policed Committee of Management, headed by its President, Sir Ronnie Flanagan, Her Majesty's Chief Inspector of Constabulary for England & Wales. ●

If you would like further details please visit the Retirement Service section of the Police Mutual website: [www.pmas.co.uk](http://www.pmas.co.uk) or call **0845 88 22 999**.

If you would like to discuss how Police Mutual can provide regular Retirement Services courses for your force please e-mail: [gill.bird@pmas.co.uk](mailto:gill.bird@pmas.co.uk) or call **01543 305263**.





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### **THISISEAST**

**Innovative. Responsive. Excellent.**  
**Always community focused. Always patient driven.**



## WORKING FOR YOUR AMBULANCE SERVICE

### Intermediate ambulance practitioners

- Joining the ambulance service
- Who we're looking for
- Your next steps

### Have you considered working for the East of England Ambulance Service NHS Trust?

We cover the six counties of Essex, Hertfordshire, Bedfordshire, Suffolk, Norfolk and Cambridgeshire. We value care, teamwork, quality, respect and honesty in order to transform the care we deliver to our communities.

### What is an intermediate ambulance practitioner (IAP)?

It is more than providing a transport service; you will be providing support where it's most needed to our patients, in emergency or urgent situations. You could be called to a road traffic collision, a cardiac arrest, or any scenario which requires an emergency response, driving our vehicles in any conditions.

### What criteria do I need to apply?

A general education in reading, writing and arithmetic, and two years' experience of driving on a full UK manual licence (you will need to achieve full C1 category on your licence before starting your training). Experience of dealing with a range of people and able to demonstrate a caring, sensitive and compassionate nature is essential.

### How do I become an IAP?

You can apply to an advert on [www.jobs.nhs.uk](http://www.jobs.nhs.uk) and participate in our recruitment and selection process. If successful, you will complete a 10-week training course (six weeks clinical training and four weeks emergency driving course) before starting your operational duties working alongside other clinicians responding to whatever job requires your help.

### What will I earn?

You will join EEASt on salary band 3 (£16,800 - £19,655). We also pay a salary enhancement dependent upon your shift allocation. We offer excellent paid holiday entitlement, entry to the NHS pension scheme and other employee benefits.

**We offer career progression, excellent training opportunities, friendly colleagues and the ability to make a difference to people in the community.**

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Imagine owning your own domestic cleaning franchise, earning around **£65,000 per year profit** and never doing any cleaning yourself!

And you can work from home at times that suit your children, lifestyle or other commitments.

**AT LAST**, a real business that works and you can be really proud to own!



Ralph & Hazel  
Franchisees in Fife,  
Scotland

**Our domestic cleaning franchise system is the longest established in the UK, and is easily the most successful with over 200 franchisees across the UK and Ireland.**

Here are **seven crucial reasons** why you should consider investing in a Time For You domestic cleaning franchise.

1. Work from home.
2. No staff worries.
3. No invoicing.
4. No stock required.
5. **The only franchise with a 100% Money Back Guarantee!**
6. No cleaning done by you
7. **Clients pay in advance!**



**Ann Brebner**  
Time For You (Northampton)

## Police To Successful Business Owner!

Leaving the Police was the best move I've ever made but, I didn't know it at the time! Don't get me wrong, I loved my job as a Detective Constable in the met. However, after falling pregnant with twins something had to change. I researched many business opportunities but they all seemed difficult to integrate with family life.

I needed a guaranteed, proven, easy to run home based business that fitted in with me and my family.

Having had a cleaner from Time For You I had an idea of how the business worked from a client's point of view. It seemed the perfect business model so, I booked an appointment with the Franchisor and was really impressed with the whole set up. Support, training and a easy to run home based business that works!

Safe to say within a week I'd bought the franchise! From that point onwards I have never looked back with any regret, only thankfulness that I was blessed to come across Time For You and the wonderful things it has allowed my family to experience. I now have an amazing work life balance and TIME FOR ME!



**TIME FOR YOU™**  
DOMESTIC CLEANING

Find out more **NOW** by visiting:

**[www.time4youfranchise.com](http://www.time4youfranchise.com)**

# CIVIL NUCLEAR CONSTABULARY

DETER, DEFEND, DENY, RECOVER



THERE'S  
A UNIQUE PATH  
TO BECOMING  
A POLICE OFFICER  
IT STARTS HERE.

The Civil Nuclear Constabulary (CNC) is an armed police force, keeping the nation safe from harm by securing the integrity of civil nuclear material. Our primary function is the protection of licenced nuclear sites not used wholly or mainly for defence purposes and the safeguarding of nuclear material in the UK and elsewhere.

## POLICE OFFICER

Entry point salary £23,025  
(rising to £25,700 after training)

**The facts:** we have some remote locations; you will need to live in close proximity of your allocated site and our officers work 12 hour shifts.

**The opportunities:** 16 week foundation training course; unique firearms training and after 24 months you can apply to join one of our specialist teams such as firearms instructor, dog handler or escort team.

You will be required to achieve medical and fitness standards as part of the application process, and these must be maintained and demonstrated throughout your career with the CNC.

Successful candidates will be required to relocate at their own cost, if applicable.



For more information and to apply, visit [www.cnc.jobs](http://www.cnc.jobs)  
or contact the Resourcing Team on 01235 466666.  
CNC is an equal opportunities employer.