

THE EMERGENCY SERVICES SHOW
Key opportunity to collaborate with other Blue Light Services. **P3**

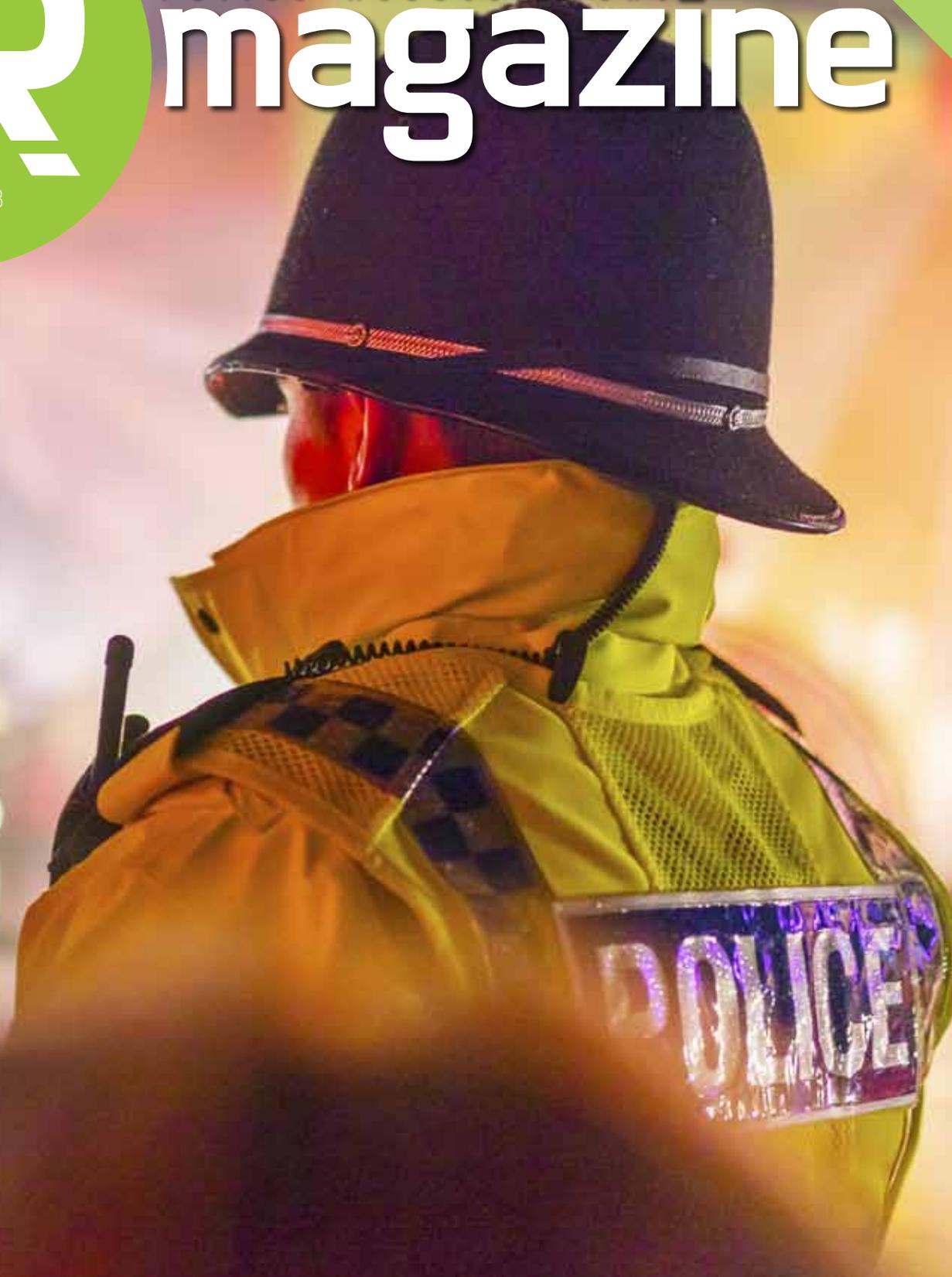


PR

Summer 2018

Police Resettlement

magazine



SERVOCA RESOURCING SOLUTIONS

John Wood, answers the age old question that has faced police officers approaching their 30 years. **P8**

PREPARING FOR JOB INTERVIEWS

Some great information on the different job interviews and how to prepare for an interview. **P20**

BOOST YOUR EARNINGS AS A PERSONAL TRAINER

Four of the many reasons which can cause you to earn more money as a personal trainer. **P30**

THE BRITISH FRANCHISE ASSOCIATION

You may be considering joining a franchise as your nexts career move, which is great. **P38**



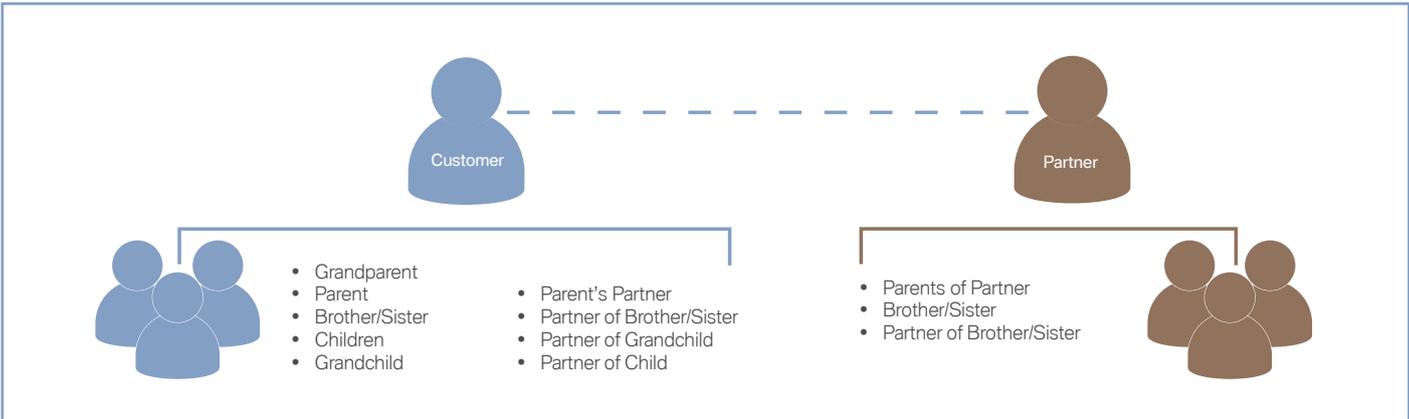
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THE EMERGENCY SERVICES SHOW

HALL 5 | NEC | BIRMINGHAM | 19-20 SEPTEMBER 2018

Key opportunity to collaborate with other Blue Light Services

The Emergency Services Show, Hall 5, NEC, Birmingham, 19-20 September 2018

A valuable and unique opportunity to learn and network with other blue light services will be offered at The Emergency Services Show in Birmingham this September. "Global events such as the bombings in Syria and the threat of war with Russia have heightened the importance of the emergency services working effectively together to prepare for future incidents. Meanwhile in the UK, the recently published Kerslake Report on the Manchester Arena bombings specifically highlighted the importance of collaborative working between emergency responders," explains event director David Brown. "The Emergency Services Show is a free-to-attend event which promotes and enables such vital collaborations."

Last year's event attracted a record number of 7,599 visitors and buyers, representing an eight per cent increase on 2016. The increase in visitors from the police (up 130 per cent) and prison service (up 30 per cent) was particularly significant. The free two-day event will return to Hall 5 and the outdoor area at the NEC, Birmingham this year on 19 and 20 September and will feature a host of key learning opportunities including CPD-accredited seminars and live demonstrations of the latest equipment and technology. There will also be a wealth of free advice on physical and mental wellbeing as part of the event's

Entry to the exhibition and seminars is free, as is parking. The NEC is linked to Birmingham International Station and Birmingham Airport and is directly accessible from the UK motorway network.

focus on supporting those working in demanding and challenging roles. The charity Mind for example will be sharing details of its Blue Light Programme and new exhibitor Oscar Kilo will provide details of the wellbeing framework and online resources initially adopted by the police and now being used by all emergency services to enhance wellbeing provision.

Full details of all seminar programmes – all of which will be CPD-accredited – will be published on www.emergencyuk.com in the coming months. Emergency services and partner agencies will share their experiences of responding to real incidents in the Lessons Learnt seminar theatre (sponsored by UCLan PROTECT). Following its successful introduction in 2017, the Health & Wellbeing seminar theatre will

also return. Speakers will include emergency responders who have experienced mental health challenges, and organisations who are implementing change and offering support. The College of Paramedics is returning to deliver its very popular programme of free 30-minute CPD workshops, which members of the police service are also welcome to attend. Sam Thompson, a forensic paramedic with Kent Police will present a session on rape and sexual assault, looking at the needs of the victims and improving immediate care and long term outcomes for these vulnerable patients. The programme also includes a presentation from custody paramedic Richard Steggall.

With over 400 exhibiting companies and organisations, the impressive indoor and outdoor exhibition is a one-stop shop for sourcing all the latest services and equipment. Visitors will be able to see and touch the latest kit and discuss solutions to their needs with leading suppliers. Exhibiting companies include leading names in first response, communications, IT, protective clothing and uniforms, body-worn video, medical supplies, drug testing, vehicles and fleet, vehicle equipment, drones, outsourcing, training, community safety and station facilities.

The organisers are delighted to welcome back key suppliers including 5.11 Tactical UK, BMW Group, Bristol Uniforms, Jaguar Land Rover, Pinnacle Response, Primetech and Vimpex. Companies that will be exhibiting at The Emergency Services Show for the first time include Chevin Fleet Solutions, Coverwatch, Dimatex Securite, Headset Services, Horton Motorcycles, In Safe Hands Health and Safety Training Consultancy, Jemca Toyota, Service Dogs UK, SimTrainer UK, Strongmind Resilience Training, Sub Zero Technology and UK ISAR.

In the networking hub of the show, The Collaboration Zone, over 80 emergency services, voluntary groups, charities and NGOs will be sharing details of the support they offer, while members of other partner agencies will be available to discuss co-response and other areas of partnership working. British APCO, ResilienceDirect, British Transport Police and Police Dependents Trust are among the exhibitors who have already booked stands in this popular area of the exhibition and Her Majesty's Inspectorate of Constabulary & Fire & Rescue Services will be exhibiting for the first time.

To register now for free entry visit www.emergencyuk.com



Contents...

12 WORKING IN AVON AND SOMERSET

Benefits of working in avon and somerset.

14 ITS NOT SO MUCH THE LEAVING... BUT THE GOING AWAY THAT AFFECTS PERSONAL TRANSPORT NEEDS

Serving the needs of the nation is an admirable and deeply-appreciated role.

18 COULD BUILDING YOUR HOME BE YOUR NEXT MISSION?

So, whats next?

22 TIME FOR A CHANGE

Bob Titley highlights some issues in making the transition to life after the police service and how epic can best support you on your .

42 NOT REALLY A JOB

£20,000 pre tax profit
2 days a week.

26 PEEL SOLUTIONS NAMED AS BEST NEW AGENCY 2018

Peel solutions is immensely proud of its work.




40 WHY YOU SHOULD BUY A WINDOW COVERINGS

FRANCHISE
Struggling for a new career and looking to control your own destiny. You might have already considered starting your own business.



06 POLICE RESETTLEMENT EXPO 2018

Details on the latest resettlement event.



32 NEW MASTER'S LAUNCHED BY INSTITUTE OF POLICING

A new Master's programme in Policing and Security has been launched at the university of Chester.



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10

**WHAT TO DO
ABOUT YOUR
WORKING LIFE?**

Welcome...

Welcome to the Summer 2018 issue of Police Resettlement magazine.



We have been really pleased with the interaction we have been having with our readers through social media and at the various Police Resettlement Expos. Many of you have commented on the magazine being the only help available through your transitional period to becoming a civilian again; asking for advice and help regarding your CV's as well as enquiring about training and employment opportunities when leaving the police. We will endeavour to include everything we can to help assist with your resettlement process and cover as many points of interest as we possibly can in each issue.

To ensure that you never miss an issue of Police Resettlement we invite you to subscribe for free online and have each issue sent direct to your email address, simply visit www.policeresettlement.com/ subscription to include your name and email address to be added to our ever growing list of subscribers.

In this issue we have lots of exciting employment opportunities for those of you considering leaving or about to retire. There are various training and franchise opportunities as well as courses from Colleges and Universities.

We know that lots of our readers are still actively serving, so we also look at various courses and opportunities for those of you looking to enhance your career, as well as courses for those of you looking at gaining qualifications in

different areas in preparation for your transition back to civilian life.

Police Resettlement is a free magazine that also aims to assist those of you that are still serving with career development 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 are continuing to work with Security Cleared Jobs and had a very good day at the last Police Resettlement Expo at the Bridgewater Hall, Manchester. The event was well attended and we are looking forward to the next Police Resettlement Expo which will be at the QEII Conference Centre, Westminster London on the 23rd October 2018. As always the events are FREE to attend and have lots of great companies exhibiting and looking to attract you in to their workforce.

