

**LATEST POLICE
RESETTLEMENT EXPO**
October 17th 2019 at the QE11
Centre, Broad Sanctuary,
Westminster, London, SW1P 3EE. **P12**



Police Resettlement magazine

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EMERGENCY SERVICES CAREER TRANSITION

There are probably few officers who haven't had ups and downs at work or approach retirement and wondered if there's life after police work. **P06**

A CAREER IN THE CIVIL SERVICE

You are getting ready to leave the Services and thinking about what to do next. Have you ever thought of joining the Civil Service? **P14**

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. **P22**

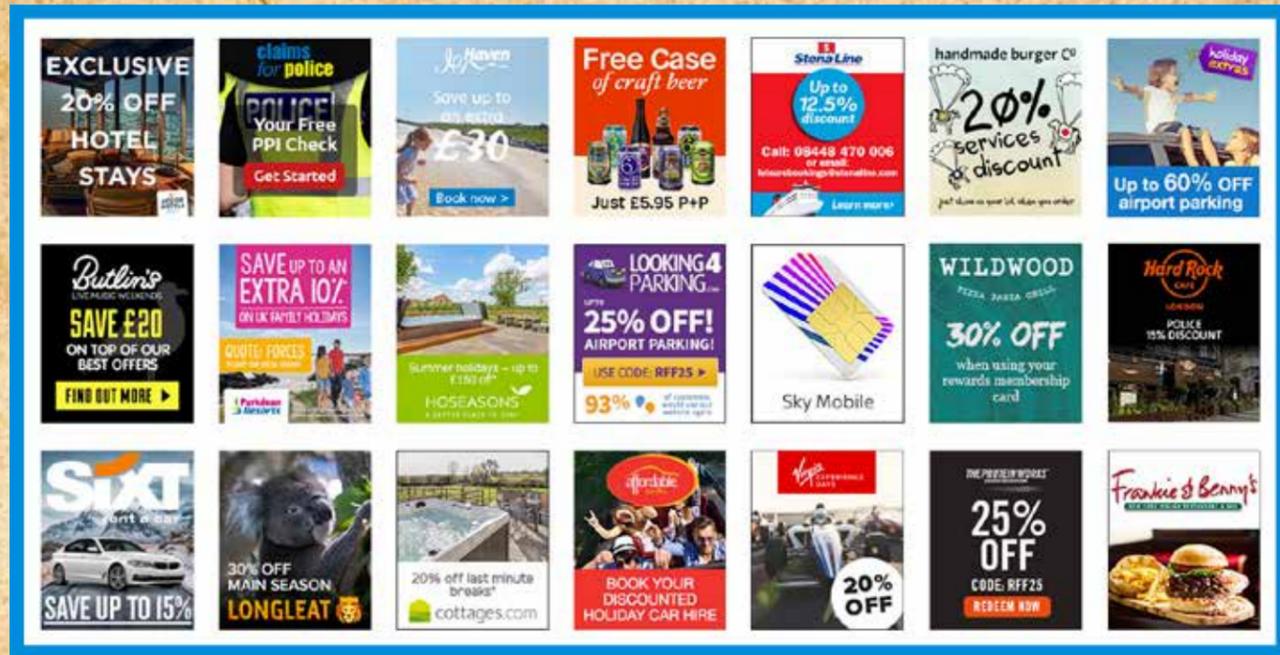
THE BRITISH FRANCHISE ASSOCIATION

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 make the right choice for you. **P44**

WANTED

ALL MEMBERS OF THE POLICE

Police Officer (all ranks), Police Community Support Officer, Special Constable, Police Staff, Military Police, Civil Nuclear Police, Retired Members, Police Cadets, Partners and Family Members!

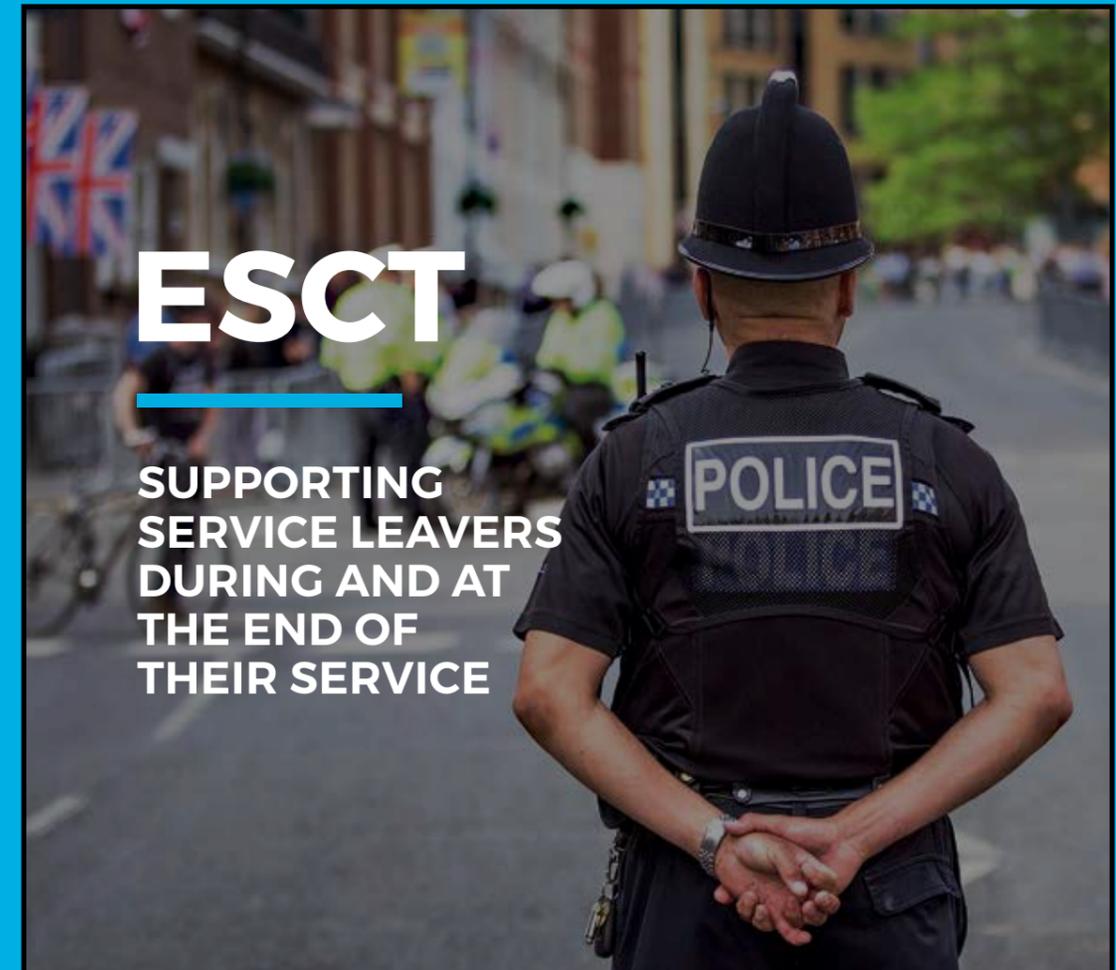


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ESCT

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THE END OF
THEIR SERVICE

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“Emergency services leavers offer an exceptional work ethic, commitment, and ability to work in some of the most challenging circumstances possible. With an unparalleled approach to teamworking and leadership as well as multiple skills, experience and knowledge; they are an asset to any employer”



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We police sporting and major events such as football, rugby, major concerts, demonstrations, Pride events, Marathons and events in Hyde Park.

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All four National Police Air Service (NPAS) aeroplanes are now in the UK.

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It's a big job but satisfying, and it offers a variety of equally satisfying, and exciting career opportunities.

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UCP know exactly what you need to get that job be it in the UK or UAE or in Testing locations such as Iraq or Mali.



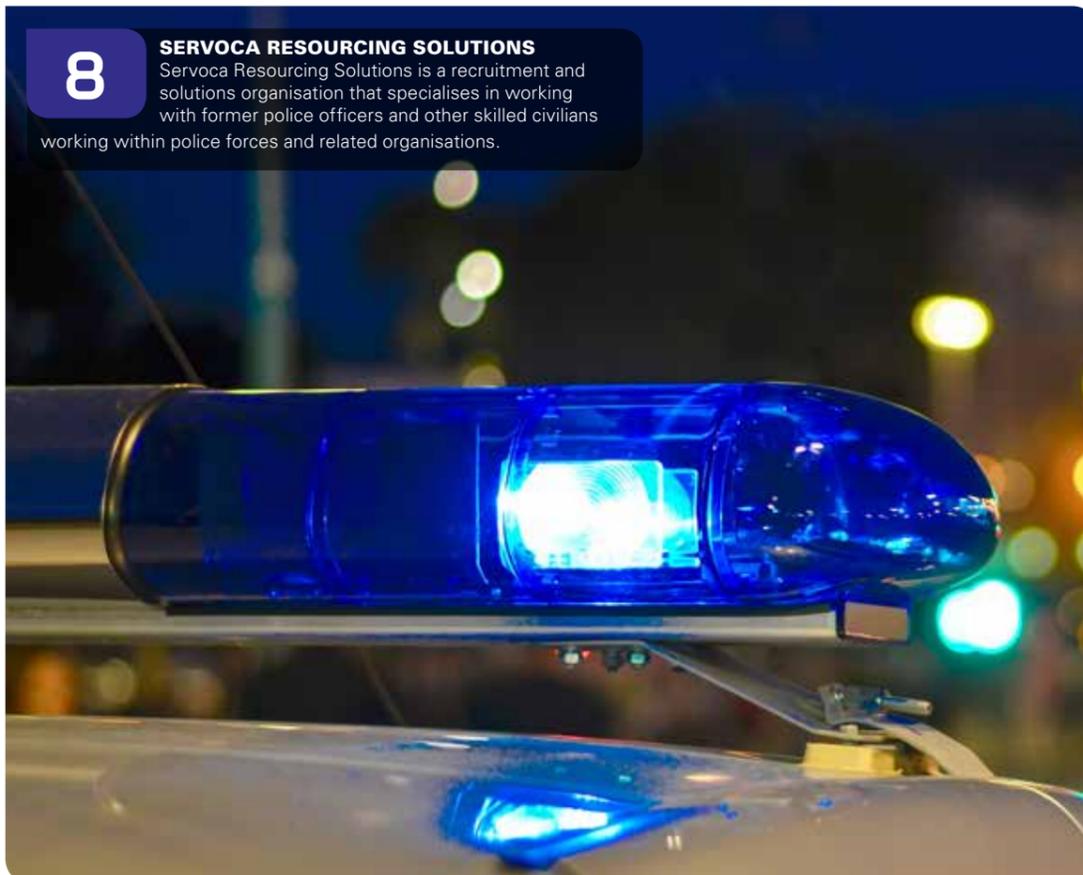
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The Boat Building Academy provides full-time, highly practical skills training with the emphasis on 'hands on' learning.



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Welcome...

Welcome to the Autumn 2019 issue of Police Resettlement magazine.



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

In each issue you will find helpful tips and advice, as well as various employment and training opportunities for those of you looking to leave the force and start a new career. However we also focus on various areas of interest for those of you still serving, we work with various police forces, constabularies, federations, companies and like minded organisations, specifically to be able to offer advice on career development and progression. We will be attending various events in 2019/2020 including the Security Cleared Jobs Expos, the International Franchise Exhibition, The Emergency Services Show, as well as the Police Resettlement Expos where we get to meet many of our

Emergency Services Career Transition

There are probably few officers who haven't had ups and downs at work or approach retirement and wondered if there's life after police work.

It's a very different world from twenty or thirty years ago when police officers completed their service to take up that long dreamed of hobby or spend time with the family. Now, the Emergency Services landscape is changing with staff facing unprecedented challenges. Austerity measures have vastly reduced numbers in many of the emergency services, whilst calls for their support and expectations about what they deliver has increased. Changes in pay and conditions and in wider society mean that many see their emergency service career as part of a portfolio career, or a second career and not necessarily a job for life. Attracting quality staff, retaining and motivating them and providing support as they transition to the next phase in their career remains a challenge that all of the Emergency Services must address. For long serving staff, leaving the Emergency Services can be a daunting and difficult transition that some describe as being similar to a feeling of bereavement. Workers who face medical retirement can experience greater challenges and concern about their future.

