

**LATEST POLICE
RESETTLEMENT EXPO**
to be held on Thursday 14th May
2020 at Bridgewater Hall, Lower
Mosley Street, Manchester. **P6**



Winter 2019

Police Resettlement

magazine



ENLIGHTEN TRAINING

Enlighten Training can help your organisation to develop an 'innovation culture' and to harness the creative brilliance of your people. **P10**

**UK COUNTER
TERRORISM POLICING**

Working local authority partners and community organisations to help find solutions and work to support vulnerable people. **P16**

**BE PART OF OUR LIFE
SUPPORT NETWORK**

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**THE BRITISH
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NARPO

the voice of retired police officers

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



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- Quarterly Magazine



NARPO

National Association of Retired Police Officers

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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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Welcome...

Welcome to the Winter 2019 issue of Police Resettlement magazine.



considering leaving the Police force, or those of you who are about to retire. We have some fantastic insights and case studies from a selection who have already made their transition. In addition we look at various courses and opportunities for those of you looking to enhance your career whilst still serving, or looking at gaining qualifications in preparation for your transition back to civilian life.

Due to the success of the last Police Resettlement Expo that took place back in October 2019. We are now working alongside Security Cleared Jobs to bring you the next Police Resettlement Expo. This will again take place at the Bridgewater Hall, Lower Mosley Street, Manchester on Thursday 14th May 2020. We hope to meet many of you there so please come along and speak with members of our team who will appreciate your comments and listen to what you would like to see in future issues of our magazine.

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

We hope you enjoy reading this issue and look forward to welcoming you to our groups on social media and becoming a subscriber to our digital copies. You can subscribe for free on our website www.policeresettlement.com

Follow us on Twitter @PoliceResetMag Like our Facebook page www.facebook.com/PoliceResetMag/ or join our LinkedIn group www.linkedin.com/groups/8422367 or search for **Police Resettlement Magazine**.

We hope you have all had a great Christmas as well as a safe and Happy New Year.

As we move in to 2020 we know that the start of a new year, often means the start of a new career, this might be in the shape of a promotion whilst still serving, or it could mean a career outside of the police force altogether. If that is the case we hope this issue will assist you in finding that new career path.

We share each issue of Police Resettlement online and through the Police Intranet, as well as with our subscribers who receive an email PDF version. This is also supported through various social media groups that we work with. This always generates lots of interest but know that you also enjoy reading the hard copies that are freely available in parade rooms, canteens and front desks.

To ensure you never miss an issue you can subscribe for free online and have each issue sent to your email address, visit www.policeresettlement.com/subscribe and simply include your name and email address to subscribe.

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

This issue we look at a number of training and employment opportunities for those of you

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

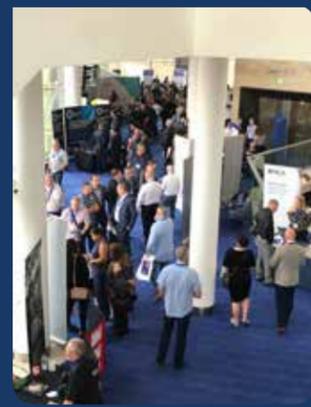
If you are interested in exhibiting at the Police Resettlement ExPO please contact one of the team. The ExPO will provide you with the opportunity to meet with current serving police officers and staff that will be looking to change career in the near future or who may have left recently please go to 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 14th May 2020** at **Bridgwater Hall, Lower Mosley Street, Manchester**



Do you have a Police background and Security Clearance?



SecurityClearedJobs.com

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

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

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



DV

Cyber Security
Counter Terrorism
Digital Forensics

SC

Investigation
Firearms Officer
Holmes
Indexing

CTC

Fraud Analyst
Intelligence Analysts
Claims Investigator

NATO

Security Consultant
Crime Scene Investigation
Child Protection



Servoca

Resourcing Solutions

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



DO YOU HAVE EXPERIENCE IN FINANCIAL CRIME OR CHILD EXPLOITATION?

ARE YOU UK BASED?

HAVE YOU THOUGHT OF TAKING THOSE SKILLS OVERSEAS?

Maybe the time is right to do so now. We have a number of exciting permanent opportunities for people with Investigation, Intelligence Analysis or Electronic Forensics skills overseas in a region that is currently within the Top 10 countries according to the Quality of Life Index (the UK is number 18).

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.

