

THE COLLEGE OF POLICING
It is the professional body for everyone who works for the Police Service in England and Wales. **P22**



Police Resettlement

magazine

Spring 2019



THE MINISTRY OF DEFENCE POLICE

The Ministry of Defence Police is currently seeking applications from serving and recently retired police officers from other forces, for vacancies across the UK. **P06**

TOM HUNTLEY'S STORY

Tom Huntley, set up as an Independent Security Consultant where he could combine his knowledge, skills, experience and academic achievements to do something different. **P12**

LOOKING AT A CAREER IN THE SECURITY INDUSTRY

Check out these tips to look for a great training provider. You absolutely must continue to invest both time and money in yourself throughout your career **P26**

THINGS TO CONSIDER WITH A CAREER CHANGE

A change of career used to be reserved mainly for those reaching 'pensionable age', who considered themselves too young to simply put their feet up. **P28**

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



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.

Join us, we are a... #ForceWithADifference

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.

Interested? Find out more and apply: www.mod.police.uk/apply/neof



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



Ministry
of Defence
Police



Contents...

08 POLICE RESETTLEMENT EXPO 2019

Details of the latest one day recruitment event to assist people who have either left or looking to find a new career outside of the Police Force.

16 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.

18 CANTERBURY CENTRE FOR POLICING RESEARCH

The Canterbury Centre for Policing Research (CCPR) conducts high quality applied research that aims to involve and advise policing professionals.

37 ST JOHN AMBULANCE

Most people know St John Ambulance as the health and first aid charity, that keeps thousands of people safe at hundreds of events every week - from football matches and pop concerts to local fetes.

32 BE SEEN IN GREEN

The East of England Ambulance Service NHS Trust (EEAST) provides emergency, urgent and primary care services throughout Bedfordshire, Cambridgeshire, Hertfordshire, Essex, Norfolk and Suffolk.



44 ZERODRYTIME

Zerodrytime then evolved to what we have now, a unique franchise that offers unparalleled services with great earning potential for our franchisees.



25 CERCO IT LTD

Do you want a career in IT? We can make it happen!

06 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 from other forces, for vacancies across the UK.



48 A LAW DEGREE WITH A PRACTICAL BIAS TO IMPROVE YOUR EMPLOYABILITY IN THE LEGAL SECTOR

Has your work in the Police Force triggered your interest in law?

46 HIRE A HUBBY

Hire A Hubby provides general property maintenance and DIY services to residential and commercial customers.



COVER IMAGE CREDITS

© The College of Policing

EDITORIAL

EDITOR:
James Atkins
E: James@policeresettlement.com

DESIGN & PUBLISHERS

DESIGNER:
Rowena Wilson
E: rowenawilsondesign@gmail.com

ADVERTISING

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

ACCOUNTS

Ruth Fiddler
E: ruth@easyresettlement.co.uk

PRINTING

MICROPRESS LTD
Reydon Business Park,
Fountain Way, Reydon,
Southwold, IP18 6SZ

SUBSCRIPTIONS

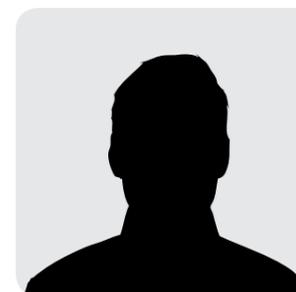
For queries regarding your subscription to Police Resettlement please contact:
www.policeresettlement.com/subscribe
T: 01945 450297

DISCLAIMER

This publication is copyright Police Resettlement Ltd and may not be reproduced or transmitted in any form in whole or in part without prior written permission of Police Resettlement Ltd. While every care has been taken during the preparation of this magazine, Police Resettlement Ltd cannot be held responsible for accuracy of the information herein or for any consequence arising from it. Views Expressed in this publication are not necessarily those of Police Resettlement Ltd or the editor.

Welcome...

Welcome to the Spring 2019 issue of Police Resettlement magazine.



In each issue you will find helpful tips and advice, as well as various employment opportunities for those of you looking to leave the force and start a new career, however we also focus on areas of interest for those still serving, by working with various companies and organisations we are able to offer advice on career development and progression. Furthermore, we will be including police news and inviting constabularies to contribute stories that are relevant and of interest to our ever-growing readership.

In the summer 2019 issue we will be launching our free training giveaway, this has proven to be a very popular and successful campaign that we included in Easy Resettlement magazine for the armed forces. We will be buying courses from our advertisers to give away to our readers, people who have shown an interest in these free courses will be randomly selected so they can enhance their credentials without having to pay for courses themselves. All you need to do is find a company that's offering a course you wish to use, send them an email with your contact details and when you would be free to train with them and copy us in on that email

for your chance of having the course for free. We will be asking winners if we can feature them in future publications and follow their stories from leaving the Police to starting their civilian career.

We will again be attending various events in 2019 including the Security Cleared Jobs Expos, the International Franchise Exhibition, as well as the Emergency Services show and of course the Police Resettlement Expos where we get to meet many of our readers. You will be able to find out about the events by following any of our social media groups on Facebook, LinkedIn and Twitter.

We are always keen to hear from our readers and want to know what else you would like to see in future issues of Police Resettlement magazine, equally if you would like to contribute anything then please email James@policeresettlement.com

This magazine is freely available in print and online with all constabularies across England and Wales and at the various events we attend, these magazines will remain to be free for our readers but this is only possible due to our advertisers, we ask that you mention the magazine when engaging with any of these companies.

In addition to these hard copies we also encourage people to subscribe for free by visiting www.policeresettlement.com/subscribe you can also follow us on Twitter @PoliceResetMag and like our Facebook page or join our LinkedIn group for even more updates and opportunities. If you wish to get in touch with us please email James@policeresettlement.com



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



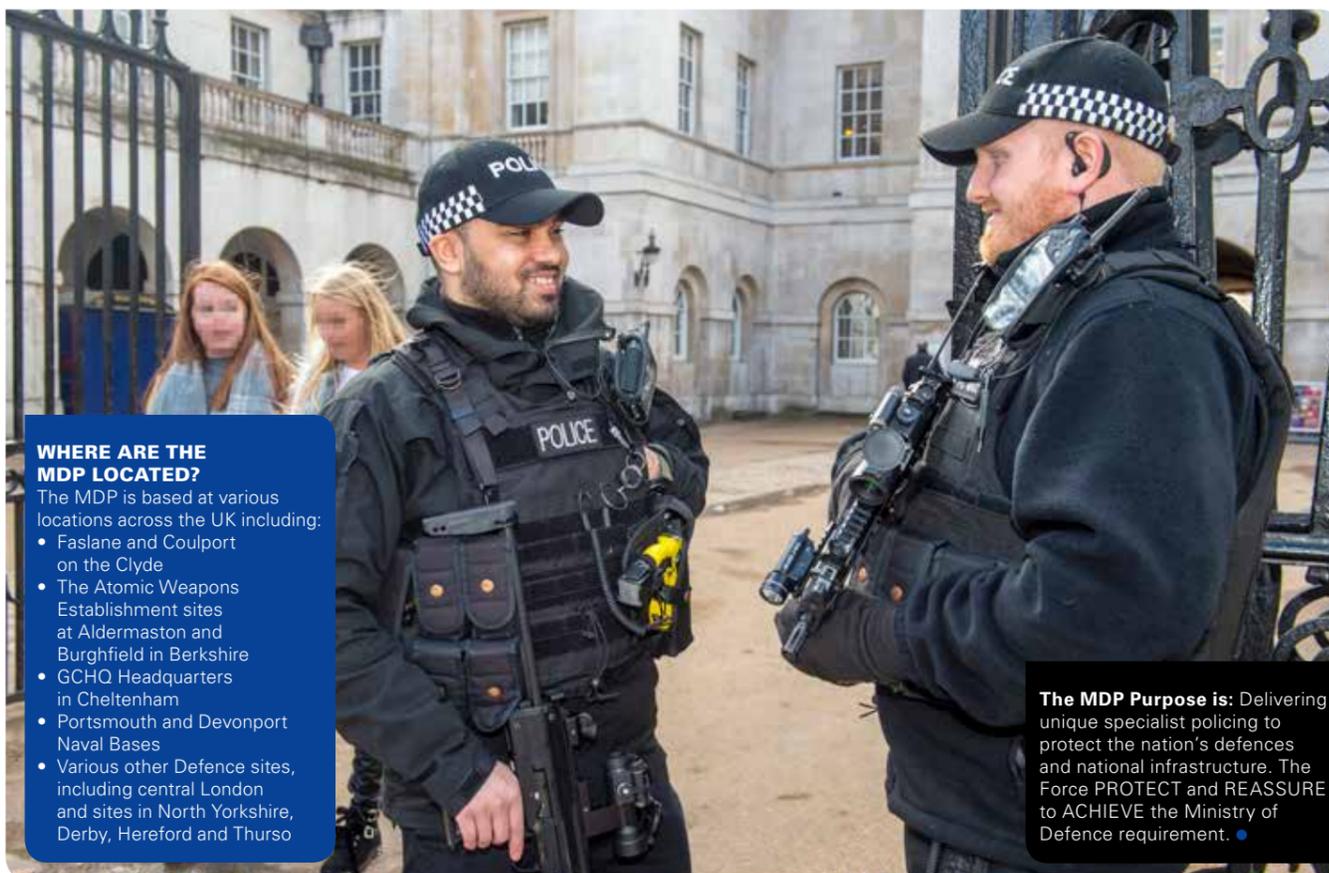
threats and to facilitate the most efficient and effective deployment of MDP resources

- **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
- GCHO 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.

PR POLICE RESETTLEMENT EXPO 2019



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 QEII Centre in London.

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 Thursday 16th May 2019 at The Bridgewater Hall, Lower Mosley Street, Manchester, M2 3WS
Doors open 10am – 3pm
(last entry 2.30pm)



© Shahid Khan / shutterstock

Do you have a Police background and Security Clearance?

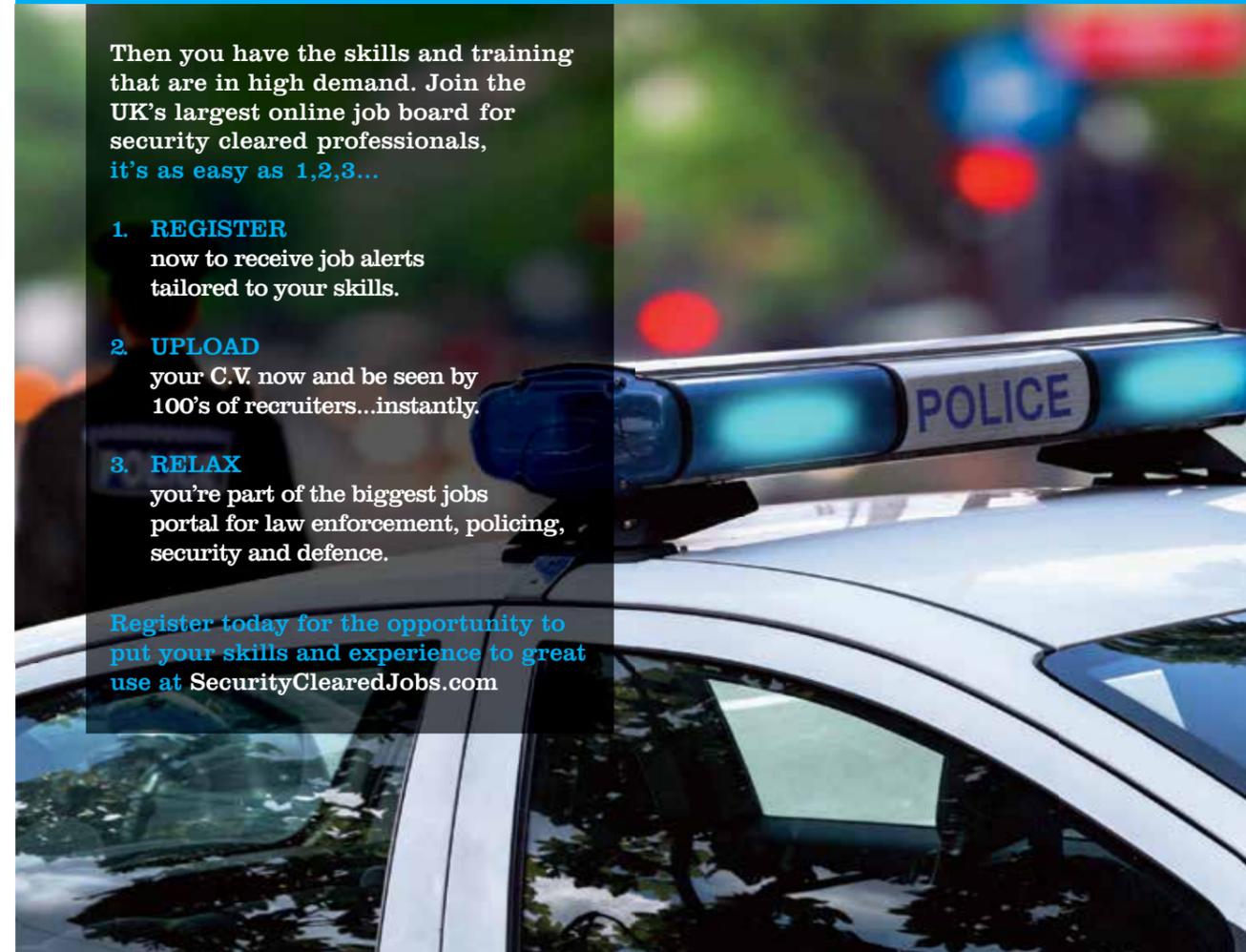


SecurityClearedJobs.com

Then you have the skills and training that are in high demand. Join the UK's largest online job board for security cleared professionals, it's as easy as 1,2,3...