Emergency Service workers often use their network to help each other transition into the next phase in their career or to share

snippets of information about a great service they've received but there's something about the word "networking" that has mixed connotations for many. Whether it's the perception that everyone stands around having wine and nibbles or making small talk in a meeting room with a group of strangers, some people find networking difficult.

Unlike the Military Services, there is no funded resettlement support for Emergency Service workers looking for information about financial support, careers advice, coaching, personal wellbeing or for employers to advertise positions that might be suitable for ex-Emergency Services staff.

The three founders of **Emergency Services Career Transition Ltd (ESCT)** have over 90 years' service in policing and the military between them. They found themselves in a position where service retirement beckoned but "retiring" didn't and were surprised at the lack of resources available to help them and their colleagues as they started to consider "what next". Having navigated the many frustrations involved in resettlement themselves and successfully transitioned into second careers, the founders have funded the formation of ESCT with a view to ensuring that this gap is addressed. A Not-For-

JOBS BOARD

ESCT have created a job board to allow organisations with a keen interest in hiring ex-Emergency Service staff to advertise their open positions on the website. Companies have told us that they recognise ex-Emergency Service personnel provide a talent pool of highly trained, skilled people and that they feel confident they can benefit from having access to high calibre candidates.

Such is the interest in ESCT, that Security Cleared Jobs have

invited our representatives to attend the Security Cleared Expo in London in October 2019. The event will have over 70 companies exhibiting and motivated to hire candidates.

STAYING CONNECTED

Emergency Services lose connection to highly skilled staff ex-employees. The 'Stay Connected' scheme drives volunteering and crisis planning schemes and create a pool of staff, both voluntary and

paid, who can be called upon at times of need or crisis.

VISIT THE ESCT WEBSITE!

The services currently available can be accessed free of charge through the Emergency Services Career Transition website: www.esctransition.org.uk

We're growing! The site is new and exciting and is gathering momentum. We welcome feedback! Click on the "Say Hello" section and tell us what you think or how we can improve.

We all need people who will give us feedback. That's how we improve

Bill Gates

Profit organisation, the ESCT has been developed For, By and With the Emergency Services at the core of everything they do.

Of course, trawling the internet will bring up numerous other career transition companies and consultancy services offering courses, workshops or CV writing services. but it's a challenge to know exactly what you need, to guarantee the quality of the advice or to know whether you're choosing the right support and whether it'll be beneficial. Often these services are very expensive, aren't targeted towards Emergency Services and can't identify or translate the many transferrable skills gained in public service. ESCT has a vision to provide all Emergency Service workers with access to free advice, guidance and support and to assist them in making career and personal choices at every stage in their career whether joining, volunteering, serving or leaving the services.

With ESCT, the user can have confidence that the providers, tools and products offered or recommended through the website will be from a trustworthy source and have a bias and interest in providing support that will benefit Emergency Service workers as they try to make decisions and prepare for their future.

To ensure ESCT standards are maintained, governance is provided by an Advisory Panel made up of representatives from the Emergency Services, private and public sector organisations and volunteers with a keen interest in supporting the Emergency Services community. We are excited to include representatives from Bovis Homes, QinetiQ and other independent members from public and private sector business communities.

EMERGENCY SERVICES CAREER TRANSITION "With You Every Step of the Way"

Joining

ESCT is an advocate of the Emergency Services as a career, be this in a paid or voluntary capacity, as such ESCT will work to support recruiting campaigns and those individuals seeking a career in the Emergency Services.

Wellbeing and Financial Support

ESCT are negotiating with a range of reputable voluntary organisations and commercial companies seeking to provide bespoke services to Emergency Service staff, including wellbeing support, independent financial and mortgage advice.

Career Development

Managing your career is your responsibility from the beginning. ESCT provides signposting to coaching, mentoring and placements to assist individuals develop their own portfolio. Self-development benefits the individual and the organisation, allowing the individual the opportunity to grow and develop within their current role and into the future.

Leaving

ESCT does not encourage individuals to leave service and actively supports the hard work of every serving member of the Emergency Services. Staff leave for a variety of reasons, including retirement, ill health and change in personal circumstances and may need support in transferring the many skills they've gained into marketable skills to secure employment outside of the emergency services.

When should you start planning for retirement? A question asked by many, but often too late to do much about it until the day comes. For those starting their career, the thought of planning their retirement will be far from their minds. It's never too early to start planning.

Employer Recognition Scheme

Many organisations employ ex Emergency Services staff, or have people working for them who volunteer in a range of roles within the Services, such as Special Constables, retained Fire Fighters, First Responder. They also employ partners or spouses of serving Emergency Services staff, who have to manage the impact of the challenging work, anti-social hours and conditions of their loved ones. ESCT has set up an awards scheme to publicly recognise organisation that work collaboratively in support of UK Emergency Services and their families in various categories.



Case Study
John Geden

I don't think leaving the police service at the end of a long and challenging career can be easy for anyone and I often hear of the odd person here and there who simply do have the ability to simply close their locker door and walk away without ever looking back but I was not one of those people.

Furthermore, the end of my career came, not as I had planned, but at the 28-year point with an ill health retirement. With only 21 days certified sick leave over those 28 years I never thought I would leave in such a dramatic and instant manner; instead of steady a downhill slope to the finish line that I was expecting with time to prepare and adjust my mindset, it felt as though I had fallen from a cliff edge.

"Having a diagnosis of PTSD did not really help me too much when I was trying to find the confidence to strike out alone and set-up my own business. I guess everyone who starts a business suffers raised levels of anxiety and probably at times when things do not go well (and that happens regularly) a level of depression. But when you are plagued with these conditions as a normal

state of life, it kind of makes things a little more challenging!

Nonetheless I needed a focus for my energies; I had been a Detective Chief Inspector with huge responsibility and I was not sure what the future held or what my capabilities would be but I knew that sitting in an armchair and feeling sorry for myself was not going to be an award-winning recipe for the future. However, at the same time, I had to be realistic and I needed to identify what I could do and what I couldn't do. I also knew that I had three red lines that would not be crossed: I was never going to work for anyone else ever again, I was not going to wear a suit and tie to work ever again, and I was not going to be forced to shave every day ever again!

There are still bad times; even after four years of doing this. I still suffer from those classic PTSD symptoms of nightmares, flashbacks, anger, lack of confidence and sadness. There are still things that I struggle with; I am not very good with people and when you add stupid to that mix, I have very little tolerance. I still get anxious and I still have days when I just cannot do a thing but thankfully, they are becoming less frequent now. I get easily frustrated and struggle to manage more than a few things at once, I guess anyone with the same diagnosis will recognise these symptoms.

Starting your own business is not for everyone and I recognise that it could all have collapsed around my feet on several occasions had I not managed to dig deep and find some hidden reserve of tenacity (or maybe pig-headedness!).

John Geden runs a successful honeybee farming business in southern Hampshire. With 200 colonies of honeybees he harvests around 2 tons of local raw honey each year and sells it via a network of stockists. www.sinahcommonhoney.com



Transitioning from a career in the Police, an insight.

by Richard Rowland (Ret)

Q. You were in the police force for a long time so I imagine it was tricky leaving. What was it like finishing?

A. It was a real mixture of emotions in all honesty. Obviously, I was pleased to finish and I was excited for my pension but not all my feelings were positive. I was concerned about a loss of identity; I wasn't sure what I wanted to do. Policing was a huge part of my life, one of the things that defined me was no longer present and I was worried about losing friends and colleagues too.

Q. It sounds like it left a huge gap in your life

A. Oh, very much so, spot on.

Q. Did you have any idea what you wanted to do afterwards to fill that gap?

A. I had lots of ideas, I wanted to have my own business (or do a job with meaning) and thought I had a lot of sellable skills. I quickly found out some of my skills and ideas weren't sellable, but you don't know until you try. I was luckily helped by friends who worked with charities in the Criminal Justice area, so I do a lot of work for them.

Q. You spoke about sellable skills; which skills were sellable? I'm sure there's many.

A. Yes, quite a few. The ability to project-manage, self-discipline, determination and people skills. Having good people and communication skills is such an incredible asset. Resilience was also a skill that I used more than I thought I would. There were a lot of knockbacks but with good friends supporting me I kept going.

Q. Would those setbacks have been lessened if you had had more advice?

A. Definitely, knowing better what to expect and learning from others who have been there, would have helped.

Q. What advice did you want or would you have wanted, in hindsight, when you left?

A. In hindsight, ideas to counteract a sense of isolation because you aren't always as busy and you don't have a team around you. Ahead of leaving I wanted to know what are good business areas to go into, where my skills would be appreciated, just someone to bounce ideas off. I wish I had

been told to start networking earlier and how to do it.

Q. We haven't discussed whether it was tricky adjusting to regular civilian life as a whole. Would you say it was?

A. When you've been in an organisation for 30 years, you know the rules and you have a routine and then when you finish that structure just goes. That leaves a big hole and some people don't understand that. You have to re-programme yourself.

Q. Do you think the general public underestimates the difficulties of going from a police officer to regular life?

A. I think it's trickier for military personal, especially if you lived behind the wire, but yes you are right. The things you see and have to deal with, it stays with you. You're proud of what you do and you also build a strong support network, much of which goes when you leave. Being a member of the police is obviously a big part of who you are. You lose that.

Q. The word retired suggests somebody who has finished working, is this the best phrase?

A. You've finished a chapter of your life, but most people carry on working. You don't retire, your job and role in society just changes. You retire from the police, not from life.

Q. I'm guessing being a police offer was much more than a job for you?

A. Yes. Spot on. Not only for me of course, its more than a job for every police offer who has and who is working in that area, and for their families too.

Q. How are things now?

A. With help from family, friends and some people with great business ethics, things are going well now. It took time, which in all honesty I should have known. I've learned a lot on the way and it's good to help other police leavers. I work with some former colleagues, so we have a good laugh and support each other. ●



If you want guidance and advice from people who have been there, please go to Emergency Services Career Transition's web site:

www.esctransition.org.uk

Emergency Services Career Transition is a not for profit company.



Servoca

Resourcing Solutions

Servoca Resourcing Solutions is a recruitment and solutions organisation that specialises in working with former police officers and other skilled civilians 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



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ARE YOU UK BASED?

HAVE YOU THOUGHT OF TAKING THOSE SKILLS OVERSEAS?

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If you have the commensurate skills, the desire to work in a stable and supportive environment with like minded individuals who want to make a positive contribution to the local and international communities as well the courage of your personal and professional convictions then call our Overseas Team on **0207 747 3044** or email srsinternational@servoca.com for a no obligation discussion on what opportunities we currently have available.

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ARE YOU THINKING ABOUT A CHANGE OF SCENERY?

DO YOU HAVE SKILLS AND EXPERIENCE IN INVESTIGATIONS, INTELLIGENCE ANALYSIS OR FORENSICS RELATING TO FINANCIAL CRIME OR CHILD EXPLOITATION ONLINE PROTECTION?

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EMAIL [SRSINTERNATIONAL@SERVOCA.COM](mailto:srsinternational@servoca.com) OR CALL 0207 747 3044 AND ASK FOR THE OVERSEAS TEAM FOR MORE INFORMATION



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 October 17th 2019 at the QEII Centre, Broad Sanctuary, Westminster, London, SW1P 3EE
Doors open 10am – 3pm
(last entry 2.30pm)



© Shahid Khan / shutterstock

Do you have a Police background and Security Clearance?