HOW ABOUT STARTING YOUR 20 MINUTE COMMUTE INTO THE CBD HERE?

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?

WHAT ABOUT WORKING IN AN ENVIRONMENT THAT PROVIDES STABILITY, TRAINING, SUPPORT AND CAREER DIRECTION FLEXIBILITY?

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



Enlighten Training

WHY?

People usually understand why innovation is so important, but how easy is it to change when you've been doing something the same way for a long time?

Previous experiences can affect our approaches to risk and organisational culture can define how we transform. Working together we can celebrate the art of the possible, we can find creative solutions to long-standing problems and we can re-imagine new ways of working.

Enlighten Training can help your organisation to develop an 'innovation culture' and to harness the creative brilliance of your people.

WHAT WE OFFER

Maturity Assessment
Our Maturity Assessment tool explores 12 key elements of your business from vision and leadership through to culture and inspiration. We use a blend of interviews, workshops and literature / policy review to benchmark and to offer meaningful insight.

Innovation Workshops

Bespoke and highly interactive workshops bring people together to look at the challenges they face and to imagine new ways of doing things. We examine key elements of the innovation cycle including problem identification, ideation, concept refinement and making the case for transformative change.

Executive Coaching

Coaching tailored to your needs and focussed on complimenting innovation strategy with the development of programmes of activity that will help you to build an innovation culture at every level in an organisation.

ABOUT THE CKP

The Certificate in Knowledge of Policing (CKP) is a national level 3 qualification introduced by the College of Policing as a pre-join requirement for police forces. It covers the legislation, policy and processes required to be a police officer, so if you are thinking of joining as a police constable then this course and qualification is for you.

You must obtain the CKP qualification from an approved provider if you wish to apply/join the Metropolitan Police

Service and many other Forces across England and Wales, including Cheshire, Surrey and Thames Valley to name a few.

1ACKP – Enlighten Training is recognised as an approved provider by the College of Policing.

The CKP qualification is valid for 3 years for individuals who do not work in a policing environment, and 4 years for those who do (such as Special constables, PCSOs or police staff). This means that you can complete the qualification and then chose to apply for a police force at the timing of your choice, but of course you need to keep your knowledge up to date to ensure you are at the level required to become a recruit police officer. To help you achieve this you will have access to the College of Policing student notes, and e-learning.

Our aim is to provide you with the knowledge and understanding required to enable you to become a police constable.

CASE STUDY

The Issue

We were approached by a large police service that wanted their new recruits to undertake the qualification as employees and therefore needed to retool the material to be suitable for delivery in this way, which also added the extra issue that failure of the assessments would lead to termination of employment.

The Goals

The client wanted the programme to run over 7 weeks over several years, utilising multiple classrooms and trainers so we were able to upscale our resources rapidly utilising our in-house trainers who had an extensive background in police probationer training.

The Method

We delivered a blended programme encompassing a range of learning methods to suit all styles, as well as using varied assessment methods from multiple choice, short answer, long written answers and professional discussion.

The Benefits

- Standardised training across all new recruits, giving clients the confidence all shared the same level of knowledge and understanding in critical policing legislative knowledge.
- Students on the programme received in-depth support,

coaching and learning far above that which could have been achieved on a solely distance or part time programme.

- The pass rate was nearly 100% allowing the client to maintain its recruitment targets and for students to progress with their careers.
- The outsourcing of this element of training also relieved pressure on the internal training department during a time of challenging targets and was also more cost effective in a time of austerity.

POLICING EDUCATION AND QUALIFICATION FRAMEWORK

The Policing Education Qualifications Framework is being introduced to support the development of policing as a profession by recognising and raising educational standards within policing. This work is being conducted by The College of Policing.

We understand your needs:

Enlighten Training are already an approved provider of police pre-join training by The College of Policing, along with our partners Outsource Training we are the preferred provider of the Certificate in the Knowledge of Policing (CKP) for the Metropolitan Police.

We currently work with over a dozen forces supporting them in the National Police Promotions Framework (NPPF), the supply of qualified trainers delivering the Initial Police Learning Development Programme (IPLDP), assessors, coaches and mentors and many other forms of police training.

