

THE FUTURE OF POLICING OUR WATERS
The Yorkshire and The Humber Marine and Underwater Search Unit will be unveiling the newest addition to their team. **P26**



Autumn 2018

Police Resettlement

magazine

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SERVOCA RESOURCING SOLUTIONS
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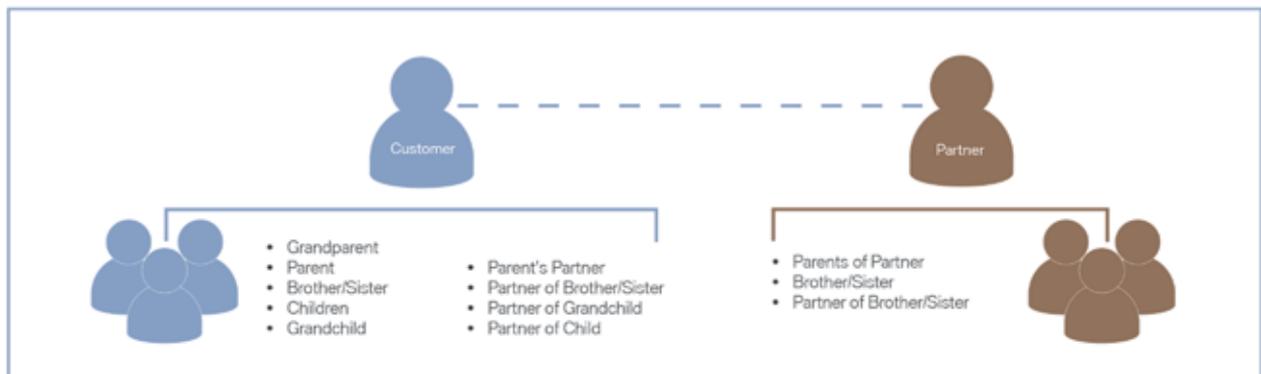
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CNC has a strong commitment to equality and diversity both within the organisation and in the service we provide to our communities. We want to reflect the communities we serve.

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REWARDS FOR POLICE

As a thank you for keeping us safe, we bring you an exclusive offer!





COVER IMAGE CREDITS

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EDITORIAL

EDITOR:
James Atkins
E: James@policeresettlement.co.uk

DESIGN & PUBLISHERS

DESIGNER:
Rowena Wilson
E: rowenawilsonsdesign@gmail.com
PUBLISHER:
Lance Publishing Ltd
1st Floor, Tailby House,
Bath Road, Kettering NN16 8NL

ADVERTISING

SENIOR SALES EXECUTIVE:
James Atkins
E: james@policeresettlement.co.uk
T: 01733 205 938

ACCOUNTS
Ruth Fiddler
E: ruth@easyresettlement.co.uk

PRINTING

LANCE PRINT LTD:
29/30 Stapledon Road
Orton Southgate
Peterborough
PE2 6TD
T: 01733 390564

SUBSCRIPTIONS

For queries regarding your subscription to Police Resettlement please contact:
www.policeresettlement.com/subscribe
T: 01945 450297

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Welcome...

Welcome to the Autumn 2018 issue of Police Resettlement magazine.



In this issue we have lots of exciting opportunities for those of you looking at changing your career, with The MOD Police as well as the Civil Nuclear Constabulary recruiting for those of our readers and find out about your resettlement process. We are always keen to hear if you are a subscriber to the magazine, or whether you read the hard copies on online digital versions shared with various groups and through the Police intranets.

To ensure you never miss an issue of Police Resettlement you can subscribe for free at **www.policeresettlement.com** or

you can follow us on various social media groups such as Twitter @PoliceResetMag or like our Facebook Page **www.facebook.com/PoliceResetMag** or join our LinkedIn group **www.linkedin.com/groups/8422367**

We have been asked to include more information for those of you still serving and will be working with various organisations and constabularies to help with advice on career progression, we have also been asked to include more lifestyle information we now have Rewards For Police, Forces Cars Direct and BMW highlighting their special offers to our readers.

In addition we have some great franchise and training opportunities and will be working hard on our next issue to bring more varied roles for those considering something different when leaving the Police.

We are always keen to hear from our readers and would like to know your thoughts about future issues, If you would like to contribute to the magazine please get in touch with us by emailing **James@policeresettlement.co.uk**

We hope you enjoy reading this magazine as much as we enjoy producing it for you. Please feel free to join our groups and help spread the word to friends, family and colleagues, we also ask that you mention our magazine when speaking with the advertisers as without them this magazine would not be possible.

The Editor ●

The UK's Largest **FREE** Discounts and Benefits Scheme for the Police

We ask our Police Service to do so many brave and difficult things on our behalf: they all deserve our respect, support and admiration.

We ask them to bear responsibilities which others could never shoulder and to take risks heading into the very situations from which others would run away.

This Rewards for Police benefits scheme is an opportunity to recognise this and to Rewards those that protect our families, our homes and our neighbourhoods. The Rewards for Police site welcomes any member of the Police Force to join their website free of charge so that those that work on the streets or who are hard at work in the constabulary offices can be rewarded for their hard work.

Rewards for Police is free to join and will save you money, no joining fee and no annual subscription. Partners of Police can also join and save money, when one person serves the whole family serves. ●

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Many people with previous policing experience don't always recognise the value of the knowledge and skills gained throughout a police career.

Peel Recruitment and Training Solutions

Peel Recruitment and Training Solutions specialise in providing services to the law enforcement community across the UK.

Having direct experience in the recruitment and law enforcement environments, Peel Solutions founders fully understand the demand and difficulties faced by organisations and individuals for recruitment and training.

The agency was formed by Andy Smith and Dylan Cooper, who combined have 44 years' experience within the recruitment and law enforcement sectors. Both directors are extremely knowledgeable of the industry.

Andy was a Cheshire Detective for over 25 years before he retired in 2015. He headed the Major Investigation Team as Detective Superintendent and was a fully accredited PIP3 and K&E SIO.

Andy says "It was a privilege to serve the community for 25 years and I continue to admire the dedication and commitment of the staff in catching criminals and keeping the public safe. In my new role, it is a pleasure to assist law enforcement staff in finding future employment."

Dylan Cooper started his career in recruitment in 1998 working within a multi-sector national agency, quickly progressing to the number one consultant in the UK and to management level. He became director of an independent single sector agency in 2003 and was part of a management buyout in 2007. He grew the business into a multisector and regional business which achieved a 16-million-pound turnover figure up to its sale in 2016.

Dylan says, "We fully understand how daunting it can be to look for employment, after a career in a large organisation such as the police, but we can provide all the advice and support that is needed to make it a smooth transition."

To enable this transition to be as smooth as possible we offer free CV advice and employment opportunities to law enforcement employees, who may be retiring, retired or looking for a career change.

At this year's Recruiter Awards, a prestigious event for the recruitment sector, Peel Solutions were named 'Best New Agency'. 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 across the UK." 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.

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.

Many people with previous policing experience don't always recognise the value of the knowledge and skills gained throughout a police career. Transferable skills such as problem-solving, managing people, conflict management and providing excellent customer service are all areas of expertise that are developed over time with the training an officer receives. These skills are sought after from organisations, you just need to know how to present them correctly.

Peel Solutions have successful placements across the UK. Connected with many forces and organisations, it is essential to the team at Peel to make sure the right candidates are linked to the best role for their skillset. We continue to make new connections to broaden the range of vacancies that we can offer you.

We are a supplier of specialist training in CPIA (Disclosure), Investigation skills, Modern Slavery, Cyber Security and Safeguarding. In order to offer students a valuable experience when training, we have appointed Chris Davies as our head of investigation training. Chris is a retired Cheshire detective of 37 years and has a BA Honours degree in the education of criminal justice and criminal investigations. Whilst serving, He became the single point of contact for all 'CPIA' issues within the county and wrote the guidance manual for the force in relation to all aspects of investigative disclosure. His experience is extremely valuable to the courses that he presents.

Another training option we have is our accredited (Highfield Qualifications) Level 3 Award in Education and Training (formerly known as PTLIS). This course is for any individual that wants to take the first step in to the training and teaching world.

The level 3 in education and training course is hosted by our head of learning and development Harry Lunt. Harry has a fantastic background of 32 years serving in Merseyside Police, delivering frontline policing in a variety of guises including foot and mobile patrolling duties and on horseback. Later in his career, Harry began delivering the Initial Police Learning and Development Programme (IPLDP) to newly recruited officers in the Merseyside Academy where he found his love of training. On retiring from the force in 2013, Harry continued to use his training skills helping people to gain the qualifications they needed to enter employment within many different sectors, not exclusive to the policing world. Harry and his training team are fully invested in all students, providing knowledgeable support and emotional guidance with their journey into a new teaching career. We are always on hand for questions after the course. You are not just thrown out into the world with a certificate and no direction. Peel solutions are always here to offer advice and guidance and help you on your way.

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.

For a free confidential chat regarding training/CV advice please contact the team:

Email info@peelsolutions.co.uk
Telephone: **0843 4559 999**
www.peelsolutions.co.uk



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 500 attendees at the Bridgewater Hall in Manchester.

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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Servoca Resourcing Solutions

Servoca Resourcing Solutions is a recruitment and solutions organisation that specialises in working with former police officers and other skilled civilian resource experienced in working within police forces and related organisations.

The Police Service continues to face some of the biggest challenges of resources and resource management in its history, whilst being tasked with maintaining services and reducing crime. Budget cuts and efficiency savings have already become everyday phrases in any conversation related to UK police forces. At the same time, increasingly numerous warranted officers are tied up with projects, administration and other activities that in many cases could be outsourced or carried out by a civilian.

Servoca Resourcing Solutions have an established proactive and responsive solution offering for the police service in a wide range of disciplines, from the provision of temporary staff for specific roles as well as fixed term and permanent recruitment for non-warranted positions.

Through our extensive database we are currently supplying forces with former police officers and specialist support staff to undertake roles including but not limited to the following areas:

INVESTIGATION

- Accredited Financial Investigators
- Fraud Officers
- Intelligence Analysts & Researchers
- ANPR Intercept Teams
- Statement taking
- Investigative Assistants
- Cold case preparation

GENERALIST/SUPPORT

- Property Officers
- Control Room Staff
- Crime Prevention Officers
- Front Desk Officers
- Audio Typist
- IT Support Staff
- Corporate Staff
- PNC Operatives
- Custody / Detention

SPECIALIST

- Covert Surveillance
- Witness Protection
- Family Liaison
- Public Protection
- Multi-Agency
- Forensics
- Professional Standards
- Policy & Procedures

MAJOR INVESTIGATIONS

- SOCOs / CSIs
- House 2 House
- Enquiry Teams
- POLSA Search Officers
- CCTV Seizure and Viewing Teams
- Analysts
- Holmes 2

TRAINERS

- PCSO
- IPLDP
- PNC
- HOLMES
- Leadership and Management
- Surveillance
- Driver
- Law
- ICIDP

These are examples of roles which we can assist with, but by no means what we are limited to supplying.

Servoca Resourcing Solutions approach includes a high level of security, integrity and quality assurance ensuring the delivery of suitably qualified personnel for your requirements.

Whatever the location or requirement of your force, all your needs will be given dedicated attention with an appointed member of staff.

We pride ourselves on being cost effective and understanding the financial limitations of the public sector; many Forces have benefited from this by using our temporary staff in innovative ways.

We provide the latest criminal and civil justice contract and permanent vacancies, within the Policing, Probation, Public, Commercial and Third Sectors.

Whether you are looking for a position in Investigation, Intelligence, Enforcement or Compliance, our comprehensive array of potential roles means we are ideally placed to find you the job you are looking for.

It was around January 2015, that I contacted SERVOCA Resourcing Solutions, an agency that aimed to provide employment to retired police officers within the public and private sector.

ABDUL J S BUTT

I am a retired police officer, having served in the Greater Manchester Police. I joined in 1986 from life in academia. I was a late joiner, aged 27.

