

IS HOMESITTING THE IDEAL SECOND CAREER FOR RETIRED POLICE OFFICERS? Some retired police officers want to keep busy and active. P44



Police Resettlement magazine

Civil Nuclear Constabulary

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

How handy are you?

Exclusively recruiting retired police officers

The importance of choosing the right training course

Often the question is whether you should learn new skills in your current area or move in a totally different direction and learn something entirely new



FRONTIER RISKS SECURITY AND RISK MANAGEMENT CONSULTANTS

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WHY YOU SHOULD FOSTER WITH PHOENIX

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Daniel, MPS Sergeant

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Securityclearedjobs.com is a specialist Job Board that caters for vacancies throughout the UK that require a level of security clearance.



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If you get professional advice (and clearly, we are unequivocally the best for that!), make sure it is from someone who knows what they are talking about rather than just talking about what they 'think', find out what they actually know.



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We are recruiting now.



16 1 IN 5 RETIREES STRUGGLE TO ADJUST. SURVEY SHOWS
One in five adults (20%) who retired in the last five years have admitted to finding it difficult.



COVER IMAGE CREDITS

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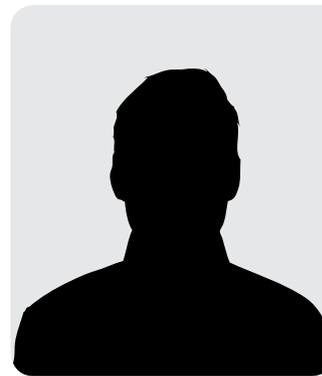
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Welcome...

Welcome to the Autumn 2017 issue of Police Resettlement magazine.



Our Summer issue has been generating lots of interest with the transferees from other forces being featured in that issue, we hope you are enjoying reading the hard copies that are freely available in the parade rooms, canteens and at the front desks, additionally you can read each issue on your Intranets or online, where you can also download back issues to your desktop.

To ensure that you never miss any future issues, you can subscribe for free online and have Police Resettlement Magazine sent to your email address as a PDF by visiting **www.policeresettlement.com/subscribe** with only your name and email address being required to subscribe.

Our social media groups are growing and we appreciate all your comments, shares, likes and tweets that we receive, please keep spreading the word about the magazine and lets us know what you would like to read about in future issues?

In every issue we aim to bring you opportunities for those looking at career progression or transferring to other forces, as

well as highlighting training and employment opportunities for those of you considering leaving the Police force or about to retire.

We will be attending the Security Cleared Jobs and Police Resettlement Expo at the QE11 Conference Centre in Westminster, London on the 24th October 2017. You can still register for free to attend the event by visiting www.policeresettlementexpo.com. Please come along and speak with members of our team who will appreciate your comments about the magazine.

Police Resettlement magazines are free of charge and designed to assist you all with career development whilst still serving, as well as gaining crucial transitional support and advice when finally leaving service. Our advertisers are carefully selected to ensure they make your transition back to civilian life an easy one, please be sure to mention our magazine when contacting them as without them none of this is possible.

We hope you enjoy reading this issue and look forward to welcoming you to our groups on social media and becoming a subscriber to our digital copies.

If you would like to advertise or contribute to the magazine please call James on 01945 450297 or email **James@policeresettlement.co.uk**

Follow us on Twitter @ PoliceResetMag
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Steve Urban
Police Resettlement Editor

Frontier Risks Security and Risk Management Consultants

The 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

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- 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

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The importance of choosing the right training course

Consider your goals

When leaving the Police Service and preparing for resettlement, one of the key decisions you'll make is choosing the right training course to enable you to achieve your future career goals. Remember there is no single path to take, as each person's career situation is unique. Nonetheless, professional training for any career path is crucial. The training you choose is not an end in itself but part of the route to resettlement transition. It requires careful planning and consideration before committing your time and funding to it. You should do your own research but also use the knowledge and expertise of your peers, ex-colleagues and professional network.

Anything you can do to set yourself apart from others or better direct your career path is worthwhile. When you are thinking about your next career, you might as well put your best foot forward and enhance your CV and also your own knowledge by adding useful qualifications.

Often the question is whether you should learn new skills in your current area or move in a totally different direction and learn something entirely new. Decisions also need to be made as to whether the focus should be on business, people, financial or non-labour skills.

How do I decide what training to undertake?

There are many training organisations in the UK, offering a wide range of courses, which you can find advertised in newspapers, online and at various events. When you enrol on a course, you are usually investing significant time and money, so ensuring a good return on your investment is vital.

Begin by identifying the qualifications and training organisations you are looking for, as the learning you undertake must be appropriate to the sector you are aiming to work in. This information can be easily obtained by looking at employment vacancies on the internet and seeing what the required qualifications and training are.

You will already have valuable soft skills from your police career that will be transferable to a new employer. These include leadership, teamwork, reliability and time

management. Whilst employers greatly value these 'soft skills', it will be to the overall advantage of your offering to team them with vocational training to prove that you also have practical or commercial knowledge.

If you're looking to continue in a similar field to your job in the police, concentrate on the vocational accreditation that proves your existing knowledge and skills, and that can be applied in a commercial environment. For example, if you're aiming to work in Project Management (average UK salary circa £45,000) and have a police background in that area, then you will need the commercial vocabulary and a recognised qualification, such as the APM's Project Management Qualification, PRINCE2® or AgilePM®.

A key consideration is whether a course has formal accreditation. If a course is accredited it will be recognised by government, training organisations and industry. This

formal recognition is very important if you are completing a course in the hope of gaining employment in a particular industry – it also provides assurance as to quality. If you do a course which is not recognised, it may not be accepted by employers.

General considerations

Some other points to consider when deciding on a training provider:

- Shop around to see if the course represents value for money. As well as fees, does the training provider offer value added services such as careers advice?
- Is the training provider recommended by major industry associations?
- Request testimonials or details of delegate feedback - these could include past delegates, or their employers – check out websites for recent reviews.
- Find out about their cancellation policy, or appealing if you disagree with an assessment decision.
- You can also ask to view their facilities or attend an event to get more information.

BMC

BMC has over 40 years' experience in providing high quality management training, including in service and resettlement training. We are a Chartered Management Institute (CMI) Approved Centre and as a quality assured provider, accredited by APMG International, GCHQ, AXELOS and the Association for Project Management, we have worked with over 13,500 service personnel in the last 20 years. We offer a range of courses including an Executive Management Programme, Cyber, recognised Project, Programme and Portfolio management qualifications as well as Change, Risk and Benefits Management and ITIL. Our trainers

are all practitioners in the fields in which they teach, which gives them a unique ability and passion to bring our courses to life.

At BMC, we can advise you of the best career path forward as we have many years' experience of working with service personnel and recommending the right training for delegates. We can assist you in putting together a tailored learning and development package, helping you make a successful move to a new career. bmc.ac.uk

BMC Bristol Management Centre

Our flagship 3-week MBA-level (CMI Level 7) course gives you the business skills necessary to prepare for your future career.

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- **Employment Law and Marketing**



BEMP will provide you with in-depth knowledge of the framework, methodology, language and ethos of business. It is designed to help you to understand how to map your skills and translate your experience for corporate roles.

To compliment this course, we also offer free to BEMP delegates:

- **Registration for the CMI Level 7 Award in Strategic Leadership and Management**
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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.

We 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 ●

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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NATO

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Investigation
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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...

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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

"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



1 in 5 retirees struggle to adjust, survey shows

One in five adults (20%) who retired in the last five years have admitted to finding it difficult, according to figures from a UK-wide survey, published today.

The data also revealed that only around half of UK workers planning to retire in the next five years are looking forward to it, (56%), with 41% worried about managing their money, a third concerned about feeling bored (33%) and missing their social connections from work (32%), and nearly a quarter worried about losing their purpose (24%). Some 17% of workers are worried about being lonely in retirement.

But despite this, most retirees do little to plan for this major life change, the survey suggested, with over half of people who had retired in the last five years revealing they didn't seek any advice or help to prepare (56%).

Nearly half of people are heading for a 'cliff-edge retirement' - 45% of UK workers planning to retire in the next

five years haven't made any arrangements to change their working hours in preparation for retirement, potentially working one day and then stopping completely the next.

The survey was carried out by YouGov with more than 1,000 people across the UK who had retired in the last five years, and more than 1,000 who are anticipating retiring within the next five years.

It is part of a study by the Centre for Ageing Better and Calouste Gulbenkian Foundation UK Branch (CGF) exploring how the process of retirement affects people and what kinds of intervention and support could help people to better manage the transition.

The study also involved an evaluation of seven pilot pre-retirement workshops, delivered by different charities, which

focused particularly on building resilience and emotional well-being. It found that participants had improved confidence and perceptions of ageing - even six to twelve months after the workshops had ended.

Having the opportunity to reflect and take stock of their strengths, skills and personal attributes boosted participants' sense of self-worth, and left them feeling better equipped and confident to deal with change and future challenges. They reported a much more positive outlook and attitude to later life as well as a greater appreciation of the importance of their social relationships and the role they would play in their life in future.