- 1. REGISTER**
now to receive job alerts tailored to your skills.
- 2. UPLOAD**
your C.V. now and be seen by 100's of recruiters...instantly.
- 3. RELAX**
you're part of the biggest jobs portal for law enforcement, policing, security and defence.

Register today for the opportunity to put your skills and experience to great use at SecurityClearedJobs.com



DV

Cyber Security
Counter Terrorism
Digital Forensics

SC

Investigation
Firearms Officer
Holmes
Indexing

CTC

Fraud Analyst
Intelligence Analysts
Claims Investigator

NATO

Security Consultant
Crime Scene Investigation
Child Protection



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.

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



At Servoca Resourcing Solutions 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.

By Sector
 Police
 Probation
 Public & Third Sector
 Commercial Sector

By Skills
 Investigations
 Probation & Criminal Justice
 Intelligence & Analysis
 Cyber & Forensics
 Training



www.servocaresourcing.com

Tom Huntley's story

This article was written by a friend and former colleague, Tom Huntley, who left policing at the rank of Inspector last year to set up as an Independent Security Consultant where he could combine his knowledge, skills, experience and academic achievements to do something different.

MY ADVICE

Think about what you loved about the job:

You want to leave now, but what made you stay for as long as you did? We are all different and motivated by different things. For me it was complex planning and managing risks. If you've found things that make you passionate try to keep doing them.

People buy from people, and you are selling yourself:

This is a big part of networking. I'm going to let you in on a secret: Be a nice person. If people like you they may work with you, they may not. But guess what: if they don't like you, they definitely won't!

There is life after 'the Job' and it's there for the taking. Plan methodically, use the decision-making skills you have gained, and if you conclude that it is the

right time for you; put your head down to seal the visor, angle your shield, and run towards the fire. I don't regret it.

Network, network, network:

You cannot know too many people. Within your force you may have gained a great reputation and people know the qualifications and experience you have. Outside the force you need to advertise yourself and build an audience. Start that LinkedIn profile now.

Think about what you offer:

There will be others trying to enter the same market space as you. You DO have transferable skills, but you need to demonstrate these in your applications.

They don't speak your language:

And why should they? 'Tactical Commander' means nothing to

most HR professionals so think of a way of explaining what it is you do using 'civi-speak'. I have always felt that the worlds greatest Project Managers are Custody Sergeants!

Leadership skills are vital in every sector:

and you have them. Every officer is a leader regardless of rank. When you turn up at a scene everyone looks to you to take charge, and you do.

Plan your approach like an operation:

You wouldn't just turn up at the location of a raid and hope it works out, it is planned. Don't just hope your career path will just 'work out'. Plan it: IIMARCCH is a fantastic approach for career planning! Imagine you are briefing yourself about your career plan.

Tom explains that it wasn't and still isn't plain sailing, but the benefits far outweigh the downsides as you will discover as you read on.

Tom leaves us with some excellent top tips to think about before making that big leap of faith and self-belief to enter into the unknown.

MY JOURNEY

It was never my intention to be a Police Officer. I somehow fell into 'the Job' through a bizarre set of circumstances. At 16 years old, with little academic qualifications to support me, I knew that University was neither something that appealed, nor in truth an option. I had always harboured a desire to join the Armed Forces, essentially both as a way of testing myself and as a way of satisfying a deep-seated sense of adventure. Having spent a year digging in holes in roads in the rain to repair pipes, I gripped my passport and the little money I had and set off on the 'Sea-Cat' to the South of France, from where I would join the French Foreign Legion.

Returning home some years later, having satisfied the sense of adventure and getting more than I bargained for, I really had no clue in which direction I should take my life. NVQs where the buzz in education at the time, so I signed up for a Security Management course, after all, security was a natural role after the forces, or so I thought. My course lecturer was a retired Superintendent and on conclusion of the course he helped me apply for a position in the Ministry of Defence Guard Service (MGS). The training for the guards took place at a remote training base in Wethersfield, Essex, which also happened to be the HQ of the Ministry of Defence Police (MDP), who at that time trained the MGS in areas such as Use of Force and Legislation. One of the training Sergeants took me to one side near the end of the training course and suggested I should apply for the police service.

I gently explained that the police didn't appeal to me and that I hadn't yet decided on the direction I wanted my life to take. He told me they would pay me a significantly higher salary. I applied that night!



I spent the next 18 years within the ranks of the Ministry of Defence Police and thoroughly enjoyed most of it. I was extremely fortunate to have had a background that made the role of Authorised Firearms Officer a natural progression. On conclusion of my probation I almost immediately started my CID programme and from becoming a fully-fledged Detective I moved, on promotion, to the Fraud Squad from where I worked in partnership with the Serious Fraud Office. Gaining promotion to Inspector I enjoyed roles with the Operational Support Unit, Head of Operational Doctrine and as a Staff Officer. I even managed to perform the role of Contingent Commander in Afghanistan. In all of these roles I worked alongside fantastic people and really did learn something new every day. And that is one of the greatest things about policing. I don't know many other jobs that will allow you exposure to such diverse roles in such a short space of time.

Whilst at the Fraud Squad I had gained a Post Graduate Certificate in Fraud Management and this had whet my appetite for further education. Having left school with poor exam results I wanted to test myself academically and see how well I could do, and so, with no small amount of trepidation, I applied to take a master's degree in Leadership through Cranfield University. The process of gaining this qualification took me on a journey into understanding why 'leaders' make the decisions they make, and 'followers' choose to follow (or not). I had been a Cadre Tactical Firearms Commander for many years and decision making under stress had been an area that fascinated me, so I focused my dissertation on what qualities police officers sought from their immediate leaders during routine business when compared with commanding critical incidents. I found the results truly interesting and it propelled me further on the journey to understand Critical Incident Leadership and Risk Management.

Like many I felt that by around 2015 the job had changed significantly and that the 'do more with less' mantra was making the tasks impossible to deliver. I had also come to the realisation that my personal circumstances had made another move highly undesirable (I was serving in a national force) and that promotion would mean a move. Treading water in the same rank at the same location would have meant losing the very things I had grown to love about the service; the variety and excitement of facing



Don't just hope your career path will just 'work out'. Plan it.

new challenges, and so, now in my forties, I concluded that it was time to look for something new.

Using my police training my 'go to' was the National Decision Model and so I span the wheel. I had the luxury of time in developing information and intelligence and establishing what is out there and what others, who had jumped before me, had done. This helped me understand the risks, as well as consider my 'tactical options'. I found that talking to others who had set out on second careers was extremely valuable: why make your own mistakes when you can learn from others? The police service is a strong family and in my experience those who have left will go out of their way to assist those who are thinking of leaving. The 'caring cop' side of you doesn't leave when you leave.

I also sat down with my partner and wrote out a list of pros and cons. There are two important points to make here. Firstly, it is unlikely that your decision will only affect you, so include others in your discussions. Secondly, not all pros or cons are equal. For example, I kept returning to the major con of leaving; as a police officer I had a guaranteed salary! However, with careful consideration and planning I couldn't escape the clear message that it was time to do something else: but what? Someone once said to me that it is easy to do what you want. It is figuring out what you want to do that is the hard bit!

Like many cops I have a desire to help and protect people that is wired in to me. I wanted to keep using the skills I had gained as a police officer and use them 'for good'. Although the security industry appealed, I didn't want to work in guarding, and nor did I want to grab another assault rifle and drive through dusty plains. I did

want to use my knowledge gained through academia and my training and experience from service. The difficult thing was that although I wanted to leave the police, I still wanted a Silver Command type role: I wanted to plan operations and make key decisions. That was the bit of 'the Job' I loved, and I wanted to keep doing it.

So far so good. However, once I had made the decision things slowed down. In fact, I applied for around 50 jobs, and attended several interviews, before I gained success. Don't let anybody tell you it's an easy market out there. The first job I landed was as the Director of Physical Security for a major Travel Risk Management company. It was a fantastic role that opened my eyes to an important area of the security industry and where I feel I was able to truly contribute. The skills, training, education and experience I had gained with the police service were invaluable. Last year (2018) I decided to set out alone as an Independent Security Consultant. It would be easy to say I've never looked back but that wouldn't be true. I look back on everything I've done to get here nearly every day. I've worked with some truly heroic people and dealt with some incidents that will never leave me, and overall, it's been a fantastic journey. When I consider it all as progressive steps it makes sense. ●

This article was supplied by Rob of "Leaving the Police"



JOIN OUR TEAM!



CANARY WHARF Security

**Canary Wharf Security are recruiting for
Security Supervisors and Security Officers.**

- **Competitive Salary**
- **Overtime opportunities**
- **Excellent pension scheme**
- **Subsidised private healthcare for you & your immediate family**
- **Life Assurance**
- **Subsidised gym membership**
- **Interest free season ticket loan after probation**
- **Four weeks paid holiday per year**

**Canary Wharf Security is a large organisation
with opportunities for promotion.**

**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 LONDON

Canary Wharf is a 97 acre private estate located in the heart of London's Docklands. With a current working population of over 120,000, 39 office buildings constructed to the highest standards, over 300 shops, cafés, bars and restaurants, Canary Wharf is a world-class centre for commerce, retail and leisure.

Canary Wharf Security are looking for experienced staff to be part of our in-house security team with direct responsibility for providing the estate security. Working a variety of shift patterns the role can be arduous and physically demanding and requires a good level of basic fitness. In return our staff receive an excellent salary and benefits package, ongoing training and promotional opportunities.

Please contact
David.Easby@CanaryWharf.com
for further information.





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.



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

SALARY AND BENEFITS

Starting salary
The starting salary for new recruit police officers is currently £22,440 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 £39,150.

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



DETER, DEFEND, DENY, RECOVER

Canterbury Centre for Policing Research



ABOUT US

The Canterbury Centre for Policing Research (CCPR) conducts high quality applied research that aims to involve and advise policing professionals.

Research undertaken by members of the Centre will therefore be both strategic and practical, influencing policy and practice – this is central to our ethos. Our practitioner-centred approach will incorporate the views of all policing practitioners including senior leaders, private sector staff, police officers/staff and policing specialists through engagement with the CCPR and the development of the academic and police advisory group. This will engage officers in our work, ensure that all of our

researchers are aware of the current challenges in policing and assist the translation of research findings into operational and strategic practice.

The strategic objectives of the centre are:

1. To conduct high quality applied research that aims to involve and advise police officers.
2. To work with police officers of all ranks at all levels to ensure that research findings have an operational/strategic impact.
3. To consolidate expertise across the University to develop multi discipline research projects.
4. To work nationally and internationally with other universities and various policing societies, networks and forums.

KEY RESEARCH THEMES

1. Professional development

The University has a long association with public service and police education and we aim to deliver research that explores: different approaches to learning, professional development and the use of education in policing, the relationship between learning and the impact it has on police practice, evidence based policing, crime analytics and the growing use of technology. Identifying the changing demands facing the police and exploring the skills required to ensure officers can effectively deliver to that demand.

2. Investigative processes and practices

Research staff within the School have expertise in various aspects of investigation including: sexual and domestic abuse, crime involving vulnerable people, decision making in criminal investigation and training provision for detectives.