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

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. You can subscribe for free on our website www.policeresettlement.com

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Steve Urban

Police Resettlement Editor

PR POLICE RESETTLEMENT EXPO 2018

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 10th May 2018.

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.

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 23 October 2018 at QEII Conference Centre, Westminster, London
Doors open 10.00am
- Last Entry 14.30
- Event Closes 15.00

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Child Protection



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.



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What to do about your working life?

There must have been a time in your life when you decided that you would like to work in the policing family, which could well have been the answer to your personal question of "What to do with your life".

People take up their chosen career of choice for all sorts of reasons, and, whether it's been a roller-coaster of fun, a steady job or possibly a bit of a trudge at times, nothing lasts forever. If not already, one day, you will leave the police. That's guaranteed.

Whether you are soon to leave, due to retire or perhaps you have already left the 'job', it could well be that, once again, you find yourself asking the same question as above. Life is too short to procrastinate and ponder, to settle for second best with the attitude of "That'll do". If you ever find yourself saying "That'll do" then quite honestly, it won't. It's not worthy of you, simply because you thought about or even said it out loud.

The next phase of your working life is just as important as your time in the police service. In fact, it's more important, because it's your future, whereas policing is or is going to be, your past. No-one is saying that you must forget your time working for the protection and safety of the public in an important role, and in fact, it makes good sense to take forward

your skills and experience into your next career. But, as former US Secretary of State and Gulf War General, Colin Powell said to the Colgate University delegation, "Spend 90% of your time looking through the front windshield of life." He meant that it is not worth your time and energy to dwell too much on a past that you cannot change, but that you can, with mild reflection, learn from.

So, once again, the world is your oyster and you must decide what to do for the rest of your working life, if indeed work is something that you want or need to do.

The thing we hear the most in the transitional situation that people find themselves in is "I have no idea what to do next." It's a fair and expected question because once we join the policing family, the rest kind of takes care of itself and it unravels, and it becomes fairly clear as to what we want to do within policing. After moving on, we're in a different arena with lots of unfamiliar options and possibly little or no idea where to begin. Does that sound familiar or do you think it may well do as your own personal leaving date gets ever nearer?

One of the first things you should learn to do is be okay with



are trying to achieve. Accept that the future is uncertain and that it is better to learn to live with uncertainty so that you have more control over how things make you feel. In this respect, you can flatten a potentially bumpy ride.

This leads nicely into the next point, that of change. We are masters at dealing with change because in policing, there has been so much over the years so we've all had plenty of change 'done to us' - or perhaps we instigated it; but change is a familiar concept. The outside world isn't any different either. As technology evolves at what seems like an ever-increasing rate, organisations are constantly changing, as much to survive as to thrive. We've seen many large, well-known companies go to the wall because they didn't choose to adapt and adopt new ways of thinking, often assuming that their way was the right way. It's important for us to accept that change will continue and that what we think we want to do in the future may not be what we actually end up doing. If we didn't like change when we were in the job, then we should start to embrace the idea that there will always be change and that we can either push against it or help to facilitate it. Why not be part of it and then it's not something that's done to us but done with or even by us?

How many children leave school with an idea of their career plans and then end up following that plan? It's no different for any of us. Be prepared to adapt your thinking and not to get too fixated onto a particular 'next career' or job as there are lots out there that you may not yet be aware of yet. We know too many people who leave the police and think that if they can top up their monthly pension with a low-paid job in the security sector, it will give them the same as they earned whilst in the job. Many have made up their mind in this vein, before they leave, as they know it's an option and one they can easily get into. We are strongly suggesting that you need to consider setting your sights higher and to be more flexible to the idea of a change in direction. To do that, you need the ingredient of self-belief.

Self-belief, confidence, assuredness, call it what you will, is another emotion. This again means that you can control it. Consider someone that you know (famous or otherwise) who is self-assured, has confidence and believes in their abilities. Now consider how you know this? It's probably because of how they act and talk. Two more things that you can also control. You have little else to go by, so you make a judgement based on their actions and words. In that case, what's stopping you from learning those observable behaviours

that give off a certain level of confidence and self-belief? You too can display those attributes and appear confident in the eyes of those around you. It would be even better if you genuinely also believed in yourself, but one thing can be the catalyst for the other. If you learn how to present an air of confidence and start to understand what it all looks like in others, you too can be more confident and have more belief in yourself.

The next thing you need to commit to is 'Action'. So many people have ideas, plans, intentions etc, but then they procrastinate and enjoy the act of thinking about their future and simply dwell on how things are going to pan out without necessarily doing anything about it. Unless something is done to turn a plan into action, then it's still just a plan, even with the best of intentions. Plans without actions are just dreams and nothing will get done unless you commit to taking action by setting yourself deadlines and holding yourself accountable. Well, no-one else is going to do that or much less care. It's all down to you. You may have to take yourself outside of your comfort zone on a more regular basis than you may be used to if you want to define your future rather than let it define you.

You can create your plans using the familiar SMART mnemonic because what will help them become reality is the T element, "Time bound". If you can commit to seeing your plans through to fruition, then it's surprising how much 'stuff' you can get done. Choosing and acting upon new career plans or intentions will take some planning and some action, but it's not something to leave until the last minute, especially if you want to avoid just taking 'any old job'. Desperation can creep in and lead to poor decisions and it then switches from being a choice to a necessity, so make sure you give yourself enough time to transition to the private sector (job or business) when coming out of policing. If you can start working up a plan up to two years before you leave, then that's great. It will give you time to obtain any new qualifications, explore the job market, network, get a cracking CV, prepare for the interview process and several other things that you need to do before leaving. If it's going to be less than two years before you leave, we suggest that you start your planning immediately.

As you network and make new contacts externally, you are sowing a seed in peoples' mind as to who you are, your skills and experiences and the fact you will be available to them (and others) at a certain point in the future. By meeting more people, saying and doing all the right things, you will start to grow your personal brand and

create a level of trustworthiness as you build your reputation in the relevant circles. People will start to know you more as a person than a police officer (or staff) and that will work to your advantage. Believe it or not, the value is in your skills and experience, not the label of having been a member of the policing family, which, on its own, can sometimes count against you with certain people. It probably doesn't take us to explain why that may be.

If you continue to do all of the above, and do them to the best of your ability, you will be developing into an amazing person when you are available to the job market. You were amazing before, but now you are going to be cut out for the relatively unknown (to you) world of civvy street. You need to be ready for any opportunities that may present themselves and it's surprising where they may come from, so be vigilant. Have your eyes open at all times, and your ears too, as not only do people buy from people, people hire people they like and trust. You can train skills easier than you can train attitude, so if you convince someone you are worth a punt, you may just find some job opportunities that find you rather than the other way around.

Successful people spend their time with other successful people and the same is true in reverse. Find people who have left the police service and who have made a go of it and learn from them, network with them, meet them and explore their background stories. They are likely to want to help you and you may be able to help them too. At least have a willingness to consider it a two-way street in terms of support. Steer clear of those who are likely to lead you to the 'Dark Side', who have little to offer and may just want to use you for your contacts or other purposes. Engaging with people where there are mutual benefits to building a relationship is the way to approach networking. There should be something in it for both parties to avoid and feelings of resentment or being used.



We cannot cover it all in this short article, as leaving the police is indeed a big undertaking of transition, trepidation but potential excitement; if you do the right things to prepare. If you want to have a chat about your own situation, get it touch via our website www.leavingthepolice.co.uk ●



Working in Avon and Somerset

Bristol is one of Britain's core cities and the eighth largest. It is a lively, diverse and rapidly expanding city.

Somerset includes the historic cities of Bath and Wells, coastal areas with a high volume of seasonal tourists and remote rural communities such as Exmoor.

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- The Police Staff Insurance Scheme for accident and illness cover
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- Maternity and paternity benefits
- Free parking at some sites where available
- Career break opportunities
- Access to the Force Club for discounts on various activities
- Flexible working, full time, part time and job share applications will be considered

OUR INCLUSIVE CULTURE

At Avon and Somerset Police, we are here to serve our communities.

We can do this best if the people who work for us are representative of those communities.

We recognise that everyone is different and we are working hard to increase diversity and inclusion within Avon and Somerset Police.

We want to encourage people of diverse backgrounds, experience

and beliefs, who share our value of caring and want to make a difference in the community, to consider working for us.

If that is you, we would like you to get in touch with us, even if you have never thought about working for the police before.

We have over 5,000 people working for us and opportunities across a wide range of roles including police officers, police support staff and volunteers.

SUPPORTING YOU

We have a dedicated Representative Workforce team who can explain what joining the police really means, what kind of roles are available and offer advice regarding the various stages of our recruitment processes.

For our larger recruitment campaigns, we run additional workshops to support candidates through the application process.

We also have a network of Diversity Champions who can provide support to people from underrepresented groups who are joining the police.

We have a range of support networks within our service who support our diverse workforce.

These networks include the Avon and Somerset Black Police Association, the Disabled Police Association, our LGBTQ+ support group as well as the Police Federation and UNISON.

FURTHER INFORMATION

If you would like to find out more, email RepresentativeWorkforce@avonandsomerset.police.uk or follow us on Twitter.

CONTACT OUR RECRUITMENT TEAM

All recruitment queries should be referred to:

Recruitment Team
Police & Fire Headquarters
PO Box 37
Valley Road
Portishead
Bristol
BS20 8QJ

If you have any questions about the recruitment process for any of the roles, contact the relevant team below:

Police Officer recruitment Including transferring force
policeofficerrecruitment@avonandsomerset.police.uk

Special Constabulary recruitment
SpecialConstabRecru@avonandsomerset.police.uk

Police Community Support Officer (PCSO) recruitment
recruitment@avonandsomerset.police.uk

Police Staff recruitment
recruitment@avonandsomerset.police.uk

Representative Workforce
RepresentativeWorkforce@avonandsomerset.police.uk

Police Cadets
policecadets@avonandsomerset.police.uk

Police Support Volunteers
volunteerrecruitment@avonandsomerset.police.uk



openreach

10 signs you're meant to be an Openreach engineer

- 1 You're ready to earn**
After 12 months with us, you could earn over £26,000 a year.
- 2 You're a hands-on learner**
Ready to become a trained engineer in seven weeks.
- 3 You're bored of offices**
It's time to hit the road in an Openreach van.
- 4 There's lots of benefits**
We'll give you free broadband, BT TV and BT Sport.
- 5 You're an adventurer**
You'll get 22 days' paid leave and bank holidays to travel.
- 6 You're hunting for a bargain**
Get great discounts on smartphones, speakers and tablets.
- 7 You're big-hearted**
Everyone in Openreach is paid to do three days' charity work a year.
- 8 You're planning for the future**
You'll automatically work towards a pension.
- 9 You're a natural problem solver**
- 10 You're ready to help Britain get connected to the future**

There's no such thing as a typical Openreach engineer

We'll help you build a career with great benefits

We're one of the world's biggest communications companies. It's our job to look after the network that connects tens of millions of homes and businesses across Britain. We do this on behalf of communications providers who deliver phone, internet, data and TV services to the nation.

You could become our next trainee, all we ask from you is that you're physically fit, have a driver's license – with no more than 6 points – and that you're always willing to go that extra mile for the customer.

We've got vacancies across Britain.

To find out more and apply, visit openreach.co.uk/trainee

It's not so much the leaving...

but the going away

that affects personal transport needs

Whether you were in 'Traffic', or just 'Pandas', having access to a relatively new vehicle for work purposes was easy to take for granted but, now you are in civvy street, the combination of choice, desire and need, states motoring journalist, **Iain Robertson**, can present all manner of issues...

Serving the needs of the nation is an admirable and deeply-appreciated role. Yet, regardless of local reputation, being an 'Ex' in any service field leaves the individual open to abuse, however subtle, or minor, it may be. It was the key reason behind Steve Thornton, of **Motor Source Group (MSG)**, setting-up in business. As an ex-soldier, demobbed into seeking work, he was subjected to all manner of excuses 'not' to be supported as a civilian, some of which related to his lack of a mortgage, much of which related to a negligible credit history.

Feeling 'ripped off' and paying through the nose for access to finance made him question his decision to leave the services. From the outset, seventeen years ago, he determined that a fairer way ought to be formulated. His original company, **Forces Cars Direct (FCD)**, is now the leading provider of vehicles and support packages to both serving and former services personnel. The business premise is surprisingly simple, although it does take an immense amount of effort to maintain it and to ensure that the best deals are possible: *to establish the best discounts from all carmakers and pass them on to the end-users.*

Around four years ago, having been asked if 'other' public services could benefit from the millions of Pounds' worth of savings FCD had generated, Steve set-up Motor Source Group (MSG). Former Policemen and Policewomen were among the public servants that could

now benefit from the companies' efforts. Put into perspective, savings of an average of £4,700, or as much as 30% off the manufacturer's list price, are a just reward for people whose lives have been dedicated to serving others.