Currently, pre-retirement provision in the form of courses or workshops is limited. Where it does exist, it mostly focuses on practical aspects like finance. Over the next few months the Centre for Ageing Better and CGF will carry out research into the types of challenges people face during the process of retirement, who is most likely to face them, and what kind of support could help them. The partnership will also explore the benefits to employers of providing pre-retirement support to their staff, and will evaluate promising approaches already being delivered by employers.

After a 40-year career as a civil servant, Michael ended up leaving work suddenly due to a health problem. He said: "Initially retirement was a struggle. I was getting used to the idea, but felt anxious and in the dark about my pension. I started to worry that I'd lose all my social connections and I was feeling stressed about my health.

"My retirement was something that was always going to happen, but I would have liked more time to prepare rather than being thrown in at the deep end. If I'd had more time I would have reduced my hours and given myself more time to think about what I was actually going to do after I left work."

THE YOUNG SURVEY ALSO REVEALED

- **Almost 1 in 5 want greater support to manage the retirement transition** - of those workers who had retired in the last five years, 56% didn't do anything in particular to help them to prepare for the change in lifestyle, yet 19% said they wanted more advice or support - of these, 45% on managing money during retirement, a third (33%) on how to maintain or improve their health in retirement, and 30% on thinking about how they wanted to spend their time. Well over a third (39%) would have liked more advice or support on how retirement would affect them emotionally.

CLAIRE TURNER, DIRECTOR OF EVIDENCE AT THE CENTRE FOR AGEING BETTER, SAID:

"Retirement is a major life change that most of us will eventually experience, yet little is understood about how it affects us. Traditionally it is viewed as a halcyon period of more time to enjoy travel, family and hobbies - and for many that's the case. But our survey shows that while some people flourish, but others find it a challenging time.

"If we are to help people make the most of this important stage of their life, we need a greater understanding of what can help people and equip them to make the most of their later lives and transition from work to retirement positively."

- **Many people reduce their hours - or plan to - in preparation for retirement** - close to a third (30%) of recent retirees said they reduced their hours at work to help them prepare for retirement. This increased to 37% for those looking to retire in the next five years.
- **But nearly half of people are heading for a 'cliff-edge retirement'** - 45% of UK workers planning to retire in the next five years haven't made any arrangements to change their working hours in preparation for retirement, potentially working one day and then stopping completely the next.
- **Women approaching retirement worry more than men** - 1 in 5 women reported worrying about feeling lonely in retirement (20%), vs just 13% of men, and well over a third of women (38%) were concerned about losing their social connections compared to just over a quarter (26%) of men. Of workers who retired in the last five years, more women than men reported getting more involved in their local community when they first retired (24% vs 16%). For those looking to retire in the next five years, 43% of women said they were looking forward to spending more time with friends, compared to 31% of men.
- **Retirement a very positive experience for many** - despite the worries expressed by some respondents, 62% of workers who had retired in the last five years reported feeling more relaxed, 41% said they spent more time on their hobbies or started new ones, 20% getting more involved in their communities.
- **People from different backgrounds have different attitudes to retirement** - 69%



of recent retirees from C2DE backgrounds said they did no preparation for retirement, compared to 46% ABC1 retirees. Of those anticipating retirement in the next five years, fewer C2DEs than ABC1s looked forward to being more physically active in retirement (27% C2DEs vs 43% ABC1s) and getting involved in their local community (15% vs 27%).

- **Of those workers looking to retire in the next 10 years widowers look forward to retirement less** just 28% of widowed people said they were looking forward to retirement compared to 55% of married people. 39% of widowed people approaching retirement worry about feeling lonely in retirement vs 11% of married people.
- **Public sector vs private sector workers** - those workers approaching retirement in the next 5 years the public sector are more worried about missing the social connections from work than those who work in the private sector (41% vs 26%), and were more likely to look forward to getting more involved in their local community in retirement (28% vs 19%). ●

ANDREW BARNETT, CHIEF EXECUTIVE OF THE CALOUSTE GULBENKIAN FOUNDATION, SAID:

"The assumption that everyone is looking forward to retirement is untrue, as this research clearly demonstrates. That's understandable given it can be a time of high anxiety, with little existing support for the enormous changes retiring can bring. This is worrying as research indicates a retirement prepared for and handled well could be a touchpoint to reduce future detrimental outcomes such as loneliness and social isolation.

"We're heartened to see this evaluation showing that the pilot programmes we supported which offer pre retirement support can lead people to a more balanced view of what it means to age and help people to make the most of this stage of life. However there's certainly further work to be done. We are interested in working with employers on how they can provide more effective support to their staff who are approaching retirement, and what mutual benefits that would bring."





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.

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, 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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NARPO

National Association of Retired Police Officers

NARPO is an association founded in 1919 that represents the interests of more than 88,000 former police officers of all ranks together with their widows, widowers and former partners. Its primary concern is to promote measures for the welfare of members with particular regard to pensions and welfare. In promoting those aims it takes a general interest in all issues affecting the health and wellbeing of older people in society.

We are currently campaigning on a number of issues on which we would like your support, including:

Police Widows Pension For Life Injustice

Following recent changes to the Police Pension Regulations concerning survivors' pensions, and how they are dealt with should the survivor remarry, co-habit or form a civil partnership, it is clear that there are three different approaches in operation within the United Kingdom.

In Northern Ireland **all survivors** of members of the Police pension scheme now retain their pensions for life irrespective of the circumstances of the death of the former officer. As a result, all survivors are entitled to have their pensions reinstated effective from 1 July 2014.

On the 18th January this year the 2006 Police [Injury Benefit] Regulations were amended.

This change means that survivors' pensions paid in respect of 1987 scheme members will no longer be subject to the forfeiture rule where the police officer dies on duty or dies as a result of an injury received on duty.

In England and Wales this change only applies to widows, widowers or surviving civil partners, who marry, remarry, form a civil partnership or start to cohabit on or **after** 1st April 2015. This change came into force retrospectively from 1st April 2015.

To highlight the unfairness of this change we are aware of a case in Leicestershire where two officers were tragically killed on duty in the same incident; both widows have remarried, one retains the pension the other doesn't simply as a result of the date of their remarriage.

In Scotland however the change applies to **all** those wives, husbands, or civil partners of police officers who dies on duty or dies as a result of an injury received on duty who have already had their pension withdrawn because of remarriage, forming a civil partnership or cohabitation and consequently they will have their pension reinstated with effect from 1 October 2015, irrespective of the date of their remarriage, cohabitation or civil partnership.

Commenting on the changes, NARPO President, Ian Potter said: *"Whilst NARPO is supportive of these changes it still does not address the real issue of all the other police widows who are faced with the demeaning and daunting choice of either living alone or forfeiting their pension to enjoy companionship and happiness in later life. Whilst this move is welcomed, it comes nowhere near to putting police widows in the rest of the United Kingdom on the same footing as those police widows of deceased Northern Ireland police officers, who now retain and have had their widows pension reinstated as a result of a change made by the Northern Ireland Assembly last year. All we are asking for is parity across the board for all police widows throughout the United Kingdom. I urge Government to take a closer look at this matter and eradicate this glaringly obvious inequality and unfairness as soon as possible."*

Later Life Ambitions - brings together the collective voices of over a quarter of a million pensioners through the National Association of Retired Police Officers [NARPO], The National Federation of Occupational Pensioners [NFOP] and the Civil Service Pensioners' Alliance [CSPA].

The campaign seeks to make a difference to older people's lives by campaigning for change.

The campaign is focussing on **Three key 'proactive' issues:**

Social care: LLA seeks a cross-party solution that guarantees funding for proper social care for older people and takes social care out of electoral cycle.

Pensions: LLA seeks a clear, accessible, single state pension system for all.

Housing: LLA seeks a renewed focus on housing for older people and a national strategy on encouraging specialist later life housing.

'Reactive' issues:

Transport: decent bus services are important for older people and this should be debated as part of the Buses Bill, also the issue of using the bus pass as a senior railcard.

Online fraud: monitor the Home Office task force and respond where appropriate.

As part of the campaign there is a dedicated website at: <http://connectpa.co.uk/after-life-ambitions/> and a dedicated twitter feed at: <https://twitter.com/afterlives>

For more information on these and other topics visit our website at: www.narpo.org

NARPO The Voice of Retired Police Officers

Call 01924 362166 or e.mail: hq@narpo.org or visit our website at www.narpo.org

NARPO

the voice of retired police officers

“to safeguard the rights of members and
to promote measures for their welfare
with particular regard to pensions”



Free Advice

- Police Pensions
- State Benefits
- Computing • Taxation

Excellent Member Services:

- Travel Insurance
- Discounted Holidays
- Home, Car and Health Insurance
- Trusted Legal Advisors
- Quarterly Magazine



NARPO

National Association of
Retired Police Officers

Subscription less than £2 per month so why not join online now?
For more information about NARPO visit our website at www.narpo.org

rewards for police.co.uk

The Rewards for Police Website is open to all those in the Police Community including Police Officers, Police Community Support Officers, Special Constables, Police Staff, Military Police, Civil Nuclear Police, Police Cadets and all Retired Staff.

We ask our Police Force to do so many brave and difficult things on our behalf- you all deserve our respect, support and admiration. We ask you to bear responsibilities which others could never shoulder and to take risks heading into the very situations from which others would run away.