If you are a **force** or

a **HEI** we will be able to:

- Become a conduit between the HEI and the individual Police Forces, to provide an insight and bespoke consultancy services that will support the relationship between both parties to deliver the Apprenticeship Degree
- Along with Outsource (a long-established apprenticeship provider) we will manage your apprenticeship administration needs
- Provide qualified Police Trainers, Assessors, and Internal Verifiers
- Develop the Apprenticeship Degree scheduling, training delivery materials and course content, working with individual forces to meet their needs in line with the guidance published by The College of Policing

- We will use our organisational experience to support the apprenticeship HEI provider/ police force to complete all registration processes with The College of Policing

CKP/POLICE PRE-JOIN CERTIFICATE FOR A MAJOR POLICE FORCE

Enlighten has been the largest supplier of the police pre-join Certificate in Knowledge of Policing since 2013 and delivered it to thousands of individuals who have signed up to complete it, either to assist in the entry requirements of their police applications, or to gain a level 3 qualification.

While the curriculum is provided by the College of Policing all content design and lesson planning was undertaken into a coherent 10 module course that has been delivered via fully classroom-based methods, online, and blended which was a significant amount of design and development.

SUPPLY OF TRAINERS AND DESIGNERS

We have found many police forces benefit from having the support of a training services provider as it offers them a more responsive and cost-effective mechanism to respond to the peaks and troughs in demand for training. We can supply experienced trainers and educators for all manner of training from large scale recruit training through to highly specialised police, technology and security learning.

We are delivering this model to a broad range of police forces and special projects, particularly providing user training for large scale ICT implementation throughout the UK. Our trainers comply with, and exceed, College of Policing requirements for delivering police trainers and maintain their occupational currency and competency by conducting regular CPD which is monitored by us, and we have found this provides clients with guaranteed quality, a significant reduction in administration and flexibility. We have worked with many of our clients for many years which we take as a hallmark of their faith in us.

READY TO DEVELOP YOUR APPROACHES TO INNOVATION

To discuss how Enlighten Training can help you and to find out more about the products and services we offer please get in touch: hello@enlightentraining.org or call **020 3755 3366**.



JOBS 4 EX-POLICE

ABOUT US

Jobs4ExPolice was conceived and designed by two former police officers who had enjoyed their careers (on the whole!) and transitioned successfully to life after the police service but were concerned that friends and former colleagues within the police service had nowhere to turn to seek out really good help and advice to help them transition to life after the police service.

In an effort to keep costs low, we don't have fancy offices – just an online platform to help you decide what you want to do next and helpful advice via phone or Skype. We also have some live events so make sure that you sign up to our free download to get early-notification and take advantage of the early-bird discounts for these.

Jobs4ExPolice is a joint enterprise between Smarter thinking – an award-winning social enterprise that helps people and individuals change effectively and successfully founded by former MPS officer Peter Kelleher and Police Choice an organisation originally created to support colleagues undergoing significant changes to their conditions of employment, founded by our excellent private sector recruiter – Dawn Moss MCIPD – who has viewed around 1,000,000 CVs, personally conducted thousands of job interviews and now teaches managers how to recruit great people effectively. An author of three books on the subject, Dawn is an expert in her field and has a particular specialism in interviewing.

Our online presence and all digital marketing are undertaken by Terry Tyler. Terry has been working with Peter and the team since 2014 and created this and many other websites and been engaged to produce animated and live videos for Jobs 4 Ex Police and other members of the Smarter thinking family.

As a former or current member of the police service you have a range of useful skills and experiences that can be of great benefit to future employers. The problem is that most of us don't realise how valuable a member of staff we can be to a new employer, or don't know how to position ourselves appropriately or translate police terminology into language that will be more easily understood by prospective employers outside of the police service (we know, we've been there too!)

With an exclusive mix of both police and recruiting experience, we are very well placed to help you find – and challenge successfully for – your new role and all this is free of charge to our valued police colleagues. Seem too good to be true? Well, although we are very nice people, we don't operate for free. As personal recruitment company, we get paid by the company who are offering the new role – so you needn't worry about a thing. And if you feel that you need specific support, we can supply you with the tools and tactics required at minimal cost or point you to other suppliers that can help.

DON'T WORRY – WE CAN HELP... AND IT WON'T COST YOU A PENNY!

Should I stay in the job or should I go?

CAREERS ADVICE

Should I stay in the job or should I go?

What skills do I have and what can I offer?

Need a friendly chat with a discrete and experienced careers advisor?

There's loads of general careers advice out there; so much that you can easily become overwhelmed and disheartened by the amount and the endless searching of job boards, trying to identify what it is you want to do next, can be dispiriting and lead to frustration and despair.