THE IMPORTANCE OF MOBILITY

Despite an air of antipathy towards certain types of transport, the fact remains that personal mobility, whether fuelled by petrol, or diesel, is essential. Not all of us live in the well-supported south-east of England (notably London), where taxis, buses, trains and waterbuses are in abundance and where 'car-share' programmes can proliferate. Even so, with 'Clean Air Zones' and Congestion Charges being prevalent, it is still not a bed of roses and personal transportation remains high on a list of priorities.

We live in a time of great change. Electric Vehicles (EVs) and Plug-in

Hybrid Electric Vehicles (PHEVs) are growing in numbers, mostly arising from taxation issues but also from genuine environmental concerns. Yet, the SUV and Crossover sectors are also vibrantly competitive. To be expected to know about every single vehicle that meets both local and broader demands, also means possessing encyclopaedic knowledge of the motor industry. Even so-called 'expert commentators' can be bamboozled, when presented with the choices available. It is little wonder that fatigue sets in and an 'it'll suffice' attitude prevails for many car buyers.

Acquiring your next vehicle from MSG removes:

- Risk
- Depreciation worries
- Sales pressure
- Timing issues
- Delivery problems
- Finance concerns
- Product non-availability
- Narrow viewpoint

WHAT YOU DO GET...

Acquiring your next vehicle from MSG provides:

- Widest personal choice
- Cost-effectiveness
- Service with a smile
- Total manufacturer support
- Total support from MSG
- Finance options that meet personal needs
- Zero pressure
- Total satisfaction

Only one question remains: How can MSG be of service to you?



MSG works closely with its customers to ensure that they obtain precisely the vehicles that they need and hopefully desire most. More importantly, the company has no solitary brand preference, because MSG works closely with ALL carmakers. Therefore, instead of receiving a brand-biased focus, which every single carmaker's dealership will provide understandably, MSG removes it and emphasises more succinctly the qualities and benefits relevant to the individual customer, mainly because the list price is no longer the precursor.

Through being 'brand neutral', personal needs and desires can be managed more judiciously and the inevitable forcefulness and salesmanship that can be applied at dealer level is eradicated, thus making ownership of the final decision that of the customer and not the retailer. Every element of MSG's business remit is geared towards satisfying personal choice of personal transport.

PSYCHOLOGY OF 'SALESMANSHIP'

If MSG is all about serving consumer choice, it is vital to note that it is not about criticising the various dealer networks that exist. Without the support of the dealers, MSG's business would not be as vibrant as it is. After all, you need a place to have your new vehicle serviced. However, with various bonuses, discount programmes, allowances and post-sales support exercises, the emphasis on obtaining the best deal for the dealership is always going to be clear at dealer level. Dealing with MSG removes those complications from the deal.

MSG is an online supplier. The process is intentionally straightforward and occupies THREE EASY STEPS.

Firstly, **browse the MSG website**. You will find a comprehensive range of makes and models, with relevant savings. If you do not locate the car you want, then call us and our team will provide practical help. Secondly, **place your order**. Working with your Sales Advisor, tailor your requirements, including any extra-cost items, paint choices and specific needs for your vehicle of choice. Finally, **receive your car**. We shall notify you of a delivery date and time to suit you, either direct to your door, or at the premises of the local participating dealer.

We know that it is a system that works. **TrustPilot**, the review site, gives us a top FIVE-STAR rating and the amount of repeat business we obtain, three, four or more years down the line, highlights that our customers love dealing with us. It is also worth



noting that we can work with you to obtain not only the best outright purchase price but also whichever lease, rental, or finance arrangement meets both your budgetary and personal needs. **Acquiring personal transport is not about MSG but it is about you.**

ONLINE PREFERENCE

To many car buyers, the manufacturer's dealer showroom can present an immense barrier. Dealing with MSG removes the barrier, yet encourages freedom of choice and ease of communication. MSG employs real people, who understand the demands of consumers from public service bodies... it employs them because of it.

In many ways, MSG is presaging the future shape of the vehicle acquisition scene, a factor that can be noticed by the number of car manufacturers now opening shop fronts in shopping malls. Yet, by representing ALL brands, MSG provides the consumer with the essential aspect of total freedom.

Websites are websites... normally. Yet, thanks to an accessible layout, the clicking and locating process is not just fun but is very engaging too. While some vital tabulations are present, the site also provides a magazine-format that is entertainingly readable and most informative. MSG is not afraid of courting opinion, while also encouraging the maximum choice.

MSG works to an Approved Partner status with the Police Federation of England and Wales, Police Superintendents Association, and a number of similar organisations. From Abarth to Volvo, the range of available



makes and models is extensive and may even encourage choice away from the mainstream.

TAKING THE LEASE OPTION

With personal finances being placed under daily strains, spreading the load, by using another body's money, not only makes economic sense but also reduces the risks inherent to conventional vehicle acquisition. As MSG applies its know-how to generate the up-front savings, one of the great killers of buying outright, depreciation, can be removed from the equation, while also enhancing financial flexibility.

However, an added bonus arises in the form of 'Friends and Family' support. The MSG Leasing range of services can be extended to any UK-based motorist, whom is referred to the company by a current, or former, public service employee. The beauty of fixed payments is that it allows even greater financial freedom to the individual, allowing them to budget more readily, full in the knowledge of their monthly outgoings.

MSG even offers a 'Drive Now, Pay Later' programme in partnership with Hitachi Finance on a HP agreement, which means that customers can acquire a new car today but defer the first monthly payment for up to six months after collection. Hire Purchase (HP), Personal Contract Purchase (PCP) and Personal Contract Hire (PCH) and Leasing are all available choices that your Sales Advisor at MSG will be happy to discuss with you, when you make direct contact. Helping you to take the maximum advantage from your motor vehicle is intrinsic to the MSG remit. ●



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- Unique video role-play coaching
- Comprehensive post-course support and Free online resources

// I would thoroughly recommend this masterclass to anyone serious about promotion. The knowledge from a experienced recruitment professional combined with that of a police consultant really makes a top class course. //

Daniel, MPS Sergeant

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Could Your Next Home be a Self-Build?



FREE
open day
event



Mission: Self Build Insight Day
When: Late 2018/Early 2019
- date TBC
Where: Potton Self Build
Show Centre, St Neots,
Cambridgeshire

Potton, the UK's leading self-build homes company is holding an event aimed to introduce self-building to service leavers and service personnel.

In conjunction with Easy Resettlement Magazine, Potton invites you to a unique 'Armed Forces Insight Day' through its Self Build Academy in St Neots, Cambridgeshire.

The event is free of charge and offers an informal atmosphere to find out more about self-building covering topics including: How to find a plot, designing your dream home, how to obtain planning permission, self-build finance and project management.

Register your interest in the upcoming event

Please register your interest at www.Potton.co.uk/events/ER
and you will receive an e-mail confirming the event date and further details.

Could building your own home be your next mission?

So, what's next?...

You're leaving the Armed Forces behind and beginning the next chapter of your life. You'll need a new career, a new focus, and a new home... a lot to think about! Self-building your own home could be the answer to all of the above and is more achievable than you might think. By utilising the technical and project management skills you've gained over your years of service and also making the most of your service gratuities and pension lump sums, if you have one, you can provide a new home for you and your family that is cost effective, tailored to your lifestyle and is a sound financial investment to boot.

Potton, one of the original pioneers of self-building in the UK and the leading name in the industry for over fifty years, is rolling out a new campaign to introduce self-building to service leavers and service personnel. In conjunction with Easy Resettlement Magazine, Potton is hosting a dedicated 'Armed Forces Insight Day' through its Self Build Academy in St Neots, Cambridgeshire, later this year or early in 2019.

The free of charge, one-off workshop will help you to explore the proposition of self-building, guiding you through the various aspects of building your own home. The workshop will include an overview on how to find land; options to finance your build; design; planning and project management.

The event aims to demystify the concept of self-build and is already proving an exciting prospect both at Potton HQ and ER magazine. As such, expressions of interest are currently being sought for the event with the date and further details to follow. As a first within the self-build sector, it could well ignite the beginnings of a new focus for you and your family and building your own home could well become your next challenge.

With your hard earned skill set, accurate execution of process and resolute discipline, you'll have the perfect grounding to manage a self-build project - no matter the scale. Plus, if you feel the invigoration and fulfilment many enjoy when building their own home, a new job as project manager, helping others to do the same, could be the

perfect new career path for you - a little food for thought maybe?

Prior to Potton's event and to whet the appetite of Service Leavers and Personnel, our brief introduction to self-building might sow some self-building seeds and help you to decide whether it's for you, or not.

SELF-BUILD EXPLAINED

With more than 12,000 people self-building per year, it's a route to owning your own home that's becoming ever more popular.

However, the term self-building doesn't necessarily define the process accurately, as most 'self-builders' don't actually get their hands dirty - they commission a specialist organisation, like Potton, to help.

Figures show that only 40% manage the build themselves, tendering and employing the various sub contract trades, 40% employ a professional project manager and the balance contract with a builder to deliver a turnkey service.

Whilst it's really hard to capture the reasons that motivate people to self-build, for most, the driving factor is to be involved in design and constructing a home that will meet the needs of their family, is of a significantly

higher specification and performance than the mainstream market offers and is on a specifically chosen plot of land. The benefits of building your own home are many, including:

- Self-building is the opportunity to create a home that perfectly suits your lifestyle
- It's the ideal way to create a good quality home on a smaller budget (compared to buying a home of equal finish)
- Most self-builders can make a healthy profit if and when they decided to sell their home
- Building a new home from scratch will net you savings on VAT
- You are your own boss! You can make key decisions on where to spend and where to save.

COMMON SELF-BUILD MYTHS

If you want a home that meets your needs rather than those of a developer, a home that's energy-efficient, will generate a profit and become your next challenge, then self-building is probably for you.

However, with so many myths surrounding self-building, mostly peddled by TV programmes that





A stone-clad country cottage in Wiltshire built for £316,000



A beautiful Potton barn in Northamptonshire built for £415,000

focus on never ending jeopardy, it's hard to understand the realities of self-building. So, let's tease the facts from some of the fiction:

'It's only for the rich!' Whilst a bit of spare cash does help, it isn't essential. The misconception that self-building is only for the wealthy few has been the most common and infinitely most stubborn misconceptions over the years. Well, it simply isn't the case.

Whilst it's true, some self-builders do have eye-watering budgets, the average self-builder spends a little over £1,300 /m² on their new home. So, if you're building an average four-bedroomed home of, say, 160m² - that equates to a build spend of £208,000. Add that to the price of your plot of land, which generally runs between £80,000 and £200,000+ depending where in the UK you're buying, then the figures really do stack up. Building your own, bespoke home is in fact

more cost effective than buying a new home from a developer, and, you'll be keeping the profit (usually between 10-30%). In fact, a recent Homebuilding and Renovating report¹, stated that the average self-build project enjoyed a 29% uplift on end value of their property - not bad!

'You're bound to go over budget'... Sensationalised by the plethora of TV shows, regularly portraying self-builders going hundreds of thousands of pounds over budget, overspend isn't always a bad thing. In a self-build project it's usually down to 'elective' extras, which means a change to the original design, choice of materials or added work here or there. Whilst it is an overrun, it's all agreed and transparent and has happened for positive reasons. To avoid any other type of overspend (the unnecessary nasty bits that can give you sleepless nights) meticulous planning is the key. Your project should have a

detailed specification right from the outset and contractors should have a clear understanding of the work expected of them, with decision made upfront and kept to - going over budget is far from inevitable.

'You'll never get planning permission' - Gaining planning permission can be very straightforward as long as you do your homework. It all depends on the individual plot of land and its location. If you're considering buying a plot of land in the middle of open countryside then you probably won't gain planning permission for a new house. Whereas if you bought a building plot, then it should already have planning consent for a home or a very good chance of getting it, as it will already be within what's called the 'settlement development boundary' (if it's in a garden, for example).

Local authorities are more inclined to grant approval for individual homes than they have been in decades and the attitudes to styles have changed too. Making a coherent, logical argument for your new home will help, plus employ the help of an experienced planning team to guide you through the process.

'Timber frame homes won't last' - In fact, timber frame homes are the most heavily engineered buildings of all and as with all forms of construction, including brick and blockwork, there are good and bad examples. It's important to bear in mind though that some of the oldest buildings still standing in the UK are timber framed.

There are many more misconceptions out there, lurking to form 'wannabe self-builders' opinion but Potton is determined to put the record straight.

Whilst Potton specialises in designing beautifully tailored timber framed homes for self-builders, it is so much more than a kit home or flat pack provider. Potton offers a bespoke design, planning and build service with a team of Self-Build Consultants, Architects, Designers and Planning Specialists always on hand. However, Potton also provides a host of free of charge masterclasses and workshops at its Self Build Academy that get

right down to the nitty gritty of self-building. They are so passionate about educating self-builders - whether they're building with Potton or not - their courses have become acclaimed throughout the industry. Potton prides itself on giving you fact - the hard and fast truth about self-building.