Rewards for Police is an opportunity to recognise this and to Reward those that protect our families, our homes and our neighbourhoods.

Our members get access to useful and meaningful discounts that are available online and in your local high street stores. Every company listed on www.rewardsforpolice.co.uk is offering discounts and benefits not available to the general public.

Those who work or have worked in the Police Force can expect to save between £500 and £1000 on average each year with the Rewards for Police scheme.

Savings can be made in a huge variety of places including High Street stores, Restaurants, Theme Parks and Attractions. On more expensive purchases like Motoring and Car Hire, Holidays and Travel, Short Breaks and Electricals. As well as things like Theatre Breaks, Health and Fitness, Sport and Outdoors, Special Occasions and Insurance. Some of our most popular discounts include; exclusive savings at Apple, special deals on bundles from Virgin Media, access to savings on cars from Vauxhall, BMW and Mini and discounts from training and resettlement companies.

Rewards for Police offer an optional identification card which is also available as proof of eligibility for High Street discounts at Rewards for Police friendly stores. The cards will ensure that discounts are only received by our members and are an easy way for store staff to identify those who are entitled to discounts and those that are not. This identification card is available at a one off price of £24 and is valid for life. Why not ask for a Rewards for Police discount wherever you shop? If you have your identification you may just get it.

Offer

We would like to present an exclusive offer to Police Resettlement readers of a Half Price Membership Card to the first 500 callers. This means you can get a Rewards for Police ID card for only £12. Call 01604 647770 and quote PR16. This offer will not be available online. Offer valid 1st June – 31st August 2016. Phone lines open between 9am – 4pm, Monday to Friday.

On registering with Rewards for Police, members are given access to all online discounts. The many benefits of being a Rewards for Police Member include; exclusive newsletters featuring the latest offers and competitions. You would also receive bi monthly newsletters listing all the latest offers from

new companies as well as great new offers from existing businesses.

The Rewards for Police Cinema Rewards scheme is an exclusive benefit to our members that can save you up to 40% off adult and child tickets, annual passes, popcorn and drinks at over 380 cinemas in the UK. Cinemas in the scheme include Cineworld, Showcase and Empire, plus many more. Rewards for Police members can get access to this offer for only £6 and it's valid until 1st June 2017. With some fantastic new release set to hit the cinemas this summer such as Star Trek Beyond, Finding Dory, Independence Day Resurgence, The BFG and Ghostbusters you can't afford to miss out.



rewards for police

Join for **FREE** today to access the UK's largest Police discount website, featuring 1000's of discounts and rewards. All serving and retired police staff can join.

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US SAFE**

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WWW.REWARDSFORPOLICE.CO.UK

Competition

To be in with a chance to win 2 adult and 2 child tickets for a showing at your local participating cinema simply sign up to Rewards for Police for free at www.rewardsforpolice.co.uk between the 1st June and 31st August 2016.

Once registered you will also be able to access the annual discounts directory. This will be sent out with every card purchased and an online version is available to all members for free. The directory is a great way to access all the discounts that are not available online, such as the in-store offers and discounts that can be redeemed over the telephone. Fantastic if you don't have internet access or prefer not to shop online.

Rewards for Police plan to focus on local Police events and Charities this year as we believe that as well as sourcing discounts we should use our powers to bring the Police Communities together through our site and promote great organisations that offer support and help those in the Force when they need it. We feel that working with these charities is our way of giving back – another

great way to thank you for all you do.

It would be great if you could get involved too. Do you know of any businesses giving a discount in your area that would like to join the scheme? Do you want to become a Rewards for Police business and Benefit from thousands of police community members accessing your business online or in store? Contact us or visit the website for more info.

Rewards for Police has also gone social. We have great Facebook and Twitter pages that display offers, source discounts and encourage our members to get talking. Because we value our members we love to get involved and interact directly with them. Through conversations with our members, we have come to understand the discounts Police staff like yourself want to see and our team are quick off the mark to make sure these are secured for you.

So make sure you get in contact with us and have your say. Email us at feedback@rewardsforpolice.co.uk or telephone 01604 647770. Visit us at rewardsforpolice.co.uk and find us on Facebook and Twitter.

Why you should FOSTER with Phoenix...

We 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. 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



Police into Private Sector

When we started PiPS in early 2011 the main driver was to respond to the need for meaningful support for those leaving after thirty years, although that was clearly one of our better ideas, we were not thinking big enough and did not have anything more than a suspicion what was coming around the corner.

Now, we work with just as many people who have decided to step away from policing mid service; the idea of a 30-year career in policing no longer being as attractive as it once was.

I am aware that many who have committed to, or long completed, their 30 years remain surprised that anyone would step away – the camaraderie, the sense of

working on something bigger and more important than many jobs can provide, the adrenalin and need for rapid response to the unpredictable can be part of the heady mix. Or at least it was.

But now? With the dramatic changes, things just don't fit quite so well for many people and indeed the idea of many decades in any role can feel overwhelming.

But what to do? Stepping away from a serious and fairly secure, although I think we are now all too clear there is no longer such a thing as a totally secure job, can feel a little scary.

I often advise clients not to get too caught up with the thought of the decision at the end of the process, because of course when you are offered a role in the private sector you are not obliged to take it. Instead, I suggest projecting yourself five years into the future, are you still doing the same thing and still feeling unsatisfied? Might you look back and say "I wish I had given leaving more serious consideration back then"

I suggest that leaving policing, whether at 30 years or 5, should be considered as a serious project. But of course, you did not sign up to policing on a whim; you had to really work at building the right application, fitness and approach. Then you got through training school and probation. Clearly, you are no pushover and you absolutely know how to commit yourself to a project.

And all that learning and information is useful outside of policing and has helped form your character further and undoubtedly built you confidence. I do get so frustrated when police officers say that their skills are not translatable, of course they are.



HOW TO MOVE FORWARD

- **Get on to LinkedIn** – research companies and make connections. This will open your eyes to the possibilities and remind you of all the people you know. Join our group bit.ly/PoliceintoPrivateSector with over 6,700 members who are all former or serving police officers or staff – you will know quite a few of them already so get connecting.

- **Get a good first start**, or make a fresh start if you are not securing interviews yet. Make sure that first application is of the very best standard, your time will be wasted (and your ego damaged) by poor applications. Make sure you offer the very best account of yourself as you can, this is not a time to use false modesty. Understand your worth and let employers see it – they will not seek it out on your behalf.

- **Do not attach your CV to your profile** – this is an open format and your CV is only for potential employers and no, honestly, no one will just happen upon your profile, see your CV and offer you a job. Stop dreaming! Do not include your date of birth or address and remember it is not social media, it is business media. Behave on there as you would in business and you will be fine. A really good profile will show you are I.T. literate and indicate an understanding of modern business.

THINGS TO CONSIDER

If you get professional advice (and clearly, we are unequivocally the best for that!), make sure it is from someone who knows what they are talking about rather than just talking about what they 'think', find out what they actually know. What is their track record? Who have they helped succeed? How long have they been around? And of course, good old word of mouth. If you are talking to a professional they will not mind a bit, will not be offended and will entirely understand your questions.

Please note that it is a universal truth that your CV read by your partner/mother/best friend will often receive a glowing response. They know how good you are they will mentally fill in the missing parts. This will not help you in the long run.

Go carefully on signing up for training courses that promise

too much. Assurances that you will absolutely get employment after 'this' course make no sense. Look at the qualifications held by those who are already in the roles you are interested in or look at the qualifications requested on LinkedIn and job websites. If there is something there that is within your reach financially and academically, then make sure you go to a good provider and by all means get learning. All too often I speak to people who have spent a small fortune on courses that lead nowhere. Equally, I am increasingly aware that many companies are feeling overwhelmed by applicants who are supremely well qualified in exams but offer little in experience or application. Look at the companies that interest you and find out what they are looking for, or pick up the phone and ask if the requirements are negotiable for some roles.

Do not take on too much advice – it will drive you quite crazy as everyone now knows a little about a lot. You need to connect with those who know their art and have really hunkered down and understood the requirements rather than jumping on the nearest bandwagon. Quick and easy is often very unsatisfying in the longer term, take this seriously and you will thrive.

A WORD ON INTERVIEWS

So, your brilliant CV has now secured you an interview. By now you might be thinking that the interviews you have had within policing might be different to the ones in the





not grasping any sensitive part of your body for security (this is a very usual response!).

- Relax and be yourself. They want you to do well; it would make their life easier to find a good fit for the position. There is no point at all in trying to be what you think they want – it will not serve you well to be accepted into a role based on a performance that was not genuinely you. If you can work at being as relaxed as possible you also offer yourself the greatest chance of creative and deeper thinking that will inevitably serve you well.
- Consider that you are interviewing them too. Are they the sort of people you would be happy working with? Even thinking in these terms starts to allow our own confidence to come through.

Above all, turn up as the best version of yourself. Nerves can get the better of us all but know this is not life and death – take a breath and try to enjoy talking to the panel. This will give you the best opportunity to shine. Needless to say, this is a brief look at interview skills, but hopefully, will offer some food for thought. If you want more detailed support do get in touch, we run a great programme for interview coaching and development.

private sector. Yes, they are, but nothing you cannot master.