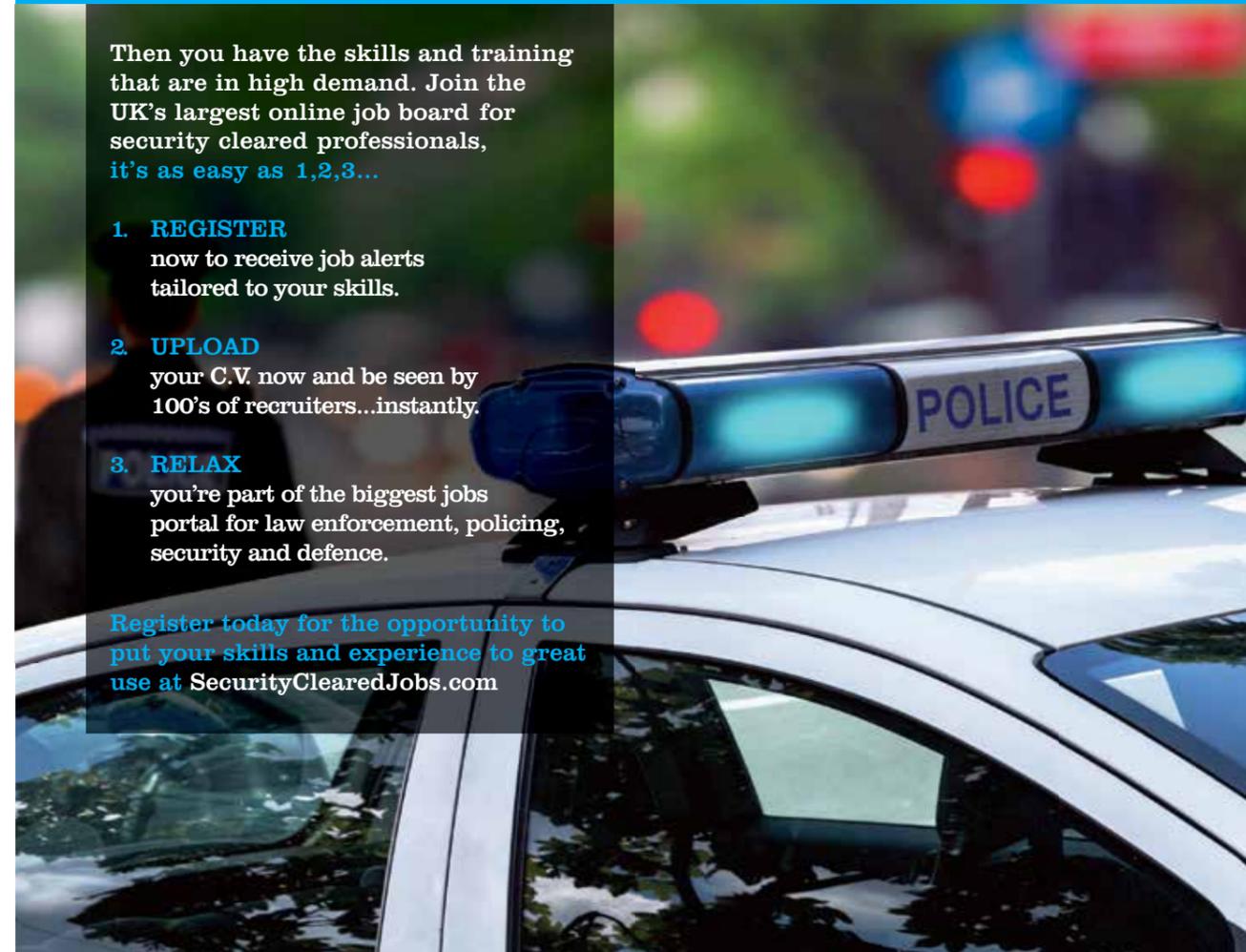


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- 2. UPLOAD**
your C.V. now and be seen by 100's of recruiters...instantly.
- 3. RELAX**
you're part of the biggest jobs portal for law enforcement, policing, security and defence.

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





A career in the Civil Service

You are getting ready to leave the Services and thinking about what to do next. Have you ever thought of joining the Civil Service? No?

Is it because you think civil servants are a bunch of pen pushers? That we sit around all day drinking tea? Let's see if I can help change your mind.

Across the Civil Service there are a wide range of jobs and professions and these include project managers, analysts, statisticians, lawyers, finance and Human Resources roles – all the typical roles that any government department or private sector company might have.

But there is so much more to the Civil Service – there are departments such as the Home Office and National Crime Agency who lead on reducing and preventing crime and ensuring people feel safe in their homes and communities. Others, such as the Department for Work and Pensions (DWP), are responsible for understanding and dealing with the causes of poverty rather than its symptoms

and encouraging people to work and making work pay.

But the civil service department with the widest range of roles is the Ministry of Defence (MOD). Think of a job and you will probably find it in the MOD. In addition to the typical jobs mentioned before we also have teachers, police, doctors, nurses, dentists, surveyors, architects, divers, range wardens, farriers, falconers, dog handlers, guards, pool attendants (yes really). I could go on, but I hope you get the idea – there is most likely a role for you.

Maybe you think applying for a job will be complicated – you've heard about those tedious application forms asking for 250 words against a list of competencies that don't really make sense to you. Do you wonder how you can tell people about your skills and experience? The Civil Service has changed the way we recruit. We use Success Profiles and they have



five elements that we can use to help assess if you are suitable for our jobs. Depending on the job will depend on which elements are used and it's unlikely you would apply for a job that tests against all five elements.

But what are the five elements of Success Profiles?

- **Behaviours** – the actions and activities that people do which result in effective performance in a job.
- **Experience** – the knowledge or mastery of an activity or subject gained through involvement in or exposure to it.
- **Ability** – the aptitude or potential to perform to the required standard.
- **Technical** – the demonstration of specific professional skills, knowledge or qualifications.
- **Strengths** - the things we do regularly, do well and that motivate us.

Using Success Profiles helps us identify the right person for the job and enables us to meet our legal duty to appoint on merit based on a fair and open competition.

Being part of one of the three Services will have given you a great set of skills and experience which the Civil Service needs. We can offer you variety, in the roles that you do and where you will be based, training and professional development (including apprenticeships), flexible working, family leave and the opportunity to make a difference. The Civil Service aims to be the most inclusive employer by 2020 ensuring you can be yourself no

There is something for everyone; the opportunities are there for the taking!

Helen
Training Aircraft
Portfolio Manager

matter who you are, where you come from or how you think.

You have served your country protecting the security, independence and interests of our country at home and abroad and being part of the Civil Service, you can continue to make a difference to people's lives in the UK.

So, have I changed your mind? Have I persuaded you to think about joining the Civil Service and using your skills and experience to make a difference? If I have then you should consider signing up for an account on CS Jobs where all our jobs are advertised. There's also wealth of places where you can find out more about what we do and why it makes a real difference. Here are a few to get you started:

- **Civil Service Careers**
www.civil-service-careers.gov.uk/
- **Civil Service Careers MOD**
www.civil-service-careers.gov.uk/departments/working-for-the-ministry-of-defence/
- **LinkedIn (MOD)**
www.linkedin.com/company/uk-ministry-of-defence
- **Working for the Ministry of Defence**
www.gov.uk/government/organisations/ministry-of-defence/about/recruitment

If I haven't persuaded you to think of a career in the Civil Service, then I wish you all the best wherever you decide to work next. Remember you can always keep up to date on the latest developments in the Civil Service by following us @UKCivilService on Twitter, Facebook or Instagram. ●



ROY'S STORY

I joined the Army in 1970 and retired in 1994, I must admit I knew little of the Civil Service having spent a considerable amount of time serving in Germany. On my last posting and return to the UK I worked at the Royal School of Artillery in Larkhill and that was my first exposure to civilians working with the military. When I retired I got an 18 months contract with the MOD working in security, before moving to the private sector where I spent 7 years learning to become a civilian.

I wanted a change of direction and returning to the MOD seemed like coming home, I was of course attracted by the good terms and conditions of service; the ability to build a good second pension, generous annual leave allowance and flexible working. I joined as an Admin Officer and have so far progressed to Senior Executive Officer, working in a variety of roles dealing with Army Resourcing, Employee Relations and Human Resources. Like many of my work colleagues I am very proud to continue my relationship with and support to the Services, particularly with the Army which is still very much in my blood.

I have adapted to the challenge of civilian life finding the transition easy and I have been supported in my journey along the way by some really remarkable people that I have worked with and who share my values and commitment to the Services. So, would I recommend the Civil Service and MOD to colleagues leaving the service as a second career, absolutely - it offers a challenging career and of course, there are the great terms of service.

KATE'S STORY

When I was in uniform I worked alongside civilians but never really gave a thought to 'what' they were. It was only when I left the Service and was looking for another career (I wasn't interested in just a job) that I bumped into a military colleague I'd previously served with who told me about the Civil Service.

She was in the process of making an application and suggested I investigate for myself. The application and recruitment process was quite straightforward and I was fortunate enough to receive an offer of a post in Human Resources.

Since then I've worked in a variety of civil service roles within Army, Air and at the centre of the Department in HOCS. Experience gained in my previous uniformed roles has been invaluable in supporting and advancing my civil service career (I've had 3 promotions) and it's great to still be part of the wider MOD 'family'. The MOD is a great place to work, it offers a huge variety of jobs, real promotion prospects, learning and development opportunities, and last but not least excellent terms and conditions of service. The saying goes that the grass is greener on the other side - well for me, this is the other side!





Sava

If you are looking for a new career, have you considered re-training to become a residential surveyor?

Working as a residential surveyor and valuer is the perfect way forward for those with an interest in property. This professional and well-respected career commands excellent salary prospects and, due to a skills shortage in the industry, demand for surveying services is ever increasing.

WHAT IS A RESIDENTIAL SURVEYOR?

There are many aspects to the career and many options once qualified, but residential surveyors are mainly known for carrying out HomeBuyer Reports and valuations on properties prior to sale. It is a varied and flexible career with many opportunities either working for yourself or for a firm.

Alan Milstein, a residential surveyor and chairman of the Residential Property Surveyors Association (RPSA), said:

"Being a residential surveyor is a rewarding career. In essence, residential surveyors assess properties for their general condition, energy efficiency and value, and those on the

Sava Scheme can also produce Home Condition Surveys which help home buyers understand the condition of the property they want to purchase.

"Residential surveying is an integral part of the housing market and offers good prospects, with potential for qualified surveyors to work within companies such as estate agents and banks, or to set up on their own and offer surveying services on a consultancy basis to businesses and home buyers alike."

Residential surveying could be the career for you if:

- You find property interesting
- You want great career prospects
- You want a role that's in high demand
- You want to be well paid - the average AssocRICS salary is £49,293 (source: RICS 2018 UK rewards and attitude survey)
- You want flexible employment opportunities, including self-employment
- You want a well-respected career path
- You like challenges and for each day to be different
- You don't want to be sat at a desk all day

HOW CAN I BECOME A RESIDENTIAL SURVEYOR?

Sava offer the only vocational qualification with direct entry into the Royal Institution of Chartered Surveyors. The course is structured to allow learners to continue to work full time whilst studying if they wish as the course is delivered with 12 months of part-time training, involving 2 training days a month. This is followed by 12 months of assessment which is carried out in your own time. The course teaches you everything you need to know to become a competent surveyor and no prior knowledge, experience or qualifications are needed.

Once qualified, Sava graduates are eligible for direct entry into RICS at Associate member level, meaning they can offer RICS products such as HomeBuyer Reports and valuations, as well as



having the prestigious AssocRICS designation after their name.

Hilary Grayson, head of surveying services at Sava, says:

"Residential surveying is particularly suited to those who are passionate about housing, confident in dealing with other people, determined and self-motivated, and have a good eye for detail."

"We believe these people could help to alleviate the looming skills shortage in surveying, and could become new associate members of RICS, an accreditation that is so important both professionally and to the industry as a sign of quality."

WHAT DO THE SAVA GRADUATES SAY?

Ben Browne re-trained to become a surveyor in 2018. He

WHAT WILL I STUDY?

The Diploma is a vocational qualification, meaning it is all about giving you the skills and knowledge to be a well-rounded residential surveyor. Some of the modules covered include:

- **Valuation** - Determining property value, RICS mandatory requirements, how condition affects value, regulatory and legal requirements and different types of valuations.
- **Construction** - This module focuses on foundations, floors and walls, desktop research, scale drawings, floor plans and calculating U-values as well as building services.
- **Law** - The law and its background, easements, restrictive covenants, contract law, negligence

and occupier's liability are looked at in this module.

- **Inspecting Property** - The inspection 'agenda' and equipment, property measurements to include floor, volume and ceiling as well as the residential cost-rebuilding calculator.
- **Building Pathology** - This module focuses on the process of diagnosing the cause of building movement, damp and defects. It includes ground and above ground-based movement plus loads more.
- **Assessing Services** - This module looks at service systems and what can go wrong. It covers inspection and testing of service systems, electrical systems, heating services, plumbing and drainage.

now works at a medium-sized firm in Croydon. When asked what a typical day as a practising surveyor involves and what he enjoys about his job, Ben said:

"A typical day as a surveyor for me at the moment; I wake up at home, check my diary, check the property that I'm going to, get in the car and arrive at the property. Depending on the survey type I will spend about 2 to 4 hours inspecting the property, with a little coffee break to meet the vendor.