STUDY WITH US

Opportunity to study at postgraduate level within a specialist policing research centre with supervision teams with a wide range of policing research interests. *MSc Applied Policing Practice

Alternative awards:

- Postgraduate Certificate Applied Policing Practice (Organisation, Leadership & Development)
- Postgraduate Certificate Applied Policing Practice (Evidenced Based Police Interventions)
- Postgraduate Diploma Applied Policing Practice

The MSc in Applied Policing Practice is offered to police officers and staff of all ranks and roles in related occupations. The demand on the police service is becoming increasingly more complex and the issues involved require a wider knowledge base and new skill sets to address them effectively. This programme supports students in developing their knowledge and their research interests. Key to this programme is also leadership and management which is critical to the success of any police reform and local organisational change programme.

Our new programme will be based around building new postgraduate 'policing themes' that can be adapted to deliver the most contemporaneous issues in crime, policing and the CJS, and then, just as quickly, respond to new reforms or challenges that may confront the police/CJS in the future.

For more information on this programme is available on the prospectus page. Please submit the application form to Katie.pocock@canterbury.ac.uk

3. Governance, legitimacy and participation in policing

Research has been conducted by School staff on the changing structures of governance, Police Crime Commissioners, neighbourhood policing, police reform, community confidence and legitimacy and wider participation within policing (from other public sector agencies, the public and the concept of social capital and the private sector).

4. Security, risk and globalisation

The expertise within CCPR includes public order policing, cyber-crime, terrorism, trafficking and serious crime. Our research interests in police co-operation, compatibility and differences in police structures are also important considerations when responding to global and cross border crime.

MANAGEMENT TEAM

Dr Emma Williams, Director

Emma Williams is the Programme Director for the MSc by research in policing. Prior to this she worked as a senior researcher at the Metropolitan Police Service conducting operational and strategic research on MPS priority issues and developed practical outputs to guide evidence based police practice and training. She also worked for two years, as part of a secondment process from the MPS, at the Ministry of Justice as a principle researcher conducting and advising on evaluations of various criminal justice policy. She is undertaking research on police treatment of victims of sexual violence. She is exploring this in the context of credible police work and the measurement of performance both by the organisation and by peers. Her research interests are policing and victims of interpersonal crime, police professionalism, the use of research and education in policing, public perceptions and confidence in the police and community policing - particularly in the context of the localism agenda. Emma supervises students on the MSc by Research in Policing.

Read more at www.canterbury.ac.uk/social-and-applied-sciences/law-criminal-justice-and-computing/canterbury-centre-for-police-research/about-us.aspx#yo8XKYlBk1IEEp.99

MSC BY

RESEARCH IN POLICING

The MSc by Research in Policing focusses specifically on the final thesis, which will be based on an empirical research study of a chosen area of policing. The part-time programme runs over two years with lectures run by the Graduate School in Canterbury, lectures in London and three study weekends in Canterbury focusing on research methods. Students are providing with a supervision team giving advice on their research and the development of their thesis. See the list of supervisors for further detail.

For more information on this course, please contact emma.williams@canterbury.ac.uk.

Read more at www.canterbury.ac.uk/social-and-applied-sciences/law-criminal-justice-and-computing/canterbury-centre-for-police-research/study-with-us.aspx#DQ8bmwSB624eFi2K.99

EVENTS

Our events include international visits, conferences, lecture series and debates.

Awareness Event on Recognition of Prior Experience & Learning (RPL/RPEL)

Thursday 16 May 2019 (12:30-17:00)

Augustine House, Canterbury, Kent, CT1 2YA

A free workshop for Serving or Retired Police Staff on how they can use their service, experience and knowledge to access degree courses and more.

CCPR Annual Conference 2019 - 'Austerity and Ethics: A paradox for professionalism'

Wednesday 19 (10:00) - Thursday 20 June 2019 (17:00)
Canterbury Christ Church University, North Holmes Road, Canterbury, Kent, CT1 1QU
CCPR Annual Conference 2019

Read more at

www.canterbury.ac.uk/social-and-applied-sciences/law-criminal-justice-and-computing/canterbury-centre-for-police-research/Events/events.aspx#fzGk8Bo7wctvdC7v.99

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 GET SOBER AND HELP OTHERS TO ACHIEVE SOBRIETY

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

THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING
0800 917 7650
GO ONLINE AT: alcoholics-anonymous.org.uk

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

The College of Policing

The College of Policing was established in 2012 as the professional body for everyone who works for the police service in England and Wales.

The purpose of the College is to provide those working in policing with the skills and knowledge necessary to prevent crime, protect the public, and secure public trust.

We have **three** complementary functions:

- **Knowledge** – we develop the research and infrastructure for improving evidence of 'what works'. Over time, this will ensure that policing practice and standards are based on knowledge, rather than custom and convention.
- **Education** – we support the development of individual members of the profession. We set educational requirements to assure the public of the quality and consistency of policing skills and we facilitate the academic accreditation and recognition of our members' expertise.
- **Standards** – we draw on the best available evidence of 'what works' to set standards in policing for forces and individuals. Examples include our Authorised Professional Practice (APP) and peer reviews.

We intend to be a not-for-profit membership organisation, and will aim to achieve chartered status. Members will be fully involved in all aspects of College work.

We will have a mandate to set standards in professional development, including codes of practice and regulations, to ensure consistency across the 43 forces in England and Wales. We also have a remit to set standards for the police service on training, development, skills and qualifications, and we will provide maximum support to help the service implement these standards.

A fundamental development within the College is the use of knowledge and research to develop an evidence-based approach to policing. We are hosting the What Works Centre for Crime Reduction, which involves collaboration with academics and a university consortium. We will also take a coordinating role across the country, commissioning research

and setting up regional networks, so that universities, further education colleges and police forces can work together to learn from best practice.

The British model of policing by consent is admired right across the world. We will help to create the best conditions to sustain and enhance that model.

BACKGROUND

As the professional body for policing, the Government's intention is for the College of Policing to operate independently of the Home Office. For this reason and to allow it to start operating as soon as possible, the College was established as a company limited by guarantee while legislation to formally establish it as a statutory body was prepared.

Soon after the College's establishment, following discussion between the College and Home Office and recommendations of the Home Affairs Select Committee in its report, Leadership and Standards in the Police, dated 1 July 2013, House of Commons (HC 67-1) it was decided the maintenance of this independence could be best achieved through pursuing Royal Charter status. This remains the College's long-term aim and is supported by the Home Office.

The College's role, functions and responsibilities have been expressly recognised by Parliament in statute, including through the Anti-social Behaviour, Crime and Policing Act 2014, which made a number of amendments to the Police Act 1996, and the Policing and Crime Act 2017.

In 2016 the College was the subject of an inquiry by the House of Commons Home Affairs Committee. The Committee's report 'The College of Policing: three years on' (HC678) noted that 'We consider that the College of Policing is now a permanent and essential part of the new landscape of policing, which began to take shape in 2010' and 'The College's Chief Executive, Chief Constable Alex Marshall, and his team have made an impressive start'. The Committee also set out several areas in which the College could develop. ●



CASE STUDY WORKS IN THE POLICE FORCE:

"I was a police officer for over 12 years when I had my family. I still wanted to be a police officer but with young children it isn't always possible to juggle three balls without something giving. You might juggle two - academia and raising young children - but not three. I felt like I was giving up the job I always wanted to do, and I might not have the option of ever returning. I was out of policing for some time, and when I was looking to re-join there was no option for me to return without starting at the beginning of the constable journey.

"It wasn't possible for my force to give consideration to my prior service as a police officer. I had accumulated considerable skills and experience during my previous service. I worked

on Response, Neighbourhood Policing, CID and within other specialist departments requiring specific non-standard training. This amounted to a considerable investment, in both time and finances, by my force in me.

For this not to be recognised when I was considering re-joining was both disappointing and disheartening.

"Starting again would also not have helped me financially. I would have had to take a large pay cut, relative to what I was earning before I left the police. I now had the additional financial responsibility for my two young children, which was a massive consideration.

"I had been on a journey since leaving the police; maintaining skills in a professional capacity and obtaining post graduate and master's degrees. I had worked in

senior management and leadership positions in public sector and private industry. I didn't want to start again as a constable so I looked for other options. The police had introduced the fast-track PC to Inspector and the Direct Entry Superintendent schemes. I applied and was offered a place on the Fast Track PC to Inspector scheme. This was a fantastic opportunity, however the force offering the position was a couple of hundred miles away from my home.

In order to take up the position I would have had to live away from home during the week, which was impossible with two children.

"Had there been any opportunity for me to re-join doing the same or similar role to the one I left previously, on similar pay, I would have bitten my own hand off. It isn't always about the money but when you have a family, and the financial

obligations associated with that, it is a serious consideration. I can't explain how much of a lifeline that would have been.

"Encouraging former police officers to re-join is about police forces needing and wanting good people and valuing them for the skills they have. Re-joiners come in with a memory, experience and skills that would ordinarily take years to obtain. They may require some assimilation; to learn about new legislation, policy and procedure.

They will possibly need some operational guidance on the front line, until they regain their former confidence, but ultimately you get a fully trained officer back on duty in a very efficient and cost effective manner. I truly believe there are significant, long-term benefits to bringing really good people back into the police family."

Project launched to help parents and carers return to policing

Police officers and police staff investigators who have left the force to start a family, or care for a relative or a friend, will be able to return to permanent jobs through a new project launched today by Minister for Women and Equalities Penny Mordaunt.

Those who want to take part can register their interest on a website launched today. Run by the College of Policing and funded by the Government Equalities Office (GEO), the pilot programme will start advertising full time investigative roles from April.

Minister for women and equalities Penny Mordaunt said:

"Our police officers keep this country safe and ensure justice is done. It is vital that they, and every woman and man in the UK, have as much freedom, choice and support as they need to return to work when they are ready.

"We are investing in this pilot to ensure they have the freedom and support to balance work and caring responsibilities effectively - so they can return to work when they are ready.

"In the UK, nine out of 10 potential returners to work are women. By taking action we are supporting our police service while also achieving true gender equality in our workplaces."

Stuart Durrant, return to investigative practice project manager for College of Policing, said:

"The Return to Investigative Practice project is focused on getting experienced people that have left the policing for care-giving reasons, back into the service.

"It is providing us with an excellent opportunity to create an evidence base of what works in attracting and retaining people so their policing skills aren't lost permanently.

"With regulation changes making returning to policing easier, the project will also enable us to understand what support and development these investigators need coming back into forces."

Chief Constable Matt Jukes, national policing lead for investigator resilience, said:

"The complex nature of investigations and our work to protect vulnerable people has made the roles of detectives and investigators more challenging than ever.

"Despite the progress forces are making, there remains a shortfall in detectives and the need for their skills around complex areas of crime is growing. We rely on our investigators to deliver high quality investigations and justice for victims at a time of changing demand. That is why policing has been developing a number of ways to increase our investigative resilience nationally and locally.

"There are former detectives outside the Police who we hope could be part of this. Returner projects like this are important to help bolster and support the outstanding work already being done by existing detectives and investigators up and down the country."

The forces participating in the project are:

- Hampshire
- Surrey
- Sussex
- Kent
- Essex
- Thames Valley
- City of London
- Greater Manchester

Last year, police forces across England reported that they had 17% fewer investigators than they needed. But since 2014/15 only 188 full-time earners have rejoined the police in England and Wales after taking time off to act as a caregiver or to start a family. The aim will be to bring back police officers into investigative roles that suit them and enable forces to utilise their wide range of skills and experience.

The returners will be equipped with all the necessary skills, training and confidence to return to work in policing. Funded by £110,000 from the GEO, the project will explore the best ways to support returners to the police and will aim to establish an evidence base for police forces across the country to build on in the future.

The government has committed £5 million to help people with caring responsibilities back into work. With this funding, GEO have launched programmes in the public sector for social workers, allied health professionals, teachers and prospective civil servants. GEO have also launched a grant fund to set up returner projects in the private sector, with a further £500,000 of funding announced to support marginalised and vulnerable people to return to work.



Free instructor led, practical classroom course

Cerco offer **FREE** practical IT training

Do you want a career in IT?
We can make it happen!

Cerco have been training and selecting candidates to get a foothold in the IT industry since 1989. Since then thousands of candidates have been trained and placed into roles for some of the largest IT companies in the UK, including Fujitsu, Computacenter, Ricoh and Sharp. Could you be next?

Our clients are looking to place Cerco students into their roles and see the significant benefit that ex-military candidates bring to their organisations. Previous IT experience has never been a pre-requisite of ours, so don't worry about not being up to speed with the latest technology, we'll teach you what you need to know and you will be paid full market pay rates for any work you do for us.

More and more employers are looking for vocationally trained people. They need to know that they have been trained to do the job, not just to pass exams. Cerco have been at the forefront of this type of hands on IT Training for nearly three decades.