It may be that you have always done fairly well in previous interviews, you are personable and certainly bright and able. That obviously means your interview style is fine, doesn't it?

No, not really, because certainly, they are not looking for 'evidence' in the way you might have presented it previously. So no amount of rehearsing set evidence will help. The proof of your abilities and experience will come through how to talk on the subject and how it might be applicable to their business model.

If you have reached the interview stage your application has put you in the frame as a strong possibility for the position; they now need to hear more depth in the areas of interest to them and particularly, find out if you will be a good fit for the team.

- Do your due diligence. I trust you are applying to a company you like the sound of rather than a company that has a job you could do, and so you must come armed with a knowledge of their ethos and direction. This is now so easy on the internet, particularly on LinkedIn, to not be prepared on this is a real negative. At the very least the panel have all chosen to work for the company and for you to be less than on message and engaged may be interpreted as having no real interest in the company, i.e. you are just looking for a job, any job!
- Confidence – quiet, calm and clear – is very

attractive. Overwhelming confidence is often exhausting and the panel may reflect that you may be tricky to work with. Be yourself and not what you think they want to see!

- From the moment you wake up consider yourself to be 'on'. Dress, act and think in your new position, you may feel a little silly but it will have a positive effect. Remember the panel want to imagine the person in the available role - be any less and they will hesitate. A very recent story in the press drove this home when a chap on his way to interview, had a negative interaction on a train with someone who turned up an hour later as one of the panel. No, he did not get the job.
- When you enter the room remember this is their game. They hold the power at this moment so please do not stride in and go to shake their hands. If they offer, then of course, respond warmly but on all points here the lead is theirs. The only thing that is yours is the chair, and although this might sound odd, move it slightly – a strong but subtle message to all that you are not intimidated and can hold your own.
- As you sit be aware of your body language. You will probably be aware of this at first but check it after ten minutes – make sure you are still sitting well and

NEXT STEPS

Speak to us so that you can get advice from people who know what they are doing. We have been running this project since early 2011, and have helped hundreds of police officer and staff to make successful moves into the private sector.

The vast majority of our work comes through word of mouth, and we are delighted that is the case, we have a great track record and nothing makes us happier than seeing good people getting the good jobs they desire.

Here is the link to our most popular CV and LinkedIn service www.policeintoprivatesector.co.uk/cv-services-police

Do drop us an email at PiPS@PoliceintoPrivateSector.co.uk or pick up the phone and call on **01737 831700**.

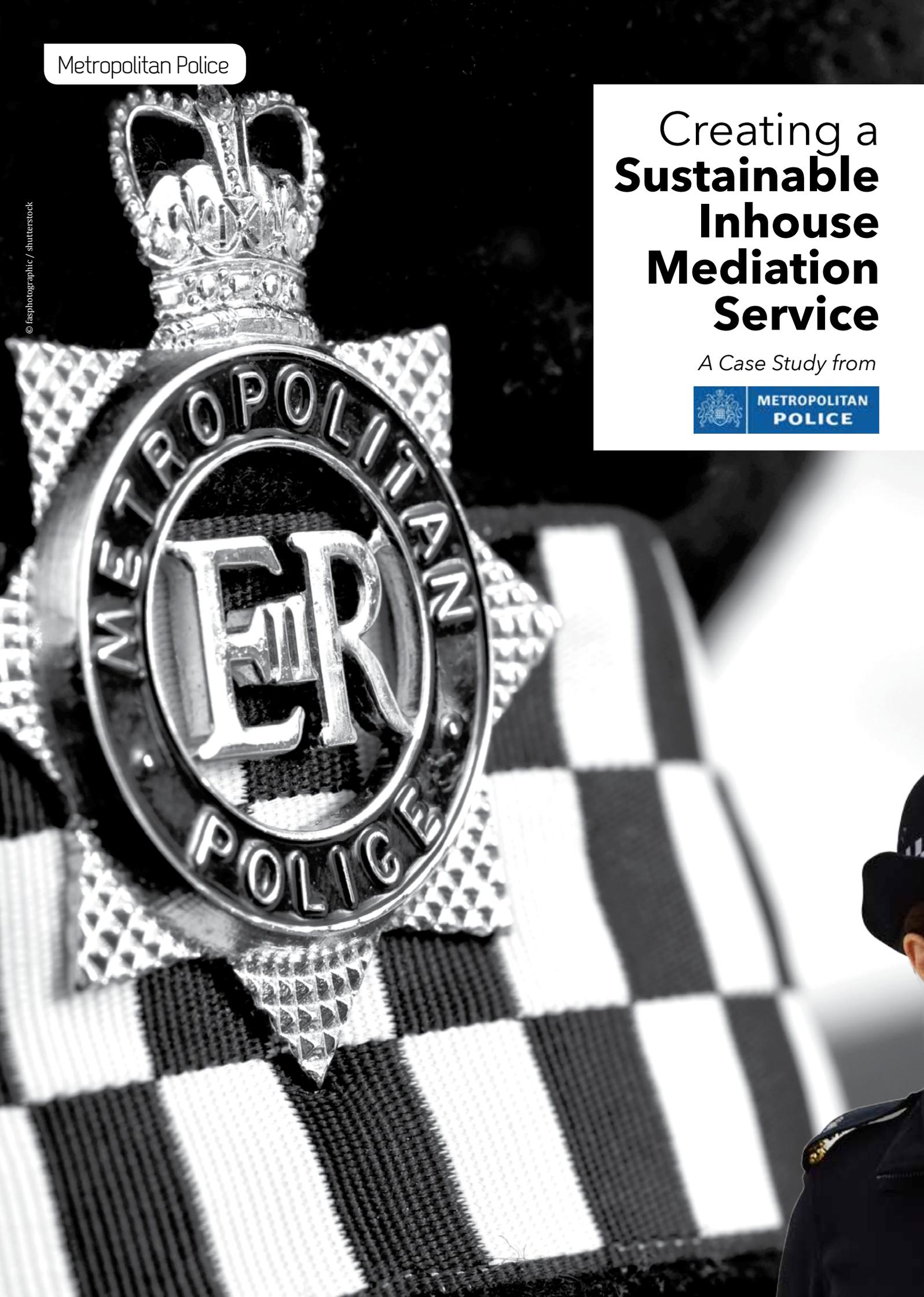


Metropolitan Police

© fasp photographic / shutterstock

Creating a **Sustainable Inhouse Mediation Service**

A Case Study from



The Metropolitan Police Service employs more than 31,000 officers and 13,000 police staff, and 2,600 Police Community Support Officers (PCSOs). The MPS is also being supported by more than 5,100 volunteer police officers in the Metropolitan Special Constabulary (MSC) and its Employer Supported Policing (ESP) programme. The Metropolitan Police Services covers an area of 620 square miles and a population of 7.2 million. Its in-house mediation service was set up with the support of CMP Resolutions.

Need

Set up a sustainable mediation service for all employees to supplement Fairness at Work (FAW) Procedure
Resolve disputes before they become FAW grievance submissions
Have a positive impact on FAW grievance submissions already in the system

Deliverables

Train 100 mediators to accredited standard and provide ongoing support to embed mediation and ensure cost effectiveness.

Outcomes

80% of disputes resolved
Many disputes being resolved before they become grievances
Over 200 parties since 2005 returned to work together with issues resolved
'Capturing grievances before the knives are out, when they are still in position at the end of the scabbard'

The Brief

The Metropolitan Police Service's approach to equality and diversity at work was under critical scrutiny (Fairness at Work Review 2004 and The Morris Inquiry) and it identified that using of mediation to facilitate dialogue and solutions to fairness at work issues would be one of several steps it could take to improve matters. CMP Resolutions won the contract to support the Met in setting up its own mediation service. CMP supported the pilot to establish and evidence outcome measures, so as to assess whether mediation could offer long-term value and ROI.

The Project

This was a logistical and cultural challenge for the MPS who wanted to go live within a challenging timeframe. Within three months CMP had trained 50 mediators to the national accredited standards. CMP advised on set-up and service delivery, suggested outcome measures and provided processes and materials for running a cost-effective, sustainable service.

The pilot successfully brought 80% of referrals to a conclusion, had prevented the escalation of grievances and was shown to be having a positive impact on grievance numbers. More than 100 applicants were received for the second batch of training.

The service is now embedded within the Met and widely recognised at senior level as a cost-effective, relatively painless way of settling disputes and rebuilding relationships which is being sustained, even as other initiatives are being shelved due to cost-cutting.

Why This Worked

- Motivated and skilled volunteers for the mediator role.
- Pass/fail accredited training tailored for the Met Police culture.
- Ongoing support – a telephone help-line for mediators, regular refresher days, high profile for mediation in the Met
- Logistical and service delivery support internally at the Met
- Strong communication strategy including publicity workshops for key groups such as HR practice managers, union reps and FAW advisors.
- System and process support for set up, delivery and sustaining a mediation service.

Project Outcomes

The Mediation Practice Support Manager: "The MPS has run an internal mediation service for a number of years and it has been a saving on the public purse. We have an 80 % resolution rate, senior management are happy that the mediation service is achieving its corporate goal of achieving early and constructive dispute resolution, and there has been a take up of mediation before grievances become entrenched. We are capturing disputes before the knives are out, when they are being positioned at the end of the scabbards. CMP's training and support has always been a blend of practical support and highly professional knowledge."