We help you 'see the wood for the trees' and enable you to consider your options in a non-pressurised and systematic way, emerging with a plan that's right for you. And we can work alongside you to help you implement it too, if you would like us to.

Our advice is built upon our experience of life after 'the job', the experiences of many friends and former colleagues that we are in contact with and from scanning the employment market to see what's needed in the UK today (and in police-related disciplines abroad!).

Our founder, Peter Kelleher MSc., has long experience of providing careers advice to colleagues in the Metropolitan Police Service and designed a selection board preparation programme that is still being used successfully today. Having 'endured' around 20 promotion or selection boards over a 30 year career – and having passed about half and failed about half (but never really understood why!) – it wasn't until he was sent on a course to select people for his team that 'the penny dropped' and he realised what was required. Apart from running www.jobs4expolice.co.uk, Peter now lectures on employability skills at his local college.

We work closely with our key adviser for this project – Dawn Moss MCIPD – who has a long career as a private sector recruiter having seen over 1,000,000 CVs in her time, and personally

interviewed thousands of people for jobs, and brings a unique and valuable perspective that allows you to get inside the recruiter's mind and identify what it is that they are looking for. Both Dawn and Peter are also qualified life coaches.

Simply give us a call on **01727 226494** and we can help point you in the right direction. If a more detailed look at your situation is what you need, we offer a confidential one-hour careers advice session to help you get your thinking straight. We can also use assessment tools that will help you understand your motivation for a new career and consider whether what you are proposing to do will be a good fit in reality, before you make the leap into the unknown. You can find out more about our products and services that can help you on our main site at www.careersadvicecentre.com

CONTACT US

If you are still unsure about which way to do, don't sit there wondering. Pick up the phone and give us a call on **01727 226494** – or drop us an email to ask@Jobs4ExPolice.co.uk – and we will be very happy to help you move forward. And if a new job is what you are after, don't forget to download our free step-by-step CV builder on the home page and let us get to work to help you transition into the next stage of your life!



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.

7. 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

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.

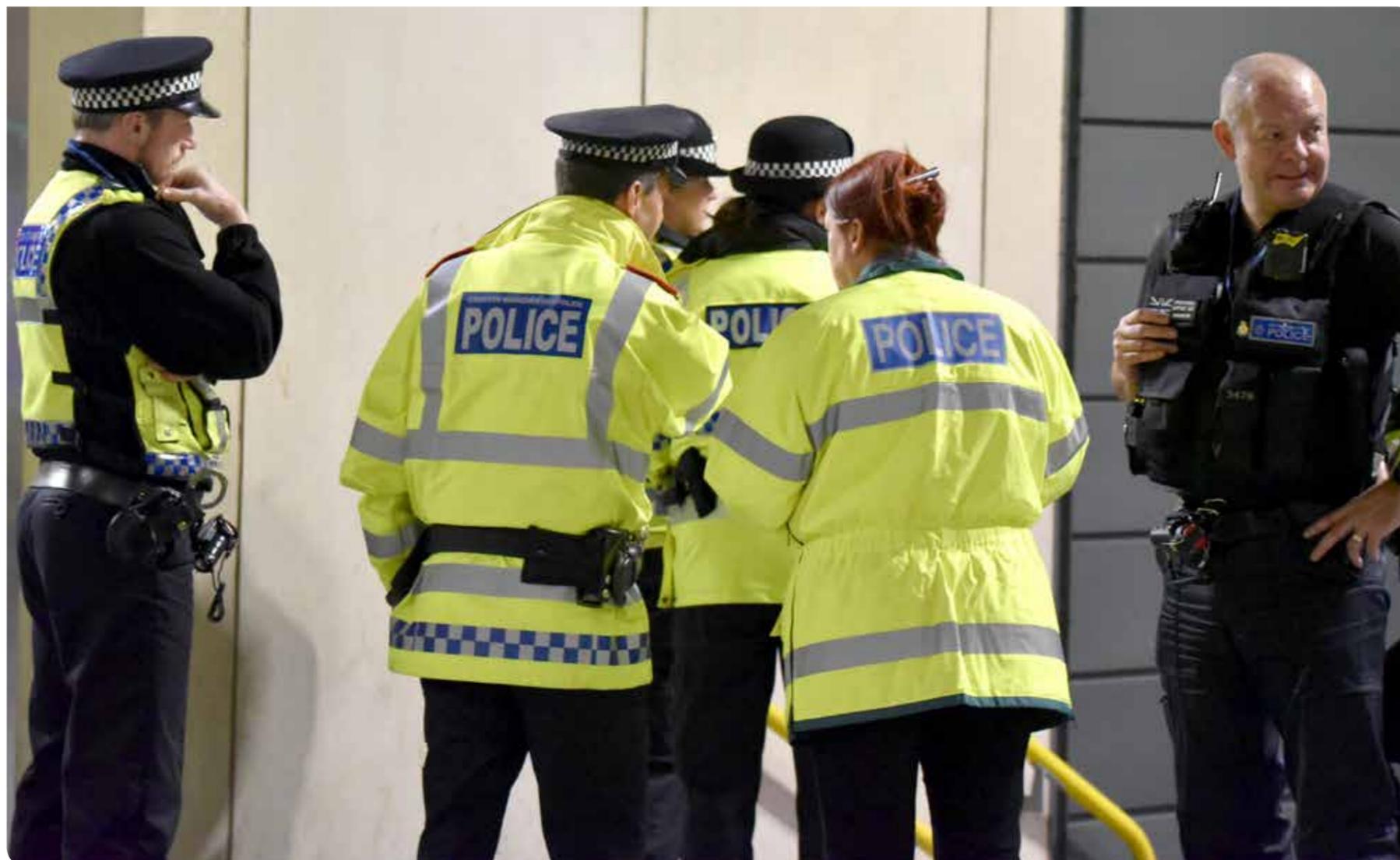
This work is well underway and will continue into 2022. I need your help to keep the communities in Greater Manchester safe and protect vulnerable people.