After I have completed the survey I will head back to the office. Once I'm back to the office I will upload the photos and start compiling the report. During this time, I have all the other surveyors sitting around me and we discuss what we have seen that day and see if we can help each other out in any areas and help compile the reports.

My favourite part of the job is meeting people, whether it is fellow surveyors, meeting estate agents in offices, or going to properties and meeting vendors.

You meet some amazing people, with good stories, you make some good connections. It's something I am certainly enjoying. I have never enjoyed the working week more. Every day is a new challenge to me. The week flies by. It is the only job where I wish I had more hours in the day. Every day you are at a new property with a new set of challenges and a new issue to deal with. If this is something you enjoy then this is certainly the career for you."

You can hear more from Ben and other Sava graduates on our YouTube channel by simply searching for 'Sava Surveying'.

The great thing about residential surveying is the flexibility the career offers; you can set up a self-employed business and be your own boss, work for a large firm where you are home based, or work for a smaller firm if you like an office environment.

Stephen Ancombe was working as delivery driver when he decided to look for a new career.

"I was thinking of embarking on a new career to bring more fulfilment and satisfaction, but ultimately was not sure what path to go down. Over the following weeks, I did many hours of

research into the industry and felt a career in Residential Surveying would be right for me. Nearly 3 years on from that decision and I haven't looked back!

Many of the other candidates like myself on the course were currently in employment. For me, going to university for 3-5 years was not an option that I felt comfortable with. With Sava you obtain a degree equivalent qualification and have the option of becoming an RICS member in little over two years. It really is a no brainer. The lecturers and the staff are incredibly knowledgeable in their respective area of expertise, are friendly and approachable."

HOW DO I FIND OUT MORE?

Sava run regular briefing events where you can come along to find out more about what being a residential surveyor involves, meet the team and hear about how the qualification works. You can book a free place and find out more about the diploma here: www.sava.co.uk/resettlement.

Sava are pleased to be able to offer readers of this magazine a £500 discount on course fees. Simply state where you saw this article when you speak to us. ●

Part-time training to become a professional Residential Surveyor

The Sava Diploma in Residential Surveying and Valuation

- ✓ Vocational qualification delivered by industry experts
- ✓ Leads to direct entry into the Royal Institution of Chartered Surveyors
- ✓ Options to be self-employed or work for a firm
- ✓ Part-time training delivered over 24 months
- ✓ Training locations across the UK

☎ 01908 442244 ✉ hello@sava.co.uk 🌐 www.sava.co.uk/resettlement/



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 WORSELL, 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

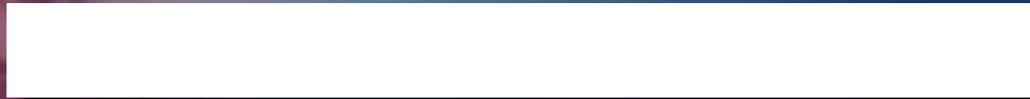
- Police Officers:**
- 22 days annual leave rising to 30 days after 20 years' service
 - Final contribution salary pension scheme
 - South-east allowance, for officers based at specific locations
 - Paid overtime

- 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



THERE'S A UNIQUE PATH TO BECOMING A POLICE OFFICER

IT STARTS HERE

The Civil Nuclear Constabulary (CNC) is an award winning, specialist armed police force. We protect 10 civil nuclear sites across England and Scotland, safeguarding nuclear material in transit and play a key role in national security.

To support us in achieving our mission to **DETER, DEFEND, DENY & RECOVER** we are looking to recruit Authorised Firearms Officers (AFO) nationally.

We ask that our AFO's maintain a high level of fitness and firearms skill throughout their career, enabling them to remain effective in repetitive or pressurised situations. In return we develop the requisite skills to meet the demands and expectations of the role through specialist training and continual assessment.



The role comes with a range of fantastic benefits, including:

- Starting salary of **£22,440** rising to **£24,654** on completion of a satisfactory probationary period (plus **£2,000** south-east allowance for officers based at Harwell and Dungeness)
- Annual leave of **22** days increasing to **30** days with increased length of service
- Generous pension scheme
- Training and development throughout your career

For further information please visit www.cnc.jobs
CNC is an equal opportunities employer

DETER • DEFEND • DENY • RECOVER



East of England
Ambulance Service
NHS Trust



Recruiting now

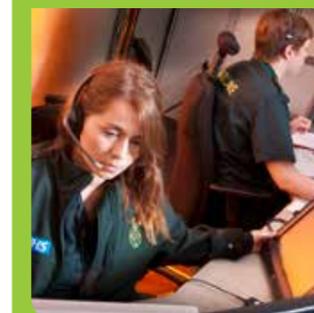
East of England Ambulance Service NHS Trust is recruiting for Paramedics, Newly Qualified Paramedics, Emergency Medical Technicians, Apprentice Emergency Care Support Workers, Apprentice Medical Technicians, Specialist Clinician in Hear and Treat, Call Handlers and Dispatchers

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**





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 visit our website eastamb.nhs.uk and find out more about joining us under current vacancies.

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

We look forward to welcoming you..

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 E EAST.

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.eastamb.nhs.uk www.jobs.nhs.uk

SUPPORTING OUR ARMED FORCES

We are very proud to support our Armed Forces and recently gained recognition from The Ministry of Defence where we were awarded the Employer Recognition Scheme (ERS) Gold Award for showing outstanding

support for Armed Forces staff. The East of England Ambulance Service Trust was one of 50 winners this year to receive this prestigious award, given to organisations that have signed the Armed Forces Covenant and have demonstrated outstanding support for those who serve and have served in the Armed Forces. We're only the third ambulance trust to receive this award since it was created in 2014. Always on the look out for the best talent from Armed Forces, we are currently recruiting to a range of roles that may be suitable for you, depending on your knowledge, skills and background.



Be seen in green

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

There are so many opportunities to join E EAST 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, response, excellent service which is always community focused and patient driven. We recognise that veterans and people leaving the Police 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



Two support workers facilitate a resident's ride at The Stables in Ravenswood, Norwood's collection of accommodations in Berkshire



MATTHEW THORNTON, A SUPPORT WORKER AT THE FIRS IN RAVENSWOOD

Matthew Thornton, 30, had worked in a variety of jobs over the years, as well as being a reservist in 151 Regiment in the Army's Royal Logistic Corps. Now, Matthew is a support worker at The Firs in Ravenswood, Norwood's residential accommodations in Berkshire that provide 24-hour-a-day, tailored support to adults with learning disabilities.

"In my current job I support people with a range of learning disabilities in their day to day lives," Matthew says. "The days are really varied and can include anything from support with morning routines and personal care to day trips and participation in the hobbies and interests of the people we support."

"Coming from a military background is very useful to me in this job," he adds. "Obviously, organisation and prioritisation are useful skills and enable me to stay on top of a constantly shifting workload. The hours are long and the work is difficult so physical fitness is important, as is mental toughness. Perhaps the most important characteristic, though, is discipline. Much like in the military, there are many situations in this profession where coming unravelling could have the very worst of consequences – so a sense of discipline is crucial in helping a support worker maintain a sense of calm under pressure."

Having said that, Matthew is keen to point out that, "It is an exceptionally rewarding job."

I really enjoy the pace and variety of the work here and, after a long day, I really feel as if I have achieved something worthwhile."

At Norwood we say that our support worker jobs are for people who want to "change a life, starting with your own". Are you ready for a life-changing adventure?

For a detailed job description, go to www.norwood.org.uk/careers. If you are interested in one of the life-changing opportunities we currently have on offer, email jobs@norwood.org.uk for further information or speak to our recruitment team on 020 8809 8809.

A day in the life of a norwood support worker

'It's the best thing I've ever done!'

Norwood offers a range of services to adults with learning disabilities to help make their lives meaningful and to support them to live as independently as possible. Residential accommodation services are offered throughout London and Berkshire.

Ravenswood, in Berkshire, is an established community that, for more than 65 years, has been a supportive and lively home to people with learning disabilities.

Vicki works as a support worker in Eretz, one of Norwood's collection of accommodations at Ravenswood. Eretz is home to people with learning and/or physical disabilities and is currently rated "Good" by the Care Quality Commission.

TELL US A LITTLE ABOUT YOURSELF...

My name is Vicki, I'm 45 and I have worked for Norwood for about two years now. I live nearby in Crowthorne – and have done pretty much all of my life – and love the feeling of giving back to the community through this role.

HOW DID YOU BECOME A SUPPORT WORKER?

I chose this line of work because my younger sister has Down's syndrome and, when she and my mum moved away, life felt a bit empty so I decided I would like to put my knowledge to use.

DO YOU HAVE ANY QUALIFICATIONS?

When I started a Norwood I didn't have any qualifications but I am currently doing my QCF Level 2 through Farnborough College of Technology. This is funded by Norwood and I love it because I only attend college one day every two weeks and can apply my learnings immediately on the job.

WHAT'S A 'NORMAL' DAY LIKE FOR YOU?

A normal day for me begins at 7am. I have been trained to dispense medication to residents so being here first thing is quite important.

Then it's on to personal care and breakfast, followed by a morning activity (this varies daily – there's a huge variety of activities provided onsite by our Complementary Activities team). Before long, it's lunch followed by either a little rest time for our residents or the option of more activities. Dinner flies around, which normally sees all of us (residents and carers) sharing a meal at the "family" dining table. After that we have some chill-out time in the evening. That is unless it's disco night – a huge favourite of the residents!

Come the end of the day you don't know where the time has gone and it's time for home.

I am a key worker, too, and I absolutely love it. It's so rewarding to see the person I directly support grow in confidence and to share her achievements. She has a variety of needs and some are slightly complex, but once you get to know her and understand her ways it's simple and just like any other two-way relationship. I listen to her needs and I meet those needs.

For example, she likes to sing so, quite simply, we sing everyday.

HAVE YOU LEARNT ANYTHING DURING YOUR TIME AT RAVENSWOOD?

Working for Norwood I have learnt not to be scared of the unknown. If you're willing to learn, anything is possible and Norwood knows how to help you accomplish your goals.

HAVE YOU FOUND ANY OF YOUR WORK PARTICULARLY REWARDING?

I have found all aspects of my job rewarding. I don't think there is anything I don't enjoy.

WHAT IS THE BEST THING ABOUT YOUR JOB?

The best thing about my job, far and away, is the people we support. They are incredibly compassionate, and often misunderstood. You only need to spend five minutes at Ravenswood to see how welcoming they are: they literally greet newcomers and visitors with open arms.

TELL US ABOUT YOUR COLLEAGUES

My work colleagues have now become my second family; they fit like a glove. It's all about team work and I figure that, if you have that, then you can't go too far wrong.

BEFORE FINISHING YOUR SHIFT YOU...

Before I finish my shift I always ask myself: Did I do the best I could? And so far, the answer has always been yes.

Your life-changing adventure starts here

Looking to get back in the work saddle but not sure where to start? A job as a support worker for Norwood could be just the thing to get your nose in front of the pack.

If you've spent time in the armed forces in any capacity, the chances are you will already possess many of the skills needed for a new career as a support worker at Norwood. You will have a strong work ethic and be a dedicated professional. You will be familiar with the personal sacrifices needed to prioritise others above yourself and you will take impeccable pride in your work.

Norwood provides specialist support for families facing crisis, and a range of services for people with educational challenges, learning disabilities or autism. Norwood believes that all people – regardless of circumstance or ability – can, with the right support, achieve more than they ever thought possible.

And that is where you come

in. Should you choose to join our team, you will become part of the Norwood family, a community that makes a real difference to both the people we support and the people who support them.