The Self Build Academy is located at Potton's Self Build Show Centre in St Neots, Cambridgeshire. The Self Build Centre is the only one of its kind in the UK and has five stunning show homes on the site to explore and get your self-build juices flowing - definitely worth a visit if nothing else.

So, if you're at the stage where you're thinking about life outside the Armed Forces, whether you're facing the next stage of your life with elation or trepidation, it might be worth registering your interest to be part of Potton's dedicated 'Armed Forces Insight Day'. The day will be pretty informal, with Potton's trademark 'relaxed yet impactful' style putting everyone at their ease. Plus there'll be coffee and cakes aplenty! What's to lose?



FREE UPCOMING EVENT- REGISTER YOUR INTEREST

Potton is working closely with ER Magazine to ensure the event is just right for Services Leavers and Service Personnel and whilst the date is yet to be set, you can visit the Potton website at www.potton.co.uk/events/ER to register your details. Potton will let you know as soon as the date and final details have been set.

However if you do have any questions or queries about self-building prior to the Armed Forces Insight Day, then please email sales@potton.co.uk, call on **01767 676400** or, of course, visit the Self Build Show Centre in advance where a Self Build Consultant will be on hand to help. ●

SELF-BUILD IN NUMBERS



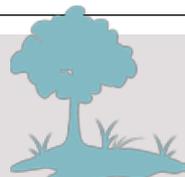
The average of age of a self-builder

247

average floor size of a self-build home



12,800



£220,573

average plot spend

£50,000

-59,000



is the average annual household income of a UK self-builder



Average total build cost

Preparing for New Job Interviews



PURPOSE OF A JOB INTERVIEW

We are looking at this article from the position that you have passed the CV and/or application sift and it must be remembered, that this is a great achievement, but you still haven't achieved the ultimate of landing the job that you are seeking.

Having received the good news that your sought-after organisation wants to meet you and establish how good a fit you are for each other, you need to conduct some further and different preparation. The organisation will want to hear examples of what you have achieved, how you achieved it and how this has helped your self-development. They will want to see and hear that your previous achievements are aligned to the role they are potentially hiring you for.

The organisation needs to check to establish how well you are likely to fit in and against those others who have been sifted through to the interview stage, they will want to establish the preferred candidate from the final few. This will also be your chance to see if you like the company and the people you could be working for.

The initial interview is an opportunity for both parties to ask relevant questions to establish if each are suited to one another.

Interestingly we recently had a colleague who had got to this stage with two separate companies, both paying the same salary, and she was successful at both interviews. There were no follow up interviews and our colleague was left with a dilemma. Which company does she choose and what are the benefits of working with either. Some advice from others was to go with her gut feeling and take the job that she felt was right.

Our advice was that she needed to do some further background research of both organisations and see which of their respective Vision, Mission and Values resonated with her more. She also needed to align the job that she really wanted against a 5-year work/life plan and see which of those jobs fitted best. Doing this has made her choice much easier and at the time of writing I await further news on what happens next for her.

It is really important that you have a number of factors on which to base your choice of job. Chasing the salary isn't necessarily going to leave you in a good place!

TYPES OF JOB INTERVIEW

There are many types of interview that you may be asked to attend, and we will look at some of the most common and identify

the key points within these.

Traditional one-on-one – In this type of interview you will be interviewed by one representative of the organisation and this will most likely be first line manager of the position you are applying for. Depending on the position sought, it could also be a very senior manager who is conducting the interview, so it is worth checking this out in advance.

Don't forget that your skills and experience will already have been deemed to be acceptable, from the CV sift, so the interviewer is mainly going to want to get a feel for who you are and if you are the person they would most like to work with.

Rapport is really important, and it shouldn't be forgotten that the interviewer will also be looking to build rapport as early as possible. A typical opening question from them will be, 'tell me a little bit about yourself.' The clue here is 'a little bit' so be careful to not start telling your life story and taking 15 minutes to do this!

The interviewer is particularly interested in your work experience and they will want examples of what you have achieved, how you achieved it and what the results were for your team and your organisation. You will need to think about providing some

evidence that will make you stand out from the crowd.

Panel Interviews – In this type of interview and as the title suggests, you will be interviewed by more than one person and it is typically three interviewers. The panel would normally consist of different representatives such as HR, management and possibly one of your future peers.

The purpose of a panel interview is to gain a collective opinion from the interview process, ensuring that no one 'party' is against the outcome as each of the panel members will have to work with you in some way, whether directly or indirectly.

Your planning and approach would be the same for a one-to-one interview and it is recommended that where the panel member names are made known to prior to your interview, you try and do some background research to find out more about them. Typical research methods should include, company website, linkedin and google searches.

Group Assessment - This type of process allows an organisation to quickly 'interview' and screen out candidates based on their performance in a group setting. It may start with the presentation of a case study to the group and then

people from the organisation will observe each candidate individually within a group setting. The group will be asked to discuss the case study and possibly make a final decision on a course of action. Candidates will be encouraged to interact with each other. You may have done something similar in a policing context!

This process allows the organisation to observe for certain qualities and criteria that are relevant for the role and is usually followed up with a one-on-one interview using evidence gained from the group assessment process as guidance for probing questions.

Phone/Skype Interview

The main reason for conducting an interview by phone or Skype is due to location / distance issues, saving everyone time and money. It shouldn't be forgotten that the approach you should take is the same as that you would take with all other interviews, i.e. prepare appropriately and dress as you would for a face to face interview.

This interview process allows the recruiter to interview a number of people across the country in fairly quick time and perhaps, having made a final decision, inviting that person for a face to face interview to confirm the choice.

Informal Lunch/Coffee Interview
- Organisations use this type of interview to ensure you are at your most relaxed, with a view to seeing the best of you, away from potential nerves i.e. a more realistic view. You need to be careful with the context in such interviews and be careful not to be lulled into a false sense of security because of your surroundings. Our advice is that you should treat this as seriously and professionally as any other interview process

This type of interview can be used early in a recruitment process

to give both parties a more relaxed setting to establish if you are a good fit for each other. It may well be that someone has recommended you highly for the position and at this stage, the position hasn't even been advertised. The informal interview may well be the first screening stage and it may well be worth asking the interviewer what part of the process you are undertaking.

It could be that you are clearly the preferred candidate from all applicants based solely on your CV and this type of interview is intended to rubber stamp the choice in a more relaxed setting. This also applies if you were head-hunted based on your linkedin profile or a recommendation from someone you know in that organisation.

PREPARATION

Preparation is essential for every interview and without it, you will not be successful. Other candidates will also be interviewed, and they will be doing everything they can to prepare. Getting an interview is a great achievement as most roles receive hundreds of applications and CVs.

Don't take any chances

Prepare!
Organisation Research - Research the organisation and try to go beyond what others may do. As mentioned above, try to find out as much as you can about the interviewer(s). Read their social media and news pages to get a flavour of their style i.e. more corporate or more contemporary.

Find out what skills and values the organisation hold in high regard. What is the Vision for the organisation? What have their results been like over the last 3 years? What is their approach to ethical business and corporate social responsibility and how do these align with your own values?

Establish who the key players are, what team you may working in and who you might be working with. Identify recent events and milestones for the organisation including its future planning – some things you may be expected to know on the day.

Learn about the clients, products and services and essentially, consider how YOU can add value to the organisation.

Prepare your evidence

You will be asked about your experience, from your CV and in relation to your role. You will need to provide strong evidence in your answers. You can take notes in with you, unlike in the police service. It's about the finding the best individual not necessarily the person with the best memory.

Consider using the STAR model (see below) when providing your evidence in answer to a question. Look back over your career and find highlights that relate to the competencies and tasks written into the advert and job description. Have at least two examples for each area / competence that you expect to answer questions on.

Be careful that you don't present your evidence in police 'language'. Try to simplify what you did and what you've achieved into simple terms that anyone can understand. For example, to say, 'I was a custody officer' will not resonate with many and it's the functions of a custody officer and any specific points of interest that the interviewer will be interested in hearing.

The STAR model

You will probably have come across this model in your policing career but as a reminder. The STAR model is a format for answering your interview questions by providing evidence.

- S – Set the scene. Provide some

background as to the situation you are going to describe.

- T – Describe the task that you are evidencing and why you were carrying out that task. This is giving the interviewer some context as to what you were doing.
- A – This is the action part of the model and in this part, you need to explain, in plain english, what it is that you did. What action did you personally take within the task set? There should be a number of sentences starting with the word 'I'.
- R – Probably the most important part for the interviewer and this is the 'result' of the actions you took. Did you change a process, did you get praise or an award for your achievement? Did your team get praise or an award for your actions?

Dress and Appearance

As with any interview that you've attended in policing, dress and appearance for any job interview are very important. Essentially, for a corporate role, irrespective of your own views, you will need to maintain the expectations of that corporate organisation. Again, your research should uncover the expectations for the organisation you are interviewing with.

Travel to the venue

Planning your journey is as important as anything else, or everything you have done prior to that could all be for nothing. Establish the route you need to take and do a practice run if you can – how much do you want that job? Leave nothing to chance. Aim to arrive early and perhaps get a coffee nearby so that at least you know that nothing has made you late.

Double check the venue, room and the name and number and timing of the person you are expecting to meet, which may not be the person interviewing you.

Reducing Nervousness

You'd expect to be nervous, but you need to find ways to relax. Discover what works for you and try to reduce stress on the day i.e. by not being late, knowing where you are going, not sitting in traffic looking at the clock every 5 minutes will help.

Prior to the interview, practice not talking to fast, which people do when they're nervous. During the interview, listen carefully to what's being asked rather than worrying about things. If you don't miss anything said to you, it will help.

Try not to dwell on what you may think is a poor answer. It's done, move on and make the rest on the interview so great that they'll forget or overlook it.



Further information on Job Interviews can be found at www.leavingthepolice.co.uk



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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 wwwIndeed.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! ●



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.

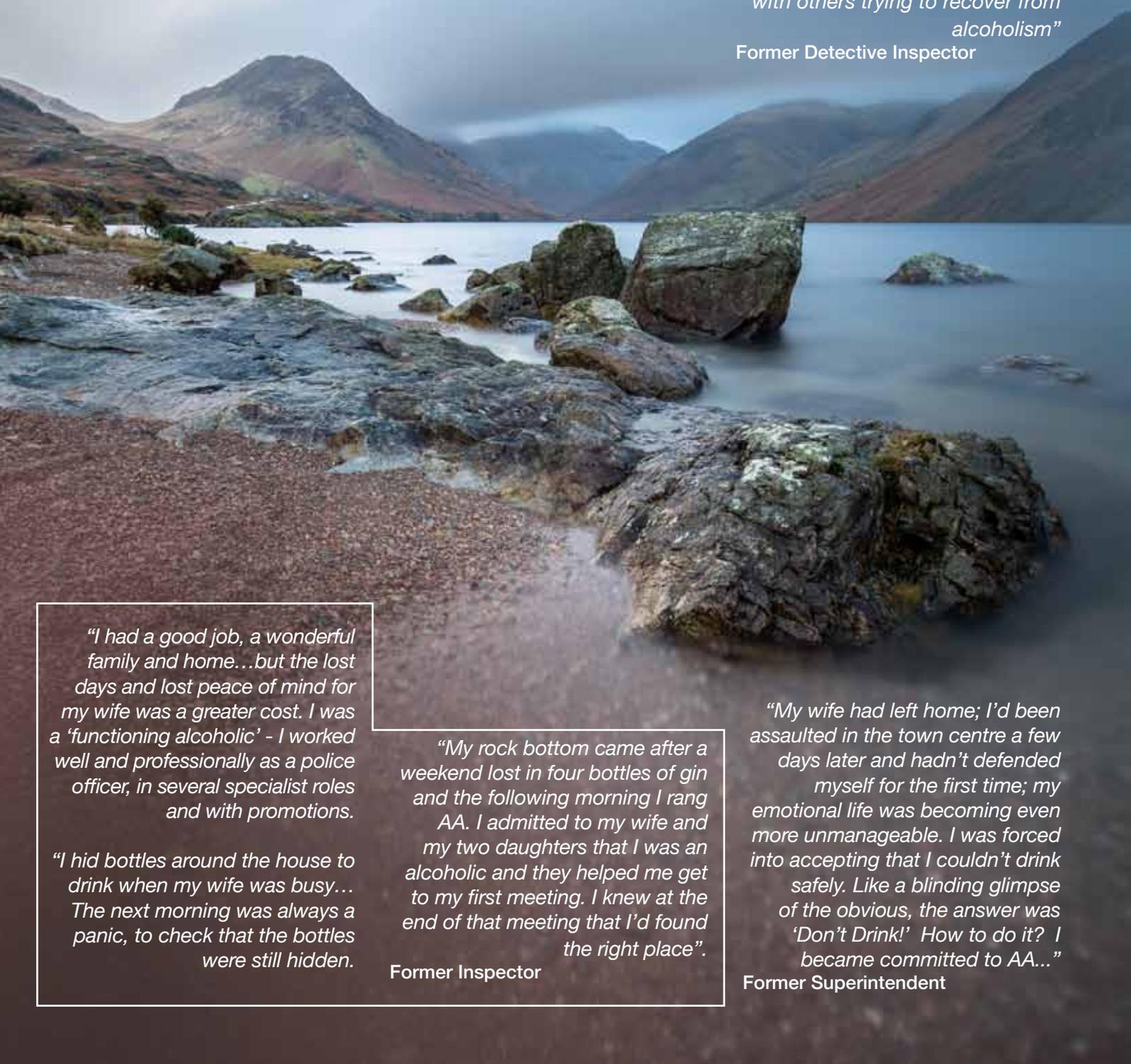
"I hid bottles around the house to drink when my wife was busy... The next morning was always a panic, to check that the bottles were still hidden.