Recently, these two candidates signed a permanent contract with Computacenter, having successfully completed their 12 month temp to perm assignment with Cerco. We have roles UK wide. This could be you! This is what their regional manager had to say:



On behalf of everyone I'd like to say well done and congratulations to both JS and DG who have worked extremely hard and delivered above expectations. I know from experience that embarking on a new career outside of the services isn't easy. The initiative is national so we're looking across other regions and I'm confident that working together collaboratively we'll get there. I mentioned at the outset that this was a really great day for Computacenter, but similarly it is for Cerco IT and I'm sure that the partnership will continue to flourish.

'Trained and trusted resources'

From a unique IT solutions provider

UK wide presence

info@cercoit.co.uk

Call us on 01270 219760

CERCO IT LTD

Cerco House
Southmere Court
Coppicemere Drive
Crewe, CW1 6GU

www.cercoit.co.uk
info@cercoit.co.uk

Tel: 01270 219760



Cerco IT Ltd

Do you want a career in IT?
We can make it happen!

SERVICES THAT WE DELIVER IN PARTNERSHIP WITH OUR CUSTOMERS

- Installation and project support
- Short/medium term backfill
- Temp to perm
- Perm recruitment
- Technical courier/porter
- Body-shopping and temp solutions
- Data migration
- Floor walking
- IMAC (Installations, moves and changes)
- Software upgrades/refresh
- Non-technical basic hardware swaps
- Fault finding and diagnostics
- Printer maintenance and support
- Epos and AV Installation
- Deskside support
- Build technicians

OUR CANDIDATES

Our candidates come from a variety of backgrounds and are generally self-taught or have a keen interest in IT. The practical training provided ensures a logical approach is adopted and that the customer is put first. Cerco looks for candidates that fundamentally have a positive attitude and are eager to learn and succeed.

FORMER SERVICE PERSONNEL

Cerco have over the last 25+ years formed strong relations with the British Armed Forces as well as the organisations that serve to help people when leaving. We hold relations with Education Officers and Learning Centres at several Barracks across

the UK. These relationships ensure 30% of our candidate intake is ex-military. The security clearances many leave with is also very desirable to employers. Because of this a career in IT can be an excellent choice for an aspiring Forces leaver.

TECHNICAL TRAINING

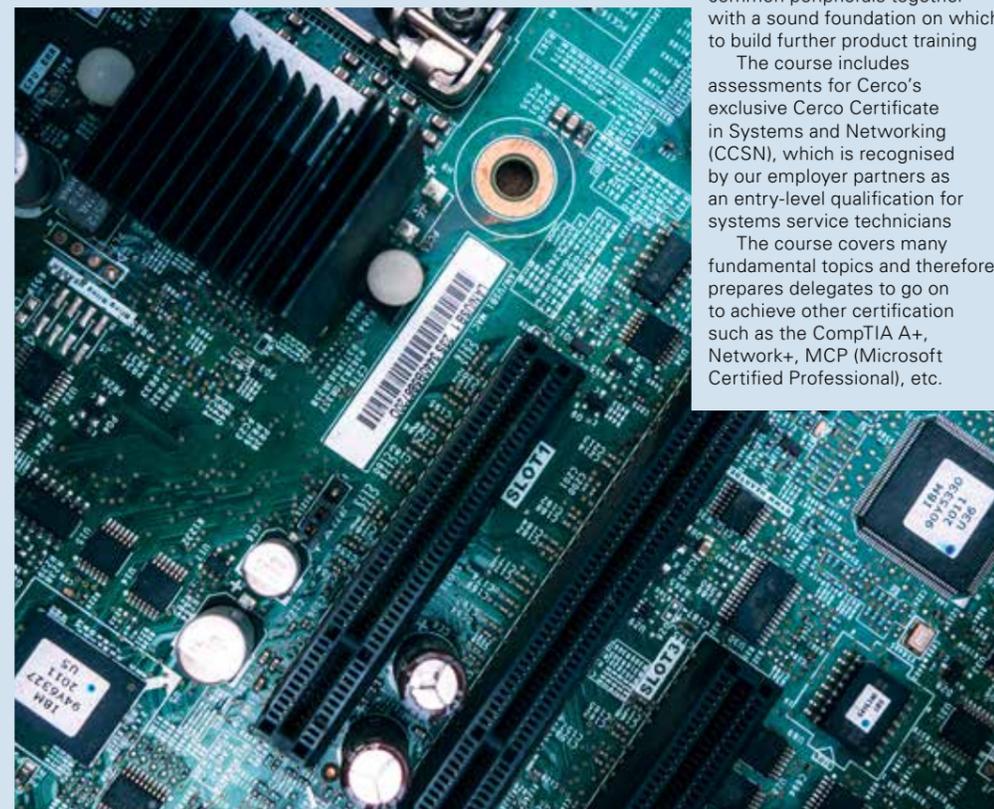
The theory of computer hardware, operating systems, networks, communications and printers is thoroughly covered and reinforced by extensive practical work.

Other vital topics include Health and Safety and customer Care.

On completion of the course, graduates will possess the necessary skills and knowledge for effective customer support of networked PC systems and common peripherals together with a sound foundation on which to build further product training

The course includes assessments for Cerco's exclusive Cerco Certificate in Systems and Networking (CCSN), which is recognised by our employer partners as an entry-level qualification for systems service technicians

The course covers many fundamental topics and therefore prepares delegates to go on to achieve other certification such as the CompTIA A+, Network+, MCP (Microsoft Certified Professional), etc.



Training



No prior formal computer training is required but applicants must have awareness of and some familiarity with the PC's hardware, use of PC Systems and possess suitable aptitude as assessed through our entry tests.

Technical topics included are:

- **Fundamental Concepts**
- PC Operating Systems
- Hardware/Software Devices
- BIOS/CMOS
- Electro-static Discharge
- Windows Operating Systems
- Command Line Operating System
- Windows Installation via images and WDS

• Networks

- Topologies and Protocols
- Security and Resource Sharing
- Network Administration, Peer-to-Peer and Client/Server
- Windows Professional Environments
- TCP/IP Networking

• PC Hardware

- Data Storage
- PC Strip down and rebuild with component recognition
- Diagnostic Troubleshooting
- Laptop Maintenance including strip down
- Communications
- Routers/Gateways
- Remote Desktop
- Intranet/Internet access

• Printer Technology

- Laser/Matrix/Inkjet Printer Principles
- Removal and Replacement Procedures
- Local and Network Printers
- Troubleshooting

• Soft Skills

- Customer Care for IT Support Personnel
- Communication
- Appearance
- Listening skills
- Handling complaints and difficult situations
- Telephone techniques



Looking at a career in the Security Industry?

Looking for a training provider (TP) can be an exhausting exercise.

It is imperative that you make the right choice for you. You may have colleagues that have undertaken training themselves and have recommended a particular training provider but that provider may not be the right one for you as it was for them. Everyone has different needs and it is imperative that yours are met.

FACTORS TO CONSIDER WHEN LOOKING FOR A TRAINING PROVIDER

Experience: You have to look at the backgrounds of the trainers themselves. Have the trainers got the experience to deliver what you require? Is someone that has been involved with convoy work in the Middle East training you? Does this experience really make them the most suitable people

to be imparting on you the skills required of a professional security operative? Perhaps they have been involved with static security in the UK and are now fully-fledged trainers helping to run a Close Protection training course! It is not actually that difficult to become a 'qualified' trainer so be careful and delve in to the experience of those who are going to be training you.

Longevity: How long has the company been in existence? Will your certificate mean anything in 2 years time when said company has gone out of business? This has happened many times over in the security industry over the past 5 years. Can a new startup company deliver great training? Of course they can but there is something to be said

for having been in the business for a good amount of time.

Reputation: Does the company have a good reputation? People will ask you whom you completed your training with. It does matter and can make all of the difference when it comes to people offering you an opportunity.

Course Setup: Are you going to be sat in a classroom listening to endless hours of boring lectures with limited practical exercises? Generally speaking this is done for two reasons, the first being to save money, the second relates to the experience of the instructors, it may well be that they simply do not have the experience to run realistic training exercises.

How many instructors are there? A CP course should have a good variety of trainers all able to impart their specialist knowledge on to the students. Training is not for the 1 man band.

Duration: Courses ran over 10 days are just not practical. Not only do you have to consider the minimum learning hours (making for extremely long days) but also the fact that you just cannot expect to impart so much knowledge over such a short period of time in an effective manner. It is simply unrealistic.

Value for money: We all need value for money, it is just a fact of life that you must get good value for your hard earned money. Achieving good value for money does not simply mean opting for the cheapest course, not at all; it means that the training provider invests a good proportion of your money in your training.

If you end up sitting in a classroom for days on end they are simply not doing this.

Close to home: Is it wrong to opt for a course based on the fact that it is located close to your home? Absolutely not, providing

it ticks enough of the other boxes then going local is totally fine and can assist in other areas such as being able to manage family matters more effectively during the period of your training course.

It can also cut down costs on accommodation and this will help you achieve good value for money, just makes sure that this is not the only reason you book with a local provider.

Post course support?: Is this the hardest area for a training provider to deliver? What does it actually mean? Most TPs will tell you that they will support you after your course, many will even tell you that you are guaranteed an interview or indeed a job with them or their associates but how many actually deliver on this? We would suggest that in most cases this is absolute b/s and should signal as a huge warning to you!

So what is post course support? It can range from something as simple as taking calls from former

students and listening to their problems to actually offering them work and everything in-between.

Are they willing to help you out with your CV? Do they have connections that can present employment opportunities to you? Do they have an online area where former students can network with each other?

When you finish your course you will have many questions and what better place to be able to ask them than amongst people that have gone through the same training course that you yourself have been through? This can create great camaraderie and foster opportunities for all.

STANDING STILL?

Quite possibly the worst thing you can do once qualified. You absolutely must continue to invest both time and money in yourself throughout your career or you will soon fall behind your contemporaries and this is a slippery road to be on. You

must look at your strengths and weaknesses and consider what you most need to improve upon and then move forward with a plan.

Perhaps you'd like to improve your academic qualifications with some relevant courses pertinent to the security industry but feel that before doing so you must become more proficient with your IT as it is an area of weakness.

In this instance an IT course would be the first step. If you've been out of academia for some time then perhaps a Level 5 Security Managers course would be more appropriate than a Level 7. Be honest with yourself before committing and again, speak with the provider and take advice from them.

YOU CANNOT DO EVERYTHING!

Take a look at the industry and try and see where it is going. Gaining complementary skills can be a great idea. Are security and health and safety related? Absolutely. Would

business owners in the security sector gain from knowledge of H&S? Absolutely but this may not be the most appropriate avenue for you to go down so an honest assessment is required before commitment.

Do not be that person that has every Gucci qualification going but never implements any of them in anyway.

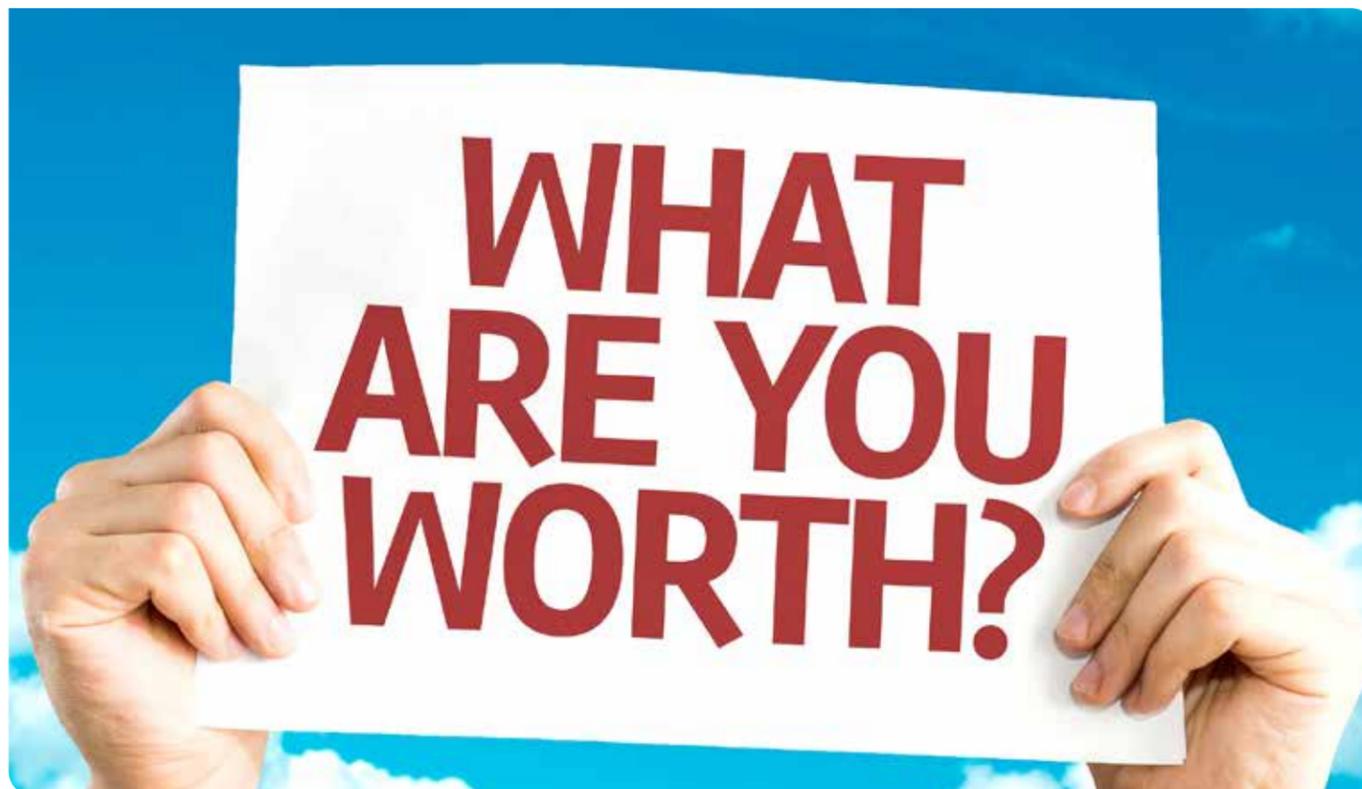
PLAN YOUR WORK, WORK YOUR PLAN AND YOU WILL GET THINGS DONE!