Ian Hopkins
Chief Constable

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



UK Counter Terrorism Policing

Working to keep people safe from terrorism

Counter Terrorism Policing is a collaboration of UK police forces working with the UK intelligence community to help protect the public and our national security by preventing, deterring and investigating terrorist activity.

Police have a long history of working to prevent vulnerable people being drawn into criminal behaviour. The government-led, multi-agency Prevent programme aims to stop individuals becoming terrorists and police play a key role.

We work with local authority partners and community organisations to help find solutions and work to support and protect vulnerable people.

Following assessment, many referrals to Prevent do not result in any further police action. In some cases, other organisations such as health, housing or education step in to provide support.

By developing close relationships with the public and commercial organisations we work to protect our communities and infrastructure. Teams of Counter Terrorism Awareness and Security Officers work alongside colleagues from other emergency services, local authorities and businesses to help strengthen security and keep the public safe.

This work is particularly important in crowded places such as shopping centres, sports and entertainment venues.

We regularly run awareness campaigns to ensure staff employed in these areas are informed about the threat and vigilant to suspicious behaviour.

You may see police officers deployed in strength throughout a specific area. This is national policing tactic known as Project Servator which aims to disrupt and deter crime – while offering reassurance to the public. These deployments can happen at any time of the day and in any location across the UK.

Counter Terrorism Policing also has officers based overseas to help protect the UK's interests and citizens travelling or working abroad. This might include border

security measures or liaising with local law enforcement to share vital intelligence.

Across our UK network we have specialist officers and staff dedicated to stopping those who seek to do us harm.

We work closely with MI5 and others to develop intelligence, and with the Crown Prosecution Service to put compelling evidence before the courts.

Whether investigating a highly sophisticated international plot, or a lone individual preparing an attack, our teams of professionals are ready to deploy a wide range of skills. This includes utilising expertise in surveillance, forensics, digital and financial investigations.

At any one time we can be handling hundreds of live investigations while reviewing thousands more individuals of interest.

Around the UK there are eleven regional counter terrorism units (CTUs) and intelligence units (CTIUs). These units collaborate daily to confront the threat from terrorism. They have officers and staff working in a range of specialist fields such as investigations, forensics, digital exploitation, financial inquiries, community liaison and communications.

At the centre of the network sits the Counter Terrorism Policing Headquarters (CTPHQ), which devises policy and strategy, coordinates national projects and programmes, and provides a single national Counter Terrorism Policing voice for key stakeholders including government, intelligence agencies and other partners.

Alongside the headquarters is the National Operations Centre, a central command made up of units that provide operational support to the national network.