"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





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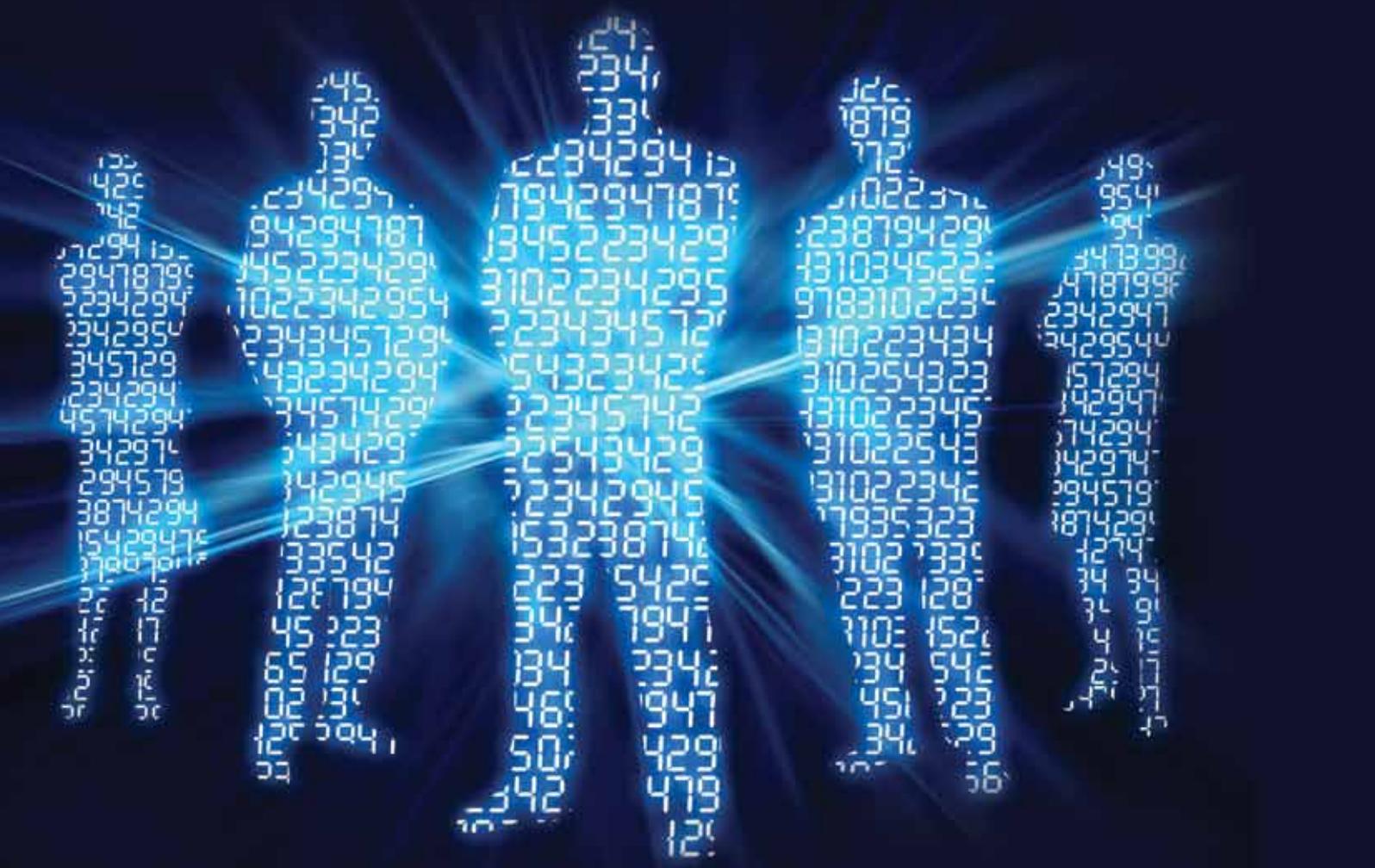
RETIRED OR CLOSE TO RETIREMENT? LOOKING FOR A CAREER CHANGE?

Peel Solutions are specialists in finding job opportunities for former law enforcement employees. With Retired Officers in the company, who else would you want on your side?

WE ALSO OFFER TRAINING:

- ✓ DISCLOSURE (CPIA)
- ✓ SAFEGUARDING
- ✓ MODERN SLAVERY
- ✓ INVESTIGATION SKILLS
- ✓ CYBER SECURITY

CALL FOR MORE INFORMATION: 0843 4559 999
WWW.PEELSOLUTIONS.CO.UK



As I was coming up to retirement from Cheshire Police as detective superintendent in 2016, I was unsure about my future in civilian life.

Peel Solutions named as best new agency 2018

It can be scary leaving a position of security and entering the unknown. You find yourself staring at a blank document on your computer where your CV should be, not knowing what to include or even which direction you want to go. I wanted to do something to help people in the same position as me, in their transition from the police to a new career. Along with my now co-director Dylan Cooper, we talked a lot about possible business ventures and how it would contribute to the policing world. This is where we created Peel Solutions, a niche recruitment agency for staff leaving the police. A recruitment and training agency supporting the people who have supported our communities for so long. I had been a member of the policing world for a long time and Dylan had been a major part

of the recruitment world, owning a very successful business. We thought if we could bring the two worlds together we would ensure the best experience and outcomes for retiring officers and law enforcement organisations.

In our time so far at Peel Solutions we've spoken to people who feel lost, who feel worried and don't feel like there's a place for them in the civilian working world. They don't understand how valuable their skills are and that they can be transferred into the private sector or other public-sector organisations. We take great pleasure in helping people find the way to their second career or provide an education plan to get them to where they want to be. We didn't just want to offer job opportunities, we wanted to offer opportunities of self-development and we wanted

the ability to present our students with accreditation or certification, so it can verify their skillset.

Peel Solutions is immensely proud of its work with former officers and staff and the support and service provided to organisations who protect our communities across the UK. This year we decided to enter the Recruitment Awards, a prestigious event for the recruitment sector. Entering as **'Best New Agency'** we had high hopes, but we understood we were up against a high calibre of businesses. We were ecstatic when our name was called out by the comedian host, Milton Jones and we were awarded with the new title **'Best New Agency 2018'**. The judges said: "Peel Solutions combines policing and recruitment expertise to create a business that clearly meets a need and is

creating second careers for highly specialised and valuable people.” This was a fantastic victory for Peel Solutions and myself as I am highly invested in the Law Enforcement sector. It’s not just a numbers game at Peel Solutions, it’s about finding the right fit for a role so if you’re not right for a vacancy we won’t waste your time by putting you forward. We carefully choose vacancies that will best suit you and your skill set.

As our company has grown we have welcomed 3 retired police officers to the team, all inputting their own experiences and helping us to help you make your experience better. We’re constantly talking to retired, ex and serving officers to ensure that we keep on top of our service. We want to ensure we’re as supportive as possible to everybody that approaches us and to do this we need to be up to date with the policing world. We are a business with a heart and that sits with the police forces and officers across the UK. We care about our candidates and we care about our clients, we understand what it means to leave the police and the worries that come with it but we’re here to show you that there are opportunities after you leave. We’ve seen this first hand with our candidates and from colleagues in our own team.

Peel Solutions works with candidates and clients all over the UK and have had successful placements all over too. Location is not an issue for us. We’re based in Warrington, but we don’t let that restrict the opportunities that we bring to you. We’re connected with forces and organisations across the UK and we will continue to make new connections to broaden the range of vacancies that we can offer you.

We offer specialist training in CPIA (Disclosure), Investigation skills, Modern Slavery, Cyber Security and Safeguarding. We wanted to offer our students a valuable experience when training, so we bought on board Chris Davies. Not only is Chris a retired Cheshire detective of 37 years but he also has a BA Honours degree in the education of criminal justice and criminal investigations. We couldn’t think of anybody better to share his knowledge than a man who has 37 years hands on experience. His open teaching style allows for a relaxed training room and he encourages questions throughout sessions for a comfortable learning experience.

Our training courses have been a huge success with serving and retired officers across the UK. It’s the perfect opportunity to learn something new that’s made bespoke to your situation. It’s also an opportunity to refresh your current knowledge to make sure that you’re up to date with

all legislation. This is forever changing, and we always make sure we’re up to speed to keep the courses current and we make them bespoke to allow you to get the most from the sessions.

There have been several high-profile cases in the press lately regarding disclosure failings, with cases falling through and people possibly being wrongly imprisoned. This is an issue that we need to address, and it needs to be done before more cases are jeopardized and victims and suspects are unfairly treated. We understand that there have been talks of free online (NCALT) training to serving officers. This is a good start, but we believe more detailed face to face training is required for such an important topic. Forces don’t generally have the capacity anymore to deliver this face to face training. We also believe that it is crucial for investigators who aren’t serving police officers anymore to receive quality disclosure training. Our CPIA course is split across two days and includes a lot of information. Face to face training allows you to make sure you understand completely by allowing you to ask questions where needed. In his time in the force Chris Davies became the single point of contact for all CPIA issues within the county and he even wrote the guidance manual for the force in relation to all aspects of investigative disclosure. He has sat on a national disclosure working group, including reviewing disclosure elements for well-known enquiries. He makes no excuse for reinforcing the importance of CPIA (disclosure) during his training and can simplify the disclosure process and provide

students with the confidence to deal with this often ‘neglected’ aspect of an investigation.

At Peel Solutions, we try to stay ahead of the times and bring to you courses that we feel will be of benefit otherwise is there any point? Our CPIA disclosure course is CPD accredited and provides a comprehensive overview of the legislation and obligations relating to unused material and disclosure, for those involved in the investigation of serious or complex offences and the prosecution of offenders. It is also great as a refresher for those who already know a lot about disclosure but may not have practiced as much as they would like. Our course has proved popular with serving and former police officers who are looking to make a move into a disclosure-based role. We have had serving officers come to us and pay for their own course as they feel it’s a good investment in their continuous professional development.

Our investigation skills course is a fantastic opportunity for anyone wishing to refresh their investigative skills. Again, taught by Chris Davies, this course provides attendees with an overview of the latest methods employed during criminal investigations and file building. This course will be of interest to retired or retiring officers or individuals from other prosecuting agencies who wish to continue working in the investigative field. It will also be of interest to those who have been away from investigative work for a period of time and would like to refresh their skills before returning to the field. All our courses are bespoke and can be made to include information to

suit individual students needs.

This year we welcomed Harry Lunt to the team as head of Learning Development. Harry brings a whole new level of education to Peel including apprenticeships and qualifications. Harry is a retired Merseyside police officer who spent 32 years in the force. During his time in Merseyside, Harry gained a vast amount of operational experience including foot, mobile and even horseback patrols. He decided to move into the training arena where he began delivering the Police Learning & Development Programme (IPLDP) to student officers and he hasn’t looked back since. Harry has a natural talent in training and loves to share his knowledge and personal experiences with others. We’re very excited to see Harry’s plans for Peels education system to unfold. In his short time with us Harry has already gained us the status of ‘Highfield accredited centre’. Highfield is one of the UK’s 5 largest awarding organisations and the leading awarding organisation for compliance qualifications. This ensures our students that their qualifications are among the best and recognised nationally.

If your time in the police is coming to an end or you’re just curious about the services we offer, please get in touch with us for a no obligation chat about the future. We won’t pressure you into signing up with us and we certainly won’t bombard you with emails, letters and phone calls. We will simply help you discover the direction you want to follow when you leave the force and we’ll let you know if this is something we can help you achieve.

Call us today on **0843 4559 999** or you can find all the latest vacancies and training course by visiting us online **www.peelsolutions.co.uk**.

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UCP Provide the ultimate close protection training experience for Former and Serving British Soldiers. The art of instructing is knowing your audience "you the candidate" and refining your attributes and delivering specialist drills and skills in the time period allowed, making you work ready and certified for global tasking.

Most important values for a candidate to look for in a training provider are the following:

LOCATION OF THE TRAINING?

UCP's Academy of Excellence is based in Gravesend Kent (17 mins from Kings Cross London) London becomes our training ground along with 90% of the UK's real Close Protection work.