Right down your plan in black and white and there is so much more chance that you end up completing the plan and making progress. Do not be scared to alter as well as you thought that is

have the courage to change the plan if it is not working out as well as you thought that is would. One thing we must be in the security industry is flexible and adaptable; if you are not then you will not succeed!

GOOD LUCK... BUT DON'T RELY ON IT

We all need a bit of luck, it is part of what will make you succeed or indeed fail and you will experience both good and bad throughout your career. Successful students vary greatly, they come in all varieties that you can imagine, and there is simply not one type but being positive, proactive, flexible, adaptable will serve you well. Having a supportive family is an absolute must have, without that you will really struggle. ●



Things to Consider with a Career Change

A change of career used to be reserved mainly for those reaching 'pensionable age', who considered themselves too young to simply put their feet up.

Few people now go into policing with the view of it as being a 'job for life', which is as much a reflection on modern society, where we tend to adopt a 'portfolio career' mentality, where individuals will have a range of roles and work in a variety of organisations.

Whether you are considering leaving policing, or if that decision is taken away from you as the natural end to your career approaches, you may decide that you want to do something else that is 'different' than what you are used to. A change is as good as a rest, as they say.

If a change in direction is something for you, then it will likely require some analysis and reflection, not only on yourself but on what is out there in the job market, to ensure that you

make the best decision for you and your family. Starting afresh with something new is an amazing feeling and something you will want to get 'right first time'. Opportunities to explore something different can be quite refreshing, so it's key to do the necessary homework as opposed to simply start applying for anything that appears to pay a decent wage or because it is something that you are familiar with.

You may of course decide that you want a role that is as close to policing as possible, perhaps because it is your 'bread and butter' and takes you the least away from your comfort zone. If, however, you desire a change of scenery, then doing some reflection on the following questions will at least give you a sense of focus i.e. a deliberate rather than random direction.

START WITH 'WHY'

You may already have ideas about the future and what area of work you may wish to go into or at least explore further. You may not actually have to leave the police service but have reached the conclusion that it's time to do so. You have your reasons and that's fair enough.

The first question to ask yourself is 'Why?'. And keep on asking it and challenging yourself to come up with reasons to support your thinking. If you think you want to leave the police even though you don't have to yet, why is that? Is it because of some temporary issue or concern that may eventually go away all by itself, or perhaps could be fixed by something that you need to do? Resigning to take on a new career (to get away from that issue) could end up being a permanent solution to a temporary problem.

Having had an 18yr career in the police and now running my own training company, I meet lots of people in many diverse organisations throughout the UK, Europe and beyond. I can tell you that more or less every organisation is full of its own issues, concerns and plenty of people who are dissatisfied, have low morale, feel undervalued and

unhappy with their career situation; where communication issues rife, from top to bottom. Where workloads and expectations are at an all-time high as technology makes everything happen so much faster – and everyone is working feverishly to try to keep up. There's a lot worse places to work than being in the police service. Some people only discover that after their warrant card has been recycled and it's too late. Of course, there are a lot better places to work also, and it's important that you create as much certainty as possible around your decision, so that you don't end up with too many regrets.

You should be very clear and at ease with yourself about your reasons for leaving because it's a significant step and one not to be taken lightly.

That's not to sound patronising, but I know people who have left policing, by choice, thinking the grass would be greener, only to end up in different place with the same types of issues.

Of course, there are a lot of good alternative career choices out there too, roles that will be better for you, make you feel happier and provide any missing fulfilment to your working life – they just have to be carefully sourced and selected. The modern way of thinking is that people choose their employer nowadays, not the other way around. You have to think of yourself as a scarce and valuable commodity (you are unique after all) that employers would love to have on their payroll; so be choosy.

If leaving the police is a decision you have absolutely concluded, or if you are obliged to leave some time soon, for whatever

reason, then there are a few other questions to consider.

WHAT DO YOU ENJOY DOING?

With your years of experience and knowledge behind you, you should have an idea of the types of things that you enjoy doing, and of course, those that you do not. Reflecting on your experiences, both at work and at home, built up over a number of years, will help you to evaluate the things that give you a buzz, that are interesting or that give you a sense of satisfaction. Spending your future in a full or part-time role may as well be enjoyable, so doing something that you would be happy to do for at least a few years, makes sense. Given that you will be starting afresh somewhere, as yet, unknown, you may as well give it sufficient thought so that you can deliberately influence your thinking by going in a direction that is likely to make you happy in your work. You may well have enjoyed every minute in the police service, or you may be desperate to leave – in either case, it would still be good to enjoy your next role. In the early stages of considering where to go next, be strong and avoid any potential roles that really aren't your thing, no matter how much they pay, how close to home they might be or how flexible. Once the novelty of the situation has worn off, including any financial benefits, then turning up for work and doing 'that thing that you hate' is going to wear thin very quickly. Maybe it's an age thing, but the older we are, the less crap we tend to want to put up with!

It's probably worthwhile engaging with others who have left policing or other public service type careers to find out what they are up to and how much they are enjoying their new role. It's also important to ask them why they enjoy what they are doing. As it's 'horses for courses', their enjoyment in certain things might not be shared by you, so make sure you do the necessary digging to fully understand what their work day is like.

You may be thinking that you would like to go into business, either providing a service or selling goods. If that seems to be an inclination, then go back to the 'Why?' question and consider how that direction may differ or be a better option than another employed role. Working for yourself has equal benefits as it does risks, particularly when starting out new, so make sure you source good advice and speak to people who are running their own business or are self-employed. You will need to have something to sell, be it widgets or your time (knowledge and expertise) and you will need to make sure there are enough people out there willing to pay for either of them. Essentially, more research and planning, ideally whilst you're still in 'the job'.

WHAT ARE YOU GOOD AT?

The ideal role is not only something that you enjoy doing, but also something that you are particularly skilled in. Skills can be learned, qualifications can be gained, and you can come by the necessary experience you may feel you are lacking e.g. you could volunteer for some work in order to pick up the relevant experience to position yourself to potential employers.

A good way to identify what you are good/skilled at is to undertake your own SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis and reflect on your past successes and failures to consider what may be most suitable and relevant to your next role. Also, seek people who know you well and whose views you trust, so that they can help you to form a view of where your key attributes are in relation to future work considerations. Ask yourself what feedback you can recall about previous work or roles, any letters of appreciation, success stories and past achievements, all of which may help jog your memory.

Consider also what strengths, skills and experience that you have and how they could be 'ported across' into a new role that may be very different from policing, but still require many of the attributes that you possess.

Don't forget the generic competencies that employers want to see in their new hires: Problem solving, analytical skills, social media literacy, creativity, communication, resilience, honesty, reliability, positive attitude, motivation – none of those require a certificate and yet most are already present in the majority of police officers and staff. As Herb Kelleher of South West Airlines once said "You don't hire for skills, you hire for attitude. You can always teach skills."

I was speaking to a very successful director at B&Q recently about her career progression, and she said to me "If I like the look of a job and I believe it is within my capability to do it, then I apply, even if there is a key qualification missing from my CV. I push the value of my experience and attitude, then I point out that I am willing to achieve any necessary skills or qualifications. I've got every role I've applied for since leaving school and I didn't get a degree. I just started to work." Don't be put off by thinking that there are other

people better or more qualified – of course there will be, but they don't always get the job. If you get to an interview, then a positive, 'can do' attitude, will be worth its weight in gold and allow you to stack up well against a potentially better qualified candidate who doesn't come across very well. Attitude is key because at least one of the interviewers is likely to be the line-manager for the role for which they are recruiting, and they will want someone they believe they can work with.

WHAT ARE YOUR CORE PERSONAL VALUES?

It really helps to have values that are aligned to the organisation that you are working for. If they are not, then things might be ok when the job is going well, but during the more difficult periods, perhaps when you are not so 'in love' with your role or the organisation, having different values can create potential negativity towards the organisation. A continual disconnect between what you believe in and what you are doing for a living can be difficult to sustain, so it helps to find a role where you have belief in them and what they stand for or what they are trying to do. Studies suggest that people with such alignment tend to be happier in their work.

HOW MUCH DO YOU WANT TO EARN?

Notice I didn't ask how much do you 'need' to earn. Clearly there is a difference and one is about 'getting by' and the other is about progression and satisfaction. Too many people look at potential new roles with the intention of adding their monthly pension amount to the monthly job salary to then arrive at a figure which resembles what they were on when they left policing. In effect, treating their pension as part of their monthly wage as opposed to having it in addition to a monthly wage.

What they are doing in this situation is undervaluing themselves. They are saying that they earned £x in the police, but that the new employer only needs to see their worth as their £x minus their pension. With all the experience and skills gained, why start off a new career with a pay cut? The issue arises because too many people who leave the police think that they are not worth as much in civvy street. That their skills and abilities are somehow of lesser value.

What tends to then happen is they end up taking on lower paid jobs, where they feel less-valued doing menial work and end up convincing themselves that they should just be grateful to get a job because policing doesn't set you up for much else.

Try to avoid that situation. If you cannot believe in yourself and value yourself accordingly, then you cannot expect others to either. It all then just becomes a self-fulfilling prophecy. You only need to look around to find people, of all policing ranks, who found excellent and decent paid roles.

Don't be in a hurry to take on the first thing that you see, even if someone you know promises you a route into a job that they have been involved with since leaving the police. If, in your heart of hearts, you know it's a step backwards in terms of your career and the work that you are used to. If you are not near to the state pensionable age, don't consider yourself as looking for a stop-gap to tide you over, or you will be missing out on opportunities. You have a lot to offer and it's a case of valuing it, selling yourself and sourcing the right opportunities, which may come from the obvious routes (online adverts) or the not so obvious (being head-hunted, recommended, networking, right-place-right-time etc). With plenty of time before you leave, make sure that you do your research and speak to the right people so that there is no desperation to just take a job.

The final point is that however much a job pays, you will be expected to work for it. Even the lowest paid jobs these days are in busy roles. It's not an easier ride taking less pay, it just means that perhaps they require less experience or qualifications. If you are going to work hard in any case, you may as well earn more for it.

Anything in life that is worth getting requires that extra bit of effort. If you are prepared to put that in, including gaining a necessary qualification that entitles you to be considered for certain roles of interest, then it could be worth doing. Don't always follow the crowd and go looking where other former police officers and staff went looking for work, be creative and you may be surprised what's out there. How you position yourself, how you come across in an interview and of course, how you perform, can make all the difference. ●

Good luck.

Mark Corder
www.markcorderltd.co.uk
www.leavingthepolice.co.uk



The Boat Building Academy



The Boat Building Academy provides full-time, highly practical skills training with the emphasis on 'hands on' learning.

The school was founded in 1997 by Commander Tim Gedge, who still serves as a director today. The Boat Building Academy is a member of the British Marine Federation and an approved City & Guilds centre.

The flagship internationally recognised 40-week Boat Building course teaches students to build boats to professional standards across a range of construction types, from traditional to contemporary designs. A number of students, roughly equalled to half of the students on the course, can build their own boats as part of their training on the course.