**For more information about how CMP Resolutions can support you, please contact
Richard Peachey (44) 01763 852225
Email: richard.peachey@cmpresolutions.co.uk**



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.

The 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 (Please note that Essex Police requires all transferee applicants to be transferring from Home Office forces and to have successfully completed their probationary period).



Police Forces Community Academy



WHO ARE WE?

The British Training Board (TBTB) is the UK's only police skills translation service. It works with a range of accredited awarding bodies to create efficient mechanisms for individuals to gain full credit for training they have completed in the military, which can be translated into qualifications recognised in civilian life by potential employers.

Some qualifications can easily be transferred without additional work. An exam or recorded discussion is required in some instances, but the system means individuals avoid having to repeat many weeks or months of training they have already completed.

With TBTB, you can receive credit for the skills and experience you already have, whatever your background, eliminating the need to complete unnecessary training.

WHY CHOOSE THE BRITISH TRAINING BOARD?

For you:

- Career advice
- Skills analysis
- Access to approved training courses
- Accredited qualifications
- CV assistance and interview practice
- Exceptional customer service
- A successful new career

For your business:

- Corporate problem solving
- Tailored training programmes
- Qualified and experienced agents and training providers
- Employee engagement and confidence
- Seamless recruitment
- Continuous flexibility
- An enhanced and professional workforce

OUR STORY

The British Training Board (TBTB) was set up by Antony and Adrian Rabey, brothers and business partners. They both served in the Royal Logistic Corp in the British Army for a combined 44 years. Their time in the army saw them assigned to many theatres of

operation and were active as trainers and mentors in many military training environments. They both completed their careers in army recruiting teams.

Upon leaving the forces, the brothers identified a gap in the market for a company able to translate military qualifications into civilian ones. They therefore formed TBTB to help individuals gain full credit for training they have completed in the military for use in civilian life. TBTB was also set up, helping to provide training and qualifications to individuals to enhance or gain new skills in many different sectors.

The company is proud to function as a social enterprise, helping to support individuals as well as



businesses to build upon their talent, enhance growth and drive consistent performance to achieve success.

ADDITIONAL SERVICES

Guaranteed Interview Scheme (GIS)
As an employer having access to highly skilled, Qualified and reliable staff is an essential part of your business. The AFCA seeks to help you with not only your recruitment but also the retention of your staff. We also help members to achieve the coveted Silver and Gold award for the Armed Forces Employer Recognition Scheme (AFERS) by ensuring that your participation in the GIS is recognised.

WHAT DO YOU GET AS A BUSINESS?

1. Full access to our virtual CV library of job ready candidates.
2. No cost for placing Job adverts on the Jobs Board.
3. No recruitment costs EVER.
4. Try before you buy scheme (candidates welcome work experience placements).
5. Company featured on The British Training Board (our delivery Partners) web site.
6. Invitation and membership of The British Training Board networking events.
7. Invitation to British Training Board Jobs fairs.
8. Members discount on training provided by The British training Board Providers.

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With motivated people wanting to work with you and your team.

YOUR Local Franchise Opportunity!

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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

“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



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or watch the opportunity overview video at:

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- ✓ 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



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

Office of Police and Crime Commissioner sets up Cyber Security Forum to help local businesses combat the UK's fastest growing crime type

The Office of Northamptonshire Police and Crime Commissioner (OPCC) has supported the development of a new Northamptonshire Cyber Security Forum to help local businesses raise their defences against the UK's fastest growing crime type and recently held its second meeting at Northamptonshire Police HQ at Wootton Hall.

The Forum, launched in May is holding regular monthly meetings attended by IT directors, managers and specialists from over 20 local businesses and business networks.

As well as receiving free cyber-crime prevention advice, local businesses will regularly have access to specialist subject, expert briefings on current cyber threats, impacts, trends and

government advice, in order to reduce the likelihood of the local economy being disrupted by sophisticated online crime.

At the last session the guest speaker was Steve Goff, a Cyber Security Specialist, from Node4. He gave a presentation and hosted a question and answer session on the potential impact to business of the forthcoming 2018 General Data Protection Regulation (GDPR) – which is new legislation being introduced to sit alongside the existing Data Protection Act.

Simon Clifford, OPCC Strategic Technology Transformation Director said: "Cyber-crime is the UK's fastest growing crime type and it is therefore essential that we enable local businesses to protect themselves against this emerging and serious threat. In the last year alone there were 5.6million incidents of fraud and computer misuse in the UK, with best government estimates indicating that cyber-crime costs the UK £27billion a year.

"The Northamptonshire Cyber Security Forum is a self-supported group that we've developed to allow us and the Police to interact with business owners from across the county to help ensure they have a robust system in place to shield themselves against cyber-crime, and that they are kept up to date with emerging threats and changes to legislation."

Police and Commissioner for Northamptonshire, Stephen Mold, added: "On entering Office I was keen to ensure that we were proactively tackling crime online in all its forms and having spent a career

in private business, I know how serious the threat of cyber-crime can be to the local economy.

"I'm therefore delighted that my team have developed this initiative, and I'm looking forward to watching it develop and to see the positive impact it has on the people of the county."



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Membership of the Northamptonshire Cyber Security Forum is by invitation, and is free to IT directors, managers and specialists from any businesses operating within Northamptonshire. If you would like to take part in this special interest community, please submit a brief email detailing your position and responsibilities to Tony Cutress, Office of Police and Crime Commissioner, at anthony.cutress@northantspcc.pnn.police.uk ●



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

UCL DEPARTMENT OF SECURITY AND CRIME SCIENCE



UCL

Crime, forensics, terrorism and policing courses

*Now available via Distance Learning

- MSc in Crime and Forensic Science**
- MSc in Crime Science***
- MSc in Countering Organised Crime and Terrorism***
- MSc in Policing***

These courses are created in partnership with police and industry organisations and are ideal both for practitioners seeking to progress their careers and for students wishing to enter these fields.

- UCL consistently ranked as one of the world's best universities. (Ranked 7th in QS World University Rankings 2015/16)
- Our department ranked joint-1st in the UK in the last Research Excellence Framework (REF 2014) for world-leading impact
- Certificate and Diploma also available

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NEW CAREER

Health, Safety and Environment Management?

Corporate Risk Systems (CRS) has trained personnel from the Police and emergency services for many years. Allied to our experience in assisting hundreds of military service leavers make the transition to civilian life we feel we are best placed to assist you and all Police Force leavers take the next step in their career.

Your transition from a career in the Police Force can and will be a major career change and CRS understands this. You will be bewildered in what, how and where to go for constructive advice and help in ensuring that they get the right advice for them and your on-going career, just having someone to talk to about your options and also someone to be able to answer your questions.

Many questions being asked are: If I do this training where will I get a job? What sort of salary I can expect? At what level will I enter a company with these qualifications? CRS can help you with this.

CRS have many years experience in the delivery of Health Safety and Environmental Management Accredited training courses which lead to worthwhile qualifications recognised across the world. The NEBOSH range of Health, Safety and Environmental courses are also common to any sector so it does not really matter which sector your next chosen career might be, for example: Travel, Manufacturing, Oil & Gas, Leisure, Food, Rail Industry etc.

One of the most common 'one size fits' all qualification would be the NEBOSH National General Certificate in Occupational Health & Safety – which will lead you to Tech IOSH, this

qualification will certainly 'open doors' for you. You may not wish to become a HSE Manager but by having the qualification on your CV will help you have the 'edge' above applicants no matter which vocation/career you choose.

After attending one of our courses, you may decide that you would like to take your career and job prospects to the next level maybe from a level 3 (Certificate) to Diploma or Full Membership of Governing Health & Safety bodies, i.e. NEBOSH, IOSH, IEMA, City & Guilds.

CRS have recognised this and have "high end" career development Diploma and course programmes leading to Chartered Membership of IOSH, Full Member of IEMA, and Chartered Environmentalist etc.

CRS deliver Health, Safety and Environmental Management Training courses nationwide and below are some of the Open Course venues: Edinburgh, Darlington, York, Manchester, Derby, Birmingham, Gloucester, Southampton, Reading and Colchester.

At our CRS Training venues you can obtain the following qualifications:

- Nebosh National General Certificate in Occupational Health and Safety.
- Nebosh National Certificate in Construction Health and Safety.
- Nebosh Certificate in Fire safety and Risk Management
- Nebosh Certificate in Environmental Management.
- IOSH SHE Auditing
- IOSH Managing Safely
- CITB Site Managers Safety Training Scheme (SMSTS)
- CITB Site Supervisors Safety Training Scheme (SSSTS)

If you can't get away from the workplace why not consider a Distance Learning Course, CRS offer the following courses:

- NVQ Level 3 in Occupational Health and Safety Practice - (equivalent to the NEBOSH National General Certificate)
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Former Royal Marine and Detective Inspector Steve Cooper left the police in 2014. Since then he has developed RankSuccess.

co.uk, a niche business in the coaching and mentoring sector. Steve specialises in supporting serving officers to 'make the jump' to leadership positions at the ranks of Sergeant and Inspector.