I have a BSc in Biological Sciences (Manchester Polytechnic, 1980) and MIBiol (Hons) in Microbiology (Manchester Polytechnic, 1982). Since joining the GMP, I have obtained a Post Graduate Certificate in Fraud Management, following a course in Financial Investigation (John Moores University, Liverpool 2002). I have successfully completed a Certificate in Terrorism Studies (St Andrews University, 2007) and an LLB (Hons) degree in Law (Manchester Metropolitan, 2012). My elective subjects were Evidence, Medical Law, Family Law and Criminology. I was awarded a 2(i) Honours degree. My dissertation was on Consent and its relationship with Morality and the Law.

I have also completed my first year as an MPhil/PhD student in the Faculty of Business and Law, Manchester Metropolitan University doing research on Domestic Violence Law. I have since suspended my studies, and have been awarded a Postgraduate Diploma in Research (Business and Law) in the interim. I successfully completed and passed modules in Literature Review, Quantitative Methods, Qualitative Methods, Principles of Research Design and Philosophy.

Police Service

- **1986 – 1992.** I was a uniform patrol officer, working in various departments, such as response, plain clothes. During this time I also worked on a covert investigation, dealing with marketplace drugs buys and through mobile phones contacts
- **1992 – 1997.** In between my duties as Community Beat Officer (the so called "area bobby"), I had periodic secondments to the CID, where my cultural knowledge language skills, scientific knowledge were an additional skill utilised on murder investigations
- **1997 – 1999.** I was Divisional Detective Constable. In addition to divisional CID duties, I also worked on murder investigations in Stockport and Longsight, and a long-term hospital enquiry in Rochdale (where a nurse was allegedly prescribing drugs to patients without authority). Investigation of crimes within the division ranging from theft to sexual offences and outside division on murder enquiries. I was involved on a protracted hospital investigation in Rochdale where there were allegations of a male nurse giving drugs to patients without authorisation. This involved speaking and interviewing to a number of nurses and doctors,

who were initially reluctant to talk against "one of their own". The efforts paid off when another nurse was identified as being involved in the same offence. The investigation also involved reading and interpreting medical notes.

- **1999 – 2005.** I was one of four officers (all substantive detectives) selected to form the new GMP Internal Investigation Unit with the aim of covert investigation of criminality and corruption within the GMP including financial investigations. During my tenure, I was also involved in several anti - corruption investigations, within GMP or to support a regional (Regional Crime Squad) and force (GMP Force Drug Squad) operations. The most notable of these investigations was the 'Secret Policeman' investigation (2003). I was one of the lead investigators and was also the designated Single Point Of Contact with the BBC (for obtaining recorded unused material and obtaining continuity statements) and the team that produced the programme, including the investigative journalist who went undercover.
- **2005 – 2012.** I was a member of the North West Counter Terrorism Unit, involved in local, national and international terrorism investigations.
- **2012 – 2014.** I was asked to assist the Professional Standards Department as a member of its Coronial Team, involved in the investigation of police contact deaths to determine requirement for a mandatory referral to the Independent Policy Complaints Commission (IPCC) from a PSB standpoint and to identify any systemic defects, peripheral issues and learning outcomes and to identify any potential Article 2 Human Rights issues and Regulation 28 Coroners and Justice Act 2009 issues.

I retired from the GMP in October 2014 to commence a PhD in Law. Unfortunately that did not work out due to a clash of opinions and direction with my supervisory team!

Agency

It was around January 2015, that I contacted SERVOCA Resourcing Solutions, an agency that aimed to provide employment to retired police officers within the public and private sector. I was told about the company by a serving police officer, who also provided me with their London office telephone number. My first contact with the company was Jamie Quantick, who, very quickly, became my principal point of contact and dare I say it, a telephone "friend". In order to assist Jamie and his team, I ensured, when possible, that I presented them with the most comprehensive Curriculum Vitae which included,



descriptions of the areas I worked in, citing notable investigations, skills set, awards, staff associations etc. This probably flies in the face of conventional wisdom, as it is suggested to keep it to a minimum number of pages! But, I believed, and still do, that the best match can only be found if your agency is armed with the best information on their client. I came to rely, totally, on Jamie, to abridge (if so required) my CV, when presenting it to a prospective sponsor.

Thus began a fruitful relationship with the company, that took me on a journey from:

- **Intelligence Researcher –** Firearms Licencing Unit (GMP). Examining applications for shotgun and firearms certificates and undertaking research on the prospective applicants' and family members to determine if there are any issues that may preclude the applicant being granted a certificate. 13th April 2015 – 3rd August 2015
- **Investigative Officer –** Sexual Crime Unit (GMP). I was involved with an ongoing operation that involved an adult male engaged in on-line grooming of young girls using chat logs on the internet. His aim was to incite the young girls, some as young as ten years of age, to post nude pictures of themselves, or to commit a sexual act. He also incited the youngsters to watch him committing a sexual act. He is now serving ten years term of imprisonment. 4th August 2015 – 28th November 2015
- **Disclosure Officer –** NCA (Op STOVEWOOD), An investigation into non-familial child sexual exploitation and abuse (CSEA) in South Yorkshire. This operation is still on-going. 7th December 2015 – 7th June 2016
- **Disclosure Officer –** Op CASPER (Cheshire). A large scale MTIC (Missing Trader Intra Community) Fraud investigation, which concerned the activities of nine individuals as they relate to offences of fraudulent trading, VAT fraud and money laundering. These offences have involved the transfer of funds between a number of companies and then

subsequently abroad, funds in the round, totalling some £7.5 million. This investigation is still on-going. 16th August 2016 – to 30th June 2017

Throughout my various jobs, I received regular calls from SERVOCA on welfare grounds and general chit-chat. The calls were always welcome. The team, in turn, would also deal with any issues I may have had, when I rang them. I found the staff to be friendly, totally professional, and courteous, but above all honest in their appraisals.

I am currently working as a Disclosure Officer on a Nationally led investigation run from the GMP called Op CHURCHILL In January 2017, Radox Testing Services (RTS) informed Greater Manchester Police (GMP) that there may have been manipulation of test results at their laboratories. Ongoing police investigations have since uncovered that the same manipulation may also have occurred at Trimega Laboratories Ltd. The alleged manipulation impacts on the Criminal Justice System, Family Courts, and Workplace Testing. I got this job through an agency called RED SNAPPER, who approached me about the vacancy. I reluctantly severed my relationship with SERVOCA. I still, occasionally look at their website to see if there is anything new on the horizon.

I do, however, wish to make one constructive criticism and that applies to most agencies. They should consider having regional offices which may open up further opportunities with locally based employers. It will also enable agency staff to have regular face to face meetings with their contractors.

To discuss how we can apply our expertise to meet your needs please call **0207 747 3044** or visit our website **www.servocaresourcing.com/recruitment/jobs**



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22,000 cars,
saving in excess of **£60 million**
for our customers

Forces Cars Direct, a car sales business based in Lincoln, addresses the importance of adequate support for Police Officers and what they aim to do as a business to give back to both current and retired service people and their families.

Leaving the police is a huge step for anyone who undertakes it. The nature of police work is immersive and unique. People leave the service for a number of reasons, but the feelings service leavers experience are common. What the future holds can feel uncertain; in terms of identity, employment and daily routine. For many, financial considerations are also a point of concern whilst leaving the service.

These problems are all something we aim to tackle at Motor Source Group. We are a business which exists with the primary goal of doing something which both recognises people who serve in the police for the extraordinary job they do for all of us, and helping them to

overcome any financial challenge to them buying a car once they leave the service or while they are serving. We also offer our discounts to serving police people, but are very aware that leaving the Police can be a turbulent time, and are particularly happy to help our customers who are experiencing this change. Buying a car is a very practical step for many former and current service families and is a huge help to them in their daily lives. By making this purchase cheaper, we truly believe that we can make a substantial difference to the life of the whole family. We do this very simply: by offering discounts to service people and their families when they buy a car.

Our company was founded because of our understanding of the contribution police personnel give to society and because we truly understand the complexities of leaving the service. The predecessor to Motor Source Group, Forces Cars Direct, was founded in 2001, six years after our Managing Director Steve Thornton left the Army. Steve joined the Army in 1990 and served for five years in 4 Regiment



Army Air Core, including in the First Gulf War. During his service he was posted in Germany, in Iraq and in Canada and participated widely in Army life. A number of things that he experienced during this period inspired Steve to start Forces Cars Direct, and later Motor Source Group. The most important, however, was his belief that those who serve our society deserve recognition for choosing to do so. He felt a brotherhood with others who'd given a similar contribution, and a strong desire to do something to overcome the challenges which he and his own comrades had faced when they left the military.

When he left the armed forces, Steve was confronted with a number of the challenges that many other service people and police officers face as they transition back to civilian life. Up until that point, the Army had been his main career, as well as a significant source of support – he was surrounded every day by like-minded people dedicated to a common cause. Steve had a long-standing interest in cars and so decided to take up work in the car trade. He found that he had a natural affinity for it – quickly becoming the top salesman at the dealership where he worked.

Another thing that inspired him to start Forces Cars Direct was that he knew there was a market for a good car retailer for those who'd served. Like many who leave the Army and the police service, Steve chose that moment to buy a car. He left the dealership having experienced poor customer service and with the distinct feeling that he'd been ripped off. When he later found himself in the car trade he was determined to find a way to help others who'd served like him to avoid having the same dissatisfying experience that he had.

Though he'd never been one to shy away from a challenge, the prospect of starting a business was daunting for Steve nonetheless.

This kind of work was not something he had any previous experience of – and nor had anyone in his family ever started or managed one before. He was convinced, though, that his business model offered an attractive proposition to customers who were deserving of a reward and that the principle behind the business was one that was worth pursuing. This conviction, as well as the values of discipline, perseverance and problem-solving which he had learned in the army - was enough to carry him through the first challenging days of starting a new company. Going forward with the business,

Steve knew the value of the skills he'd learned in the Army, though they had not seemed immediately



relevant to entrepreneurship. He happily recognises these skills in others, and is keen to employ former services personnel for the value he knows they can bring.

Key to the success of the business has been our relationship with motor manufacturers. Our ability to offer a discount to our customers relies upon the manufacturers themselves being willing to supply the cars at discounted rates. The concept was novel at first, but with a little persuasion the obvious value of the contribution to society given by servicepeople and members of the public services, proved to have a powerful influence. We formed valuable relationships with a number of carmakers who were more than happy to recognise the contributions of the Armed Forces and Police.

In the early days, the business started out by brokering tax free sales for servicepeople based abroad. Alongside expanding the business to serve customers living in the UK too, one of the most important parts of our expansion was ensuring that retired servicepeople could also be eligible for our scheme. We wanted our business to reflect the fact that you always remain a part of the public service community. We are now able to offer discounts to both current and retired police personnel and their families.

At this point the discounts we're able to offer our customers are considerable. Because the prices are individually brokered, the exact amount we're able to offer depends on the make and model. Typically, you would save £4,500-£5,500 on an average car, however it can be up to as much as £10,000. To put that in perspective, since we opened in 2001, having sold over 22,000 cars, we have saved in excess of £60 million for the customers who've come through our doors during that time.



But we pride ourselves not only on the discounts we're able to offer but also on the quality of service we provide. Knowing that leaving the police can be a disorientating experience we are keen to ensure that our customers have the advice they need to enter into a significant purchase like a car. We are able to give advice on all aspects of the purchase, including finance options. The experience of buying a car itself is changing, with options like Personal Contract Purchase – or PCP - giving our customers a greater range of choice than before, which in itself can be complicated and time-consuming to navigate. It's important to us that every customer feels secure and satisfied with the purchase that they're making.

Like any good business, we value our customers above all else – and we are always delighted when they recommend us highly. We have the advantage over other

businesses as our customers have done something exceptional for their community. We never tire of seeing people who have given service going away with a car that will make a real difference to their life and the life of their family, as well as a saving that they can then use to help their family in some other way. While resettlement can be challenging in a number of ways, we are proud to be able to help police personnel in a small way to get settled back into civilian life. ●



Your Risk versus an Employers' Gamble

I recently noted on twitter that some organisations had allegedly considered that taking on a former police officer or police member of staff was basically a 'gamble'.