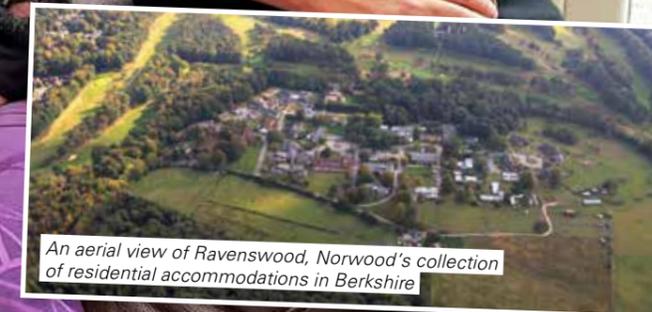
Your six-week induction training will be just the beginning of a life-changing career adventure. As a support worker for Norwood, you will receive constant training in topics ranging from epilepsy to autism to emergency first aid. As a support worker for Norwood you will be given the opportunity to take part in a range of activities, from active days out to international adventures and domestic challenges (Norwood is well known for encouraging the people we support to take part in hikes, walks, runs and domestic and international bike rides).

Norwood currently employs around 1,250 passionate and committed people to help deliver high-quality services across a spectrum of age, need and ability to the people living in our residential and supported living homes in London and Berkshire. At Norwood, we are as devoted to our staff as we are to the people we look after. We offer a strong career progression as well as training and support to improve your existing skills.

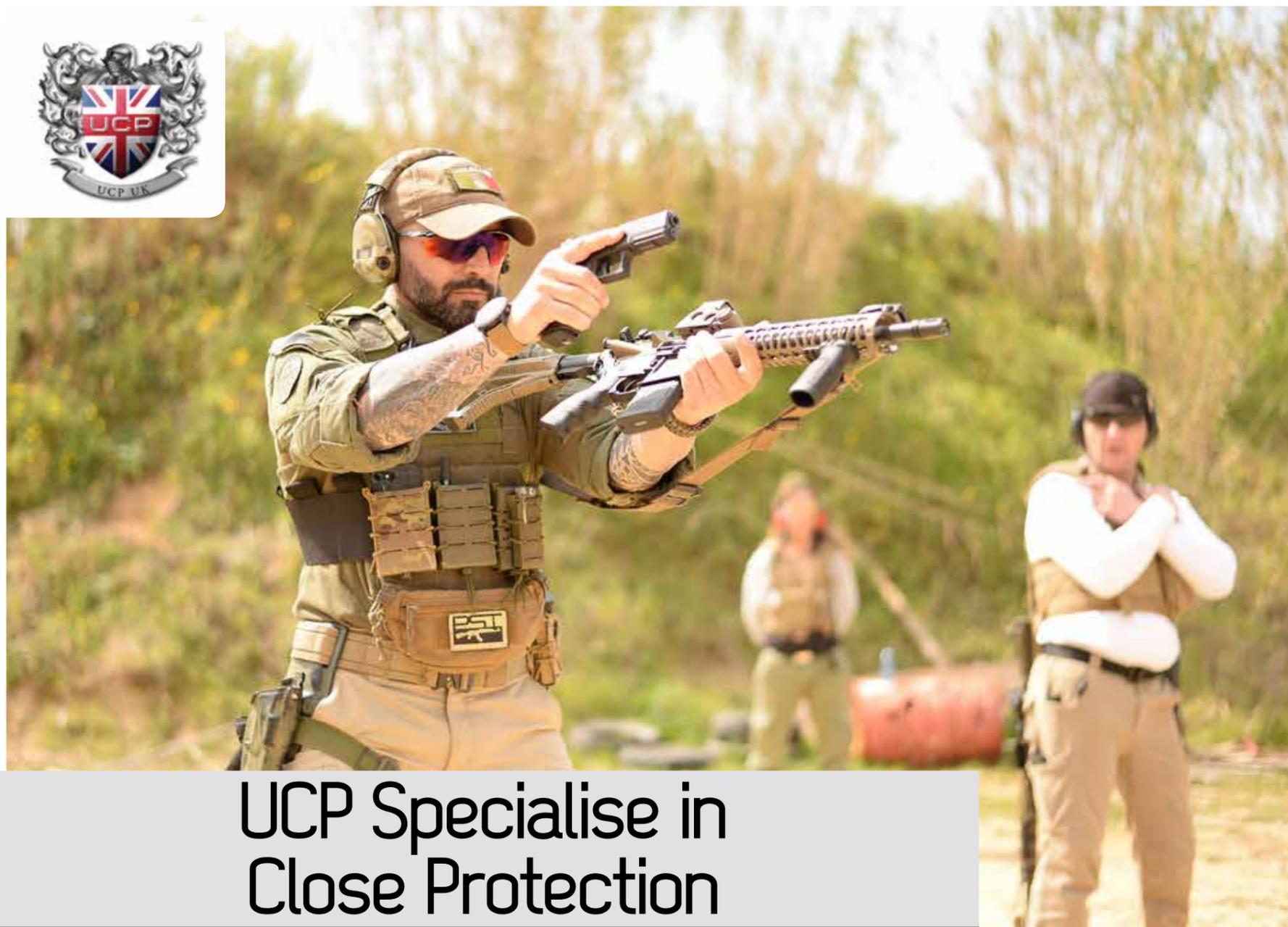
One of the best things about being a support worker is that any and all of your previous life skills and hobbies will, at one time or another, be useful to you in your new role. Whether it's cooking, gardening, music, arts and crafts, driving or swimming... a job as a support worker will give you ample opportunity to share existing life skills with the people we support. Whatever you bring to the role, we can use these precious skills to enhance the opportunity for both you and the people we support. ●



Vicki, right, with one of the people she supports at Eretz, Ravenswood



An aerial view of Ravenswood, Norwood's collection of residential accommodations in Berkshire



UCP Specialise in Close Protection

UCP know exactly what you need to get that job be it in the UK or UAE or in Testing locations such as Iraq or Mali.

- Good training from seasoned operators and instructors (Best of British)
- Relevant awards and certification (nothing is wasted)
- Networking and Introduction to specific overseas security contractors and UK operational companies including our own UCP Operations division.

UCP guide you all the way; from initial talks about the industry – helping and supporting you until you initiate employment. (we never give up)

WHY CHOOSE UCP AS YOUR TRAINING PROVIDER?

- UCP are one of the very few training providers with top reviews/feedback on the ELCAS website and social media. UCP are proud to serve the MoD in providing the very best training and post-employment support for British Soldiers.
- UCP are one of the longest established British companies that specialise in Close Protection medium to high risk operations and training only 2003 – present.
- UCP have 8 main Instructors with backgrounds from; 2 Para, (RMP) Royal Military Police (former SO14), RMP CPU (SEG) British Special Forces, British Royal Marine Commando, Former Mi5 agent, and a wealth of knowledge

from our highly trained and seasoned Civilian Instructors.

- Since 1991 UCP Security Services “Operations” have been protecting VIP clients, Celebrities, Government officials UK and overseas, not to mention being tasked with providing training for teams on high risk overseas operations.
- Since 2003 Up Close and Personal Group have been training overseas Internal Security Forces in the Middle East and Africa.
- UCP UK Training provide the security industry a data base of trained operatives
- UCP operations division also work with many other security contracting companies (UK and overseas)

CHOOSE YOUR TRAINING PACKAGE.

- 21 day Working as a Close Protection Operative
Course cost: £2400 including accommodation
ELCAS claimable: Yes (Training Provider number: 5011)
WSO funded: Yes (up to 50% of the course)
Courses delivered every month: 1st -21st
- 28 day combined (CPO/HECPO) Working as a Close Protection Operative and Private Security Contractor (PSC) tactical Live Firearms (Level 4 PSC HABC (9mm/5.56mm/7.62mm weapons proficiency) for Hostile Environment Close Protection Officers including: Drone

- Operator, B6 Armoured Vehicle, (PSC) Private Security Contractor and (CQB) Close Quarter Battle, Surveillance (Urban/technical/rural) CTR (Close Target Reconnaissance CPO/HECPO/PSC/ Coarse cost; £6000 including accommodation, return flights to our ranges in Sardinia. ELCAS claimable: Yes (only the first 21 days are claimable with ELCAS Provider number: 5011 WSO claimable: Yes (up to 50% of the course Course delivered every other month 1st – 27th
- 40-day Combined Working as a Close Protection Operative and Private Security Contractor (PSC) tactical Live Firearms (Level 4 HABC (9mm/5.56mm/7.62mm) for Hostile Environment Close Protection Officers, FREC Level 3 medic, Drone Operator, B6

- Armoured Vehicle, (PSC) Private Security Contractor and (CQB) Close Quarter Battle, Surveillance (Urban/technical/rural) CTR (Close Target Reconnaissance CPO/HECPO/PSC/ Coarse cost; £6000 including accommodation, return flights to our ranges in Sardinia. ELCAS claimable: Yes (only the first 21 days are claimable with ELCAS Training Provider number: 5011 WSO claimable: Yes (up to 50% of the course Course delivered every March and September only
- Relevant information to book a course
Call 00447966176129 (mobile and overseas)
Call 01474 832032

- (Academy direct)
Call 08001951644 (Freephone and main London admin office)
contact@ucpgroup.co.uk
jemma@ucpgroup.co.uk
- Visit: www.ucpuk.co.uk (Training)
Visit: www.ucpgroup.co.uk (Group)
Visit: www.ucpso.com (Operations)
- ELCAS Approved training provider number: 5011
WSO is a private funder that will fund up to 50% of all UCP courses and you would return this funding through a work plan where you would not have to pay this funding back unless you work for the following companies.
Guardian Security
Trident Security

- TCB
- UCP SO
- Ex Mil International
- Chelsea Staff Bureau
- Trojan Security

Pay example: domestic close protection: £175 - £320 per day
International high-risk protection: £285 - £450 per day

Interviews and CV support will be given at the end of all courses.





Why Health and Safety could be your next career

By the time you have finished your career in the Police Force you will have developed an affinity for discipline to the point where it's become second nature.

WHAT ARE THE OPPORTUNITIES?

The health and safety profession is now more popular than ever. More and more people are entering the field to not only enjoy a long and satisfying career but to also make sure that at the end of a long day's work, everyone gets home safely.

And with pressure mounting on businesses to maintain a high health and safety performance, the door is wide open for health and safety professionals to make a real impact in the workplace and enjoy a rich and rewarding career at the same time.

Not only that, working in health and safety isn't just morally rewarding, the average top-end salary advertised this year came in at £47,500, well above the UK national average. But before all this, individuals must develop their career in the field, by expanding their skills and knowledge with an industry recognised qualification.

It's this approach to everyday life which makes them so compatible for health and safety - by taking the necessary steps to avoiding life-threatening and harmful situations.

When you have transitioned out of the police however, you may not always have the experience you might need to get into organisations right away without having actually done the job.

But more often than not they may have acquired key skills which can be utilised to great effect if given the right role. Indeed, many of the skills forged during an army career can prove invaluable in the transition to civilian life. This can include good communications skills, the ability to problem solve, attention to detail and having strong managerial skills.

WHICH QUALIFICATIONS SHOULD YOU DO?

There are two levels of Health and Safety qualification available for individuals to attain, from short

introductory courses to higher strategic level courses. Both routes require strong communication skills along with presentation, knowledge management, problem-solving and critical thinking.

The most popular option is NEBOSH (National Examination Board in Occupational Safety and Health) which offers globally recognised vocationally-related qualifications designed to meet health, safety and risk management needs in all places of work. These qualifications include the NEBOSH National Diploma and NEBOSH National General Certificate, both of which are recognised by the Institution of Occupational Safety and Health (IOSH).



In addition to NEBOSH, there are also vocational qualifications available from RoSPA Qualifications which provide formal training to learners to move and handle people and objects safely within all industries and areas of work.

WHY CHOOSE ROSPA FOR TRAINING?

RoSPA has over 100 years of safety expertise, offering one of the widest ranges of safety training courses in the UK.

We place client satisfaction at the forefront of what we do. Not only do we have an exceptionally high pass rate, we remain committed to our belief that learning should be an enjoyable experience for delegates.

Our team of expert trainers is our biggest asset. They use a variety of interactive training techniques designed to keep delegates engaged and involved while they learn, many of whom return again and again. Our tailor made solutions also ensure our client's specific needs are met more exactly than a general course would do. ●

The Royal Society for the Prevention of Accidents

Looking for a career in health and safety?

CONTACT US
TO FIND
OUT MORE

We can provide reputable and professional qualifications

Our wide range of high level workplace safety training provides members with the skills and knowledge to further their career in health and safety. Courses are delivered with a tailored approach by our expert trainers across the UK. Our courses include:

- NEBOSH National Diploma
- NEBOSH National General Certificate
- RoSPA Qualifications Manual Handling Trainers
- RoSPA Qualifications Safer People Handling Trainers

ROSPA

accidents don't
have to happen

ROSPA
Qualifications
Centre 001

nebosh
Accredited Centre
026

www.rospace.com/safety-training/work/elcas/

+44 (0)121 248 2233 | enquiries@rospace.com



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 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.