He's clearly made impressive progress against a national backdrop of reduced vacancies and increasing competition for promotion. It seems more 'astute' officers are starting to invest in themselves to discover what works in converting leadership aspirations into promotion success.

We caught up with Steve to get some insights and tips into his own experiences post retirement.

WHAT GAVE YOU THE IDEA FOR RANK SUCCESS?

The idea for Rank Success occurred when, as line manager I was endorsing promotion applications for my own staff across a massive geographic area. I realised many capable officers with leadership potential, were making the same mistakes when it came to promotion selection. These included preparing at the last minute under entirely self imposed pressure, basic knowledge gaps about the role and functions of supervision and not structuring operational experience professionally to support a promotion application. Many also failed to recognise that a promotion board is essentially a leadership interview.

CASE STUDY: SERGEANT Here's how Bryan realised his potential.

"Steve helped me understand the promotion process. I felt lost having failed at my first attempt but with positive, inspiring, coaching I was able to deeply reflect on what really made me a good leader and manager. This gave me the belief and the confidence to present my skills and experience effectively (and successfully) during the board.

In my previous interview I was tense, unsure and lacking confidence. Having worked with Steve I felt calm and confident and more importantly I felt prepared. The fees and guides were great value for money.

One of the things which was most value to me was helping

HOW DID YOU ADDRESS THAT?

Initially, I held a couple of guidance sessions after work for a few officers. Others heard about it and turned up unexpectedly. Officers were successful in the boards that followed and things kind of grew from there.

I started receiving enquiries from officers in other forces including an amusing one from an individual who had been at a wedding and had heard 'from a cousin's friend's brother about a DI down south helping cops going for promotion'... is that you?' (It was !!)

Three years before retiring, I started researching the need for support for promotion candidates. I ran workshops and spoke to officers, I wrote down what I believed could help. That turned into my most popular download: 'A Guide to Passing Your Police Promotion Interview'

WHAT DID YOU DO TO PREPARE AHEAD OF YOUR OWN RETIREMENT?

As part of my CPD, I had previously completed the Institute of Leadership and Management's (ILM) Certificate in Leadership Coaching and Mentoring. During my career, I had always supported staff and colleagues preparing for promotion or job applications and I really enjoyed the ILM course. My force also provided useful training to help with interviewing staff for new positions. So, when it came to planning ahead for retirement and thinking about setting up Rank Success, my research confirmed that the Institute of Leadership & Management is the premium awarding body for coaching qualification in the world. I took the opportunity to study for the Institute's post graduate qualification, successfully achieving the ILM's Certificate in Executive Coaching and Leadership Mentoring. I found this really challenging but also very rewarding.

me really sit back and think about the role of the Sergeant and discussion around the framework and mnemonics.

Secondly to have someone where you can totally open up about your fears, concerns and perceived weaknesses and then come away feeling enthused positive and confident. The one to ones gave me the clarity and focus. I needed to be successful in a process which can often leave you feeling uncertain, stressed and struggling to decide how best to prepare and present yourself. Steve is professional, provides a confidential service, inspiring with pep talks and motivation. Thank you for helping me discover that "light bulb" moment and to be the best I can be in such a competitive process" - Bryan

The tutors Tom Sneddon and Karon Clark are highly qualified experienced executive coaches, both inspiring individuals and very supportive.

The feedback I have received from newly promoted Sergeants and Inspectors since I retired, is developing into a legacy I am proud of, but the challenge going forward is to grow it exponentially. For me it is very much about 'sending the lift back down' to bring as many new leaders up as I can.

TESTIMONY FROM SERVING SERGEANTS AND INSPECTORS ON YOUR SITE CLEARLY DEMONSTRATES THAT YOU PROVIDE A HIGHLY VALUED SERVICE. WHY DO YOU BELIEVE OFFICERS SEEK YOU OUT FOR SUPPORT?

That's a good question because you'll always find strong views for and against whatever promotion selection process is in place. Combine that with a lack of wider support and it can sometimes be difficult to even explore options. Few individuals want to voice their lack of confidence, worries, fears or concerns, so the option to discuss your career hopes and aspirations in confidence with someone who understands and can help, is a significant reason that I believe officers make contact. Once people discover it's simply a conversation with a purpose, they are at ease and far more relaxed.

My role as coach/mentor is to build awareness, responsibility and self belief - a powerful combination - I'll do that by asking questions and offering suggestions to identify gaps, to focus and direct effort and to maximise the potential of each individual".

However, cops can still be quite sceptical initially and I notice that before getting in touch, some will still download a digital guide first to 'get to know me'. That's exactly what they are for by the way - and also to supercharge promotion preparations!

I am very proud that new customers are increasingly reaching me via direct word of mouth referrals from previous customers - newly promoted Sergeants and Inspectors!

WHY SHOULD OFFICERS SEEKING PROMOTION CHOOSE RANK SUCCESS?

Cops work long shifts. Many also commute long distances before and after work. They have commitments and a life outside of the job and are often 'time poor'. The most important choice is always to take action. To help officers do that, they can download a range of digital guides to their computer, tablet or other device to help maintain focus and make best use of their available time. Reading relevant material raises questions and also awareness.

Further options include promotion masterclasses, confidential one to one support and more.

CASE STUDY: INSPECTOR

Here's how Mari realised her potential..

"Steve, I just wanted to say a huge thank you. I heard today I have successfully earned a place on the fast-track pc-inspector scheme. This was wholly due to me working smarter not harder thanks to the combination of your extremely helpful and informative application guides, your blogs and your excellent promotion workshop. They helped me clarify what was actually required of me for each rank, develop my presentation skills (an area of significant dread but even less than the crippling fear of having nothing to say at my interviews!) and I am very happy to report success even though this is my first time applying!

I will no doubt use your materials and approach again during my challenging programme to achieve promotion to Inspector. I particularly enjoyed your recent perseverance blog. I have been there when attempting to progress laterally. Your comments and positive outlook really resonated with me and I am confident they will help colleagues facing challenges of re-applying" - Mari

WHAT ADVICE OR TIPS WOULD YOU OFFER THOSE THINKING AHEAD OF RETIREMENT, BASED ON YOUR OWN EXPERIENCES?

I note your magazine has great advice for anyone stepping from public service to the private sector. My own tips would include a focus on the importance of planning ahead. Think at least 2 years. And think throughout those two years! Draft a business plan - it addresses critical questions. Review your skills, most cops acquire transferrable skills but retire without a professional CV. Find people and organisations who can help, there are lots. Research. Google or Youtube anything you don't know. Get free advice and guidance from accountants/lawyers on your company structure. I found free funding for business start ups and also media support.

Starting a business has been for me a significant challenge. I have stretched and developed my knowledge, skills and abilities in the last three years and enjoyed every day. I've applied all of the tips above to learn about IT, social media and understanding the importance of working on my business as well as in it! I would say that I have succeeded only in creating a foundation upon which to learn more and I am enjoying the journey. ●





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Time for a Change?

Bob Titley, Chair of EPIC (Ex-Police in Industry and Commerce) highlights some of the issues in making a successful transition to life after the police service and how EPIC can best support you on your journey.

Leaving the police service, particularly if you have served for a long time, can be a daunting experience. The familiarity of people and places we know well will be left behind and you will need to take the step into a potentially uncertain future.

Even if a new role has already been secured, the sense of leaving behind a family that you know well – even a sometimes dysfunctional one – can be difficult and, when coupled with the unfamiliarity of meeting new people and going to new places, can drag us out of our comfort zone and cause us stress and even some anxiety.

Ex-Police in Industry and Commerce (EPIC) was established a number of years ago to support former police officers and police staff with the transition to life after the police service, particularly in the world of commerce and industry. For many, this was an unfamiliar area and advice was often required on how to start a business, how much to charge for services and the arranging of contractual obligations – to name just a few issues!

EPIC provides the support of a team, perhaps the team you once relied upon but have now

left behind, to help you move successfully to life after the police service. Members are strictly vetted upon application and colleagues can be reassured that all members operate with integrity to allow them to bear the 'integrity assured' label that our logo signifies. Membership provides access to a database containing the details of all members who you can contact for advice and support.

One of the ways in which we have been supporting our membership is to offer networking seminars and opportunities for learning and development. Traditionally, we have put on three large seminars per year with guest speakers, the most recent of which was the inspirational Falklands War veteran Simon Weston CBE who gave a thoughtful and painfully honest presentation of some of the trials and tribulations that he had faced and how he overcame them.

However, we have recently also been experimenting with some more localised informal breakfast networking meetings which have met with a positive response.

In April we held our first breakfast networking event at Barton under Needwood, Staffordshire attended by local

business representatives as well as local EPIC members. It was an ideal opportunity to network as well as receive advice from the guest speaker who provided guidance on how to get the best from the new version of *LinkedIn*. It was a great success and further breakfast networking events will follow – a move away from our traditional large seminars – allowing for more local networking opportunities.

One of the other methods of support has also been in the establishing of a benefits package to provide more visible advantages to our members – and save them money.

Membership of EPIC brings many benefits. Some of these are obvious such as access to many products and services at discount prices through our links with our payments gateway 'Worldpay'. As a registered user of Worldpay we have also signed up to a benefits package which ranges from discounted meals and entertainment to insurance, and products.