This was quickly refuted by many, but it did get me thinking as to who's gamble this really was. If you manage to complete the number of years to gain a full pension, irrespective of job role or rank, you are probably in a safer place than many in terms of financial security. Recognising of course that there are many variants of expenditure for all of us, some may not be as better off than others due to personal circumstances. If you leave the police before reaching pension age, then for you, what may well be a riskier decision is often backed up by a great deal of desire and commitment to ensure that you have the means to success. Having no actual income, for whatever period of time, is a great motivator to make a success of it!

As police officers we are taught all about decision-making and 'spinning the wheel' many times round to ensure that the circumstances haven't changed and, where they have, to make new assessments and look at different options etc. In making the decision to leave the service, however early, you are probably going to consider it as taking a risk.

For whatever reason, you no longer feel that policing is for you, but it feels like the right time for you to move on. Not having pension, because you are considering leaving early, can actually be the thing that keeps you from leaving, as financially, you may feel that you are 'locked' into the role.

You may well have adopted the National Decision Model to clarify your rationale and your ultimate decision to sign on the dotted line and hand in your notice. The risk at this stage is yours and you will have likely considered the impact on your

immediate family and those that you support financially. Hopefully, you will have planned your exit from policing well in advance. We recommend two years, but one year or less is manageable if you can commit to the necessary planning and preparation and if alternative routes to employment have already been considered.

In terms of a next career or job, have you fully considered what the options are for new employment? Have you discussed these with your loved ones and those who will be relying on your financial support? Through discussions with many police officers who have left the service in the last few years, we are discovering that many are unaware of the full range of options that are available outside of policing. We have mentioned some of these in our previous articles but the list of employers

who are looking for your skills is growing longer by the day.

The lesser risk is of course to go back into something 'policing related' where you likely to be more familiar with the skill-sets required, the job role and perhaps those in the organisation where you will be employed. You may also be happy with the salary being offered as they can often align closely to what your full-time salary was. If it's a bit less, perhaps you will be in receipt of a pension to provide a top-up to your monthly income.

We would suggest that taking on such roles that you may be more familiar with, as a civilian within the policing family, are probably the least risky for you and certainly not a gamble for the potential employer because of your aligned background. The threats to taking on policing related roles would probably be very minimal for you, so there shouldn't be too many concerns about such roles. The main question to perhaps consider is whether you want a change as opposed to more of the same? You may well be thinking that it's time to leave it all behind and make a fresh start.

We've encountered many former police officers and police staff who have remained within the policing family and just as

many who decided it was time for a change. There appears to be no more levels of happiness or regret in either camp. It's just different. At Leaving the Police, we enjoyed the challenge of a fresh start, away from policing, although we have maintained ties through our website www.leavingthepolice.co.uk

Either way, all is not lost because if you stick with what you know, that's fine, but on the other hand, "UK Plc" are looking for former police officers and staff and no, they are not going to be taking a gamble. Irrespective of the role or rank you were previously working in within policing, one of the key things that "UK Plc" are looking for is potential employees who can align to their core values. In policing, as recruits and all through our policing careers we were brought up on values such as integrity, impartiality and professionalism. We were trained and taught to be resolute,



compassionate and committed.

From your perspective, you're likely to be more emotionally aware (please see Mark Corder's article in this issue regarding Emotional Intelligence) and you are not frightened to take ownership of the problems you encounter. In policing you are taught to be fully inclusive, enabling and where appropriate to demonstrate visionary leadership. You are also taught to be collaborative and wherever possible to engage with your stakeholders and take a multi-agency approach to resolving societal issues. These are the kind of values that "UK Plc" are looking for and we each have them in abundance but perhaps don't recognise how readily transferable they are to other non-police related job roles.

Depending on the individual roles undertaken within policing, each of you have provided intelligent, creative and informed policing and you have been taught how to analyse problems critically and

dynamically when required. The majority of those working within policing careers are innovative and open-minded. Through many years of experience each of you have gained a full understanding of the values required to provide the daily outputs of policing.

It is very difficult to put a financial value on this for every police employee but one thing that is certain, the experiences you have had, no matter where you have worked within a police organisation, will be much sought after in organisations who have absolutely nothing to do with policing. The golden thread in my view is that of how you deal with people. The skills you have gleaned, no matter whether you've been in policing for 2 years or 35 years, are readily transferable to many other job roles outside the policing 'bubble'.

Let me now go back to the original question. If you are considering leaving policing or have completed your service but

now wish to pursue something completely different, is it you who is taking the risk or the potential employee who is taking the gamble? In my view there will always be a slight risk there for you personally but if you believe in yourself, your family and friends believe in you, the risks are minimal. You already have the requisite skill-set to do something different and it's just a case of writing these down in non-policing language within your CV.

The latter part of the question. Will it be a gamble for employers (especially those not linked to policing) to take on someone who used to be a police officer or police staff member? We would strongly argue the case that it wouldn't be a gamble, but it would be a financially and commercially astute move for any employer to take you on for the reasons outlined above. Your personal values, professionalism, respect of others, skills and competences gained in policing

and life experiences will put you head and shoulders above many when competing for a vacancy, but you will also need self-belief.

At Leaving the Police we will be engaging with many potential employers over the coming months and we will be advertising lots of positions on our Jobs Board page at www.leavingthepolice.co.uk Please take a look and hopefully we will be able to help you to help yourself. ●

*Rob Hoblin
Director and Co-Founder
Leaving the Police*





NARPO

National Association of Retired Police Officers

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

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

Police Widows Pension For Life Injustice

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

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

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

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

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

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

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

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

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

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

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

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

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

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

'Reactive' issues:

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

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

As part of the campaign there is a dedicated website at:

<http://connectpa.co.uk/after-life-ambitions/> and a dedicated twitter feed at: <https://twitter.com/afterlives>

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

NARPO The Voice of Retired Police Officers

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

NARPO

the voice of retired police officers

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



Free Advice

- Police Pensions
- State Benefits
- Computing • Taxation

Excellent Member Services:

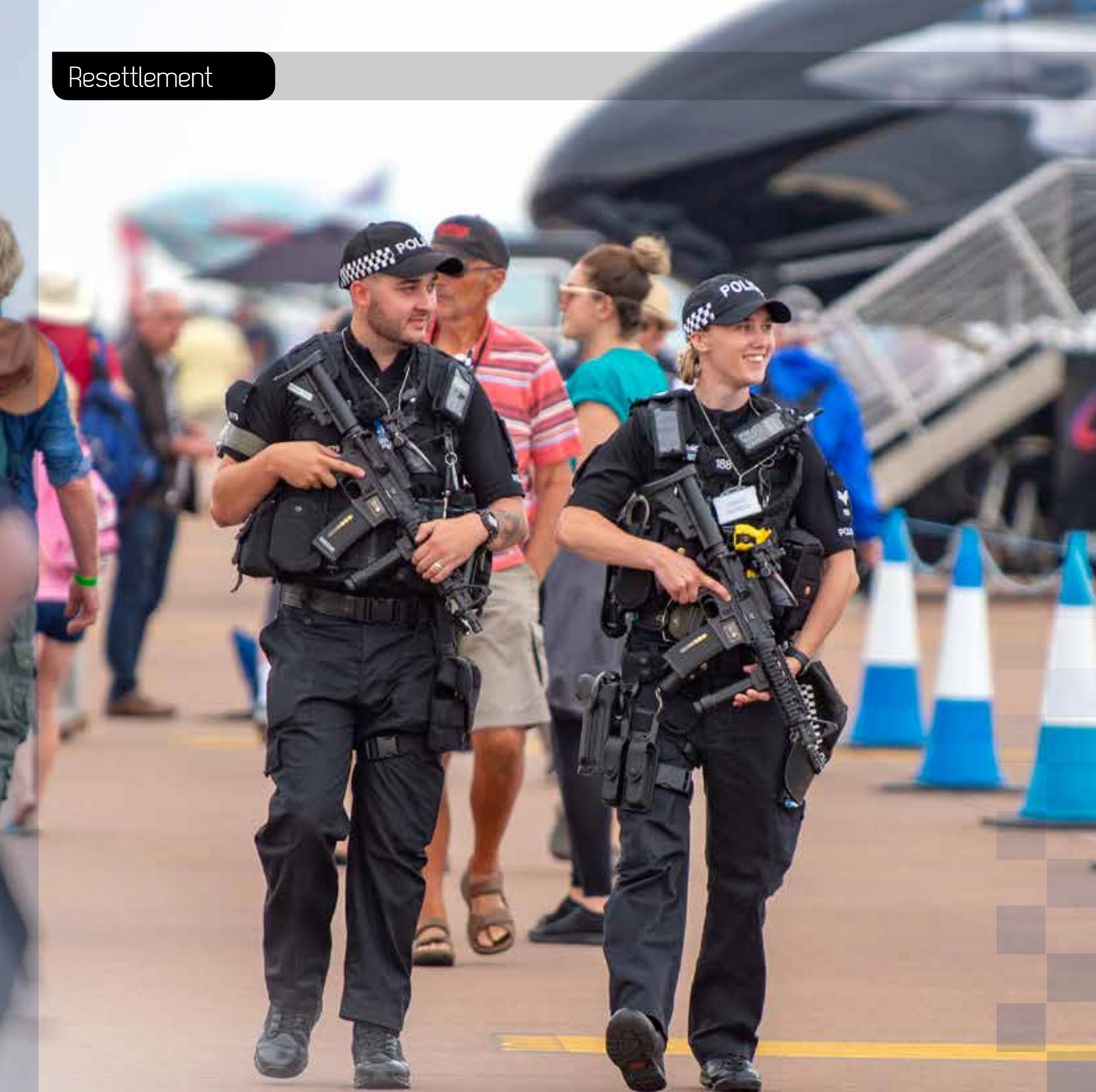
- Travel Insurance
- Discounted Holidays
- Home, Car and Health Insurance
- Trusted Legal Advisors
- Quarterly Magazine



NARPO

National Association of
Retired Police Officers

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



The Ministry of Defence Police... a Force with a difference



The Ministry of Defence Police (MDP) is currently seeking applications from serving and recently retired police officers for vacancies across the UK.

Here we take a look at the role of the MDP and how the Force delivers a range of specialist policing capabilities.

WHO ARE THE MDP?

The Ministry of Defence Police (MDP) is a national civilian police force that serves the Ministry of Defence (MOD), US Visiting Forces and other UK Government Departments.

WHAT IS THE ROLE OF THE MDP?

The MDP is equipped to respond to a range of crime and security related threats and risks that require specialist and dedicated civilian policing capabilities. These threats include:

- Terrorist attack and the threat of such attacks across the UK
- Disruption and disorder caused by protesters
- Unauthorised intrusion onto the Defence Estate
- Theft or compromise of, and damage to, key assets that would have a significant impact upon Defence capability
- Major financial fraud and corruption that would have a significant impact upon Defence capability

To achieve this, the MDP provides the following operational services:

- **Armed Nuclear Policing and Security:** A specialist dedicated armed policing and security service in support of the UK's strategic nuclear deterrent
- **Territorial Policing and Security:** A dedicated armed policing and security service in support of the protection of non-nuclear Defence sites
- **Operational Surge:** An armed capable mobile policing and security resource that can be deployed at short notice in response to both Defence and national security requirements
- **Intelligence Gathering and Analysis:** To counteract Defence crime and security



threats and to facilitate the most efficient and effective deployment of MDP resources

- **Crime Prevention, Investigation and Detection:** To prevent, investigate and detect fraud, corruption and the theft of or criminal damage to key Defence equipment and assets
- **International Policing:** In support of Defence operations overseas and other international policing commitments in support of UK Government policy
- **Support to wider UK Government requirements:** Including supporting the wider UK Counter Terrorism response, and providing policing and security services to US Visiting Forces and other UK Government Departments and customers on a full repayment basis

HOW DOES THE MDP DELIVER?