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

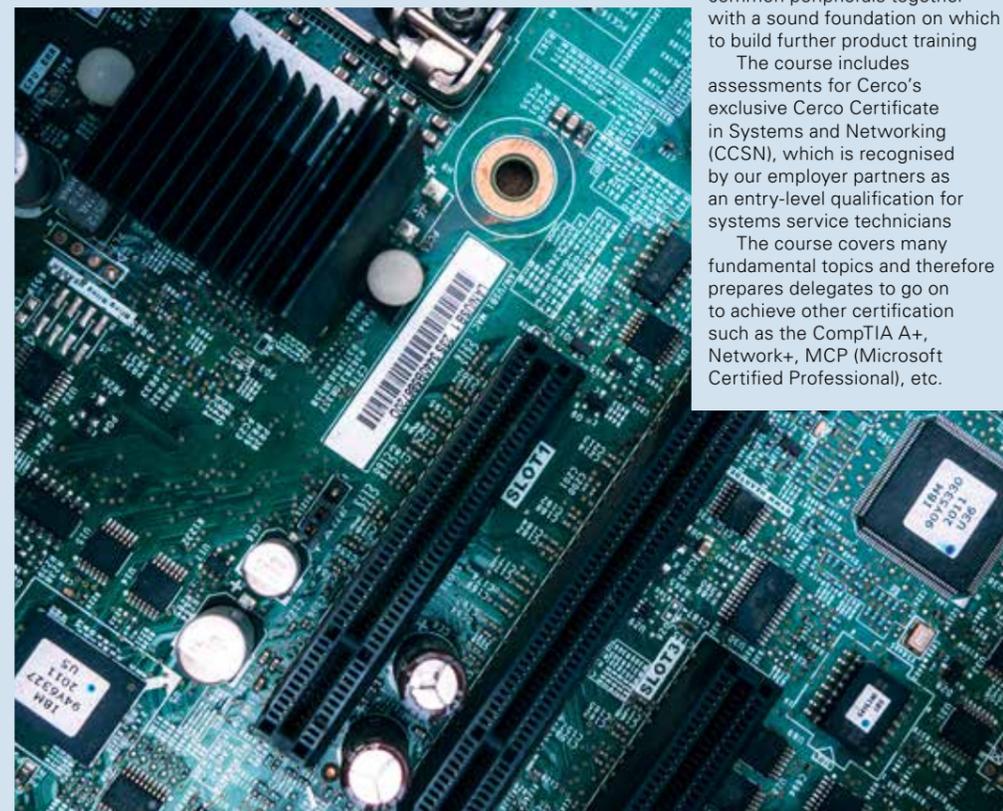
- Data Storage
- PC Strip down and rebuild with component recognition
- Diagnostic Troubleshooting
- Laptop Maintenance including strip down
- Communications
- Routers/Gateways
- Remote Desktop
- Intranet/Internet access

• 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



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

We're here to serve all the communities across Greater Manchester

It's a big job but satisfying, and it offers a variety of equally satisfying, and exciting career opportunities.

These opportunities cross a range of roles, from police officers through to non-uniformed support staff and volunteers. Each role is essential to helping us serve our diverse communities. Each provides an opportunity for a real career, providing real policing – by people like you.

OUR TARGET OPERATING MODEL

There are five parts to the future plan for policing in Greater

Manchester. Each of the parts have a significant amount of work taking place that will come together to ensure the best possible service.

The five elements are:

1. Place based - police officers and staff working alongside other agencies in localities.
2. Threat, harm and risk - providing priority support to those most at risk of harm.
3. Citizens' contract - encouraging people to work with us as part of a contract to improve communities.
4. Workforce - supporting our workforce to change how we work.
5. Information and technology - making best use of both information and new technology.

PLACE-BASED WORKING

We are committed to developing place-based working. This means having police officers and staff working alongside other agencies like social services, health workers and crime

reduction partners in localities across Greater Manchester. They will share information and resources to tackle the issues that matter to the local area.

It will mean we can work together to identify the root causes of problems in communities and find solutions. We have already started doing this in Platt Bridge, Wigan, with positive results. Teams have come together to help those in need. This work has also changed the way we deliver neighbourhood policing which has increased the dedicated people working for you where you live. It includes ensuring there will be one officer who deals with each case, making it easier for people to get updates on progress.

THREAT, HARM AND RISK

With limited resources it is important for us to ensure that we are focusing on helping the most vulnerable in our communities. This means ensuring we have the best information to identify those most at risk of harm.

Project Challenger, our initiative to tackle serious and organised crime, has already shown the benefits of working alongside other agencies. It has brought a range of officers and partner agency staff together to tackle the most serious offenders. GMP's work to tackle serious and organised crime and the focus on modern slavery has also drawn praise nationally. The force has successfully rescued victims and prosecuted offenders.

WORKING TOGETHER TO CREATE A SAFER FUTURE - GMP'S CITIZENS' CONTRACT

Greater Manchester Police is calling on communities to work together to create a safer Greater Manchester with the new Citizens' Contract. We spent 18 months listening to people across the city region as part of work to better understand and manage people's expectations of policing. We worked with people from across Greater Manchester, officers and staff to find out what really matters, what they can do better and what the public can do to help them, holding more than 40 events and getting 2,500+ responses to an online survey. All of this helped us create the Citizens' Contract.

The seven points detail how we will continue to be upfront and honest about our priorities and demands (and when we can and can't go out to something) and how we will help to build strong communities and help people to keep themselves safe. It also asks the public to contact police in the right way, share information and intelligence with them and work together with their neighbours to create places to live that everyone can be proud of.

1. We will provide easy access to services in the most appropriate way. And we need you make the right contact to the right agency at the right time.
2. We will share information with our partners to achieve better outcomes. And we need you to provide information to help tackle crime and make communities safer.
3. We will use the resources we have responsibly. And we need you to understand and trust police decision making on use of resources.
4. We will listen and help to build strong communities. And we need you to come together to actively keep communities safe.
5. We will make crime prevention advice available for all. And we need you to protect yourself, your property, your family and communities.
6. We will keep you informed and updated about policing. And we need you to give the



police your views and have your say on community safety. We will provide opportunities to be part of policing to keep communities safe. And we need you to be part of your community and consider being a part of policing

TOGETHER, WE CAN CREATE A SAFER GREATER MANCHESTER.

Workforce
We are investing in opportunities for officers and staff to learn, develop and improve. If we can do this, we can build a workforce that is able to meet the challenges of the changes to policing. Officers are working in different ways under the development of place-based neighbourhood teams and they need to develop the skills to make this happen. Our police officers and staff face some difficult situations and their resilience of often tested which is why the work is developing the support that is available. With this work it can mean officers and staff are in the best shape to provide people with the service they need.

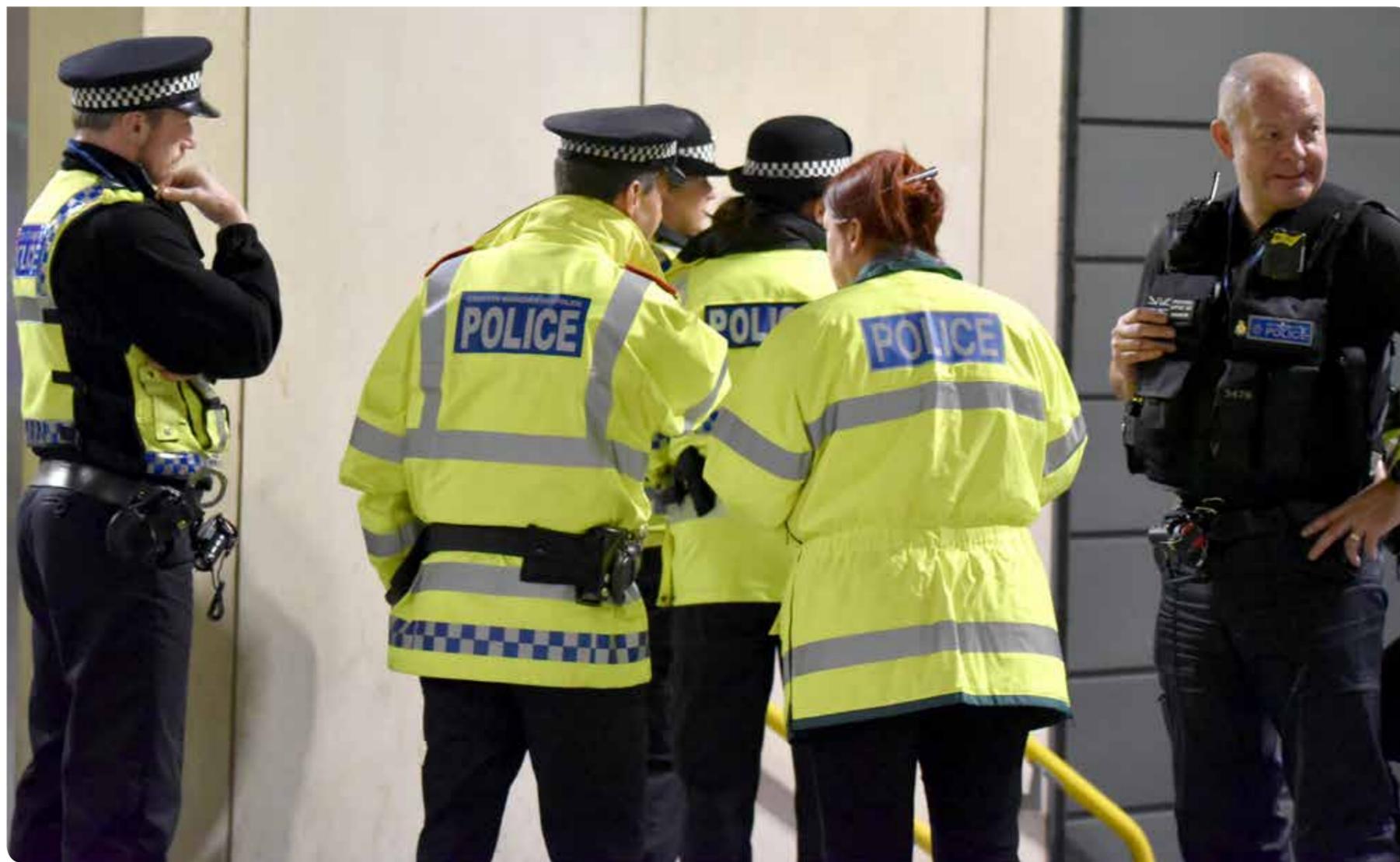
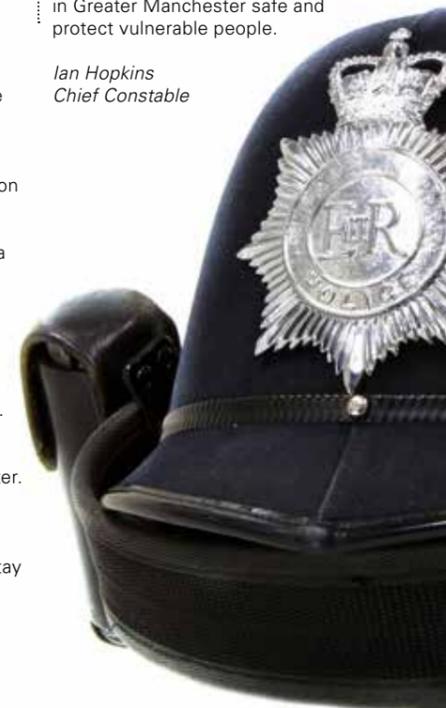
Information technology
We are prioritising the introduction of new technology so that we can make the best use of the information that is available. Data and information is important to make the right decisions and to improve the service. We are all used to doing business and shopping online and policing needs to mirror these developments and opportunities. Frontline officers and staff are now using smartphones and tablets across Greater Manchester. Thousands of transactions are now being done on the new technology away from police stations. It means officers can stay out in communities and still get the paperwork done. Body worn video has also been introduced across Greater Manchester and this means we have better evidence available to help when

dealing with incidents, arrests and prosecutions and further work continues to ensure frontline officers have the technology to fulfil significant parts of their work whilst working out in communities.