The National CBRN Centre brings together the emergency services to protect and prepare the UK against the chemical, biological, radiological and nuclear (CBRN) threat.

Other parts of the network include regional Special Branches and other special units.

SCOTLAND
Police Scotland.

NORTH EAST
West Yorkshire, Cleveland, Durham, Humberside, Northumbria, North Yorkshire, South Yorkshire.

NORTH WEST
Greater Manchester, Cheshire, Cumbria, Isle of Man, Lancashire, Merseyside.

WALES
South Wales, Dyfed Powys, Gwent, North Wales.

WEST MIDLANDS
West Midlands, Staffordshire, Warwickshire, West Mercia.

SOUTH WEST
Avon and Somerset, Devon and Cornwall, Dorset, Gloucestershire, Wiltshire.

EAST MIDLANDS
Derbyshire, Leicestershire, Lincolnshire, Northamptonshire, Nottinghamshire.

EASTERN
Bedfordshire, Essex, Hertfordshire, Norfolk, Cambridgeshire, Suffolk.

COUNTER TERRORISM COMMAND (SO15)
Metropolitan Police, City of London Police.

SOUTH EAST
Thames Valley, Hampshire, Kent, Surrey, Sussex.

NORTHERN IRELAND
Police Service of Northern Ireland.

COME AND WORK WITH US
Below you will see a selection of roles that are a typical vacancies on our website, many of these roles have closing dates in January 2020 but new roles and closing dates are uploaded regularly.

If you wish to apply for any of the vacancies you will need to visit our website www.counterterrorism.police.uk/careers

Then click on the vacancy that you are interested in applying for which will direct you to the specific Police forces website for that vacancy.

NATIONAL PREVENT TRAINING MANAGER

Location: Birmingham

Applications are invited from motivated, dynamic and suitably qualified individual to perform a National Prevent Training Manager role within the National Counter Terrorism Policing (NCTP) Operational Development Unit (ODU) located in West Midlands. The National Training Manager will work as part of the National Training & Development (T&D) Team to, in accordance with the National...

DATA VIEWING OFFICER

Location: Manchester

In this role you will be required to assist in the investigation of terrorism and crime related offences. You will view and assess data in various forms, including media, CCTV and communications data. You will report on findings to the investigating officer, as well as keeping computer systems updated. You will interpret searching and viewing...

FORENSIC SCENE INVESTIGATOR

Location: Birmingham

An exciting opportunity has arisen to join the West Midlands Counter Terrorism Unit and contribute to our policing capability to support the fight against terrorism regionally and nationally. The role is as a member of the Forensic Management Team and you must be experienced in investigating scenes and property to exploit forensic opportunities. Securing, recording...

DEPUTY HEAD OF INTELLIGENCE

Location: Birmingham

You will be responsible and accountable for the operational and tactical management of intelligence across the West Midlands Region. This relates to national security, terrorism, right

and left-wing terrorism (domestic extremism) and hostile state actors; intelligence support to priority investigations, utilising appropriate intelligence gathering resources, working with a range of partnership agencies and the covert...

PREVENT CASE CHANNEL SUPPORT OFFICER

Location: Exeter

Are you interested in supporting crime prevention? This post will provide delivery of Channel and Prevent Case Management (PCM) communications products across forces and support partnership engagement. You will champion force coordination for the delivery of all Channel activity, you will also establish, maintain and attend multi-agency panels as needed. As part of the role...

POLICE CONSTABLE/ DETECTIVE CONSTABLE – BORDER POLICING OFFICER (HAMPSHIRE)

Location: Thames Valley

Counter Terrorism Border Policing (CTBP) officers are at the front line of protecting national security from the threats posed by Terrorism and Serious & Organised Crime at the borders and ports of Surrey and Sussex. On occasion officers are also deployed to support our colleagues across the CTP SE region. Ports officers are tasked to...

DEDICATED SOURCE UNIT (DSU) COORDINATOR

Location: Thames Valley

In this exciting role you will coordinate comprehensive and confidential financial, administrative and systems support to a discrete function within Counter Terrorism Policing (CT) in the South East. You will undertake research on national and force systems to provide information. You will manage services within the Regional Hub to ensure compliance with administration and recording...

BUSINESS ANALYST – CENTRAL SERVICE MANAGEMENT TEAM (CSMT)

Location: London

This role demands an in-depth practical experience of Business Analysis working to deliver the requirements of a large and complex business area as well as having an awareness of the unique demands / specific challenges of working within secure domains. The role holder must be eligible for DV (STRAP) vetting clearance but be SC (STRAP)...