The MDP delivers operational policing services using a range of specialist policing capabilities that include:

- Armed policing and security that meets national policing standards
- Various specialist armed policing units including the Tactical Firearms Unit, the Special Escort Group and Protester Removal Teams
- Specialist police dogs and handlers
- The largest Marine Policing capability in the UK
- A Crime Command - Focused on counter terrorism investigation and intelligence capabilities, and combating the threat of major fraud, theft, bribery and corruption to Defence interests



WHERE ARE THE MDP LOCATED?

The MDP is based at various locations across the UK including:

- Faslane and Coulport on the Clyde
- The Atomic Weapons Establishment sites at Aldermaston and Burghfield in Berkshire
- GCHQ Headquarters in Cheltenham
- Portsmouth and Devonport Naval Bases
- Various other Defence sites, including central London and sites in North Yorkshire, Derby, Hereford and Thurso

The MDP Purpose is: Delivering unique specialist policing to protect the nation's defences and national infrastructure. The Force PROTECT and REASSURE to ACHIEVE the Ministry of Defence requirement.

Keeping essential information safe

Having served in the Police force its odds on that you're going to be computer literate, and furthermore you will understand the need for information security.

Subversive organisations are increasingly using computer technology as an effective weapon for espionage and to breach government information and defence systems.

Computer security, also known as cybersecurity or IT security, is the protection of information systems from theft or damage to the hardware, the software, and to the information on them, as well as from disruption or misdirection of the services they provide.

It includes controlling physical access to the hardware, as well as protecting against harm that may come via network access, data and code injection, and due to malpractice by operators, whether intentional, accidental, or due to them being tricked into deviating from secure procedures.

The field is of growing importance due to the increasing reliance on computer systems in most



societies and the growth of “smart” devices, including smartphones, televisions and tiny devices as part of the Internet of Things – and of the Internet and wireless network such as Bluetooth and Wi-Fi.

Commercial organisations with a need to keep their business plans, manufacturing processes, formulas and staff data are also vulnerable to cyber-attack. Infiltration by security has become a way of life – in all walks of life. Consequently there is an increasing demand for trained people to counter these cyber-crimes.

If you have a police background and you like the idea of a career in cyber security then you have a big advantage. You will understand the critical importance of security and the need for vigilance and you will have been through security clearances. In short you start from a position of trust.

IT GOVERNANCE

IT Governance is a leading global provider of IT governance, risk management and compliance solutions, with a special focus on cyber resilience, data protection, PCI DSS, ISO 27001 and cyber security.

In an increasingly punitive and privacy-focused business environment, committed to helping businesses protect themselves and their customers from the perpetually evolving range of cyber threats. Its deep industry expertise and pragmatic approach help its clients improve their defences and make key strategic decisions that benefit the entire business.

The IT Governance comprehensive range of products and services, combined with flexible and cost-effective delivery options, provides a unique, integrated alternative to the traditional consultancy firm, publishing house, penetration tester or training provider. The company prides itself on its ability to serve an international customer base and deliver a broad range of integrated, high-quality solutions globally, while meeting the real-world needs of today’s organisations, directors and practitioners.

Having led ISO 27001 implementations since the inception of the Standard, its strong global

cyber security presence gives it the knowledge and insight to provide valuable advice, tailored to meet any organisation’s specific needs or budget. IT Governance has successfully helped over 400 companies achieve ISO 27001 certification, proving their compliance with one of the world’s most demanding management system standards.

Founded in 2005, IT Governance Ltd started as an e-commerce business offering just a few books and documentation toolkits on information security. Since then, the company has grown to become a global provider of comprehensive solutions and a recognised authority on ISO 27001 certification.

IT Governance was founded by Alan Calder, who is its executive chairman. The company’s early days were defined by the demand for expertise in implementing information security management systems (ISMS) – which was still a relatively new field in 2005. In fact, Alan and his fellow director, Steve Watkins, were the first people in the UK to successfully implement an ISMS compliant with BS 7799 (the precursor to ISO 27001).

Based on their experience, Alan Calder and Steve Watkins co-wrote and published IT Governance: An International Guide to Data Security and ISO27001/ISO27002 (now in its sixth edition), the definitive compliance guide to the ISO 27001 standard. Today, this book is the basis for the Open University’s postgraduate course on information security.

With cyber security becoming a top business priority, and the increasing demand for specialist services, IT Governance has been growing rapidly. The company has considerably expanded its portfolio of products and services over the past few years, while also deploying technology to innovate its offerings and enable the delivery of its solutions globally.

A range of training courses are available through IT Governance. The IT Governance training programme is built on the foundations of extensive practical experience of designing and implementing management systems. These training courses offer a structured learning path from Foundation to Advanced level for IT practitioners and lead implementers, and help to develop the skills needed to deliver best practice and compliance in an organisation. In addition they provide the tools for career advancement via industry standard certifications and increased peer recognition.

Full information on the courses available is clearly listed on the company’s website, www.itgovernance.co.uk. Alternatively you can telephone **0845 070 1750**.

THE SANS ACADEMY

Training in cyber security is available through a number of reputable organisations with many with government recognition and approval.

SANS Institute has launched the UK Cyber Academy and is offering fully-funded training scholarships, including accommodation, to Service leavers.

The Cyber Academy is an intensive eight week, residential, cyber security training programme hosted by certified SANS Instructors. Through the duration of the training, students are educated in the latest techniques, skills and methods needed to protect an organisation from cyber attack using content drawn from across the SANS curriculum and enhanced with additional hands-on, technical lab work.

Demand from enterprises and governments for skilled cyber security professionals is incredibly high and Service leavers with suitable training behind them are often fast tracked into employment.

SANS Institute is the world’s largest cyber security training provider and invites applications for full scholarships to attend Cyber Academy. The first step will be to take an Aptitude Assessment, specifically designed to measure the suitability of each individual for a career in cyber security.

Those considered most suitable based on their initial Aptitude Assessment will be invited to complete the application procedure, following which

the scholarship awards – valued at £30,000 – will be made.

James Lyne, lead instructor and Director of Education, said: *The Academy will teach tonnes of practical skills. It provides a safe environment to play with malicious code most people will never get their hands on. This is a radical new way of developing cyber skills and absolutely the best mechanism to accelerate the development of raw talent.*

The SANS Institute was established in 1989 as a cooperative research and education organization. With a deep rooted trust position and known for providing the highest quality information, SANS is revered as the global leader in cyber security training, certification and research. Security professionals are the foundation of the SANS community, sharing lessons and information and jointly finding solutions to the challenges they face.

With a community of over 300,000 security professionals, SANS provides opportunities for information security vendors to position their products directly in the sight of technology focused decision makers and influencers with purchasing power.

The company provides a range of course for organisations and individuals and you can find out more by visiting the [website www.sans.org](http://www.sans.org).

THE CYBER SECURITY CHALLENGE

Many IT employers have reported difficulty in recruiting for cyber security positions and 60% have indicated that demand is to increase over the next five years. Police officers have exactly the skills cyber employers are looking for – problem solving, logical thinking and a thirst for knowledge – and the Cyber Security Challenge UK is an unparalleled opportunity for people with a Police background to hone and test their skills and learn more about the rewarding and lucrative careers in the sector.

The Cyber Security Challenge is a series of national competitions, learning programmes, and networking initiatives designed to identify, inspire and enable more EU citizens resident in the UK to become cyber security professionals.

Established to bolster the national pool of cyber skills, it offers a unique programme of activities to introduce sufficient numbers of appropriately skilled individuals to learning and career opportunities in the profession.

The Rt Hon Baroness Pauline Neville-Jones said: “Cyberspace is woven into the fabric of our society; it is integral to our economy, our communities and our security. Defending all of our interests in cyberspace is a relatively small cadre

of talented and highly skilled public sector and private sector cyber security professionals. This pool of professionals must grow and the Cyber Security Challenge UK offers an innovative and exciting way of attracting talented individuals to take up rewarding careers in this field.”

The Challenge is already helping to find hidden talent across the nation. It provides safe environments in which thousands of people can test and demonstrate their skills and showcases the spread of opportunities for future cyber defenders.

It acts as a catalyst for:

- Identifying those with appropriate skills
- Inspiring them to seek learning opportunities and a career in cyber security
- Informing them about available education and training opportunities
- Enabling them through the awarding of prizes as training courses.

The competition is taking place across several countries and the organisers are keen to attract service leavers up to the age of 30 to participate. You can find out more by visiting www.cybersecuritychallenge.org.uk. It could be a spring board into a career in cyber security. ●





Civil Nuclear Constabulary

With over 1,300 highly trained police officers and police staff, the Civil Nuclear Constabulary (CNC) is a specialist armed police service dedicated to protecting the civil nuclear industry.

They currently protect 10 civil nuclear sites across England and Scotland, safeguarding nuclear material in transit and playing a key role in national security.

The Civil Nuclear Constabulary utilises many of the essential skills and attributes acquired during Military service. With a range of career opportunities for police officers and police staff in a variety of different teams, Service leavers will find that their existing skills are brought to the fore while at the same time they are given opportunity to develop new ones.

There is no question that Service-leavers are well placed to deliver the skills and expertise required by the Constabulary. There are few employers that reflect Military characteristics and practices as closely as the CNC.

DIFFERENT SITES, DIFFERENT ROLES

As well as opportunities at operational units at a number of nuclear sites, CNC have a number of specialist teams that require specific expertise. Once you have successfully completed your probationary training you could apply to join one of these team, such as Dog Handlers, Specialist Escort Group (marine and road) and special branch. There is plenty of scope for Service leavers to utilise the skills and experiences they acquired in the Military.

Of course, it's not only about 'frontline staff'. The Constabulary uses a variety of skilled people to operate, develop and manage their support teams. This includes ensuring that the Constabulary runs smoothly through the use of effective IT systems, to managing finances and recruiting and developing its people.



EASY RESETTLEMENT SPOKE WITH CHIEF SUPERINTENDENT DUNCAN WORSSELL, DIVISIONAL COMMANDER, ABOUT HOW THE CIVIL NUCLEAR CONSTABULARY OPERATES

What can Service-leavers bring to the CNC?

Leaving the armed forces can be challenging for many reasons, but when you come to the CNC you will be pleased to find a sense of belonging. You come from a disciplined background, you will be used to operating as part of a team, you understand the need for personal responsibility as well as caring for those around you and on whom you may depend if your armed role becomes "active". You will be physically fit and you will have the personal resilience and courage to deliver a quality and dependable armed response service which protects the public, the country and your colleagues.

What does the CNC offer as an employer?

As well as a competitive salary and other benefits, the CNC offers a transition from the Military that protects and maintains many of the principles which you will have lived by and which are held dear by those who have fought and worked to protect our country and its assets. We employ many former Military personnel, and many of our leaders come from similar backgrounds, so we understand the challenge which you face and the adjustments which are required to make a seamless transition. We offer fairness, equality, recognition and reward, we train our armed police officers to national standards which will give you the confidence that you need to meet the challenge of a complex and ever changing terrorist threat. Finally, we recruit from all backgrounds, the diversity of our workplace is very important to us so if you feel that you don't fit one particular model or type, you are not excluded, you will be welcomed.



SALARY AND BENEFITS

Starting salary

The starting salary for new recruit police officers is currently £22,000 per year. This will increase after successful completion of the probationary period to £24,171. With satisfactory performance and the achievement of requisite skills this will rise to £38,382.

Police staff salaries are determined by salary bands, depending on the level of the role.

BENEFITS

Police Officers:

- 22 days annual leave rising to 30 days after 20 years' service
- Final contribution salary pension scheme
- South-east allowance, for officers based at specific locations
- Paid overtime

Police Staff:

- 27.5 days annual leave per year rising to 32.5 days after 20 years' service
- Flexi-time
- Flexible working scheme

Final contribution salary pension scheme
Corporate bonus scheme



Civil Nuclear Constabulary sites

● Operations Policing Units ● Firearms Training Units (Local Police Force Area)



APPLICATION PROCESS

The nature of the work that the CNC is involved in means that they are obliged to conduct a rigorous application process. The process involves a variety of screening checks, as well as security, reference, medical and fitness checks. The Constabulary view this as an essential part of ensuring that they recruit the most able individuals as well as ensuring that joining the CNC is the right move for you.