FUTURE OF POLICING

Greater Manchester is an amazing place and I am proud to be the Chief Constable of GMP. We are facing some challenging times and we have a huge amount of change taking place so that we can provide the best possible service to the public. We call the changes our Target Operating Model and it is transforming policing in Greater Manchester. At the heart of it is our focus on strong neighbourhood policing and closer working with local agencies such as local councils and health services. This work is well underway and will continue into 2022. I need your help to keep the communities in Greater Manchester safe and protect vulnerable people.

*Ian Hopkins
Chief Constable*



© Ben Earlam / Shutterstock.com



Careers in Lancashire Police

Policing Lancashire is no easy task.

It takes a huge number of people from all sorts of different backgrounds with a wide range of skills and experience. Do you have what it takes to be one of them?

Find out if a career with us is just the change you're looking for, and what kind of challenges, experiences and rewards you could have in store.

POLICE OFFICER RECRUITMENT

We are planning to open Police Officer applications in Spring 2020. In the meantime, if you would like to receive confirmation of the opening date for Police Officer applications and useful information about becoming a Police Officer visit <https://www.stayintheknow.co.uk/Recruitment>

Lancashire Constabulary is currently accepting applications from Constables who are existing authorised firearms officers and who meet the Armed Response Vehicle role profile.

The Armed Response Unit is a growing department of highly trained, professional and motivated officers based at divisional operating bases in the east and centre of the county. They incorporate a number of specialist officers, including Close Protection Officers, Specialist Firearms Officers and Rifle Officers who are regularly deployed around the county and beyond, and are based within ARV teams. ARV officers follow a bespoke rota which is popular with staff, whilst meeting operational demand. Lancashire has a reputation nationally for first class training, development and facilities, including a recently refurbished 50m 6 lane range. This is an especially exciting time to join us as the department has recently been given a significant investment in state of the art weaponry, equipment, fleet and

uniform (including the latest PPE). A review is also underway to evolve the tasking and deployment of ARV to better reflect the current climate of risk and threat.

As a well-supported organisation, we police diverse and vibrant communities and are committed to supporting our staff, eliminating all forms of discrimination and valuing difference. We welcome transferees from all backgrounds and experiences who meet our eligibility criteria, recognising that a diverse organisation is what helps to make us part of the communities we serve.

Lancashire Constabulary's Chief Constable has a long term aspiration for the Constabulary to continuously evolve to ensure we are configured in the most effective way to deal with changing demand to keep people safe and provide the best policing services in the country.

After reading the above, if you feel you could be the candidate we are looking for, please complete our online application form which is available on <http://www.lancashire.police.uk/join-us/transferees.aspx>

Officers currently serving within the Scottish home forces will be required to complete and successfully pass the Certificate Knowledge in Policing (CKP) prior to transferring. The undertaking of the CKP will be at the officers own expense and will not be refunded upon appointment.

If you require any further information regarding this opportunity please email Nolan.phillips@lancashire.pnn.police.uk

We have an Intake planned for October 2019 and you will be required to undertake a 4 week induction course.



Transfer to Norfolk

Do you want the opportunity for a varied and challenging policing career in an exceptional force?

We are seeking applications from existing constables and sergeants to fill vacancies in both detective and uniform roles. We are committed to making the most out of the existing skills that you have developed whilst offering you the opportunity to operate in a modern working environment.

Norfolk is one of the safest counties in the country with Norwich being one of the safest cities in the UK. Nevertheless, policing such a large county presents officers with unique challenges creating a broad range of roles. These include;

- traditional response
- neighbourhood beat patrols
- proactive problem solving
- Intercept teams
- road policing
- criminal investigation
- Specialist roles in Protective Services in collaboration with Suffolk Constabulary.

As well as recruiting transferees from all uniformed functions, we are also interested in officers who are currently;

- Detective constables who are ICIDP qualified or working towards the qualification
- Authorised firearms officers

In Norfolk we can offer you job satisfaction combined with a great quality of life and short commutes. We also have a vibrant city, vast countryside and award-winning beaches on your doorstep.

Can you rise to the challenge of working in a team that is dedicated to keeping Norfolk safe? For general recruitment enquiries



email: norfolktransferee@norfolk.pnn.police.uk

Norfolk Police actively promotes an equal opportunities policy. Applications are welcomed from all sections of the community.

We also offer the opportunity for you to visit the force to patrol with officers as well as offer a transferee network which can offer you the support you need when joining a new force.

We have opportunities for all front line uniformed police constable and sergeant transferees.

You should:

- be a police officer in a home office force or the British Transport Police
- minimum of 2 years' service left to commit to
- hold the basic level driving within your current force and will be expected to complete response driving unless you are being posted into a Detective post
- be able to provide your last two Performance Development Reviews (PDR)
- pass the necessary vetting, fitness test and occupational health checks
- meet our attendance standards
- have no outstanding complaints or disciplinary matters and a history that indicates high professional standard and conduct
- be financially solvent
- declare any business interests at the time of applying

WHAT HAPPENS NEXT?

The recruitment process for constables will consist of initial application short listing, PSD clearance, interview, fitness test, vetting clearance, medical and references. This might seem like a long list, but we will try to complete some of it on the same day. If you are invited to interview you will be required to give a 10 minute presentation on a given subject.

If you are ambitious and aspire to a diverse policing career in one of the most beautiful parts of the country, we would love for you to join us.

For an application pack please email: norfolktransferee@norfolk.pnn.police.uk



your personal brand

When marketing yourself to a prospective employer, it's important to consider what makes you unique. Why should the employer choose you above the other applicants?

"TELL ME ABOUT YOURSELF"

Think of your favourite brand. What stands out about it? What makes that brand stand out for you? Why would you purchase that brand over the alternatives in the market?

An employer is your consumer. You are the product they are purchasing. Why should they purchase you over that cheaper or different brand? What is it about YOU that makes you stand out? When entering the job market,

you need to think about how you are marketing yourself and start developing a Unique Selling Point – you are your own advert.

YOUR PERSONAL BRAND

Your personal brand is made up of all the talents that make you unique. Your brand and reputation is derived from the different stories people tell about you.

The promises or declarations you make and the way you communicate these are the starting point. The actions you take or your delivery on those promises may be perceived in diverse ways because of the different needs and expectations of those you meet. Building your brand is relatively easy because you already have one – you just might not realise it. Here are some practical steps for managing your reputation and building your personal brand.

1. Define it

Think about how you would describe yourself. Consider what personal qualities, style, knowledge, expertise, skills and competencies you would include (features) but also use your achievements to highlight the results (benefits). Ask people, "What three words describe me?"

Seek feedback from colleagues, peers, managers, friends and family.

Think about people you admire and respect. Why do you feel that about them? What brand attributes do they display? Which ones do you share? Examine your online profile. Google yourself to see what comes up. What are the results saying about you?

2. Communicate it

Be consistent and clear in all you do professionally. Be proactive and manage your visibility.

Highlight your key brand attributes when networking and in interviews. Your CV summary and online profiles are obvious vehicles to get your brand across. Practise your personal statement or 'elevator pitch' so it becomes natural in conversation. Ask people to recommend you on LinkedIn to establish your credibility in your area of expertise.

3. Manage it

Use social media networking to establish and manage your brand - but be aware that when it is up there, it is out there. Make sure your profiles are consistent and connected.

Authenticity is the key word for building a personal brand. It's no use making assertions that don't stack up. 'Demonstrate; don't declare!'



Hertfordshire Police transferees

ABOUT THE JOB

If you've completed your probationary period and are currently a serving police constable with another Home Office force, and if we are open for transferees, then you can apply for a transfer to us.

You'll become a familiar face and a respected figure, not only in Hertfordshire, but also - thanks to our collaborative approach - in Cambridgeshire and Bedfordshire.

On occasion, we will also invite applications from higher ranks, and you'll find information here when those opportunities arise.

We pride ourselves on recognising people with real potential. It's the reason we offer our officers so much support, motivation and training; because as they improve, so will our force.

Once you apply to transfer, you'll find that we can help you realise your ambitions and develop your career. We've tangibly reduced crime rates, and you'll help us ensure that this continues. In the process, you'll have the opportunity to raise your profile and take on serious policing challenges. More than that, you'll do it in a unique and picturesque setting that balances busy urban centres with rural villages.

Whether you want to specialise in a specific area of policing, or make your way up through the ranks, our experienced leaders can help you get there. Simply bring us your talent, dedication and enthusiasm, and we'll welcome you to the team.

APPLICATION STAGES

The application will be reviewed, and if you are successful at this stage, you will be contacted to arrange an interview. Prior to the interview, we will require you to provide your training records from your current force.

If successful at interview, you'll be required to pass medical and fitness tests, as well as providing a current force reference. You'll also have to pass our security vetting process. You can find more detail on this in our applicant help section, and it's essential that you read this.

You will also be required to complete a medical questionnaire and an eyesight form, for which your GP and optician may charge. We are unfortunately unable to reimburse these costs. We will also send you an

Occupational Health consent form, which enables us to approach your current force for a copy of your Occupational Health medical records.

If you pass all these checks, you will be contacted with our next available intake date. You'll then receive a final offer letter, containing your posting details, along with instructions regarding your first week.

Please do not serve your notice to your current force until you have received your final offer letter in writing.

If you have any questions regarding any stage of the process, please contact **HRenquiries@herts.pnn.police.uk**.

ELIGIBILITY CRITERIA

You must have passed your probationary period in your current force, and currently work in another Home Office police force.

You should have an up-to-date performance development review from your current force, and you will be asked for copies from the last three years as part of the pre-appointment checks.

If we are open for higher ranks, you must currently be serving substantively at that rank to be considered for transfer.

Tattoos which are offensive, garish, prominent or numerous are not acceptable. Please supply photos and measurements of any tattoos along with your application.

PRE-APPOINTMENT CHECKS

If you're successful in the selection process, you'll receive a conditional offer, and you'll be required to pass medical and fitness tests, as well as providing a three-year reference history and passing a security vetting process. You can find more detail on this in our applicant help section, and it's essential that you read this.

PAY AND BENEFITS

As a police officer transferee, you will retain your continuous service and current level of pay (excluding force specific benefits, for instance London weighting).

You'll also retain your annual leave entitlement, as long as there is no break in service. You will remain on your current pension arrangements.

You will receive £2000 South Eastern allowance per year on top of your basic pay, if you are



not already receiving housing or transitional rent allowance.

We give people the support they need to make a positive contribution to our services. For all the benefits you'll receive with us, please see our working with us section.

WORKING WITH US

Our staff support their community, and we do our utmost to support our staff. In this section, you'll find everything you need to know on what we can offer for our employees, and what it's like to work here.

BENEFITS

Work/life balance

Recognising the benefits of flexible working, we offer all police officers and police staff the opportunity to apply for flexible working patterns. All requests will be given full consideration and balanced against operational policing needs.

Sports and Social Club

Within our Sports and Social Club, you can enjoy clubs and social events, as well as participating in the force lottery. The club also offers many discounts, special offers, trips, and events for all members. The majority of the trips are also open to family and friends at a non-member price. Paid membership of the club is available to serving police

officers, police staff, retired members, and members of the Special Constabulary. There are also honorary, social, temporary and associate members.

Police Credit Union

Financial products and support is available through the Police Credit Union.

UNISON

If you're a UNISON member, you'll receive preferential travel insurance, and access to a robust healthcare scheme, covering everything from eye exams to hospital stays. You can also obtain these benefits for your dependents. Mortgage advice will also be available, as will assistance with wills, and you'll be offered discounts on cars, insurance, holidays, and plenty of other products.

Police Federation of England and Wales

The Police Federation of England and Wales is one of the largest staff associations in the UK, representing the interests of all police constables, sergeants and inspectors (including chief inspectors).

OUR COMMITMENT TO OUR COMMUNITY

We want to ensure that our force always represents the diverse and vibrant community

we serve. To that end, we've devised values that support our strategy, main aims and vision.

Recognising and drawing on our differences makes us better as a police force, so we actively look to bring out the best in each other, as individuals and as teams. It's vital that we act as ethical and professional public servants, and we encourage all our staff and volunteers to stand by our Code of Ethics.