However one of the biggest benefits of membership is the close networking which is possible between members. This can be in seeking support and advice from others who have done something you are about to engage in or commence doing. Such advice is invaluable in avoiding pitfalls and unnecessary duplication of effort of doing things which actually don't need doing. It also allows the member to go in to a situation with their eyes open to all aspects of the role / task and this can prove for a smooth, easy, cheap and highly professional approach and completion of tasks and functions.

Other aspects of the benefits are partly self driven but require

the network to bring efforts to fruition. By marketing themselves, their skills and services to their fellow members, there is a strong probability that other members who are looking for such skills to complete their portfolio when seeking clients and work, will link with the member to provide the complete service. Likewise the other members will offer up what they have to offer. This means that an EPIC member can say yes to most involved and complex contract provisions by working in partnership with fellow members.

Why is this important some people will ask, surely you can pick up the yellow pages (other directories also provide similar services) and find someone? That may be true to some extent but what do you know about the random person you pick, how great is their integrity, how efficient and professional are they? You don't know so you are taking a risk with who you do business.

With fellow EPIC members, you will know they have been vetted to significantly increase confidence in their integrity. Other members are easily canvassed to seek their opinions of the member before engaging them. There is a high likelihood of reciprocal engagement from the chosen member.

Membership of EPIC begins before the aspirant member leaves their full time employment in the police family as they need to start seeking support and guidance to assist them in the transition from their controlled and managed government based work in to a world where they will be looking out for themselves, finding their own work and having to manage significant new issues such as financial records, contracts, health and safety, specialist licences,

pensions, taxes and much more.

EPIC members who have previously trodden this path, can help smooth all of this for those transitioning in to the world outside policing.

We are always looking for ways to support our members and have a number of 'preferred partners' who have been vetted and available to help EPIC members in a variety of ways; fuller details are contained on our website at www.epic-uk.com. We value those relationships and working in partnership is a key feature of what we do.

As a result, we have established a great working relationship with a variety of partners over the years, particularly the Police Mutual Assurance Society (www.policemutual.co.uk) who can look after the financial aspects of a successful transition. We have also more recently enjoyed an excellent relationship with www.jobs4ex-police.co.uk established to support police officers and staff as they change careers, get jobs and start businesses.

Here, taken from www.indeed.com the UK's leading jobs board, colleagues can access roles that are specifically filtered to be of interest to police service leavers. Advice and support is provided in relation to CV and application form preparation for future roles and interview coaching can also be accessed from a former full-time professional recruiter. In addition, your CV, when complete, can be uploaded to the 'CV vault' a new approach to better help former police employees secure great jobs, by encouraging recruiters to come and find you.

Many former officers and civilian staff like the idea of being their own boss and business mentoring is available to help you consider

whether this idea could be right for you. Business interests are now widely allowed in forces and it can be useful to have 'a second string to your bow' - in addition to your current career - if you are thinking about building a business prior to leaving the service or running it alongside your existing career.

If you are ready to start your business, we can help you get off the launch-pad and we will stay with you for as long as you wish, particularly as you grow which can be a challenging time. It is reassuring to have some experienced partners with you on your journey, particularly when it comes to certain key decisions, such as taking on a first member of staff, moving your business onto the internet or establishing your first business contract. Support can be provided formally through this partnership service or informally through connections made via membership of EPIC.



Leaving the police service is a big change and you will welcome the support of a great team who can help you transition successfully. EPIC's 'not-for-profit' status will reassure you that we are in it for the benefit of our members. I hope you will come and see us for a chat at our stand at the Police Resettlement Expo or contact us via our website www.epic-uk.com. We look forward to hearing about your plans and ideas! ●





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WHAT WE DO?

TSG's enhanced security services provide specialist support to safety plans, usually as an addition to existing security arrangements. TSG provide a number of different services, from ground operations to consultancy.

Your experience can help us develop as an agency, being part of the team or helping to manage our resources, work as little or as often as you like, or use TSG as a platform to supplement your chosen career.



How to Apply to TSG

Go to the TSG website and visit our recruitment page. You will find further information on the opportunities available and the nature of people we seek to employ.

Select the **APPLY NOW** icon and complete our online application process, our team will then be in touch with you.

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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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How Handy Are You?



Kevin Trump: "It keeps me active, I meet new people all the time and I get to choose which type of jobs I accept. Clients feel reassured and I often get recommended to friends and neighbours."

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"Despite all the things I have seen after 30 years as a police officer I was astonished and frankly a little disturbed at just how much the elderly and vulnerable are still targeted." Chris Sims, former Merseyside Police Officer joined Blue Local Handymen in April 2014 and says that he "gets an enormous sense of wellbeing knowing that the elderly and vulnerable now have an organisation they can fully trust and rely upon."

First launched with four handymen in Bromley in December 2013 the organisation now has over 80 Self Employed handymen serving over 30 branches across the UK. Blue exclusively recruits retired

police officers to be handymen, providing peace of mind to a wide variety of domestic and

business clients and has a particular focus helping older and vulnerable people.

"One of my customers was recently ripped off by bogus officials to the tune of £20,000 and as you can imagine she was nervous about anyone coming into her home. She was delighted and hugely relieved to be able to rely upon Blue." Dave Hogg, Durham

"I enjoy working with my hands and get a great deal of satisfaction when I have repaired something that is broken. Clients are very grateful that I will come out to them when others will not bother." Jake Stevenson, Wanstead

Nick Orde-Powlett, who founded the company, said: "Whilst the remuneration is obviously important, our members primarily join because they want to get out and help people in their communities."

The organisation links new members (handymen) up

with established members to enable them to seek advice from experienced handymen whenever they wish to call upon it, typically for estimating and planning purposes.

Kevin Trump in New Eltham enjoys being part of the team: "I can choose which type of jobs to accept therefore I'm never out of my depth and there

is never pressure to accept every job I'm offered. There are also colleagues I can phone if I get stuck with anything. I can regulate my workload and income as I wish."

The primary mission of Blue Local Handymen is to enable retired police officers to easily establish themselves as trusted handymen, without the usual cost, hassle and risk of setting up alone. Chris Sims likes to get out and help people: "Having Blue behind you from the outset takes away the worries of administrative duties, call handling, invoicing and generating work through various types of advertising, allowing you to simply get on with the work. There is absolutely no pressure to take on all the work passed to you and so you can be a busy as you want to be." Blue are currently expanding their network in order to help more people across the UK.



Jake Stevenson: "For me it is a very positive experience, from the variety of the work to the nice people I get to meet."

Blue

If you would like more information on joining just enter your details on the careers page www.trustinblue.com/careers



Is homesitting the ideal second career for retired police officers?

Police officers retire relatively young at 60 years old and whilst some want to put their feet up others want to keep busy and active.

According to police recruitment job site, bluelinejobs.co.uk there's an increased demand in the jobs market for the skills and experience of retired police officers.

One option that suits former police officers is home and pet sitting. The role is ideal for mature, trustworthy people as clients employ homesitters to keep their home and pets safe and secure when they go away. This flexible job can also be fitted around travel and hobbies and appeals to animal lovers, especially ex-police dog handlers.

Former police officer, Malcolm Horsup and his wife Sue from Colchester in Essex started homesitting when they retired in 2013.

This animal-loving couple read about Homesitters Limited in *The Garden* magazine and applied for the role. Following an in-depth interview, were taken on. Today, they complete around 10 assignments each year. They spend their summer travelling and their winter home and pet sitting.

Malcolm explained: "We have a boat in France and spend our summers there or travelling in other countries and we wanted something to do in the winter. We're both active and didn't want to be twiddling our thumbs so homesitting is ideal."

The couple love dogs, but don't own one because they travel extensively. However, they get their 'dog fix' through homesitting and say it is the next best thing to dog ownership.

They have stayed in some amazing UK homes including multi-million pound mansions with swimming pools and gyms and Grade 1 listed houses in the countryside dating back to the 12th century. Homesitting also gives them time to enjoy hobbies including cooking, walking, and planning overseas trips.

Peter Holmes, aged 60 from Seaford is another former police officer who has been home and pet sitting since he retired four years ago. He wanted to keep mentally and physically active in retirement. He does around six assignments each year, fitting them around other commitments including working in a school.

Peter loves the variety of assignments and spending time with animals. He particularly likes looking after dogs, but has looked after cats, pigs, sheep, fish and chickens.

He says, "My clients have confidence in me because of my background. Pets also get to know me and are excited to see me again. I enjoy the rapport I have with clients and look forward to each assignment."

He adds, "Police officers make perfect home and pet sitters. They have many skills

including common sense, reliability and they are usually physically fit which the job demands. Keeping calm under pressure and knowing what to do in an emergency is important and many clients like the fact I'm an ex police officer."

For over 35 years Homesitters Ltd has been offering home and pet sitting services throughout England, Scotland and Wales. If you are interested in becoming a homesitter please contact them through the web site www.homesitters.co.uk or call 01296 630 730.



We are actively recruiting homesitters nationwide to look after our clients' homes and their pets, whilst they are away.