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



“Realistic training makes for the best operatives”

UCP Group employs your already gained military skills to make you the best Domestic UK Bodyguard/Close Protection Operator and Overseas Armed Private Security Contractor.

When it comes to Close Protection you need look no further than UCP. UCP UK instruct, train and operate at the highest industry standard. Training with UCP means you will finish the course with the correct qualifications to guide you into work.

- For instance:
- Working as a Close Protection Operative Level 3 HABC leading to the application of the SIA licence.
 - First Responder Emergency Care Level 3 award/FPSOI
 - B6 Armoured Vehicle Award
 - IED Awareness Award – Terrorism Awareness Award
 - PSC (Private Security Contractor) Award

• HEP (Hostile Environment Close Protection) Award

The UCP 21 Day Training Course is ELCAS claimable. Training is delivered in London/Kent area with Accommodation free of charge for Former British Military.

Bolt on the 7 day Combined Firearms Training for only £1000 training and join us in Sardinia for some of the very best Firearms Training you will ever receive.

UCP DEVELOP THE BEST TRAINING ENVIRONMENTS FOR THEIR LEARNERS

UCP UK deliver residential courses only and specialise in Close protection, making our instructors

and training conditions the very best in the UK.

UCP Bodyguard Academy has 8 bed accommodation, operational Planning classrooms, CQB Centre, 5 Acre HECPO training area, Gym, Unarmed Combat training room and Vehicle training area.

The 21 day CPO Course is delivered every month of the year with a maximum of 8 students per month on a 1st come 1st serve basis.

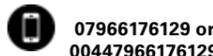
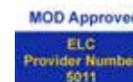
OUR GOAL OUR PLAN UCP train no more than 100 former British Soldiers per annum.

There is a fine balance for training providers to run a successful business or operate a cattle market strategy... UCP policy is to train only 100 former

British military Soldiers per year to gain their operating licences and gain employment with the many contracting companies in the UK and overseas.

It's all about the training and subsequent employment we know that, and that's why UCP work with Worldwide Security Operatives "Specialist Recruitment company" making sure the 100 British Military Candidates that come through our Academy each year reach their potential employment goals.

All former British Military candidates return to our academy after the 1st year of training to complete their Continuing Professional Development (CPD) another must for any industry employer. ●



UCP support you all the way from PRE to POST training.



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.

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

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

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 now works at a medium-sized



www.policeresettlement.com

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.

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 Anscombe 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/

Tel: 01270 219 760

www.cercoit.co.uk



Transitioning HM Forces into a new career



At Cerco IT we recruit and train ex HM Forces personnel into the IT industry. Providing a range of training and career opportunities for all personnel whether you are an early leaver, reservist or have been medically discharged.

"Cerco IT as a whole genuinely changed my aspects in life, under no obligation at all they secured me a temp/perm role with BAE systems without any hesitation and before doing there course. Leanne and the HR team made everything a breeze when I was told I had an interview and then to follow the job it was surreal."

Their one week course is the best course I have attended in a long time Dan was a fantastic teacher along with an immense knowledge in all IT installations, software and hardware, Dan made the week as entertaining and humours but cramming as much knowledge in as possible. Hats off to Dan!

Being military I found Cerco at an employment day they offered a range of work opportunities for a FREE course. If it weren't for Cerco IT I wouldn't be in a dream job as I am now Thank you so much I cannot recommend them enough!"

Jordan, HM Forces



www.cercoit.co.uk

Tel: 01270 219 760



Free instructor led, practical classroom course

Cerco offer **FREE** practical IT training

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

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

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

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

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



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

'Trained and trusted resources'

From a unique IT solutions provider

UK wide presence

info@cercoit.co.uk

Call us on 01270 219760

CERCO IT LTD

Cerco House
Southmere Court
Coppicemere Drive
Crewe, CW1 6GU

www.cercoit.co.uk
info@cercoit.co.uk
Tel: 01270 219760

Thames Valley Vacancies



As the largest non-metropolitan force, Thames Valley Police covers a wide area across Buckinghamshire, Berkshire and Oxfordshire.

The mix of urban and rural policing presents challenges and opportunities that are unique to Thames Valley Police.

We have exciting opportunities available for experienced police constables who have served with other Home Office forces to transfer to a forward thinking, modern police force.