CLASS SIZES?

UCP only select 8 candidates on the Close Protection Courses We deliver only 12 courses per year and only 8 are selected to join each month.

ACCOMMODATION INCLUDED?

UCP believe in residential training and offer accommodation at the Academy for all candidates free of any charge.



INSTRUCTOR EXPERIENCE LEVEL?

Our Head instructor has over 32 years' experience in EP and HECPP and we have a further 5 Instructors from UKSF, British Military, and RMP (CPU) not to mention our In-House Former British Intelligence agent.

CAN I VISIT THE ACADEMY AND TRAINING GROUNDS AND ACCOMMODATION PRIOR TO BOOKING?

Yes you can with prior arrangement. You can see our accommodation, operations room, Training rooms, training grounds and gym.

WHAT AWARDS DO I GET?

You get the most recognised awards in the industry HABC CPO Level 3 – HABC Live Firearms Awards – FREC or FPOSI award – Drone and B6 awards and of course the Private Security Contractor (PSC) and Surveillance awards.





MOD Approved

ELC
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WHAT SUPPORT DO I GET FOR OBTAINING THE PROPER LICENCES?

The SIA is the most recognised global licence but we can also help you gain your CNAPS French licence amongst others.

DOES MY TRAINING PROVIDER HELP ME INTO EMPLOYMENT?

UCP's main aim is to select candidates for their own Operations department in the UK and overseas and to also provide UCP Operation associates with highly trained operators to conduct high risk missions.

IS THE TRAINING PROVIDER ELCAS REGISTERED AND CAN I CLAIM FUNDING FOR THIS COURSE ?

UCP are honoured to be an MoD Training Provider and have been now for the best part of 8 years with some of the best reviews in the industry. Our ELCAS number is 5011.

IS THE TRAINING PROVIDER CTP (CAREER TRANSITION PARTNERSHIP) REGISTERED?

UCP have been CTP Partner for 9 years and feel honoured to be a part of a fantastic service dedicated to training and supplying employment to former British Soldiers.

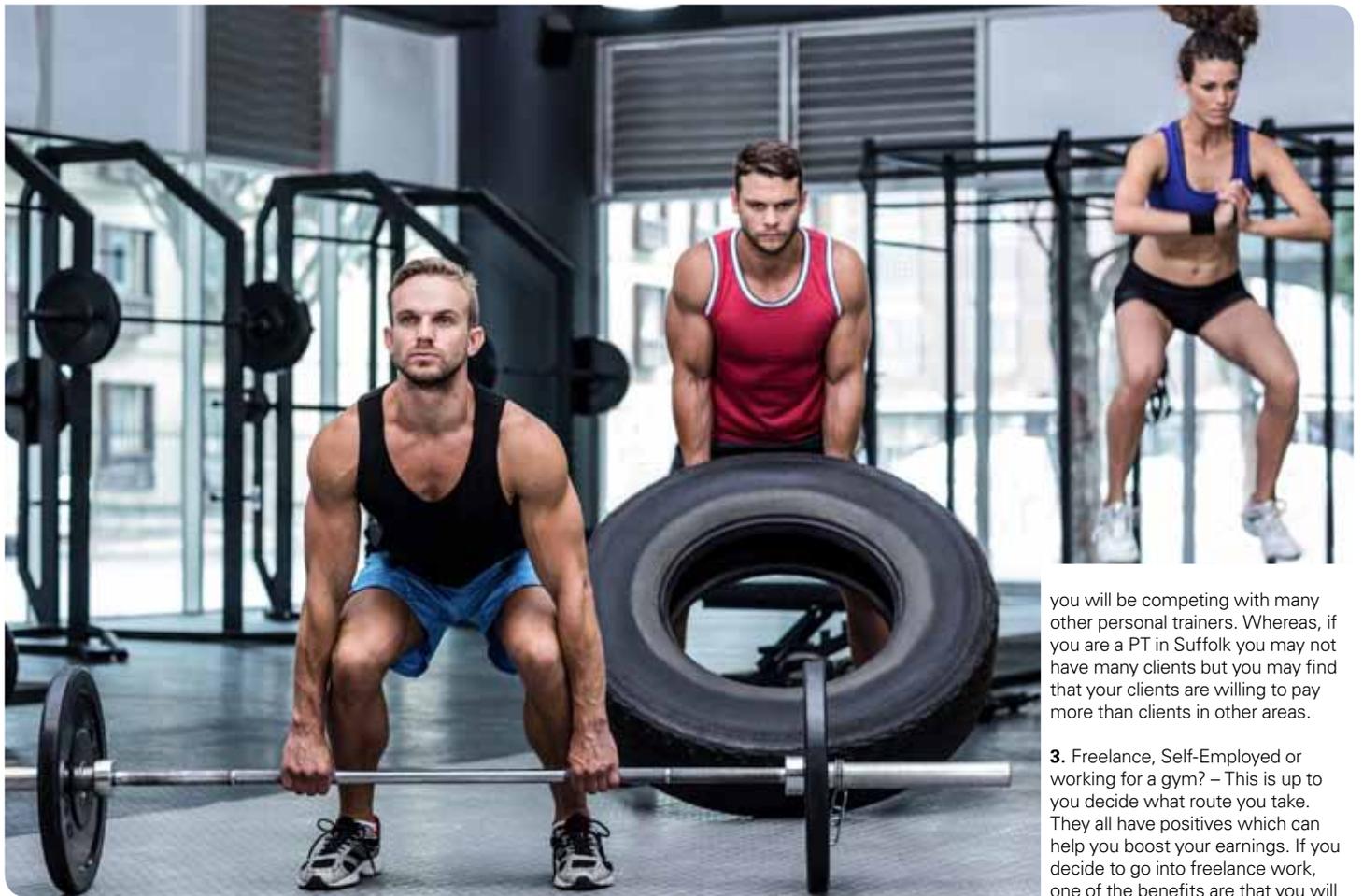
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How to boost your earnings as a personal trainer?

When deciding to become a Personal Trainer most people are intrigued about the amount of money you can make by helping someone achieve their fitness goals. However there are certain factors which can influence your earnings as a PT, such as the location you are based and how many clients you have to train during the week. Personal training is quite a rewarding career, both personally and financially, but only if you are dedicated and prepared to work hard enough in order to achieve the initial goals that you have set.

LISTED BELOW ARE THE 4 OF THE MANY REASONS WHICH CAN CAUSE YOU TO EARN MORE MONEY AS A PERSONAL TRAINER

1. The type of qualifications you have – in the UK, in order for you to be a personal trainer, the industry recommends you to get qualified and certified which is recognised in the country which you train clients in. If you hold a personal trainer qualification, your chances of getting more clients will improve as you will be able to show your prospective clients that you are a qualified personal trainer and your certificate is recognised in the UK.

2. One of the most important factors is the location which you will be in. It is very important as it also determines how many clients you could possibly be getting. If you are a Personal Trainer in London you have the potential to earn a lot because the population is high. However,

you will be competing with many other personal trainers. Whereas, if you are a PT in Suffolk you may not have many clients but you may find that your clients are willing to pay more than clients in other areas.

3. Freelance, Self-Employed or working for a gym? – This is up to you decide what route you take. They all have positives which can help you boost your earnings. If you decide to go into freelance work, one of the benefits are that you will receive as a freelancer is that you will be guaranteed work for a company and you keep all your earnings. As a Self-Employed Personal Trainer you are able to feel free with nobody to tell you what to do, this allows you to be your own boss and be very flexible. When

working in Gym you have much more support as there are other personal trainers which you are able to talk to in the gym to help you out.

4. Marketing yourself! If you want to get exposure then it's very important that you market yourself not just online but offline too. If you have different social media accounts this will allow prospective people clients to get in contact with you. Also tell your existing clients to spread the word about your services which could cause a lot of people to be interested into becoming a client of yours

If you are interested in becoming a Personal Trainer and you want to know more information about the PT. Feel free to contact our friendly course advisors on **0208 543 1017** or email **sales@discovery.uk.com**. If you want to browse over the variety of courses we provide have a look at our website **www.discovery.uk.com**.



6 TIPS ON STAGING YOUR OWN BOOTCAMP

Fitness bootcamps have become popular, both as a fun holiday for people pursuing a fitness goal, and as a lucrative income stream for personal trainers and fitness coaches. See our tips below on how to organise your own fitness bootcamp.

1) Angle

If you want to run a fitness bootcamp and make money from it, give it a niche marketing angle that will appeal to people with specific fitness goals. Ideally, you'd like people to see your bootcamp advertised and say to themselves: "this is just what I need".

For example, you could design a bootcamp for overweight people who want to reduce their body size, in which case you would market it as being for weight loss purposes and emphasize how it can help people lose weight.

Or you might want to run a strength and conditioning bootcamp for people who are already in good shape but what to get stronger, in which case you should emphasize the strength building effects in your marketing campaign.

2) Size

Something important to decide early on is the maximum number of people you're willing to accommodate on your training

session. This is very important because you need to know how many associate or partner trainers/coaches you'll need to get to help you run the bootcamp.

3) Duration and location

Decide how long you want the bootcamp to last. Will it be a weeklong programme, designed to have members attend classes every morning? Will you be renting out a studio or gym? Is it a month long outdoor activity during spring time? Will it be an overseas retreat?

4) Insurance

This one is very important. You need to arrange limited liability insurance for your bootcamp business venture, in case any of the participants or staff sustains a serious injury that damages their quality of life or interferes with their ability to earn

a living. If this happens, they will be legally entitled to compensation and without insurance cover, you as the owner of the bootcamp would be personally liable.

5) Activities

Probably the most enjoyable part of staging a fitness bootcamp is planning the actual training activities that the participants will do to help them with their fitness goals. This is where your knowledge and experience of fitness will really come into play. You have to devise a training regime that will be fun and enjoyable and which will also make a difference to the fitness and physicality of the participants which they themselves need to be able to perceive, so they'll feel that they've gotten something for their money besides just a fun time.

6) Marketing

Fitness establishments like gyms, leisure centres and health clubs are excellent places to promote fitness bootcamps. Talk to some of these establishments and find out if there's any way you can work together or any way they can help you launch your bootcamp venture.

You also need to make sure you have a website and social media pages about your bootcamp. This should contain all the information about your bootcamp such as the location, activities, pricing, everything. You can also ask friends to share the information and if you already have an e-mail database, make sure you put the information in a newsletter!



To find out more about the courses that Discovery Learning offer, visit www.discovery.uk.com or call 0208 543 1017 ●



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New Master's launched by Institute of Policing

A new Master's programme in Policing and Security has been launched at the University of Chester.

The Institute of Policing at the University has developed an MSc programme, which will provide graduates with an in-depth understanding and appreciation of the complexities of policing, law enforcement and security in contemporary society. The MSc has been designed following consultation with policing, law enforcement and security agencies, so that the content delivers the key knowledge requirements of professionals currently working in that field.

Course leader and former senior police officer Mike Blakeley, said: "We are very excited to be launching this Master's at the Institute of Policing. The Institute was only established five years ago, so this is the perfect next step – and it also allows our first graduates to take that post graduate move with us. The MSc in Policing, Law Enforcement and Security is suitable for

students with an academic or professional background in policing, law enforcement and security, who wish to pursue further study and research into topics of contemporary interest. We recognise that people have busy lives, so the course has been developed to be studied either on a full-time basis over one year, or on a part-time basis over two years. This will allow students to plan their attendance in advance and minimise any disruption to family and professional life." The Master's will be based at the Institute of Policing, which is on the Warrington Campus. There are five compulsory core modules over the course, including: risk management and public protection; culture, values and ethics in policing; law enforcement and security. Students will then choose optional modules from a range of specialised subjects, including: cyber security and investigation; counter terrorism and serious and complex organised crime; and intelligence

and covert policing management. The course will consist of lectures, seminars, workshops and presentations, and these will be supplemented by private study. It will be delivered over one day each week over three short semesters of six weeks, with an induction in September. The teaching hours will normally be six hours per week, depending on whether you choose to study the course on a full-time or part-time basis. Assessment will be by written coursework, as well as group or individual presentations. There are no written examinations. A

Master's qualification will be awarded on successful completion of all seven modules, including a dissertation.

Further information, including entry criteria, can be found at: www1.chester.ac.uk/study/postgraduate/policing-law-enforcement-and-security/201810

Or contact Mike Blakeley at michael.blakeley@chester.ac.uk or by calling 01925 535020.



SECURE HR GLOBAL



Each year thousands of personnel leave the various services. Most of them seek new employment as they transition to the civilian world. A service-to-civilian transition can be difficult for anyone not familiar with the civilian job search process, from writing resumes and networking to interviewing and negotiating salary as well as the legal aspects of employment for those looking for a future in the private security industry (Home and Abroad)

Secure HR Global provides a 2 day course to assist you with all aspects of leaving the service and finding employment in the civilian workplace. We specialise in personnel who seek employment in the private security industry in the UK and abroad.