More: See the FAQs section on: www.cnc.jobs
 For further information please visit www.cnc.jobs
 CNC is an equal opportunities employer



DETER, DEFEND, DENY, RECOVER

The future of policing our waters



Brand new police boat launched in Hull

The Yorkshire and The Humber (YaTH) Marine and Underwater Search Unit will be unveiling the newest addition to their team this month, a custom made catamaran that will help transform the way we police the sea, rivers, lakes and canals around the region.



The 10 metre long Cheetah Marine catamaran has been specially built in the Isle of Wight over the past few months and is now ready for service.

On Saturday 29 September from 10am our officers will be at Hull Marina for the official launch of the new boat which is happening at midday. It is a combined venture between our four regional forces – Humber, South, West and North Yorkshire Police.

The combined investment of £220,000 comes from all four forces. The boat has a lifespan of around 25 years so will be available to serve all regional force areas for the next quarter of a century. It will be used operationally for policing our waterways on the surface and underneath, and is a vital asset for working out at sea, patrolling our coastline and tackling crime.

Our officers will be able to do much more to help the public, save lives and keep them safe in our waters. On average the team expects to deploy around 2 to 3

times a week to help with rescues, search for missing people, to search for evidence, carry out searches of other vessels, go on high visibility patrols and for training. Of course the deployment can change from day-to-day, depending on what is required of us and what help we can give.

With this new boat we'll be able to go out more to help people who need our assistance. We'll also be able to work better alongside our partners at the Fire and Rescue service, UK Border Force, Coastguard, RNLI, Humber Rescue and ABP.

We will be able to stay out at sea for longer and go further out. The catamaran is more stable in rough waters and has a large deck which provides a better platform for our underwater teams to dive from. As the boat will be berthed at King George's Dock in Hull it will also give us 24 hour access to the water so we can react more quickly.

The vessel does the job of two. It will join the rigid-hulled inflatable boats (RHIBs) we already

use but its versatility and added functionality means it can combine the capabilities of both kinds of craft. On-board it is kitted out with two 300bhp top-of-the-line Mercury engines capable of over 40 knots. It has a total load of over one tonne, can carry between 10-12 people plus equipment, and is fitted with hi-tech equipment and a special winch for lifting objects out of the water.

Inspector Rob Grunner said: *"The launch of the new boat marks an important day for the regional Marine and Underwater Search Unit. Taking possession of this vessel will open up a host of opportunities to allow us to keep the public safe, work with partners in the area to tackle crime and assist colleagues on the rivers and coastal areas of Yorkshire."*

"It will allow the team to work longer hours in much more challenging environments, keeping them safe while they go about their duties."

"Senior leaders from around the region will be there for the launch. Families and children are welcome to come along and chat with members of the team, explore the kit they use and have a look around the boat. There will also be a chance to win a ride-along on the river with proceeds going to the Wet Wheels Charity who have worked with and assisted the team recently. We look forward to seeing everyone there." ●



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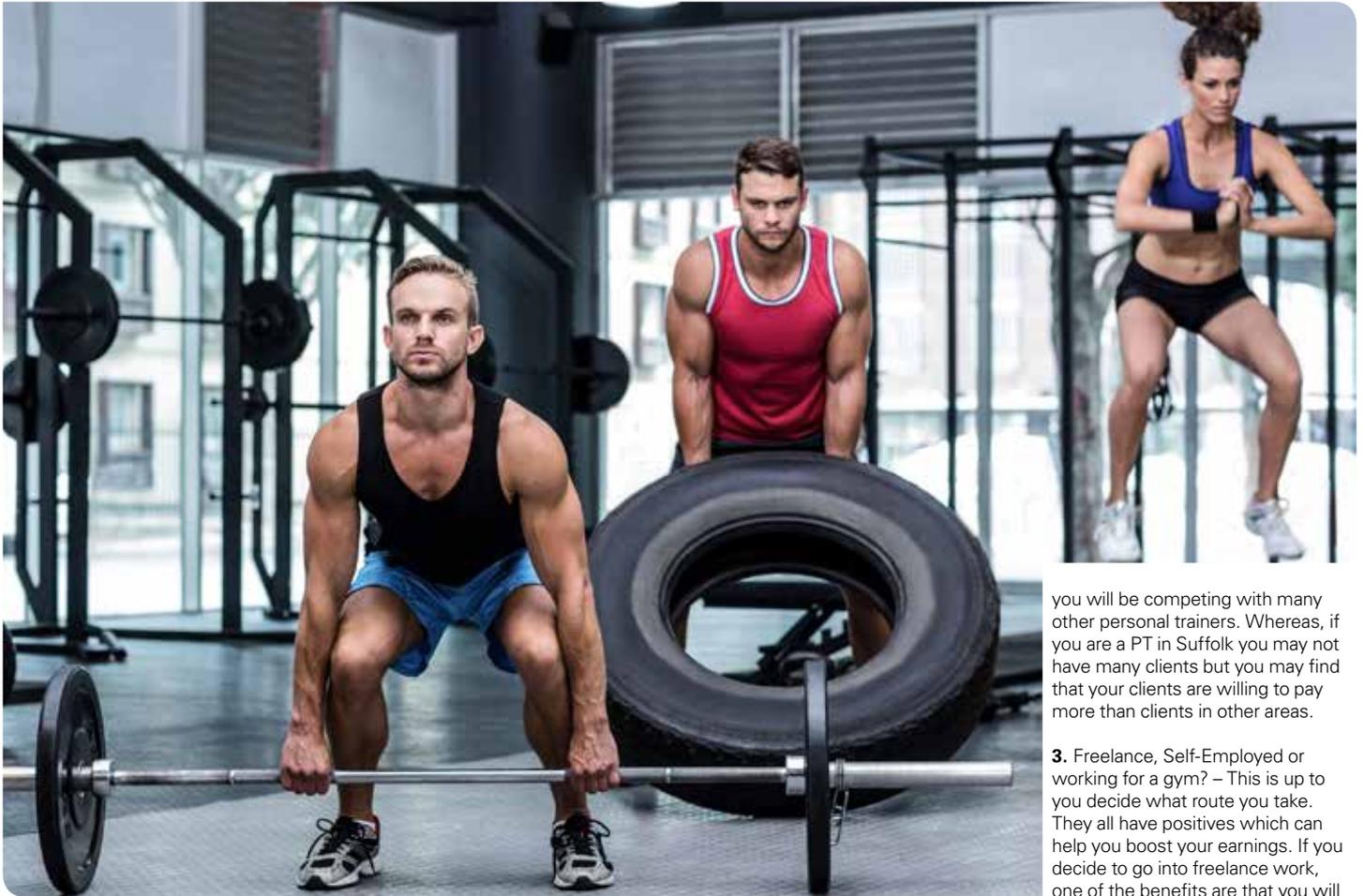
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Lyme Regis



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 is 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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Put Yourself in the Frame for a career in Photography

If you're thinking of leaving the Police, have an interest in photography and wish to study at home the Photography Institute could provide you with a solution.

The Photography Institute offers you the most advanced and comprehensive online solution to learning available today. Online education has quickly become the preferred method of study for people around the world, who are looking for additional skills to enable them to make more money, start successful careers, turn a favourite interest into something more rewarding

or accomplish a personal quest for self improvement.

LEARN IN YOUR OWN TIME, IN YOUR OWN HOME AND AT YOUR OWN PACE

Whilst distance learning programs have been available from a variety of providers for some time, it is the interaction and immediacy of the web which has revolutionised modern study methodology.

The Photography Institute's commitment to providing the

highest quality training program has resulted in unique teaching and student support systems, which produce unparalleled results. In short, its students consistently produce higher quality work and achieve higher levels of proficiency, in a shorter period of time, than other teaching methods can provide. The continuing achievements of students and the professional recognition and external validation of our programs is a testimony to the high quality of the courses available.

The Professional Photography Course offers you, the most advanced alternative to a conventional classroom, for the training of freelance photography. It provides the most thorough home study course in photography

that is available anywhere in the world, using the very latest online learning techniques.

COURSE BRINGS YOU EVERYTHING YOU NEED TO ACHIEVE THE SUCCESS YOU WANT

Although some conventional schools run photographic correspondence courses as a sideline, The Photography Institute has specialised in teaching photography solely by the home study method, online using the internet. The days of corresponding via video or audio tapes, CD's or DVD's or paperwork through the mail is over. The methodology gives the student fast access to his or her tutor via email, enabling a student - teacher relationship that is as close to sharing a conventional classroom as possible.

For those who are interested in complete online training, this might just be the solution to your needs. Discover your true potential now by taking the next step.

ABOUT THE PHOTOGRAPHY COURSE

This is a new cutting edge photography course written and directed by some of the best working photographers in their field. The aim of the course is to provide you with the knowledge and skills required for a career as a professional photographer or as a keen hobbyist. This is an up-to-date and massively comprehensive course covering every aspect of photography.

The "Professional Photography Course" is delivered online and consists of 12 modules and 12 interactive assignments. The normal time required to complete the course is 24 weeks. During this time you will be tutored in all aspects of professional photography by George Seper; one of the top freelance photographers around. His vast wealth of accumulated knowledge is provided to you together with the ways to apply this knowledge to the areas of photography that most interest you.

The business of photography is not just about award winning images. It can also be about the right picture at the right time. Newspapers, magazines and websites worldwide are constantly on the lookout for new and interesting material.

The opportunities are enormous and always growing. The many thousands of magazine titles, books and newspapers worldwide are the freelance photographer's main market. But this is not to mention all the metropolitan newspapers, regional newspapers, community newspapers, corporate

publications, websites and a host of other possible markets.

The "Professional Photography Course" supplies you with all you need to know to enable you to gain access to these markets. By the end of this course you will have the knowledge and skills to work as a freelance photographer and be paid for your efforts. In addition to all the technicalities and creative aspects the course also covers equipment, studios, the use of agents and how to sell your ~ and get more business.

YOUR PERSONAL TUTOR

All the course tutors have been handpicked for their own professional success and their ability to pass on what they know. The tutors who work for the company are not just teachers, but the leading professionals in their field.

Your personal tutor will guide you through each step of the course, offering personalised and specific feedback on your submitted work. If you ever have any questions in relation to your course, all you need to do is send your tutor a message and they will promptly reply with an answer.

With this close tutor mentorship, you will feel like your tutor is in the same room as you, and all this can be achieved from the comfort of your own home.

One of the greatest benefits of this course is your one-on-one relationship with your personal tutor – gain the inside information on how to develop your career or hobby aspirations from a working professional.

If this type of flexible learning appeals to you and you have a flair for photography visit www.thephotographyinstitute.co.uk and use the online message form for a free prospectus. Course fees are £649 but the college offers a £50 discount and fees can be paid up front, monthly or weekly.

If you're interested in a full time course in photography and live in the south of England you might want to consider New College in Swindon. The college provides a range of courses from A/ AS levels up to BTEC Level 3. BTEC qualifications are practical work-based courses that reward consistent, hard study. Work is completed in a series of units and currently there are no examinations; qualification is based on you achieving all the specified learning outcomes for the required units. You have to reach specified assessment and grading criteria to gain a Pass, Merit or Distinction.

THE COURSE

BTEC Level 1 qualification is delivered progressively over 1 year: you first study for the Award and, on successful completion, you will then move on to the Certificate, and finally the Diploma.

This course is a new and exciting way of studying Photography. Students who are interested in pursuing a career in Photography have the chance to develop and refine their skills through a range of practical and theoretical units. Working in a wide variety of photographic genres



you will gain a basic understanding of the Photographic industry. The qualification is split into three parts; an Award in Photography; a Certificate in Photography and the Diploma in Photography - these constitute a year's programme.

WHERE IT WILL LEAD

The successful completion of the BTEC L1 Diploma in Photography can lead on to a Level 2 and 3 BTEC Extended Diploma in Photography which goes into more depth of the techniques and genres covered on the L1 Diploma course. Students may then want to continue at New College, by applying to progress onto the Foundation Degree in Professional Photography.