Each course attracts students from all over the world, all with their own background and story of how they came to the Academy. There are no strict skill requirements for the course, in fact, all that we ask for is enthusiasm, motivation and dedication for the training that we provide. Such a broad range of people means that in the workshop you might find school leavers working

alongside retirees, or a computer specialist with little practical skills now project managing a boat build with his team.

Every student comes away from the Academy with the essential skills needed for today's changing marine industry. All are enrolled for the Diploma in Boat Building, Maintenance and Support (*incorporating City & Guilds Level 3 Diploma in Marine Construction, Systems Engineering and Maintenance*). Students can opt out of the qualification if they find it is not relevant to their desired outcome of the course.

The 12-week Fine Woodworking course runs alongside the Boat Building course but is entirely separate, with its own dedicated workshop. Students learn how to design and make furniture, progressing from sharpening tools to eventually making a final project piece of their own design. Over the years these pieces have ranged from a wooden bicycle, a 'real tennis' racket, a toy chest and recently, an Orkney chair. Students can undertake an optional Level 3 qualification (developed by the Academy in partnership with awarding body PIABC). Likewise, with the 40-week course, students can choose whether to opt out.

The 2 to 5 day short courses serve as an introduction to the many skills covered in the 'longer courses' at the Academy. Hobbyists, professionals and enthusiasts can turn their hand at boat building courses such as GRP Repairs, Rope Work, Renovation and Finishing or perhaps brush up on their woodworking skills with Basic Woodworking levels 1-3. The Antique Furniture Restoration and Marquetry courses compliment the comprehensive skills taught at the Academy.



For a full break down of short courses available, have a look at the 2019 Short Course programme on the Academy's website. ●

Be seen in green

The East of England Ambulance Service NHS Trust (EEAST) provides emergency, urgent and primary care services throughout Bedfordshire, Cambridgeshire, Hertfordshire, Essex, Norfolk and Suffolk.

There are so many opportunities to join EEAST as either an employee or as a volunteer. Every role is important, as everyone plays

a part in meeting our vision - to provide an innovative, responsive, excellent service which is always community focused and patient driven. We recognise that veterans and people leaving the Armed

Forces have transferable skill sets and the aptitude to work in a dynamic and diverse environment, like the ambulance service. These people and their skills can make a tremendous impact within the communities that we serve.

SO, ARE YOU THINKING ABOUT WORKING FOR THE AMBULANCE SERVICE?

Our dedicated and skilled staff work 365 days a year, 24 hours a day to make sure patients receive the best possible care. Doing this job is not all about having medical knowledge; it's often about applying a common-

sense approach to dealing with patients in their hour of need, or demonstrating personal resilience when a patient's life is at risk. Of course, the training will provide you with the skills and knowledge to assess and treat a range of patients in need of your help. We have more than 4,000 staff operating from 140 sites and a fleet of 1,000 vehicles. We are supported by more than 1,500 volunteers who provide community first responder and volunteer ambulance car services. The eastern region is made up of both urban and rural areas with a population of nearly six million, as well as several thousand more.

What sets us apart and makes the six counties of Essex, Hertfordshire, Bedfordshire, Suffolk, Norfolk and Cambridgeshire so special?

You get to work in one of the most diverse areas of the country; the bustling capital city is on our doorstep and the bracing North Sea coast envelops our shores to the east.

We've got historical cathedral towns and cities, brand new communities, rural broadlands and some of the busiest arteries of road and rail networks, including the M25, A14, M1, M11 and A12, and railway lines from London Liverpool Street out to Cambridge, Norwich, Peterborough, Colchester and Southend.

Wherever you go in the east of England there is always something

to see and do; but if travelling around the UK and beyond is a must for you as well, the Luton, Stansted, Norwich and Southend airports couldn't make it more easier to stay in touch with loved ones or send you on a deserved holiday or short break.

In short, our region has got just about everything you need to call it your home and join our 4,000+ staff who already call it home. Together they help make sure we can respond to anyone needing our help 24 hours a day, every day of the year.

We value care, teamwork, quality, respect and honesty in order to transform the care we deliver to our communities and welcome applicants who share these values to apply to work at EEAST.

The Care Quality Commission has rated the care patients receive as outstanding – staff demonstrate compassion and respect whilst promoting patient dignity and respecting individual needs, patients are involved in their care and treatment, and staff act with the utmost professionalism and support patients and the public in the most trying of circumstances to provide positive outcomes.

If this sounds like you, and it's time to make the change, then it's time you applied to work at the ambulance service.

All our vacancies are posted on the NHS Jobs website so see what opportunities are available to you today! Visit <https://bit.ly/2Nv60PD> and learn more.

www.eeastamb.nhs.uk
www.jobs.nhs.uk



HOW TO APPLY

To search and apply for the job that's right for you, or to see what other single positions we have available that may be of more interest, please search the NHS Jobs website using the terms 'East of England Ambulance Service' in the keywords field.

Learn more about the East of England Ambulance Service Trust at eastamb.nhs.uk.

Join us on Facebook or follow us on Twitter for all the latest information from the Trust

We look forward to welcoming you. ●



NHS
East of England
Ambulance Service
NHS Trust



**BE SEEN IN
GREEN**

**East of England Ambulance Service NHS Trust
is recruiting for emergency medical
technicians to join us**

£20,150 - £23,363 per annum

To apply, visit the website at eastamb.nhs.uk

For more information, contact the
recruitment team on 01234 243200

**On an ordinary day...
...an extraordinary service**



NHS
South Central
Ambulance Service
NHS Foundation Trust



JOIN US

- If you want to work as part of a team
- If you want an exciting and rewarding career
- If you want a fresh new challenge
- If you want development opportunities

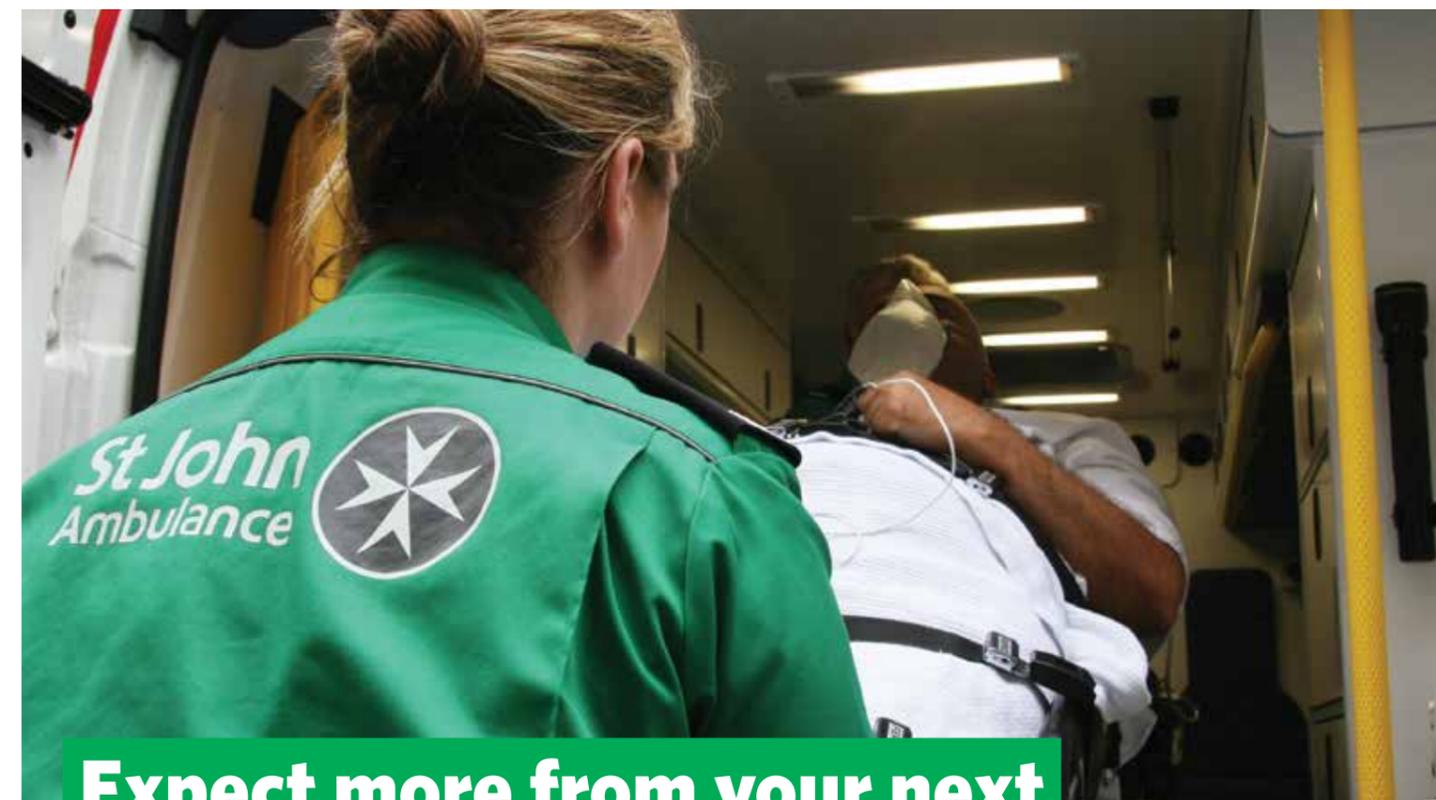
Do all of the above appeal to you? If so, please visit: scasjobs.co.uk
to find out more about South Central Ambulance Service and the job
opportunities available within our Trust.

A FEW OF OUR CAREERS:

- **Urgent and Emergency Care**
(Emergency Care Assistant, Paramedic, Specialist Practitioner)
- **Call Centres**
(NHS 111 + 999 available in Bicester, Oxfordshire and Otterbourne,
Hampshire)
- **Commercial Services**
(Ambulance Care Assistant, Driver, Logistics, Patient Transport Service Call
Centre)
- **Support Services**
(HR, Finance, IT, Administration)



scasjobs.co.uk



Expect more from your next Paramedic opportunity?

Join St John Ambulance as a Paramedic working alongside the NHS and Ambulance Trusts, as well as providing lifesaving support at events.

More variety

- Work on a varied job plan
- Work on Ambulance shifts supporting NHS clients
- Provide clinical support at events
- Educate our staff and volunteers

More education

- Provide clinical education to our people
- Funding and study leave to obtain BSc or MSc in Paramedic Sciences

To find out how you can develop your Paramedic career with St John Ambulance, visit:

sja.org.uk/ambulancejobs



St John Ambulance

Most people know St John Ambulance as the health and first aid charity, that keeps thousands of people safe at hundreds of events every week - from football matches and pop concerts to local fetes.

However, they may not know that they are also a leading ambulance service provider in England, offering emergency and non-emergency ambulance services. St John Ambulance Operations have a wealth of experience in providing ambulance services across the NHS to both the hospital and ambulance sectors.

St John Ambulance transports over 70,000 patients a year through specialist services including: caring for bariatric patients; neonatal transfer patients; paediatric patients and their parents during transfers; palliative care and end of life patients on their final journeys, GP urgent admissions to hospital and dedicated discharge journeys. They offer national coverage, with regional knowledge, supported by our fleet of almost 200 ambulances.

St John Ambulance has a bold vision to transform care provided in local communities over the next decade. Its ambition is to help transform out-of-hospital care, having a positive impact on the people they treat, the communities they serve, and their own St John people.

To help the organisation achieve this vision, chief operating officer Richard Lee has recently joined St John. Prior to this, he was director of operations for the Welsh Ambulance Service (WAST) and has spent 25 years in the NHS ambulance sector. He is also a registered paramedic and continues to practice with St John.

Richard Lee says: "St John Ambulance delivers first class care to thousands of patients every year across the country both through our ambulance services

and our cover at events. Our St John people are the difference in the communities that they serve. As we develop our services during 2019 and beyond, we will be continuing to modernise our fleet and equipment as well as our specialist capabilities such as cycle responders".

WORKING FOR ST JOHN AMBULANCE

St John Ambulance invests heavily in its people, through a range of training and development opportunities. As a leader in Ambulance Services, Event Medicine, First Aid and Mental Health First Aid training, St John Ambulance also offers a suite of wellbeing resources to its employees and volunteers including health and wellbeing advice, financial guidance and a wide range of employee discounts. The organisation is driven by its values of 'HEART': Humanity, Excellence, Accountability, Responsiveness and Teamwork and these are at the core of its culture.