Those attending the 2 day course will automatically be placed on the Secure HR Global data base for up to 5 years. The data base will provide job updates and a help line for dealing with work related issues

The 2 day course consists of:

- Choosing a Career Path
- Career & Personal Development
- Interview Techniques
- Stress Management in the Workplace
- Interpersonal Skills & Communications
- Leadership and Management in the Civilian Workplace
- Working within the Private Security (UK)
- Working within Armed Security (Overseas)



For Further Details Contact

Elizabeth Cresswell
CEO - Secure HR Global
Fulford, Staffordshire,
United Kingdom
+44 (0) 7425 218604
enquiries@securehrglobal.com

Course Dates

Various course dates will
be available throughout 2018.
Visit our website for more details.

Maximum number on each course is **16**

Course cost is **£250**

Contact Secure HR Global for locations and times

**Future course locations and dates will be dependent by
the response we receive UK wide to course requirement.**

www.securehrglobal.com

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(Kent) we provide a diverse range of services to the funeral and wedding trade nationwide.

Our Union Jack hearse, lovingly known as Wavy Jack, is a vintage Daimler DS420 hearse strikingly wrapped in our national flag. This vehicle is just one fifth of our alternative fleet, which is also made up of white, silver, pink and leopard print vehicles- alongside all our other more traditional cars.

Our dutiful Jack provides an alternative ending for a patriotic final journey, particularly for loyal service men and women who have served queen and country.

Available for a personalised funeral, remembrance ceremonies, memorial services and other UK marketing events the Wavy Jack is sincerely a firm favourite. If you are interested in further details with regards to events or remembrance services please do not hesitate to contact us, and if you are arranging a funeral please ask your funeral director to speak with us on your behalf.

greenscarriages.com
020 8695 9500
greenscarriages@aol.com
Please follow us on instagram and facebook ●

Fly the flag in this patriotic vehicle

Green's Carriage Masters is an independent family-run business that has been operating for over 50 years, spanning 3 generations with a fleet of over 65 vehicles.

Simply put, we are the only carriage master fully supporting the trade with current fleets and professional staff. Green's always operate with family at heart and pride ourselves on impeccable service.

Based in South East London and with a satellite hub in Ashford



01400318



www.greenscarriages.com



020 8695 9500



greenscarriages@aol.com



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.

© Dave Pot / shutterstock



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

phoenix
fostering

www.boatbuildingacademy.com

Learn boat building and woodworking
by the sea

40 Week

Boat Building, Maintenance and Support

12 Week

Fine Woodworking incorporating Furniture Design

2 to 5 Day Short Courses



Boat Building Academy
Lyme Regis

HAVE YOU GOT A PROBLEM WITH ALCOHOL? ONLY YOU CAN DECIDE!

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

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

**If you have answered "YES" to any one of the questions, there is a definite warning...
If you have answered "YES" to any two, the chances are that you have a problem...
If you have answered "YES" to three or more, you most certainly have a problem...**

"THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING"

Take action now and give us a call on 0800 917 7650... We are here to help!



Alcoholics Anonymous

OUR PRIMARY PURPOSE IS TO STAY SOBER AND HELP OTHERS TO ACHIEVE SOBRIETY

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

THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING

0800 917 7650

GO ONLINE AT: alcoholics-anonymous.org.uk
or email: help@aamail.org

42291010



WHAT IS FRANCHISING?

Business format franchising is the granting of a license by one person (the franchisor) to another (the franchisee), which entitles the franchisee to trade under the trade mark/trade name of the franchisor. This agreement also allows franchisees to make use of a comprehensive training package, consisting of all of the necessary information to enable a previously untrained person to establish a business using the brands format with continued support from the franchisor.

The British Franchise Association

You may be considering joining a franchise as your next career move, which is great. The British Franchise Association are on hand to help you prepare to ask the right questions and make the right choice for you.

WHO ARE THE BRITISH FRANCHISE ASSOCIATION?

The British Franchise Association (bfa) was established in 1977 and is the only voluntary self-accrediting body for the UK franchise sector. Its aim is to promote ethical franchising practice in the UK and help the industry develop credibility, influence and favourable circumstance for growth. It does this with a self-regulatory, standards based approach to membership of the association. In addition the bfa works to increase the awareness of ethical franchising by communicating with government, academia, the media and the UK public on what constitutes franchising best practice.

WHAT CONSTITUTES A 'GOOD' FRANCHISE?

Simply put, a 'good' franchise will protect the interests of their franchisees whilst supplying the agreed training and ongoing support for any franchisee trading under their proven business model. As franchising in the UK is unregulated, there are franchises around that fall short of any or all of these characteristics and this is why it is important for you to do your research before handing over any money or signing a legally binding contract.

All members of the bfa have undergone and passed the bfa's

rigorous accreditation process. These brands then agree to abide by the bfa's rules of membership and periodic reaccreditation of their brand as standard. To complete this accreditation process, the bfa's accreditation team review the brands promotional materials, check they can evidence their financial projections, survey the franchisee network and check the franchise agreement with a bfa accredited legal advisor. This detailed process is designed to filter out the brands who do not meet the bfa's standards. As a result, brands do not always pass their accreditation the first time. The bfa then provide feedback on what changes or improvements need to be made to meet these standards, thus enabling franchisors to improve their franchise offering for the benefit of their whole network.

Not being a member of the bfa does not mean that a franchise brand is not 'good'. bfa membership is voluntary and there can be a number of reasons that brands choose not to join membership. However, it is incredibly important when considering joining a franchise to complete your due diligence to ensure the brand is right for you before you commit – especially if the brand has not undergone bfa accreditation.

WHAT CHECKS SHOULD I MAKE BEFORE I JOIN A FRANCHISE?

What checks shouldn't you make should be the question! As mentioned before, prospective franchisees invest time and money into building a business under an already established brand; therefore it is important that they are comfortable that the brand is worthy of that commitment.

Check them out online: The World Wide Web is incredibly powerful tool to utilise when finding out more about a brand's reputation. With social media and customer reviews so easily accessible you are able to not only see whether a brand has developed a negative reputation for their franchise operation, but also whether their network of franchisees are helping to build a positive brand image through their customer service – after all who wants to join an operation with a network of franchisees that are damaging the brands reputation?

That being said, do bear in mind that there are always two sides to the story. Do bring any concerns raised during online research to the franchisors attention. They may have a good explanation for what you found or alternatively, they could convince you that their brand is not where you want to place your trust and funds.

Ask them detailed questions:

To name a few: how long did the business operate before they franchised? How long have they been franchising? How many franchisees are currently operating? Have many franchises failed whilst trading under the brand? These can feel like tough questions to ask, however, it is incredibly important that you ask them. Firstly, you can find out a lot about a franchisor from how transparent and forthcoming they are when answering these questions. Secondly, a 'good' franchisor will be selective about who they introduce into their network, being prepared with sensible and detailed questions proves commitment to the franchisor.

For more questions to ask a franchisor during your initial meetings, visit the bfa website and read 50 questions to ask a franchisor: www.thebfa.org/join-a-franchise

Speak to existing franchisees:

This is a crucial step to check what training and ongoing support is received once the franchise agreement has been signed. Don't be fooled into only speaking to the franchisors favourites, they should be willing to allow you to choose from a list of their franchisees which you would like to speak to. You may wish to ask to choose

from lists of their top performers, average performers and under performers to determine how they support received is adapted to the requirements of their franchisee.

Request evidence of financial projections:

It is inevitable that a brand will indicate to you how much money you can expect to make whilst trading under their model and brand. Before you trust these projections, request to see evidence that these have previously been met.

At this stage it is fairly common for a franchisor to ask for a refundable deposit before they reveal their financials to a prospect. This must be refundable and is usually refundable less any reasonable expenses. Reasonable expenses are genuine costs such as, paying a surveyor to scope out locations in your local territory, not administration charges for answering your questions. This refundable deposit will be returned to you if you decide the proposition is not for you. If you decide to proceed to invest in the franchise, this will usually be deducted from the franchise fee you pay at the start.

Get the franchise agreement checked: The bfa can't stress enough how important it is not to skip this step. This legally binding document will form the basis of your business relationship for

the duration of the contract. A single document that details both the franchisor and franchisee responsibilities, as well as what protections are in place to prevent you from being terminated from the network without cause.

For a full list of bfa accredited solicitors who specialise in franchising, visit the bfa website: www.thebfa.org/members



You can view a full list of bfa members on the bfa website here: www.thebfa.org/members

WHAT ARE THE BENEFITS OF JOINING A FRANCHISE?

There is no guarantee of success no matter what type of business you are starting. However, business churn rates in franchising are low at just 4.6%1, 1.6% of which accounts for retirement. Franchising has proven itself to be a fantastic route to self-employment and business ownership, with 44,2001 businesses in the UK owned by franchisees. More than half of these franchisees are reporting that their businesses are achieving an annual turnover of over £250,0001. Besides the financial rewards, franchised businesses are also creating jobs for their local communities, with 621,0001 people employed in franchising.

A great feature of franchising is that franchisees often do not need previous experience in the sector they are joining, this is because the franchisor will provide comprehensive training and ongoing support to help the franchisee build and grow their business. The flexibility of franchising is allowing a variety of motivated individuals the opportunity to own their own business, including mothers who

are returning to work. The plethora of franchise opportunities available cover a variety of sectors and models. As a result, franchisees are able to decide whether they would like a business that requires a larger time commitment in exchange for greater financial rewards and opportunity for business growth, or whether they would like a more flexible business that fits around their family commitments whilst still providing a fulfilling career.

The biggest benefit of all is that the business model has been proven. This means that the franchisor has traded under their model to test the model and calculate their financial projections. As a result, the franchisor will have learned from mistakes made in their own business, this enables them to provide training and support to ensure their franchisees can avoid repeating these mistakes. Use of a proven business model is also looked upon favourably by banks when they are considering lending to a prospective franchisee as opposed to an individual starting a private company.

WHAT DOES THE BFA OFFER TO HELP PROSPECTIVE FRANCHISEES MAKE THE RIGHT CHOICE?

There are a host of resources available on the bfa website

designed to help franchisees prepare to make this big choice. The bfa have developed a free online course in association with Lloyd's Bank to help prospective franchisees build a strong foundation of knowledge. The Prospect Franchisee Certificate is easily accessible, modular and can be completed at your own pace. At the end of the course, you will be able to print a certificate to show that you have taken the time to learn about franchising and what it could mean for you.

ARE THERE ANY DISADVANTAGES TO JOINING A FRANCHISE?

Joining a franchise brand does not grant you a license to print

money. Starting a new business requires an investment of time and money that should be expected. However, some prospective franchisees fall into the trap of joining a brand without doing much research and begin their journey with unrealistic expectations. This is why bfa member brands are looked upon favourably by prospective franchisees, not only have they undergone a voluntary accreditation process, they have also committed to running an ethical operation and encourage franchisees to ask questions that will be answered with transparency before the agreement is final.



To find out more about joining a franchise, visit the bfa website: www.thebfa.org



Why you should buy a window coverings franchise



Striving for a new career and looking to control your own destiny, you might have already considered starting your own business.

One of the best solutions to accomplish this goal is through a franchising business. Buying a tried-and-tested franchise comes with a lot of benefits.

Here are just some of the ways a window covering franchise like Blindtex can offer you a jumpstart toward owning and operating your own business:

SUCCESSFUL TRACK RECORD

Like any good franchise company, Blindtex has developed a method of doing business that works well and produces proven results. Blindtex provides you with in-depth information in its franchise disclosure document so you can investigate and verify these results. You can also speak with existing franchisees prior to making a final decision.

BRAND AWARENESS

One of the best advantages of owning the right franchise is that the company has a well-established brand name on a regional and national level. Blindtex strives to create continues "brand awareness" in the eyes of the consumers you are trying to attract, so that when people search for window coverings, they'll find Blindtex on all social media platforms.

IN-DEPTH TRAINING PROGRAMS

Good franchise companies offer training programs designed to teach you everything you need to know in order to run a successful business. From consulting, to measuring, and professional installation, Blindtex offers intensive hands on training as well as on-going training programs for its window covering franchisees so they may become experts in what they do.

CONTINUOUS OPERATIONAL SUPPORT

Franchise companies have staff dedicated to providing ongoing assistance to franchisees. With Blindtex, you have access to a





Regardless of the economy, homeowners are continuously sprucing up their homes, making this one of the top home based franchise opportunities.

- Significant Retail Window industry growth is expected again in 2018, with considerable increase in the consumption of blinds and shades through 2022**
- From 2017 to 2022, retail sales of hard window coverings in the uk. are projected to grow by an average 4.0% per year.
- From 2017 to 2022, retail sales of soft window coverings (including hardware) in the U.K. will grow by an average 4.1% per year.
- 6 out of 7 window coverings sold are in established homes.
- In our experience the average homeowner changes their window coverings every 3-5 years.

personal business coach for guidance and direction so that you are never alone when you're building, growing and running your business.