We're committed to providing the best service we can for the people of Hertfordshire. We place a high value on our position as a local organisation, and do everything possible to support the community in whatever way we can.

SUPPORT IN THE WORKPLACE

We are a richly diverse workforce, and we aim to care for all employees by providing access to a wealth of support networks and groups.

Hertfordshire Black and Asian Police Association (HBAPA)

The HBAPA is a support group, set up in 1998, for visible ethnic minority police officers and police staff.

The group aims to harness the experience and expertise of visible ethnic minority staff within Hertfordshire, and strives to improve

working environment, to promote cultural diversity in employment, and to contribute to a changing culture.

For general enquiries, email **hertsbapa@herts.pnn.police.uk**.

Hertfordshire Association of Muslim Police (HAMP)

HAMP aims to assist Muslims in the workplace with prayer, fasting, and opportunities to raise any concerns within their working environment.

HAMP also helps the wider force to understand the issues faced by Muslim staff on a day-to-day basis.

For further information you can email Irfan Ishaq at **Ishaq@herts.pnn.police.uk**.

British Association of Women Police (BAWP)

This national organisation embraces women of all ranks and grades within the police service. It gives women a voice, helps raise awareness of issues affecting women, and offers a framework of female support.

Within Hertfordshire, officers and staff have an accessible network for discussing and dealing with particular career or life issues. That can be anything from equal opportunities to family-friendly working practices.

For general enquiries please email **admin@bawp.org**. You can also find more information at **www.bawp.org**.

Engage support Group for women

Engage harnesses the experience and expertise of all women in the workforce, to provide support and to contribute to a changing culture. Membership is automatic for every female member of staff, paid or voluntary.

The group aims to show that women are valued by the force, and looks to achieve gender balance. In addition, Engage ensures that women's voices are heard in influential policy forums, and helps develop an understanding of the competing demands that women can face in achieving a work/life balance.

It's a support network that promotes equality and development opportunities, as well as demonstrating the importance of cultural diversity in employment and service delivery. Engage is also instrumental in improving recruitment, retention, and progression, and in developing new and existing policies.

If you have any questions, email **engage@herts.pnn.police.uk**.

Keystone (Support group for LGBT officers and staff)

Keystone was set up in 2001 to provide an internal network for local LGBT staff and officers. Keystone works on the ground to make Hertfordshire a safe, supportive, and fair working environment for LGBT employees.

Now an established networking resource, fully supported at the highest management level, Keystone provides advice and practical assistance on any relevant issues. It also works to improve working practices, eliminate discrimination, and influence new policy development.

For further information you can email Mark Smith in

confidence at **mark.smith4@herts.pnn.police.uk**.

Disabled Police Association/enABLE

The DPA and enABLE offer support for Staff and Officers who may have a disability or health issue, or who provide support or care for someone with a disability. Active in the promotion of disability rights and awareness, enABLE members are consulted and involved in making policy and procedural recommendations to the Constabulary. All staff and officers of the Constabulary are considered to be members of the Hertfordshire branch of the Disabled Police Association. enABLE works with colleagues in neighbouring Policing areas and engages with the Disabled Police Association at National Level.

Enquiries should be sent via email to **renable@herts.pnn.police.uk**.

Pagan Police Association (PPA)

The Pagan Police Association is a national organisation supporting pagan officers and staff. Working together, PPA aims to improve the relationship between the pagan community and the police.

If you have any questions email Andrew Parry at **andrew.pardy@herts.pnn.police.uk**, or visit the website at **www.policepaganassociation.org**.

Christian Police Association (CPA)

The Christian Police Association has branches in the majority of police forces in the UK. As part of the CPA, each branch is run locally under the national authority of the CPA Council. We actively engage in both support and encouragement of officers and staff, by meeting and e-mailing circulations of Bible reflections.

You can find more information about the C.P.A. at **www.cpauk.net** and **www.herts CPA.org**. You can also follow on Twitter at **@HertsCPA** and on Facebook at **www.facebook.com/HertsCPA**.



Protecting globally with FCO Services

WHO WE ARE

As part of the Foreign and Commonwealth Office (FCO), we are a trusted, global supplier of secure products and services to the UK and international governments. We have come far, our roots date back to the Diplomatic Wireless Service during World War II and now, since 2008, we have operated commercially as a government trading fund, delivering more than £1bn of secure products and services to our UK government customers. We also provide services to foreign governments and international organisations closely linked to the UK.

Operating worldwide, our security cleared people design and deliver secure services in more than 250 embassies, high commissions and other critical government facilities across 160 countries. We design and build government facilities, including diplomatic premises, servicing their technological and logistical needs anywhere in the world. The services we provide include protective security, estates and construction, cloud computing, communications and monitoring, logistics translation and interpreting. We are also the UK National Authority for Counter Eavesdropping (UK NACE), helping protect UK assets from physical, electronic and cyber attack.

WHAT WE DO

Security is at the heart of all that we do. Our expert teams handle everything from installing secure communication systems and IT infrastructure to upgrading customers' sites and building entire embassies. These are the kinds of projects you could be delivering seamlessly across the UK and around the world.

Your work will matter because people, assets and information

matter to our customers. You'll be giving them the assurance that they, and their people, are safe from technical and physical threats, wherever in the world they work. And, as such, you'll be providing one of our most valuable services.

Perimeter and Protective Security:

Drawing upon unrivalled experience, we design and install highly secure perimeter and protective systems. Our solutions include CCTV, Access Control Systems, Incident Alarms and Intruder Detection.

Radio and Satellite:

Our teams enable our customers to communicate on a global scale. They design, build and deploy bespoke radio, satellite and internet communication systems – often in remote or hazardous locations.

Secure Telephony and Video Conferencing:

We enable our customers to communicate securely on a global scale – often in remote and hostile locations. Our services range from telephone infrastructure design

and integration to data encryption and the installation of secure rooms for video conferencing.

Secure Cabling and Installation:

Our security-cleared staff install secure communication systems around the world. They draw on their specialist knowledge of secure data, network, electrical, voice and audiovisual installations to deliver robust and bespoke solutions.

Technical and Building Security:

We integrate security into the fabric of buildings. Our teams design, project manage and install security measures ranging from secure conference rooms and bespoke doors and walls to secure air conditioning and alarm systems – protecting assets from both technical and physical attack.

WHY WORK FOR US?

Because our work is of extraordinary importance, we can offer roles of remarkable impact. Join our diverse and accomplished team and you'll find careers with unparalleled variety and a rare blend of governmental stability and commercial drive, which allows us to be dynamic and competitive within our markets. But more than this, you'll find a job to be proud of.

Whatever your role, whatever your level, you'll support and deliver complex work that just matters more. Your contribution will help keep people safe, protect critical information and safeguard the UK's interests overseas. As such, your work will have greater significance. And the impact you make will reach further.

We give our people greater responsibility, we support their development, and we listen to their ideas. What's more, ours is an inclusive environment where people from all disciplines and backgrounds work as one. We have a keen focus on the work/life balance of everyone here. And we offer the satisfaction that comes with supporting and delivering work of immense importance around the world.

The result? We're a place where people stay and grow – developing rewarding careers that last. FCO services are fortunate enough to have many ex military staff working for us, from our security installations teams, to our UK teams such as our project managers. We'll do all we can to build on your strengths, provide training for qualifications, and create opportunities for lasting career progression. Many ex forces staff find our technical installer roles a good transition when leaving the forces, due to our culture, the nature of our work, the non standard hours of work and the travel opportunities.

Visit our web site to find out more about us www.fcosservices.gov.uk or our careers web site to find out more joining our team www.fcocareers.co.uk

We have a number of vacancies at the moment, including technical installers. If we don't have anything available that matches your needs when you are looking to apply, register with us for email alerts and we'll contact you when a suitable role comes up. ●



www.boatbuildingacademy.com



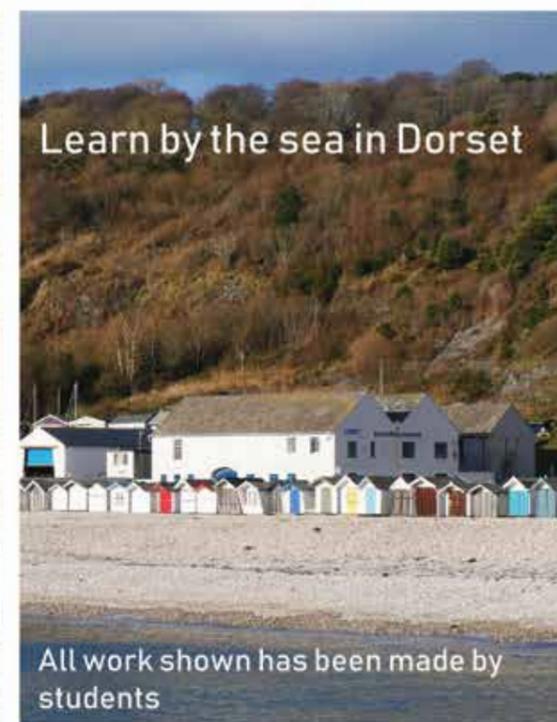
40 week Boat Building course



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



Boat Building Academy
Lyne Regis, 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. ●

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.

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.

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 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.

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. ●



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



INTERNATIONAL FRANCHISE SHOW LONDON

3 & 4 April 2020 | ExCeL



The International Franchise Show 2020 is the UK's biggest exhibition

for the most exciting franchise opportunities from around the world

Returning on the 3TH AND 4TH APRIL, 2020 at EXCEL LONDON, thousands of entrepreneurs and business owners will get FREE access to over 200 exhibitors, 50 seminars, 1-2-1 personal advice, interactive features, expert guidance and more.

This is the ONLY EVENT OF ITS KIND IN THE UK TO CONNECT YOU WITH THE LARGEST SELECTION OF FRANCHISE BRANDS, and equipped you with the knowledge you need to embark on your journey.

Our focus is on bringing you an even larger selection of British and International franchise brands under one roof; which is why this year we are focusing on strengthening our international connections, forming alliances with partners here in the UK and far beyond, and hosting the biggest and best franchise show the UK has ever seen.

We've listened to your feedback, refined processes, and fine-tuned our operation

- some of the key changes you'll notice at #IFS20 are:

- **NEW AND IMPROVED SEMINAR SCHEDULE** - We've listened to your feedback and overhauled the agenda. Giving you a concise list of topics you want to hear, Inc. new open panel discussions!

- **NEW FRANCHISE ZONE** - Explore the latest franchise concepts and seek to find a hidden gem amongst our dedicated new franchise zone.

- **US PAVILION** - The best of American franchising is coming to the UK! Discover the next big thing at our dedicated US pavilion and keep an eye-out for more international pavilions soon to be announced.

- **OVER 200 BRANDS** - There is no better place than the International Franchise Show to start your journey into franchising. Boasting the largest selection of British and International brands we help connect potential franchisees with franchisors, selling single unit as well as master/multi-unit franchises, and offering support through well-known industry experts and suppliers.



So whether you're a franchise first-timer or a hardened business owner looking to become part of a globally-recognised or up-and-coming brand, the Franchise Show is dedicated to answering all your franchising questions and providing you with a whole host of incredible opportunities to take charge and become the best you, you can be.



Get your FREE early-bird ticket(s) today at bit.ly/IFS20_Eventbrite

@FranchiseShowUK / InternationalFranchiseShow (#IFS20)





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 for your future...

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.





Change a life, starting with your own

Why you could be the perfect support worker for Norwood, and we could be perfect for you

As a support worker for Norwood you'll help to enrich the lives of adults with learning challenges living in our residential and supported living homes in London and Berkshire.

All of our support workers are rewarded with a competitive salary, flexible working hours and an array of benefits and training opportunities. In return, we are looking for people who are willing to help others in a kind and respectful manner while gently encouraging them to reach their full potential.

Our support worker jobs are open to anyone, but are particularly suited to people with previous experience in teaching, the police, the military or those who have cared for a family member or are looking to return to work. For Norwood, life experience is more important than formal training.

For a detailed job description, go to www.norwood.org.uk/careers. If you are interested in one of the life-changing opportunities we currently have on offer, email jobs@norwood.org.uk for further information or speak to our recruitment team on **020 8809 8809**.

All jobs at Norwood are subject to an advanced Disclosure and Barring Service (DBS) check. Norwood is a disability confident employer. Patron Her Majesty The Queen. Registered Charity No 1059050



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