PARAMEDIC OFFER

Due to St John's range of services, it is in a unique position to offer something new to the paramedic community. St John is now offering

a new type of paramedic role to work from a job plan, rather than a standard rota. This job plan will incorporate three key areas.

- Ambulance duties – Paramedics will still work closely with the NHS and provide a high-quality of patient care as they do now whilst crewing a St John ambulance.
- Events – St John Ambulance provides first aid and pre-hospital care at thousands of events every month; more and more events require medical support from paramedics. As part of your job plan, you will be able to attend events such as concerts, sporting events and major events across the England.
- Education – Paramedics will spend time delivering clinical education to our Ambulance Crew and 18,000 first aid volunteers
- In addition to this, paramedics will be provided with funding and study leave to complete a further relevant qualification such as a degree or masters in a relevant subject.

St John Ambulance is currently recruiting for paramedics across the country, however, if you are not a paramedic and interested in starting an exciting new career. Visit sja.org.uk/ambulancejobs to learn more about becoming an ambulance crew team member or sja.org.uk/jobs using your skills to become a first aid trainer for St John Ambulance. ●

MET POLICE

Are currently recruiting

WHAT AN INTELLIGENCE ANALYST DOES

Intelligence analysts unlock the data that locks criminals away. They spot clues that aren't obvious, make connections between seemingly disparate pieces of information, and turn that information into intelligence that reduces threat, harm and risk. Thanks to them, we're better able to protect over eight million people.

You'll collect, review and interpret a range of information from overt and covert sources, and deliver valuable, influential analysis. In the process, you'll get the kind of exposure and development only the world's leading police service can give you. That includes working on a wide range of complex, high profile cases; responding to critical incidents; liaising with organisations like Interpol and Europol; and benefiting from training that's accredited by the Intelligence Professionalisation Programme. You may also be required to attend court proceedings and give evidence.

Your day-to-day responsibilities typically, you will:

- scan data – whether it's from phone records or CCTV footage, neighbouring police areas or undercover officers, social networks or Automated Number Plate Recognition databases – that equips investigating officers to zero in on criminals
- exhibit this data in the right way so it stands up in court and secures convictions
- recommend the best way to tackle a specific threat area, and outline what needs to be done to plug any intelligence gaps
- capitalise on cutting-edge technology and ever-evolving investigative techniques

THE TEAMS YOU'LL WORK IN

You'll carry out this work in one of the following investigative and operational analytical teams:

- **24/7 Analysis Team**
This team supports investigations into serious incidents and threats to life with urgent, time-critical analysis. By giving Senior Investigating Officers an immediate and concise snapshot of key events, suspects and victims, it informs decisions and pinpoints lines of enquiry.
- **Strategic Analysis Team**
This team helps us understand the current and potential

causes of crime and disorder, decide which threats are key, and work out the best ways to tackle them.

- **Intelligence Development**
This team scans, researches, analyses and develops intelligence to identify emerging threats. It covers local to global policing, from neighbourhood to organised international criminality. Its work covers all types of crime – from sex, hate, firearm and knife crime to thefts and even collisions.
- **Intelligence Support**
These teams provide analytical and research support to both

local and specialist units with reactive and proactive investigations, and ongoing live operational support. They also investigate high profile, complex cases, that have a national and international reach. Intelligence support analysts are key to investigations with the provision of communications schedules, profiles and various mapping data extract; all being presented within a court environment for the prosecution and conviction of offenders.

Dependant on your background, experience and qualification there is also opportunity to work within the Counter Terrorism Command.

- Intelligence analysis is one of the corner stones of the intelligence functions within Counter Terrorism/Domestic Extremism policing. We're keen to recruit individuals who can assist us in identifying, assessing and responding to a fast-paced evolving terrorist threat. We have analysts focused on supporting:
- CT investigations
 - Handling sensitive intelligence



- Assessing strategic threat to London, and maintaining our thematic knowledge of the terrorist and extremist threat
- Digital & open source exploitation
- Terrorist Financing

Analysts within the CT Command will work closely with our partners across UK Intelligence Agencies.

WHO ARE WE LOOKING FOR?

You'll be working on critical incidents. So you'll need to be a natural problem-solver who can prioritise problems and make quick, sound decisions. Flexibility and creativity are key, as is a keen interest in data analysis. And as you'll be a vital part of a multi-faceted team, you'll also need strong collaboration and negotiation skills, plus a talent for communicating clearly and succinctly.

Crucially, you'll be someone who can build the bigger picture from the tiny nuggets of intelligence you'll unearth.

These qualities are more important than relevant experience. Having said that, a background in data analysis, cyber intelligence or statistics, for instance, would be a definite plus. As would some knowledge of London.

Above all, you'll be unfailingly discreet with unshakeable integrity.

Take a look through the eligibility criteria below to determine if you are eligible to apply:

Age

You must be 18 or over when you apply to join our team.

Qualifications

There are no prescribed educational requirements to join our team, but you will need to have a good standard of English and excellent communication and analytical skills.

Nationality

If you're from outside the European Economic Area (EEA), you're required to have indefinite leave to remain in the UK.

Character

Ideally, you shouldn't have a criminal conviction or cautions record. If you do have one, eligibility will depend on the age and nature of the offence. We're

PAY AND BENEFITS

We're certain that working within our team will bring you satisfaction, you play a part in making London safer for everybody and have an opportunity to make a difference.

Pay

Circa £29,000 depending on location plus a starting bonus of £3,000.

Leave

The paid annual leave entitlement for full time staff is 28 days, rising to 33 days after 5 years' service.

Met Benefits

You will have access to a range of other benefits, including:

- Metropolitan Police Civil Staff Pension Scheme
- Sports and social club and facilities
- Interest-free loan to pay for a quarterly or longer London transport season ticket
- Access to the Met Benefits website, giving discounts on a wide variety of shopping, leisure activities and major purchases

Financial Services

Metfriendly offers a number of financial services, including:

- Savings products
- Investment products
- Protection products

unable to confirm whether your convictions record will affect your application before you apply, but will determine this from the full and confidential information provided during the recruitment and selection process.

If you don't tell us about any cautions, investigations or criminal convictions that may be linked to you at an early stage, your application could be rejected. If in any doubt, disclose the information.

Membership of BNP or Similar Groups

We won't accept applications from anyone who is, or has been, a member of the BNP or similar organisations.

Business Interests

You must declare any other employment or business interests you intend to maintain, if offered a position within our team.

Tattoos

Anyone who has a tattoo which could be considered offensive to any religion or belief, or is in any way discriminatory, violent or intimidating, will not be accepted. Tattoos on the face, visible above a collar line or on the hands are not acceptable for any role within the Met.

HOW TO APPLY

Step 1: Complete an application form

Complete our short and simple online application form – you can access our online recruitment system at www.met.police.uk/careers-at-the-met/policestaffroles/intelligence-analyst/how-to-apply

Step 2: Application sift

This is where you make sure you meet our eligibility criteria, give us your personal details and complete some competency based questions. These questions are focussed on the Met Specialist and Technical Framework which you can find attached to the vacancy.

Step 3: Face-to-face interviews

Our team will evaluate your application carefully according to the required skills and competencies. If your application is successful, you'll be invited to interview.

Step 4: Health, security and reference checks

Before you can join us, we need to carry out medical, reference and security checks. These are standard for all recruits to the Met. Intelligence analysts work at the heart of operational policing so every offer we make is subject to thorough enhanced security vetting including identity, reference and financial checks.

The length of the application process can vary from individual to individual depending on your circumstances. Once we have completed all required pre-employment checks, we'll agree a start date with you.

We are an equal opportunities employer, and view diversity as fundamental to our success. To tackle today's complex policing challenges, we need a workforce made up from all of London's communities. Applications from across the community are therefore essential.

Once you have submitted your application form, we'll keep in contact via our online application process. Please keep an eye out for communications from us.

If at any point you need help, or want to talk to one of our Recruitment Team, please get in touch **01633 632500**.

NEED HELP?

Once you have submitted your application form, we'll keep in contact via our online application process. Please keep an eye out for communications from us.

If at any point you need help, or want to talk to one of our Recruitment Team, please get in touch **01633 632500**.

Not all clues are obvious
Not all data is evident



Open letter from ACSO to deny terrorists a voice



On 19 March 2019, Survivors Against Terror's Brendan Cox wrote a powerful piece for the Evening Standard about the effect that the mass media can have in promoting terrorism, its perpetrators and whatever vile ideology inspires them. This followed a sobering and inspirational plea from New Zealand's Prime Minister Jacinda Ardern, who asked her political colleagues to join her in refusing to name the criminal who inflicted such horror on their country and community. Anyone who seeks to deny the negative effects that promoting terrorist propaganda can have, should think carefully about the massive global effort to remove terrorist content from

social media platforms and the pressure that governments, law enforcement and, ironically, the mass media has put on those companies to cleanse their sites. I say ironically because the same media companies who have lambasted social media platforms for not acting fast enough to remove extremist content are simultaneously publishing uncensored Daesh propaganda on their websites, or make the rambling 'manifestos' of crazed killers available for download. A piece of extremist propaganda might reach tens of thousands of people naturally through their own channels or networks, but the moment a national newspaper publishes it in full then it has a potential reach of tens of millions. We must recognise this as harmful to our society and security. I expect the Government's own imminent 'Online Harms' white paper consultation will make exactly that point. The reality is that every terrorist

we have dealt with has sought inspiration from the propaganda of others, and when they can't find it on Facebook, YouTube, Telegram or Twitter they only have to turn on the TV, read the paper or go to one of a myriad of mainstream media websites struggling to compete with those platforms. The criminal responsible for the Finsbury Park attack in 2017 is a case in point, driven to an act of terror by far right messaging he found mostly on mainstream media, not even having to plumb the depths of social media or the dark web to find the material that ultimately radicalised him. Surely it's time to have a sensible conversation about how to report terrorism in a way that doesn't help terrorists. Journalists often respond to such claims by talking about what is 'in the public interest'. I would argue that the safety of UK's citizens is surely the most important 'public interest' of all. And it's not just the obvious criminal and terrorist content

that needs to be removed (and I believe everyone wants that removed, including the companies themselves), it's also the torrent of hate and abuse below a criminal threshold that follows any act of terror, or any attempt to have a reasonable conversation about terrorism. It's driving decent people out of the debate and off the internet, creating a permissive environment capable of pushing the most extreme ideologues over the edge. Society needs to look carefully at itself. We cannot simply hide behind the mantra of freedom of speech. That freedom is not an absolute right, it is not the freedom to cause harm – that is why our hate speech legislation exists. I would like to invite editors to debate this with the survivors of terrorism and those of us trying to counter it. In creating the World Wide Web, humankind created a powerful force for good. It is no doubt one of our greatest inventions and its creator is not to blame for what it is in danger of becoming – that is the responsibility of all of us.

*Assistant Commissioner
Neil Basu, Head of
Counter Terrorism Policing*



SCJ SecurityClearedJobs.com

The definitive jobs portal for government, defence & nuclear sectors

Do you have Security Clearance?

Then join the UK's largest online job board for security cleared professionals, it's as easy as 1,2,3...

- 1. REGISTER**
now to receive job alerts tailored to your skills.
- 2. UPLOAD**
your C.V. now and be seen by 100's of recruiters... instantly.
- 3. RELAX**
you're part of the biggest jobs portal for government, defence & nuclear sectors.

SecurityClearedJobs.com



Police Resettlement magazine

Subscribe for **FREE**

Online at

www.policeresettlement.com

for latest news, training and employment opportunities



Available every Summer, Autumn, Winter & Spring

DV

Aerospace
Biometrics
Communications

SC

Cyber Security
Defence
Engineering

CTC

Forensic
Government
Information Technology

NATO

Intelligence
Nuclear
Telecoms



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



UNIQUE CLEANING SYSTEM

Our cleaning system and products have been refined and developed over the years, we have developed the process down to the smallest detail allowing you to get on with running and growing your business. Our tried and tested systems bring you the most simple and easy to use, cleaning system available today. Zero dry time dry carpet, upholstery and hard floor specialists have 4 great solutions for your home, dry carpet cleaning, upholstery cleaning, hard floor cleaning and wooden floor restoration.



We will provide:

- Pat tested machines ready to use
- Fully equipped stock and products
- Uniform
- Van signage
- Tools
- Marketing materials
- Website including full comprehensive training
- ZDT Portal - Help videos
- Franchise forum access
- An exclusive territory
- A full ready to use business package
- Pat tested machines ready to use
- Fully equipped stock and products
- Uniform
- Van signage
- Tools
- Marketing materials

- Website including full comprehensive training
- ZDT Portal - Help videos
- Franchise forum access
- An exclusive territory
- A full ready to use business package

FRANCHISEE TRAINING AND SUPPORT

Zerodrytime's extensive training programme will enable you to fully understand the practical aspects of your role so you can effectively run your business.