MARKETING AND LEAD GENERATION

Blindtex provides excellent marketing assistance, giving franchisees proven tools and strategies for attracting and retaining customers on a local level.

Additionally, their national advertising efforts generate leads for franchisees and build brand awareness within a wider customer base. Unlike any other Franchise there are no ongoing marketing costs as Blindtex will do all the marketing themselves for your business.

RISK AVOIDANCE

One of the best reasons to buy a franchise is it will help you avoid much of the risk of starting your own business. By conducting your own due diligence, you can determine with a fair amount of certainty if becoming a Blindtex franchisee is right for you. We will provide full training and ongoing support to set you up for success

ARMED FORCES COMMUNITY BENEFITS

Blindtex only want the right people to continue our success, we truly believe that AFC are a perfect fit for this business, so much so that we are offering an exclusive AFC start up package.

No Franchise Fee
£3,000

No Training fee
£3,000 per person

No Royalty fee
4% turnover

No Marketing fee

4% turnover

If you enjoy D.I.Y, and want to be your own boss, then being a Blindtex franchisee could be right for you. Earning potential is dependent on how you wish to grow. You can stay independent as a solo operator or maybe your wife or husband could assist by taking calls and booking sales leads etc. Depending on how you wish to grow the business the franchise can be run on a full or part-times basis all dependent of want you want to earn.

You can work at your own rate doing less hours or you can really go for it, employing staff when the business requires it running multiple teams.

If you're looking to move back home or to start up in a new location, we have territories still available. We expect earnings of be over £50,000 as a solo operator with no limit on growth through expansion depended on you drive and ambition. For more information go to www.blindtex/franchise/AFC.com



BLINDTEX FRANCHISE ADD VALUE TO YOUR BUSINESS

WHY FRANCHISE?

Our aim is to take the effort out of Marketing, product selection, dealing with numerous suppliers, and manufacturing. Allowing you to simply focus your efforts on what matters. **SALES**

FRANCHISE BENEFITS INCLUDE

- Less competition, our products are only available to Franchisees
- Latest software and apps
- All sales material including sample books, display stands, brochures
- Corporate branding of your business
- Managed website, social media and online marketing
- Lead generation and technical support
- Comprehensive business and product training provided
- Online ordering system
- Proprietary products with lifetime warranties
- Widest range of prints in the UK
- Custom prints: logos, photos ... etc
- Largest range of plain colours in the market
- Store, or man and van concepts available
- In-house design team ensuring your business is always on trend



Join the winning team: www.franchise.blindtex.com

'Not really a job'

£20,000 pre tax profit
2 days a week



Firstly I have to say this is a reluctant sale.

I absolutely love doing this job. Not that you can really call it a job as I only go out two days a week and meet customers who over the years have become friends. I also see lots of wagging tails (I always take a treat with me).

I was advised by my specialist that after 11 years and at the age of 63 it was time to look after myself going in to retirement age. Originally coming from an admin background I did wonder about a business that looked like it was all about selling and if it was going to be the right fit. After I had a meeting with Sue at Trophy head office that idea was quickly put to bed as it was explained that coming from a sales background can actually work against you. Once I had the training I could easily see why. The food really is that good that it actually sells itself. In all my first visits to new customers when the dogs are trialling the samples I have never had a refusal. All you need is a friendly demeanour and an ability to listen to people and of course a bit of product knowledge to pass on to your customers.

This is a very simple set of requirements and is all I have ever needed –along with support from my wife- to establish a business with over 300 customers and now only working a couple of days work a week. When we started the business we had some excellent training from Trophy head office and also some telesales leads. But mainly we got going with some canvassing and doing the local shows and fetes etc. We quickly got to a hundred customers and could see how the business could develop further as our customers were giving us referrals to other pet owners. We devised some very good schemes to attract more people and worked hard at the shows and fetes sometimes agreeing to sponsor dog shows

and present prizes etc. All this led to some very good customers most of which are still with us years later. However as pets get older and pass on there is a need to replenish numbers and we are very fortunate to have a good source of leads from a local man who does behaviour work with dogs. Also our customers pass on their own referrals.

My day begins by checking emails for any last minute requests but this is unusual as we plan everyone in advance and inform them by email or text when their next visit will be. So having loaded the van I set off to deliver to

around 20 customers on a typical day and all within the designated area we have. We use postcodes to divide the two days up and this is a very cost efficient way of delivering. As all my customers are very happy that it is a free home delivery service we provide especially when we get some inclement weather. They also

like the fact that in their busy lives they don't have to worry about their pet's food as it's always there when we say it will be. They also enjoy the odd bit of nutritional advice and adjusting feed rates that we provide. All of these aspects will be dealt

with in the few days training you will be doing with Trophy head office but its pretty simple information really and can be easily learnt.

When deliveries are complete (usually within 5 hours) I spend around an hour completing the paperwork and planning customer's next delivery date. I might then deal with any emails then after that the time is mine.

I love driving around the countryside and the hours I do mean the roads are pretty clear. The area we cover is West Wiltshire, East Somerset and Bath. If the customers are not home I simply leave the food somewhere



safe and dry and leave an invoice so that they can pay online.

Trophy head office give you a really good back up support including promotional literature and offer free quarterly newsletters to customers with interesting articles on pet care etc. They are always on the other end of a phone if you need them. New leads often come from the Trophy website or from their face book and Twitter feeds and these can lead to new customers for you. There are also opportunities to meet with fellow franchisees to swap ideas and practices at regular events and although optional can be very useful.

The one thing you will need in this line of work is a garage to store the food. We currently have a pallet delivered once a week to our door and to unload takes about half an hour. The dog food comes in 15 kilo bags and the cat food in 3 kilo bags. We also sell treats which Trophy provide and although this is optional we find it can add a tidy sum to the profits. In the back of the van there is an area for a small shop to house the scales and treats, leads collars etc.



To contact us and for further information on price and what is included please go to www.trophypets.co.uk/businesssale

TROPHY PET FOODS

Trophy Pet Foods is an established direct-to-the-door pet food delivery service, delivering a unique range of British-made, premium pet foods. **Convenience, Quality, British** define Trophy Pet Foods - from our quality pet foods, free home delivery, try before you buy policy, competitive pricing and free nutritional consultations; to our friendly customer service. Developed over the last 28 years, our franchisees offer their customers a unique way to purchase their pet food and ancillary items. Our foods are natural, ingredient-led, specially formulated and offer important key benefits for all pets.



Trophy Pet Foods was established in 1990 - the first mobile pet food franchise, a nationwide company with the knowledge, experience and knowhow to make each of our franchisees successful. Our franchisee team is large and constantly expanding and our long-term established franchisees provide exciting resale opportunities.

Our tried and tested formula combined with our superb launch programme and support package are designed to ensure you can grow and develop an exceptional local pet food business. Trophy Pet Foods is your own local business. An excellent opportunity to work with the security of a strong brand, working alongside like-minded people

www.trophypetfoods.co.uk

2018

an opportunity to join one of the UK's **fastest growing** Consultancy businesses...

REGIONAL DIRECTORS/ ASSOCIATE DIRECTORS/ LMS SALES CONSULTANTS

Over the last 9 years Tinderbox has been changing the shape and outcomes for many SME's in terms of business performance. Almost 200 businesses with turnover from £2 million - £2 billion have benefited from our skilled and experienced support and advice which is provided by experienced Tinderbox personnel.

Our relationship with major banks, accountants and legal firms provides us with a rich source of referrals and the referring organisations are always well pleased with and get great feedback on the work we do which enhances their business relationships.

All that said we never stand still and continue to search for ways to make our offer even more compelling for business owners. To that end we are delighted to announce the introduction of our superb Learning Management System for 2018. Two and a half years in development this is learning through technology plus,

We are delighted to announce the introduction of our superb Learning Management System for 2018

plus, plus and it will transform the performance of SME's and the development and productivity of people within business for many years to come. Given the organic growth of our core consulting offer and the addition from January 2018 of the LMS we now need more top resource to assist in our continued growth. ●

tinderbox™
Igniting Business Performance



You can join Tinderbox in one of three ways -

tinderbox™
Igniting Business Performance

Regional Director - By purchasing a region you secure a postcode protected territory including 6,000 SME's within our target range and you will manage 2 Associate Directors and a team of LMS Sales Consultants and Regional Specialists. Your investment buys you the region and its full saleable value in the future and also a stake in the Parent Company along with full training and additional features. Typical OTE for our Regional Head Partners is £250,000 - £350,000.

Quote reference RD 003 if interested in finding out more about these positions.

Associate Director - Each Regional Director will be supported by two Associate Directors who will assist in the running of the region and to share in **all regional fees generated**. this lower investment secures our full initial training course, ongoing training and support package, our marketing programme, marketing collateral and license to sell the Learning Management System. OTE for an Associate Partner is £150,000 - £175,000.

Quote AD 004 if interested in finding out more.

Learning Management System Sales Consultant - We need a number of Sales Consultants to sell our LMS to SME's and to benefit from a generous commission scheme. A small set up fee initiates an induction via our comprehensive Initial Training course, comprehensive training, ongoing support on the LMS, the license to sell the LMS for a 5 years and additional features. There is a small monthly license fee to pay. OTE for a Sales Consultant is £100,000 per annum.

Quote SC005 if interested in finding out more.

To discover more about any of the above just quote the appropriate reference and contact our Board Director Mike English at: mike.e@tinderboxbusinessdevelopment.co.uk or on **07545 432200**

an opportunity to join one of the UK's fastest growing Consultancy businesses



THE DETECTIVE PROJECT

The Detective Project offers fun, science-based events for children & adults alike to explore how crime is really investigated in the 21st Century.

The Detective Project was founded by Jenny Williams in 2010. Jenny spent 14 years as a Detective in the Metropolitan Police and Avon & Somerset Constabulary.

A gap was identified in the market for forensic science-based workshops. The award-winning workshops are based on real forensic investigation techniques, using 'hands-on' explorative activities. These challenges really spark an interest in science and beyond for the participants. The workshops can be formulated for children's parties, school activities, youth groups, corporate events and team-building exercises.

This really is a 'people' business. Your role as a franchisee will be communicating with children and adults, parents and teachers, individuals and businesses.

- Do you enjoy working with people of all ages?
- Are you lively, enthusiastic, flexible and driven?
- Are you self-motivated, professional and organised?
- Are you a good communicator and possess strong interpersonal skills?
- Do you want to be your own boss?
- Do you want to be in control of your income?



Join an original and unique business providing crime scene investigation workshops for adults and children

- Home based
- Low overheads
- Flexible & varied work
- 'Business in a box' start up
- Full training & support
- Website
- Exclusive territory



DOWNLOAD A PROSPECTUS NOW

from www.thedetectiveproject.co.uk/franchise

Or call Jenny on 0117 244 0053 www.thedetectiveproject.co.uk

The Detective Project provides comprehensive support but it is down to you to promote your business in your area. You must be energetic, self-motivated and willing to invest the time, money & effort needed to build a successful business with The Detective Project.

What we offer our Franchisees

- Unlimited Head Office business-hours support
- Exclusive territories across the UK based on postcodes
- Home-based business with low overheads
- Regular support meetings focusing on business development
- Newsletter updates
- Centralised website
- Annual conference
- Comprehensive training
- National marketing & brand support

Once you have invested in The Detective Project franchise, you will receive a 'Business in a Box', which contains everything you need to launch your business. This includes full technical and business training, a professionally branded start-up pack and comprehensive head-office support. You will then be equipped with the knowledge and expertise needed to develop your business.

The Package: Franchises are currently £12,000 for a 5 year licence to run events exclusively in your territory.



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."

How Handy Are You?

Exclusively recruiting skilled retired police officers

- Flexible Full-Time & Part-Time Opportunities
- Related Qualifications Not Required

Enjoy the freedom and flexibility of being a self employed handyman/woman without the hassle and cost of setting up from scratch. Use your current skills to help people in your community and earn additional income.

Trust in Blue (TIB) are looking for punctual, reliable men and women with extensive home maintenance experience to join their national network of trusted self-employed handypeople across the UK.



www.trustinblue.com/careers

"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



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Ralph & Hazel
Franchisees in Fife,
Scotland

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

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3. No invoicing.
4. No stock required.
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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!



Find out more **NOW** by visiting:

www.time4youfranchise.com

TIME FOR YOU™
DOMESTIC CLEANING



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

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- State Benefits
- Computing • Taxation

Excellent Member Services:

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



NARPO

National Association of
Retired Police Officers

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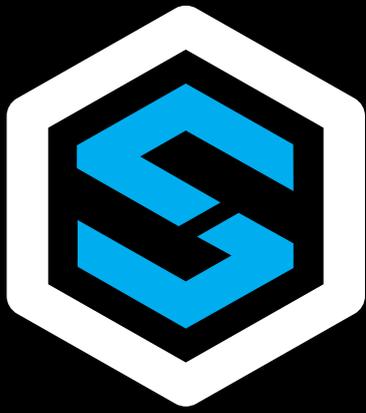
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