COURSE REQUIREMENTS

You will need a keen interest in Photography and a lot of enthusiasm as this will run for approximately 6 hours a week. There are no formal qualification requirements: all applications will be considered. Your application will be reviewed on an individual basis, which will include the submission of a portfolio of photographic work and an interview by the course leader.

STUDY PROGRAMME

Students will follow a varied programme of study which will include learning about working, Photographic Equipment, Processes and Techniques, Lighting for Photography, Experimental, Photographic Images, Working to Photographic Briefs, Creative Camera Techniques and Photographic Images for Presentations. Students are required to study a specific number of Units to gain a BTEC level 1 qualification.

Assessment is by coursework – currently there are no requirements for any formal exams (but this may change in the future). All the work you do in class counts towards your final grade. Each part of the qualification is based on you achieving

all the specified learning outcomes for the required units. Students have to reach specified assessment and grading standards to gain a Pass, Merit or Distinction.

TIME

The BTEC L1 Diploma is a one year course delivered over three days for six hours per week. (It is possible to study English and Maths or other GCSEs alongside this qualification). In addition you will be expected to spend independently four to six hours a week completing sketchbook work.

FACILITIES

BTEC Level 1 in Photography is taught in well-equipped studios by specialist staff. Students have access to a wide range of art equipment across all art disciplines.

EXPENSES

There is a £20 studio fee which is payable at the start of the course to cover the cost of all materials used in workshops throughout the year. Two hardback A3 sketchbooks (7.50 each from the art department)

Students will be expected as part of the course to attend trips to museums and galleries; an additional charge for this is made (approximately £15 per trip) to cover the travel and ticket cost for these events. Students experiencing financial hardship can apply for equipment grants via student services.

VISITS

Students will have the opportunity to attend trips to Galleries and Museums as part of their course. There is also the opportunity to attend the art department's residential trip to New York or Spain.

You can get more details from www.newcollege.ac.uk or telephone 01793 611470. ●



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 SOBER, SURELY 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

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

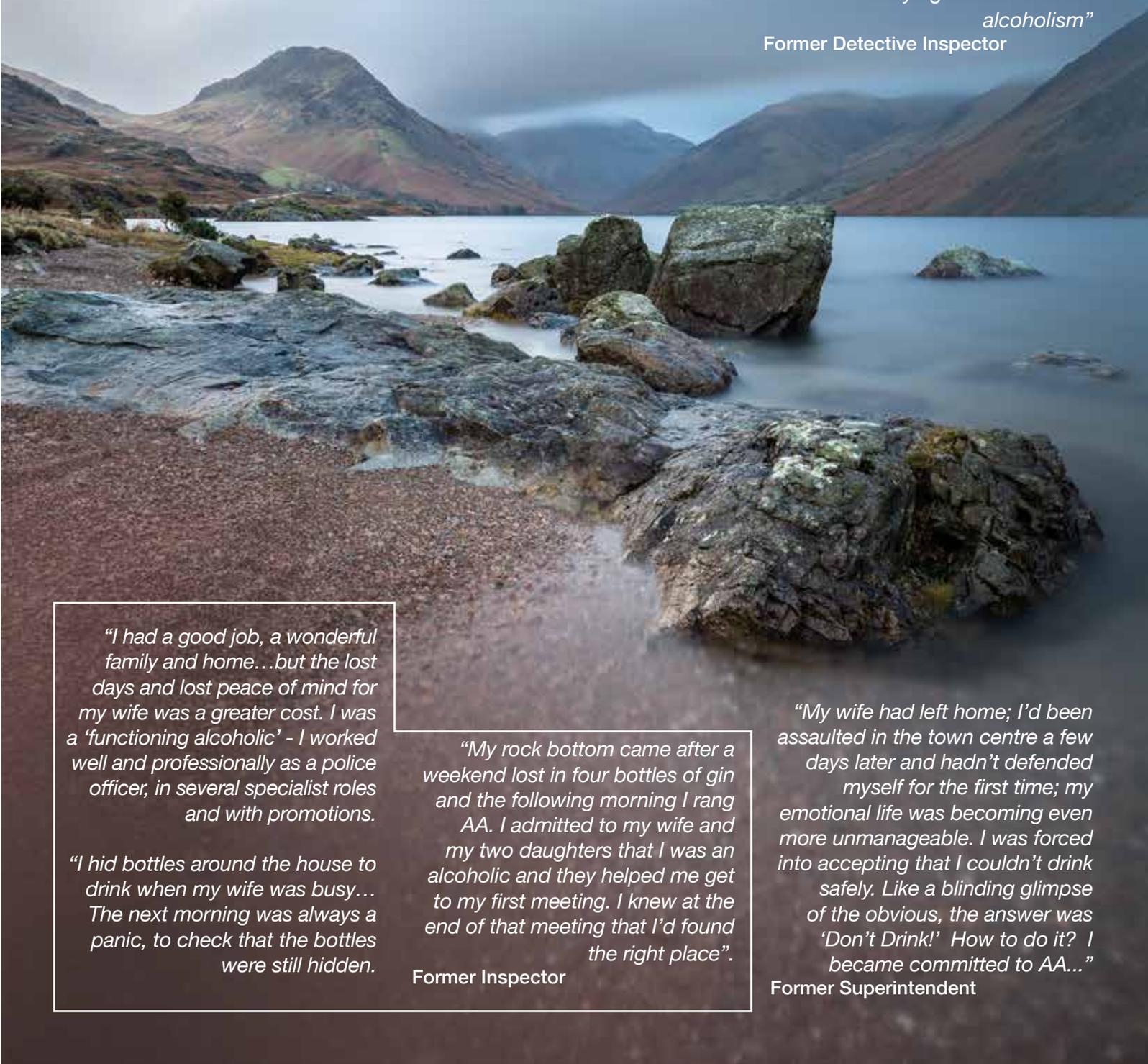
"I had a good job, a wonderful family and home...but the lost days and lost peace of mind for my wife was a greater cost. I was a 'functioning alcoholic' - I worked well and professionally as a police officer, in several specialist roles and with promotions.

"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



Remembrance Sunday

How we Remember

Remembrance is part of modern British life, culture and heritage.

It becomes a particular feature of the public calendar each year when public, private, formal and informal Remembrance events take place throughout the UK.

Remembrance Sunday, which falls on 11 November in 2018, is a day for the nation to remember and honour those who have sacrificed themselves to secure and protect our freedom.

NATIONAL SERVICE OF REMEMBRANCE AT THE CENOTAPH

The National Service of Remembrance, held at The Cenotaph in Whitehall on Remembrance Sunday, ensures that no-one is forgotten as the nation unites to honour all who have suffered or died in war.

HM The Queen will pay tribute alongside Members of the Cabinet, Opposition Party leaders, former Prime Ministers, the Mayor of London and other ministers. Representatives of the Armed Forces, Fishing Fleets and Merchant Air and Navy will be there, as well as faith communities

and High Commissioners of Commonwealth countries.

HOW CAN I TAKE PART IN THE NATIONAL SERVICE OF REMEMBRANCE?

Each year, veterans participate in the March Past. Places to take part in the Cenotaph March Past on Remembrance Sunday 2018 will be allocated through associations. If you are an individual wishing to apply for tickets, please contact your relevant association.

The number of people who can take part in the March Past is limited to 10,000 people due to capacity and the amount of time participants can reasonably be expected to stand. To achieve fair allocation and wide representation of veterans, the Legion will be rigorously applying the eligibility criteria for the March Past. This is an ex-service personnel march, therefore family representatives will not be eligible to participate.

If you wish to attend the service as a spectator, you can find further information on the website of the Department of Culture, Media & Sport, who are responsible for organising the event.

A NATION'S THANK YOU - THE PEOPLE'S PROCESSION

The Royal British Legion organises the annual veteran dispersal and March Past the cenotaph

on Remembrance Sunday for 10,000 British and Commonwealth former military and civilian Service personnel. In 2018, for the end of the First World War Centenary Commemorations, the Government is organising for an additional 10,000 members of the public to parade past the cenotaph after the Legion organised march has finished. Details on how to apply to the ballot for the public procession are available on the DCMS website.

Find out more at www.armistice100.org.uk/procession

TWO MINUTE SILENCE

Each year at the eleventh hour of the eleventh day of the eleventh month, we observe a Two Minute Silence. Armistice Day on 11 November marks the end of the First World War and is a day to remember and honour those who have paid the price for our freedom.

WHY THE ACT OF REMEMBRANCE MATTERS

Great Britain still believes strongly in remembering those who fought not only in World Wars, but the more than 12,000 British Servicemen and women killed or injured since 1945.

The Royal British Legion supports silences observed during both Remembrance Sunday



© Ian Davidson Photography, Willequet Manuel / Shutterstock

services and on 11 November, Armistice Day, itself. The act of Remembrance rightly has a place in - and impact on - our lives, no matter which day of the week it might fall upon.

HOW TO OBSERVE THE TWO MINUTE SILENCE

The Royal British Legion recommends that the Two Minute Silence is observed in the following order:

1. At 11am, the Last Post is played
2. The exhortation is then read (see below)
3. The Two Minute Silence then begins
4. The end of the silence is signalled by playing the Reveille

THE POPPY

The inspiration behind the poppy as a symbol of Remembrance.

WHAT THE POPPY MEANS

The poppy is

- A symbol of Remembrance and hope
 - Worn by millions of people
 - Red because of the natural colour of field poppies
- The poppy is NOT
- A symbol of death or a sign of support for war
 - A reflection of politics or religion
 - Red to reflect the colour of blood

Wearing a poppy is a personal choice and reflects individual and personal memories. It is not compulsory but is greatly appreciated by those it helps – our beneficiaries: those currently serving in our Armed Forces, veterans, and their families and dependants.



HISTORY OF THE POPPY

During the First World War (1914–1918) much of the fighting took place in Western Europe. Previously beautiful countryside was blasted, bombed and fought over, again and again. The landscape swiftly turned to fields of mud: bleak and barren scenes where little or nothing could grow.

Bright red Flanders poppies (*Papaver rhoeas*) however, were delicate but resilient flowers and grew in their thousands, flourishing even in the middle of chaos and destruction. In early May 1915, shortly after losing a friend in Ypres, a Canadian doctor, Lt Col John McCrae was inspired by the sight of poppies

to write a now famous poem called '**In Flanders Fields**'.

McCrae's poem inspired an American academic, Moina Michael, to make and sell red silk poppies which were brought to England by a French woman, Anna Guérin. The (Royal) British Legion, formed in 1921, ordered 9 million of these poppies and sold them on 11 November that year. The poppies sold out almost immediately and that first ever 'Poppy Appeal' raised over £106,000; a considerable amount of money at the time. This was used to help WW1 veterans with employment and housing.

The following year, Major George Howson set up the

Poppy Factory to employ disabled ex-Servicemen. Today, the factory and the Legion's warehouse in Aylesford produces millions of poppies each year.

The demand for poppies in England was so high that few were reaching Scotland. Earl Haig's wife established the 'Lady Haig Poppy Factory' in Edinburgh in 1926 to produce poppies exclusively for Scotland. Over 5 million Scottish poppies (which have four petals and no leaf unlike poppies in the rest of the UK) are still made by hand by disabled ex-Servicemen at Lady Haig's Poppy Factory each year and distributed by our sister charity Poppyscotland. ●

THE EXHORTATION

"They shall grow not old, as we that are left grow old, Age shall not weary them, nor the years condemn. At the going down of the sun, and in the morning We will remember them."

Response:

"We will remember them."



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 (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.

CONTACT US
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greenscarriages@aol.com
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- Overtime opportunities
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**Canary Wharf Security is a large organisation
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**We provide all specialist training you will need to do the
job, as well as many personal development opportunities.**

To apply Email: david.easby@canarywharf.com



**CANARY WHARF
MANAGEMENT**

Canary Wharf Group

Canary Wharf Group (the Group) has already achieved one of the greatest ever feats of civic engineering, turning a once derelict Docklands into 97 acres of London's, and the world's, most sought after office and retail space.

The Group's workforce comprises more than 1,200 people who are dedicated to one of the four sub companies.