We offer:

- 2 day 'Kick Start' Programme
- 2 week course with classroom and customer facing training



- Real time job shadowing
- Marketing Materials
- Access to our E-learning portal with How to' Video Tutorials
- Continued back office support from qualified professionals

KEY HIGHLIGHTS:

- A massive domestic and commercial markets to service.
- Amazing earning potential and the ability to run multiple vans.
- Build a residual customer base.
- Be part of a national network.
- Industry-leading training and support.
- A man in a van opportunity or management roles – you choose.
- Earning potentials of over £1,500 per week.
- A unique franchise built to help you succeed.

A Zerodrytime franchise is £24,950 + vat* Finance and leasing options available * Franchise fee includes all equipment, machines and full training.

- The fees include:
- Dedicated postcode area for you to market, both domestic and commercial customers.
 - 9 professional machines, the right tools for the right job.
 - Extensive training on all products.
 - Access to video and information on our e-learning portal
 - Bespoke products starter pack (includes everything to start and operate your new business).
 - Marketing pack, shirts, jacket, trousers. Van logo.
 - Advertising pack, business cards, leaflets, brochures and all bespoke material.

LOW MONTHLY MANAGEMENT FEE

- The fees include:
- Day to day and continuing, ongoing support.
 - Dedicated 0800 number with online management of call and enquiries.
 - Web enquiries
 - Mentoring programme

Why not take the first step in becoming a Zerodrytime franchisee, come and visit us in Newcastle for a discovery day.

Zerodrytime

Being involved in the cleaning industry serving both domestic and commercial customers across the board, David Muirhead... zerodrytime founder, was asked the same questions repeatedly from facilities managers in large hotels, to the housewife, can you clean carpets and upholstery? And if so how long will they take to dry? At this point, David realised the huge market out there for people wanting a type of dry carpet/upholstery cleaning service that no one seemed to supply. After all, who wants wet carpets, heating on, windows open and the inconvenience that goes with it. David started investigating and scouring the market for ways to give people what they want, dry clean carpets and upholstery ready for immediate use. In the early days it took a lot of hard work finding the right machines and products involving trips to the USA and numerous UK based chemists to help make the products needed, but it all paid off. Zerodrytime are the UK's number one dry carpet, upholstery

and hard floor cleaners, with 70+ operational vans based across the UK, a Master Franchise in Northern Ireland, and the first overseas Master Franchise based in New Zealand. Zerodrytime then evolved to what we have now, a unique franchise that offers unparalleled services with great earning potential for our franchisees. When you join Zerodrytime, you are assured of the highest standard of training and ongoing business support, backed by a team with a long and successful history in professional cleaning and franchise development. Our unique systems and processes, together with our own products make us industry leaders in the UK's domestic and commercial cleaning markets today. Our franchise offers a real opportunity to change your life for you and your family by giving you a successful business that will grow year on year. A great work / life balance running and operating your own Zerodrytime franchise could be yours. You decide when and where you will be working.

ITS CARPET CLEANING – BUT NOT AS YOU KNOW IT...

The 'on your hands and knees, scrubbing and carrying dirty water' process is now a thing of the past. With the advancement of new technology and products, Zerodrytime have developed a fully robust cleaning system that will enable us to give... you, the home owner what you want when having your carpets cleaned. "Dry carpets and upholstery ready for immediate use with no fuss" – what's not to like!

Imagine if you were having your carpets cleaned, would you like to be told: "that they're fresh, dry, clean and ready to use for immediate use." OR "they are wet, please keep your children, pets and furniture out of the room with the heating on and windows open until they are dry."

At zerodrytime we have developed our own unique range of environmentally friendly products that have been tested to industry standards.

- Environmentally friendly
- Safe for babies, young children and animals
- Sanitises and deodorises
- Removes tough stains
- Leaves environments fresh and clean

STARTER PACK

Once your training has been completed and you're ready to go.



The UK's No1 dry carpet, upholstery and hard floor cleaners

A great choice after you retire...

Earn in excess of £50,000 per year

One franchise, 4 great cleaning solutions. If you're looking for an exciting career change that will bring you financial security without the constraints of working for someone else, a zerodrytime franchise could be the right choice for you.

Franchise areas available near you



Zero Dry Time
Unit 6 Ruby Park
Newcastle Upon Tyne
NE13 7BA

0191 691 4700
zerodrytime.com/franchise
info@zerodrytime.com



Zerodrytime franchisees come from all parts of the Military with different experiences.



Lee Yates
Cardiff
Ex Military Police

Liz Bayley
Bath
RAF Reservist
Ex Close protection

Mark Taylor
Milton Keynes
Ex Royal Marine

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



Hire A Hubby provides general property maintenance and DIY services to residential and commercial customers.

Time pressures and lack of skills mean that there is a ready demand for the handyman services that Hire A Hubby franchisees provide. There are currently 25 franchisees in the UK and we are looking to grow this number in 2019. If you have strong DIY and property maintenance skills, a desire to own and run your own business, then 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.

Several of our franchisees come from the military. Paul Davies spent 10 years in the 1st Battalion the Welsh Guards before becoming a franchisee working in his local town of St Neots. In the past four years his business has gone from strength to strength. In common with many franchisees his business has developed from simple DIY tasks to more complex bathroom and kitchen renovations and house extensions. Speaking

about his experience Paul says; "It has been hard work but I have reaped the rewards of running my own business. Investing in a Hire A Hubby franchise has been the best move I've ever made."

Leigh Hathway, Hire A Hubby Westbury on Trym, spent two years as a Gunner in the RAF Regiment before leaving on medical grounds. Having trained as a plasterer he met his business partner while helping with some renovations for his local Scout group. Speaking about his decision he says "Hire A Hubby gives me the support network of a big business whilst allowing me to run my own business. I really enjoy the variety of work and no two days are ever the same."

INCOME GUARANTEE

Hire A Hubby offers 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. Indeed many franchisees are able to scale 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



Leigh Hathway Hire A Hubby Westbury on Trym



Paul Davies Hire A Hubby St Neots

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. 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 military 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





A law degree with a practical bias to improve your employability in the legal sector

Has your work in the Police Force triggered your interest in law?

If so, you could consider studying for the LLB in Legal Practice by distance learning. This is a four-year programme that allows you to earn alongside study. The fees are £18,500 in total payable over four years, so they compare very well with course fees for full-time degree courses.

The law degree provides an excellent foundation for training as a solicitor, barrister or Chartered Legal Executive.

"This course will not only give you essential legal knowledge, but the skills and confidence to apply it in real life situations.

Although you may be physically at some distance from the University, the extensive support available makes this programme a very attractive alternative to full-time study."

Angela Jackman, Course Leader, City Law School.

WHAT DOES THE DEGREE LEAD TO?

On graduation you will be eligible to undertake further training towards becoming a solicitor or barrister. Both of these professional qualifications require a further programme of study.

The degree has been designed to ensure that you will be exempt from all academic study necessary to qualify as a Chartered Legal Executive, although you will need to fulfil the work-based learning element, for which you will need to be employed in the legal sector. The route to qualifying as a Chartered Legal Executive may change in the course of the programme, but transition arrangements are likely to be put in place.

During the period of study you will have access to City's careers service who have designed a bespoke programme for students on this course. Whatever your final

ambitions, since this course is delivered by distance learning, you could, depending on your personal circumstances, start applying for a role in the legal sector alongside your studies, perhaps as a member of support staff such as a legal administrator or paralegal in order to get a foot in the door.

WHY CITY, UNIVERSITY OF LONDON?

The City Law School, incorporating the former Inns of Court School of Law, was the first University Law School in London to educate students and practitioners at every stage of legal education.

The City Law School is part of City, University of London. Founded in 1894, the University is among the top 15 universities in the UK for graduate employment.

Its aim is to develop the professional, dynamic, highly motivated, and "practice-ready" lawyers of the future.

WHY CILEX LAW SCHOOL?

CILEx Law School has over thirty years of experience in delivering distance learning courses in law and legal practice. It has over 3,500 students enrolled on distance learning courses, and has excellent administrative and student support facilities in place for the remote learner.

CILEx Law School is a not-for-profit organisation wholly

owned by the Chartered Institute of Legal Executives.

WHAT WILL I STUDY?

The programme includes the core law modules common to all law degrees that qualify you for further study to become a solicitor or barrister. You will also select from elective modules in years three and four, which include the practical elements that make this degree so distinctive. The choice of elective modules allows you to tailor your study to your career aspirations by choosing the areas of legal practice that interest you most.

HOW IS THE COURSE DELIVERED?

The course is offered jointly by CILEx Law School and City Law School.

The programme starts with a two-day induction course on 21 – 22 September 2019. This is designed to give you the skills needed to manage your study successfully. After the induction session you will be set a weekly programme of work for each of the modules.

For each module the syllabus is delivered through a dedicated online learning area giving access to specially designed materials, webcasts and exercises.

Formative assessments give you practice in applying the knowledge that you have gained, and feedback



from tutors helps to develop your understanding of the subject matter.

The detailed weekly timetable means that you will have a structure to work to, and you will have access to the teaching and support teams to give advice and guidance by phone, email and online forum as you go along.

There is a revision weekend to help you prepare for exams, where expert tutors will guide you through the syllabus highlighting key topics and explaining points of special significance.

HOW OFTEN DO I HAVE TO ATTEND CLASSES?

The induction, revision and exam sessions are all held at City Law School's premises in London. Other than this, there is no attendance requirement. CILEx Law School is a specialist in supported distance learning, and although you will not attend classes regularly, you will have all the support you need to achieve success through the extensive tutor support and sophisticated resources available through the online learning environment. ●

WHAT ARE THE ENTRY REQUIREMENTS?

You will be admitted to the programme either on the basis of recent academic achievement or through evidence of achievement in the sphere of your current work. Full details of acceptable qualifications are given on the City, University of London and CILEx Law School websites.




Gain a law degree by distance learning while studying to be a Chartered Legal Executive

- A law degree with a practical bias to improve your employability
- A four-year distance learning LLB that allows you to earn alongside study
- Competitive fees payable over 4 years allows cost to be managed
- A foundation for training as a solicitor, barrister or Chartered Legal Executive
- Jointly delivered by City, University of London and CILEx Law School combining academic rigour and distance learning expertise
- £4,625 per year – total cost £18,500

To find out more call
Adam Norton on 01234 844305
www.cilexlawschool.ac.uk



City, University of London in partnership with CILEx Law School

www.boatbuildingacademy.com



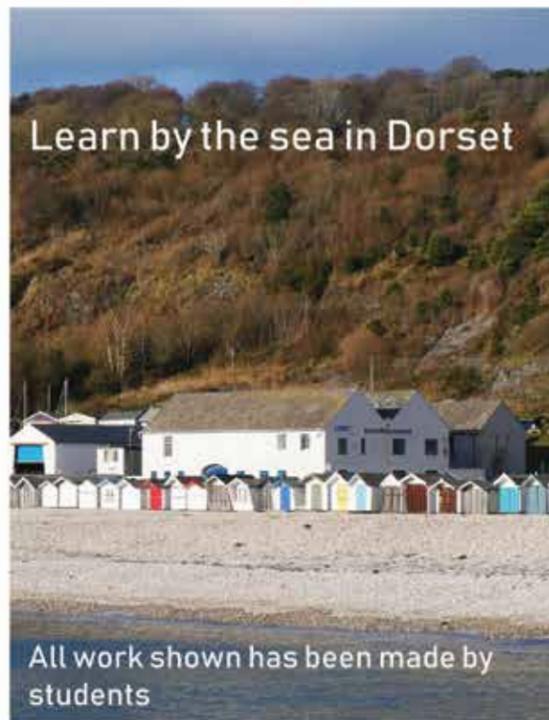
40 week Boat Building course



12 week Fine Woodworking course



2 to 5 day short courses in boat building and woodworking



Learn by the sea in Dorset

All work shown has been made by students



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.



Ralph & Hazel
Franchisees in Fife,
Scotland

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

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



Ann Brebner
Time For You (Northampton)

Police To Successful Business Owner!

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

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

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

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



TIME FOR YOU™
DOMESTIC CLEANING

Find out more **NOW** by visiting:

www.time4youfranchise.com

DOWNLOAD OUR NEW APP

Search '**Peel Solutions**' on the appstore



Job Board

Use our app to search for local jobs



Send your CV

Send your CV directly from the app



Contact

Keep in contact using our mobile app



Download on the
App Store



ANDROID APP ON

Google play