For more information visit www.homesitters.co.uk or call Head Office on 01296 630 730





A NATURAL PROGRESSION

How an award winning Bobby found a rewarding business after retirement

Following a 10 year Army career in which he served in Germany and the Falkland Islands Ian Northcott B.E.M, joined the Police Force and had a varied 23 year career in central Birmingham.

During that time he spent ten years on the Police Helicopter, was involved in training and enjoyed working with the Prince's Trust. Ian says "Both the Army and the Police involve being active outdoors and a lot of variety and I knew that when I retired I would need to ensure I did something similar so when I discovered Nordic Walking, I knew instantly it was for me – I love working with people and to be able to help them improve

their health and fitness whilst having fun is just the perfect fit". Ian now runs his own outdoor fitness business Mercian Nordic Walking where he and two supporting Instructors deliver classes for all levels from Ultimate nordic circuits to wellbeing walks. Nordic walking is derived from cross country skiing and it's amazing how a simple pair of poles can provide a workout similar to being on a cross machine with the right teaching.

During his Police Career Ian had gained notoriety as the 'Busking Bobby' following an impromptu rendition of Oasis with a Birmingham busker one Christmas. He launched a charity for the Homeless called Socks and Chocs (www.socksandchocs.co.uk) for which he was awarded the British Empire medal this year. Now he regularly breaks into song about his new career and his fun videos have inspired many to join his band of over 200 clients across three local Towns. It's exactly a year since he began his training with Nordic Walking UK and Ian says he is loving every minute. "I chose the Delivery Partner option as I wanted a proper business with support to help me navigate the transition from public servant to being a successful business owner and fitness professional. If you have the drive to succeed, NWUK supports you all the way". He says.



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Security Cleared Jobs.com is a specialist Job Board that caters for vacancies throughout the UK that require a level of security clearance mainly DV, SC, CTC and NATO levels.

The Job Board was founded in 2007 through frustration in finding candidates that required a level of security clearance in order to carry out certain roles for clients of ours at the time. The fact that the security clearance process in the UK understandably can take up to 9 months to have a person DV cleared leaves many recruiting clients with a timescale issue when looking to do so.

We have over the last 9 years built a highly skilled database of candidates that have been security cleared and understand the process. The site now hosts over 1,500 jobs daily and has a searchable database of over 80,000 candidates. The Job Board hosts a large number of specialist IT and Engineering vacancies historically but it is now changing and we are seeing a large increase in the need for candidates with previous policing experience from our clients.

Security Cleared Jobs.com has formed strong relationships with the resettlement units of the Armed Forces through the Career Transition Partnership. We are now recognised by service

leavers as the place to go when they are going through the resettlement process. Security Cleared Jobs.com provides them the opportunity to see which companies are looking to recruit.

We are keen to now engage with as many candidates with a policing background who are retiring or may just be leaving through the cuts or perhaps looking for a change of career. Like with many candidates who leave the armed services we find that many police leavers when looking for their next role find it a daunting process and maybe think that their skills and training are only of use when working for the police forces they were with.

We have 100's of jobs advertised on the site that are looking for the skills and training that you have achieved through your years of service and they are highly transferable to many companies in the private sector or to other police authorities on a permanent and or contract basis.

Job Roles that we are usually hiring for to name a few are:

Investigators, Digital Forensics, Cyber Security, Interviewer, Intelligence Officers, Intelligence Analysts, Holmes Indexer,

Firearms Officers, Trainers, Fraud Investigators and many more.

The skills that you have in the force and the fact that you will usually leave with an active level of security clearance that can be transferred opens up a number of opportunities that you may not be aware of through normal job searches.

We have a dedicated team of consultants at Security Cleared jobs.com that understand your needs when looking for your next career move and are here to help. If you have any questions on how the site works or the best way use our services please do not hesitate in contacting us.

Security Cleared Jobs.com is a FREE job board for all candidates using its service.

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RESETTLEMENT TRAINING

LET TRAIN4ALL HELP BUILD YOUR CAREER



Train4All Academy has a brand new training facility in Somerton and are offering a wider range of training opportunities for those currently in the forces entering their resettlement period.

Construction trade qualifications are available in popular trades such as Bricklaying, Carpentry, Plastering, Plumbing, Tiling and Maintenance, and now also in Painting and Decorating, Maintenance and Property Development.

The first step of a change in career is always the most difficult, however the transition and resettlement process into civilian life can be extremely challenging and a stressful time. To have a local training provider that understands the complexities of this transition as well as providing the skills to a new career is invaluable. As part of their commitment to those leaving the forces, Train4All are delighted to be working alongside local employers in providing career opportunities for those that are looking to

embark upon a different career. Opportunities for employment within projects such as Hinkley Point C are on the increase and Train4All is well placed within the South West to support you in your career change.

With a wealth of industry experienced, knowledgeable staff, Train4All is dedicated to helping learners achieve their goals and objectives. Offering not only biblical trades, Train4All are now offering a wide range of short courses such as CSCS Cards for those wishing to work on site, Abrasive Wheels, Health and Safety, and Driver CPC and Trailer Towing Qualifications. Those looking to move into a construction management position may benefit from cementing skills already possessed and seek to obtain a Site Supervision or Site Management qualification.

With Train4All being located just off the A303 and 25 minutes from the M5, those leaving the forces are increasingly applying to the Academy for local resettlement training. Train4All is ELCAS approved and a preferred provider for the Careers Transition Partnership and as such force leavers are able to use their Standard Learning Credits (SLC), Enhanced Learning Credits (ELC) and Individual Resettlement Training Cost (IRTC) to fund their chosen training programme be it a short 5 day course, a more substantial 5 week course, or a full 1 year City & Guilds Diplomas in the biblical trades at levels 1-3.

The most popular course

offered at the Academy is the a City & Guilds 5 week Level 3 Diploma in Sustainable Construction which encompasses practical training in Bricklaying, Carpentry, Plastering, Plumbing and Tiling whilst also looking at the theory behind renewable energies, Building Regulations, property maintenance and conversion. Learners are taught in fully equipped workshops by experienced tradesmen with a passion for their trade. From understanding the different methods used to price jobs to dealing with customers and overcoming problems, Train4all aim to meet the needs that come to light in the transition into civilian life and operate a flexible approach within the training that can be adjusted to suit individual needs.

Speaking to members of the November course, they rated their experience highly; "From a military perspective it's a relaxed environment to be in whilst at the same time getting all the training done. The course is well designed for people planning projects or changing careers as it gives you a broad overview of all areas. Tutors



are extremely flexible matching the content of the courses to the needs of the individual learners, nothing is too much trouble".

If you would like any further information on the many resettlement programmes that Train4All offer, please call our dedicated force resettlement co-ordinator Jon Allen on 01458 274043 where he will be happy to discuss your requirements. Train4All really can get your construction career moving, they still remain the first choice for learners and the first choice for employers across the South West region.

CONSTRUCTION RESETTLEMENT TRAINING 2017/18



Are you looking to retrain when you leave the Police? Do you just want to learn some new skills?

Train4All offer a range of short and long courses at our newly built South West Academy located just 10 minutes from Podimore on the A303 and 25 mins from Junction 23 of the M5

Our most popular 5 Week Construction course!

City & Guilds Level 3 Diploma in Sustainable Construction

Learn the practical and theoretical side to building; obtain skills in Bricklaying, Carpentry, Plastering, Plumbing and Tiling. Learn how to maintain and convert properties, understand building regulations, water regulations and learn about how using sustainable building methods is the way forward.

Short skills courses in:

- Brick
- Carpentry
- Plastering
- Plumbing
- Tiling
- Working at Heights
- Abrasive Wheels
- CSCS training

Quote Ref: PRM16 when booking



Reserve now for 2017/18 by contacting our dedicated Resettlement

Co-ordinator Jon Allen Call: 01458 274043 or

Email: forces@train4all.co.uk or visit Web: www.train4all.co.uk

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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 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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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
or contact the Resourcing Team on 01235 466666.
CNC is an equal opportunities employer.

Earn **£30-50k+** uncapped -
Be your own boss as a Marston Holdings
self employed enforcement agent



Earnings

Earnings are not capped so you have the potential to achieve £30,000+ (OTE), as well as uncapped commission opportunities.

Be your own boss

The role operates on a self-employed basis, allowing you to plan your own daily schedule from work allocated by Marston and the freedom to choose your own hours.

City and Guilds accredited

Marston will give Enforcement Agents access to City in Guilds accredited training through the Enforcement Agent Development Programme (EAPD).

Ethics

Abide by the core values we put at the heart of our thinking and what we do, and join us in our commitment to ethics and professionalism.

Access to Kit

Enforcement Agents will have access to state of the art Body Worn Vest Camera (BWV) and the latest software.

Customer service

Strong communication skills to deal with a wide range of customers and experience of working in a customer service or sales environment.

Influencing Skills

Effective verbal and non-verbal skills for persuasive and successful negotiations with customers.

Training and support

Learners are supported throughout their training, with continuous professional development planning, on-street mentoring and one-to-one sessions with their trainers and mentors.

Driven

Be ambitious and motivated to work hard to accomplish goals and find a positive outcome. Be able to work to targets.

Calm

Able to keep a cool head and respond logically during tough and difficult situations, and to stay calm under pressure.