Canary Wharf Limited, Canary Wharf Contractors Limited, Canary Wharf Management Limited and Level39 Limited.

Canary Wharf Limited (CWL) provides executive guidance and administrative support to the two main operational arms. It is the company that provides central business services for the Group and drives our socio-economic development agenda with departments that include Accounts, IT, Personnel, Legal, Office Leasing and the Press Office amongst others.

HIGH QUALITY ENVIRONMENTS

Elegant amenities and a bustling retail scene make the space vibrant and attractive to both employees and visitors. Canary Wharf has achieved a unique balance in design, location, environment and its population. CWG's world-renowned tall buildings expertise has created opportunities for us to deliver high prestige projects outside of Docklands, including the City of London. Each development – from design, through construction and project management – comes under CWCL, the acknowledged leaders in high quality, high-rise delivery.

WORK EXPERIENCE

Work experience plays an important role in developing the skills of the Company's future employees. Canary Wharf Group gives the opportunity to students from the London Borough of Tower Hamlets and surrounding boroughs to gain key skills to help them with future employment which is part of the company's Corporate Social Responsibility commitment.

If you are interested in joining our team, please look at our current opportunities or contact us. ●

Canary Wharf Contractors Limited

(CWCL) manages and delivers all of the Group's construction projects in an integrated Project Manager/Main Contractor basis. We carry out the following activities in our Project Management and Main Contractor role:

- Manage the delivery of the final design
- Procure and appoint specialist trade contractors
- Programme the works
- Manage and incorporate tenant requirements in the design and delivery
- Control, manage and review costs on an ongoing basis
- Engage in value engineering exercises for shell and core and tenant works
- Control and manage quality and sustainability

- Control and manage safety
- Manage all site activities and co-ordinate interfaces between specialist sub-contractors
- Commission building systems
- Deliver the project in accordance with our time, budget and quality obligations

On projects where CWCL is not Main Contractor we act in a Project Manager capacity. Where the Group is not involved as a developer, CWCL operates as a construction manager and is integrated with the developer's project team.

Canary Wharf Management Limited

(CWML) undertakes management of our 97 acre estate. With a current working population of around 120,000, 37 office buildings constructed to the highest standards of quality, resilience and environmental sustainability, over 300 shops, cafés, bars and restaurants, and our stunning venue, the East Wintergarden, Canary Wharf is a world-class centre for commerce, retail and leisure and needs to be managed as such.

CWML's many roles on the estate include, but are not limited to, security, traffic management, health and safety, business continuity, facilities management, public spaces

and landscaping, arts and events and running the East Wintergarden venue.

Level39 Limited (Level39) is the world's most connected tech community. It supports fast-growth businesses in three clear ways – giving access to world-class customers, talent and infrastructure.

Through expert mentors, access to Canary Wharf's dynamic workspace, a packed events calendar and best-in-class facilities Level39 helps businesses achieve scale.

Owned wholly by the Canary Wharf Group, Level39 launched in March 2013. Since then, it has grown from a simple idea into a three-floor, 80,000 sq. ft. community space occupying the 39th, 24th and 42nd floors of One Canada Square. www.level39.com.

TRANSFORMATION

As a fully integrated property development, investment, and management company, the Group has the experience and the reach to control and steer any project, of any size, from concept past completion.

In three decades, the Group has not only transformed Canary Wharf into 16m sq ft of superior office, retail and leisure space, but it has also been called on

to spread its expertise in tall building design across London.

Canary Wharf has an instantly recognisable London skyline attracting some of the world's greatest companies. The 120,000 jobs draw employees from all over the globe, including from right here on the doorstep in Tower Hamlets. Its five malls – with more than 300 shops, cafes, bars and restaurants – are shared by some of the world's leading luxury brands.

There are also more than 200 performing arts and events every year and there are more than 70 works of art by 45 artists and designers on public display.

Buildings however, are only part of a community and a fifth of Canary Wharf's 97 acres have been created as landscaped parks, fountains, tree-lined plazas and walkways, overseen by CWML which also manages 4m sq ft of the site's offices, and nearly 1m sq ft of retail space.

With more than 1,000 oaks, silver limes, horse chestnuts and London planes, plus 70,000 seasonal plantings every year, Canary Wharf is one of the capital's greenest sites where buildings and nature share this huge space on a human scale.

The arrival of Crossrail trains in 2018 will strengthen the resilience of the existing transport infrastructure, doubling capacity and cutting journey times into central London and further afield. It will take 39 minutes to get to Heathrow airport, while London City Airport is just 10 minutes away.

LEARNING AND DEVELOPMENT

"The key to Canary Wharf's success is the people that work for Canary Wharf Group." Chairman & CEO, Sir George Iacobescu CBE

Developing both new and existing employees is key to the future prosperity of CWG. Canary Wharf is committed to motivating its staff by developing their skills and knowledge to carry out their job efficiently for the overall success of the company. Employees undertake this development through both formal and informal training.

CWG offers an abundance of training resources to help colleagues continue to develop during the course of their career. We recognise that the need for training can arise any time in employment, therefore we continually review training needs and also encourage staff to identify their own training and development needs.

PROFESSIONAL TRAINING

Employees wishing to undertake additional further education or training which is job and business related are given flexibility for time and study allowance.

PERFORMANCE APPRAISAL

The Performance Appraisal is conducted annually and provides the opportunity for the employees to agree development objectives with their manager and identify any training needs.



WORKING FOR CANARY WHARF GROUP

Careers

Canary Wharf Group plc has been building and developing the Canary Wharf Estate for more than 20 years, and we believe our success flows from the quality and experience of our workforce.

The Group

Many of the original staff from the pioneering days remain – including our Chairman and CEO Sir George Iacobescu CBE – and over time many more have joined us resulting in a very strong sense of teamwork and community throughout the group.

Today, we're made up of more than 1,000 people who are dedicated to one of three sub companies.

Canary Wharf Contractors Limited (CWCL) is the prestigious Construction Management arm of the Group and Canary Wharf Management Limited (CWML) provides an extensive range of managing agent functions to our tenants and visitors to the Wharf.

Together, CWCL and CWML provide a fully integrated property development and property management service and the breadth of this operation is unmatched in the industry.

Finally, Canary Wharf Limited (CWL) provides executive guidance and administrative support to the two main operational arms.

Canary Wharf Group plc has always appreciated the need to secure the right people at the right time and since its inception, we have attracted the best in the industry.

From the earliest days the Group has encouraged a sense of mutual respect, loyalty and commitment with its staff. The company invests great value in providing career development opportunities for our people and this is reflected in a culture of promoting internally whenever possible.

Teamwork is crucial to the Company's success. People simply enjoy working together at Canary Wharf Group where there is a real sense of mutual ownership. They thrive in a place

where change and challenge have always been embraced and talent is recognised and rewarded.

The Company continues to be outward looking and remains aware of its obligations to neighbours who share the surrounding area, including its commitment to local recruitment.

Since the creation of the Canary Wharf Estate, and throughout the rapid pace of development, our people have remained the key to the Company's success and the community's transformation.

At Canary Wharf Group plc (CWG), we recruit on merit and look for people who share our values, our ambition to be the best and our commitment to delivering the highest quality service.

Within the Group there are opportunities for employment across the various sectors of the Company, such as: Engineering/Maintenance, Landscape Gardening, Security, Administration, PA/Secretarial, Front of House, Reception, IT, Car Parks, Accounts, HR and Marketing.

We strongly believe in investing in people for the future – for example, within our Building Maintenance Department we have several apprentices, who are currently studying towards a qualification in Building Services to become fully qualified multi-skilled Building Services Engineers. This provides an excellent career ladder for promotion within this environment.

Apprentices are also employed in other areas of the business, such as landscaping, administration and security. This gives young people every opportunity to begin their career and expose themselves to a good mixture of work based learning and academic study.

Canary Wharf Group has a strong company ethic of developing staff and encouraging internal promotions.

All our vacancies are advertised internally and externally and we place a strong emphasis on local recruitment.

We work closely with government agencies specifically within Tower Hamlets and surrounding boroughs.



Emotional Intelligence

Scientific research identifies that Emotional Intelligence (EQ) is a factor in predicting work performance where regular interpersonal contact with people is involved; something that is central to policing, at least in the UK. It's also central to any working role where people deal with people.

Emotions are at the forefront of our every-day lives, including playing key roles in our working and personal relationships.

Those who can better manage their emotions, particularly in the workplace, on a proactive rather than reactive basis, may note improved work performance and enhanced working relationships with colleagues and clients.

Whether you are in the police service or leaving the service, having higher levels of Emotional Intelligence can serve you well in just about any working environment. Whilst cognitive intelligence (IQ) is often considered to be a good judge of one's basic level of intelligence, EQ is a greater predictor of success. Following extensive research, EQ appears to account significantly more than IQ as to why

people do well in organisations and demonstrate their potential to excel in their role and achieve promotions, often to senior positions. EQ is therefore an excellent benchmark for career success. The good news is that whilst IQ tends to be static throughout a person's lifetime, EQ is something that can be developed.

You may have wondered why some of the brightest people you know, perhaps those coming top of their class, don't all end up in great jobs with great careers. They may be lacking on their emotional finesse; the ability to deal with and engage with people in a positive way. Being very intelligent i.e. high IQ, doesn't make a lot of difference if you cannot figure out what state of mind a person is in, whether they are happy or sad and basically what approach you should take with them. If you have ever seen the US

box-set, Alias (2001-2006), you will recall Marshall, the CIA's high-tech IT guy, who's own level of intellect far surpasses anyone else on the team, but his ability to put his foot in his mouth and not be able to sense when to 'shut up' lets him down all the time. Have you seen a similar scenario in your workplace? Being sensitive to what's going around you and tuned in emotionally can really help gauge a situation, allowing you to know when and what to say or do and when and what not to.

According to Drs. Travis Bradberry and Jean Greaves "The link between EQ and earnings is so direct that every point increase in EQ equals £1,200 to an annual salary. If that's not enough, EQ accounts for 58% of performance in all types of jobs."

Emotions can provoke and direct our thinking to include actions that are realistic and

appropriate— even saving our lives and the lives of others. But when they are unmanaged and out of control, emotions can take over our reasoning and logic, pushing us to carry out actions or say things that in the cold light of day, we can live to regret. How often have you made a bad decision because you were feeling somewhat emotional? Have you ever hit 'reply' to that email you were offended by, sending off a nasty retort in an instant, only to feel embarrassed when you check your 'sent box' the next day when you are no longer in that emotional state? We've all been there and done it at some point, but the key to mastering your emotions and developing your EQ is to be able to understand more about how you are feeling (emotionally) and react in a manner as if those emotions were not controlling your reaction or

Emotions can provoke and direct our thinking to include actions that are realistic and appropriate, even saving our lives and the lives of others....

response. Think about "Counting to 10" for example – Something that Zinedine Zidane didn't manage to do in the 2006 football World Cup final.

Perhaps you are starting to see why EQ can help you at work, at home and even in your quest to pick up a new career and start afresh? It can be the difference between just being like 'everyone else' or having more of the ability to manage yourself in an enhanced way.

As a police officer, to more effectively protect and serve, it's in our interest to learn to appropriately monitor our own and other's emotions and use this knowledge to guide our thinking, actions and decision making. To understand yourself and others in a more empathetic way i.e. 'Why are they (or why am I) behaving like that?' can help defuse situations. Emotionally Intelligent people can have a greater sense of social awareness and pick up on the feelings and emotions, not only of themselves, but others around them.

Policing makes significant emotional demands on officers who are often required to deal with numerous situations while maintaining their composure and assessing the events around them, which can be unique and dynamic. Now consider the unfamiliarity of a new role and how you might be feeling during the first three months as you settle in. What emotions might you be feeling and how might you best manage them to your benefit?

You could be forgiven for having thought that EQ is about hugging trees, patting people on the back, smiling and being all friendly with one another. Afterall, it's concepts and prevalence have still not reached all corners of the workplace. No, EQ is an asset and a tool that you can use to good effect to improve yourself and how you perform. To enhance your emotional responses and actions to situations that you may have previously succumbed. If you occasionally find yourself opening your mouth and engaging it before thinking through the consequences, then developing your EQ could be of value to you.

Generally, since the mid-1990s, businesses and many private organisations have come to see the value gained by developing EQ in employees. Dr. Reuven Bar-On is one of the leading pioneers and researchers in the field of emotional and social intelligence.

His development of the subject has created 5 main (composite) scales for measurement, with each of these having three subscales. These include:

Self-perception- an understanding of one's inner-self in terms of how, when, and why various emotions impact thinking and behaviour.

Self-expression- one's focus on self-direction and openness to expressive communication of feelings and thoughts that are both constructive and socially appropriate.

Interpersonal- using compassion and trust to build and maintain relationships at the same time recognising and having concern for others' viewpoints.

Decision Making- understanding how emotions influence and affect decisions; including impulse control and objectivity to leverage problem solving, absent rash behaviour.

Stress Management- coping with emotions that readily come with change or vague and unclear situations. The ability to remain confident, optimistic, and resilient among VUCA (Volatile, Uncertain, Complex and Ambiguous) chaos challenges.

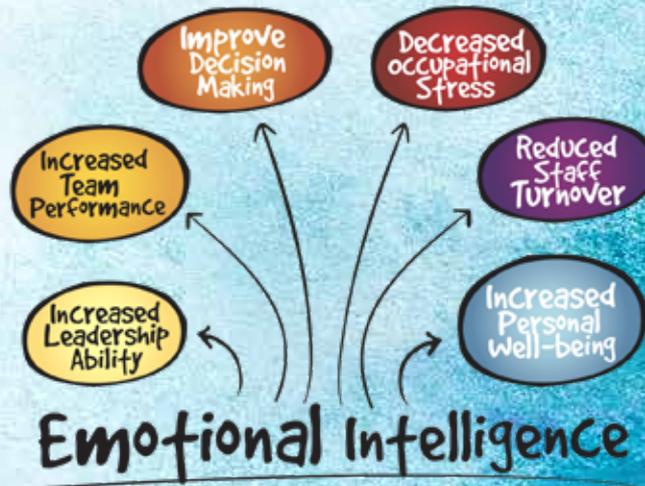
So, we've established that Emotional Intelligence is not a 'touchy feely, be nice to everyone and get walked all over by others' type of thing. How best then can we describe it to the uninitiated? Leading subject matter experts will tell you that EQ is the demonstration of competencies that make up self-awareness, self-management, social awareness and social skills at appropriate times and in ways of

enough frequency to be effective in the situation (Daniel Goleman, 1995, 1998). The key to making positive change for yourself is to understand that social and emotional intelligence skills can be utilised to good effect in work and in personal lives. These skills can be learned, improved and put into everyday practice.

You may undertake an EQ assessment and find out where you currently sit in terms of your own EQ, which not only provides you with an overview of your EQ levels across the different composite areas, but also provides you with the basis for deciding on personal development. Assessments range from free online (basic) options to the fully scientific EQ-i 2.0 assessment which can set you back a few hundred pounds but also allow a trained and qualified practitioner to provide you with a proper understanding of your results and help you identify ways to you improve your EQ.

All in all, it's becoming a more interesting and more fascinating subject as more is developed around EQ. If you haven't heard much about it before, you probably will do going forwards as organisations are keen to explore additional ways to develop team members, increase performance and add further value to their bottom line. From your personal viewpoint, understanding your own EQ and taking some positive development steps towards enhancing it, could be a great asset for your future employment roles. ●

Mark Corder
Co-Founder and Director
www.leavingthepolice.co.uk





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

Flying solo but loving every minute!

By Ann Brebner - TFY Northampton

My journey with Time For You started over 14 years ago and I can safely say it was the best decision I've ever made!

Never in my wildest dreams would I have ever have dreamt of achieving what I have to date.

I vividly remember going to see our first ever client. Claire and I sat on the client's sofa shaking with excitement and nerves! What a feeling walking out of there with a two hour clean!

Another time we unwittingly signed up a client who wanted 10 hours a week. I remember Claire coming back to the office and describing the house having baby

oil and tissues next to each bed! I'd raided plenty of broths as a Detective Constable and thought I'd seen the back of them, oh how we laughed!

The ultimate highlight of my business to date was when I went to quote for The Saints rugby team and I found myself sat on a large sofa surrounded by seven half naked rugby players. I literally thought I died and gone to heaven and I came away with a 6 hour clean, happy days!

So what have I discovered about myself so far? I love being a businesswoman and the daily challenges I have to face. I am so grateful that I found Time For You all those years ago. The personal development I have undergone over the years has been quite incredible. I've even surprised myself! I continue to work on my personal development and mind set on a daily basis, it's so important to keep it fresh!



WHAT'S THE SECRET TO SUCCESS?

Hard work and determination all the way! I still have bad days where I think is it all worth it? Of course it's worth it, we all have a fantastic business at our fingertips. What I've also found is that the skills and business knowledge I've developed along the way are transferrable to other businesses I have.

So what does the future hold? I recently bought Claire's part of the business so I'm now flying solo with the help of my admin team and hubby! I'm the leader of a local networking group in Northampton where I normally have 40 plus attendees every month. I have a rapidly growing Forever Living business where I mentor and coach my team using the skills I've acquired running Time For You. However, I still manage to do all these other activities as well run Time For You. It truly is an amazing business that fits around life! ●

YOUR Local Franchise Opportunity!

"Today we cleaned 17 homes YET never left our house!"

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

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

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



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

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

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



Ann Brebner
Time For You (Northampton)

Police To Successful Business Owner!

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

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

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

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



Find out more **NOW** by visiting:

www.time4youfranchise.com

TIME FOR YOU™
DOMESTIC CLEANING



With **Hire A Hubby** you can turn your DIY skills into a **profitable business**

Founded in Australia over 20 years ago, Hire A Hubby provides general property maintenance and DIY services to residential and commercial customers.

Homeowners in the UK might love doing a bit of DIY but time pressures and lack of skills mean that there is a ready demand for the services offered by Hire A Hubby. We are looking to attract individuals with strong DIY and property maintenance skills and who have a desire to own and run their own business,

so if you enjoy DIY and have great practical skills and would like to run your own business a Hire A Hubby franchise could be just what you're looking for.

HOW IT WORKS

Each Hire A Hubby franchisee runs their own business but they are backed by the security and support of a long established handyman franchise operation. Your franchise comes with an exclusive territory, a two week training package that includes both practical know how and business administration training, a company laptop and mobile phone, Police /DBS checks and insurance. There are only two things that new Hubbies have to provide, their tools; which most

DIY enthusiasts already have, and a white van; which will be sign-written during their training. Our franchisees come from all walks of life and include former trades people as well as people with a professional, management, IT, banking or engineering background. We also have many existing franchisees from the forces, both military and police.

INCOME GUARANTEE

We are so confident in the Hire A Hubby business proposition that we offer a first year's income guarantee of up to £50,000. The guarantee is dependent upon the initial investment and enables an individual to take the step into business ownership safe in the knowledge that they are able to call upon us for financial support should it be required. We believe that this makes us unique within the franchise world. The income guarantee that is on offer represents the minimum turnover Hire A Hubby would expect a new

franchisee to be able to achieve during their first year. Given the demand from home owners for the sorts of services that the Hubbies provide, many franchisees easily exceed this. Resulting in many franchisees scaling their business to the point where they need to take on one or two members of staff by the end of their first year.

SYSTEMS AND SUPPORT

Each franchisee has access to Hire A Hubby's very own computer system (hub e-connect) which allows quoting, scheduling, and administration to be simplified. However, more importantly it also allows a franchisee to monitor their operation, particularly from an efficiency and profitability perspective. This ensures performance is always at its best and can then enable the franchisee to understand their business performance, and decide whether to grow to a multiple vehicle operation. Something that can only be achieved if they know their KPIs (key performance indicators) are where they need to be.

WORKING LOCALLY

Ideally franchisees like to have the territory of where they are living and most franchisees would be within a 30 minute drive of their home location. It is important for a franchisee, not to have to travel too far, as time is money. All Hire A Hubby franchisees are DBS / Police checked enabling them to offer their services to schools, care



homes, children's day nurseries and other businesses, where they might come into contact with the vulnerable. After you've completed your training at head office, you'll be supported in the field by one of the team. During your territory launch week you'll be introduced to your key customer groups including property managers and other regular, repeat business customers.

SKILLS ASSESSMENT

Prospective Hire A Hubby franchisees are required to take a self-assessment, both of their interpersonal and DIY skills. Part of your training package includes a hands on week at a building training centre, this enables our franchisees to brush up on their DIY skills and learn a few tricks of the trade to add to their skill set. The success of the Hire A Hubby brand has been built on individual franchisees working in their local area, providing high quality services, which require excellent DIY skills.

GROWING OPPORTUNITY

As demand for your services increase, there is opportunity to grow your business to a multiple vehicle operation. Choosing to operate multiple vehicles, allows you to become more of a project manager and to take on more

work, thereby increasing the profitability of your business. Many franchisees have followed this model enabling them to achieve increased turnover levels and in Australia, where the system was first developed over 20 years ago, there are now multiple franchisees who have achieved over \$1 million Australian Dollars in a single financial year. Indeed in the 2017-2018 financial year one franchisee achieved \$1.4Million, this level of turnover can only be achieved by having a multiple vehicle operation. However there is no obligation for a franchisee to have multiple vehicles and any franchisee will only grow their business if and when they wish to do so.

FLAT FRANCHISE FEE

Hire A Hubby take a flat franchise fee so regardless of what a franchisee's turnover is, or how many vehicles they run, they will never have to pay any more. Whether a franchisee wishes to grow their business to a multi vehicle operation or not, they all benefit from strategic business support from the head office team. This includes regular business reviews to check a franchisee's performance against their business plan, and setting goals and business objectives, all things that as a sole trader they wouldn't have access to.

INVESTMENT REQUIRED

Investment levels range from between £15,000 to £25,000 depending on the territory chosen and this can be part or wholly financed if needed. Hire A Hubby have a range of finance packages available from the likes of StartUp Finance or Natwest, who have accredited the Hire A Hubby franchise system and who also offer 75% unsecured funding finance package. From a business perspective there are tax advantages to financing your business and it is something that most franchisees tend to do.

JOIN THE TEAM

In addition to having good practical DIY skills, it is likely that, with your police background, you'll also be a team player, who enjoys working to a plan and you might also have good time management skills. If that is the case then you are just the sort of person we are looking for. We have franchise areas and territories that have now been mapped and available across the UK, so it doesn't matter where you're based we can help you on your journey to becoming your own boss. ●



RUN YOUR OWN PROPERTY MAINTENANCE BUSINESS



Ask about
our **£50,000**
Income
Guarantee

If you have great DIY skills and the desire to run your own business we have the perfect career path for you.

Hire A Hubby is a specialist handyman service providing property maintenance and project management services to customers in the domestic, property management and commercial markets.

Franchisees are our backbone. Practical people with a passion for DIY, they run their own business with the security and support of a long established and successful handyman franchise operation.

Your business success over the short, medium and long term is our ultimate goal. Even though individual Hubbies are running their own business, they enjoy full operational support from head office and the Hire A Hubby network.

On top of loving DIY, we're after team players with customer service skills, good time management skills, a strong customer service ethic, be a team player and be able to work to a plan.

Franchises from just **£15,000**.
Call today for more information.



0800 111 4664



www.hireahubby.com

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.



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FROM
£99

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// 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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We deliver unique specialist policing to protect key Ministry of Defence establishments and sites of national importance across the UK. Most of our officers are Authorised Firearms Officers (AFOs) but we also deliver marine policing, police dog handling, investigation of crime and other various specialist policing functions.



A diverse workforce is essential to our success and we welcome people from different backgrounds and experiences who represent the communities we serve.

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Our campaign for serving and recently retired Police Constables and Sergeants, including those who are suitably qualified for promotion to Sergeant rank, is NOW OPEN.

Vacancies available throughout the UK. You don't need to be a currently qualified AFO to be eligible to apply - training is provided.

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