There is a wide range of development prospects at Thames Valley Police, whether promotional or lateral. We run PC to sergeant promotion boards annually and offer an extensive range of training opportunities to our officers.

Upon transferring to Thames Valley Police, you can be confident you'll be working with a professional team of people. We are committed to working together to ensure we deliver on our promises of making our communities safer and cutting crime.

We are now accepting applications for the following transferee roles, applications can be submitted on our careers portal.

- police constable
- detective constable
- re-joiner police constables

ELIGIBILITY

To be eligible to join as a transferee or re-joiner, you must:

- be currently serving with another Home Office force or have served within a Home Office force within the last five years
- have passed the Initial Police Learning and Development Programme (IPLDP)
- have successfully gained 'fit for independent patrol' status (FIP)
- live within 20 crow miles of one of our main police stations

APPLICATION PROCESS

Once your **transferee application** has been submitted, we will

review your suitability for the position you have applied for. This includes reviewing your most recent Performance & Development Review (PDR) and training record, along with the competency based evidence in your application.

If you are successful at shortlisting, you will be invited to a transferee interview or assessment. We host interviews every two weeks and offer a number of dates and times to suit your schedule.

Successful applicants will then be guided through the transferee process. You will be required to successfully pass a fitness test, medical examination and vetting check. We will also contact your current force for references to support your application. The process will take, in total, between 3-6 months.

Your posting will be dependent on your individual preferences and operational requirement. Whilst every effort will be made to meet individual preferences this cannot be guaranteed.

Please note police constables will be posted to the Investigation Hub only.

Your first two weeks will consist of an induction course which is held at our Force Training Centre in Sulhamstead near Reading.



APPLY

If you live **outside of 20 crow miles** from one of our main stations then please give us a call to discuss your options prior to submitting an application.

If you require any further information about transferring to Thames Valley Police, please email: peopleresourcing@thamesvalley.pnn.police.uk or telephone **0845 2666677** and select transferee recruitment.

If you would like to apply for a transferee or re-joiner role, please see our current vacancies

www.thamesvalley.police.uk/police-forces/thames-valley-police/areas/careers/careers/transferees--re-joiners

www.boatbuildingacademy.com



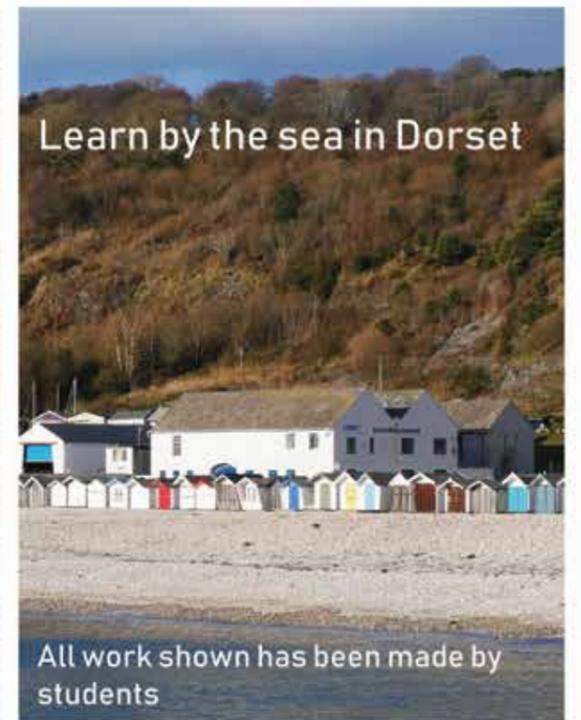
40 week Boat Building course



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. ●



Civil Nuclear Constabulary

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

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

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

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

DIFFERENT SITES, DIFFERENT ROLES

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

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



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

What can Service-leavers bring to the CNC?

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

What does the CNC offer as an employer?

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



APPLICATION PROCESS

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



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

SALARY AND BENEFITS

Starting salary
The starting salary for new recruit police officers is currently £22,440 per year. This will increase after successful completion of the probationary period to £24,171. With satisfactory performance and the achievement of requisite skills this will rise to £39,150.

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

BENEFITS

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

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

Final contribution salary pension scheme
Corporate bonus scheme



DETER, DEFEND, DENY, RECOVER



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



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





STAYING CALM UNDER PRESSURE IS CRUCIAL

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 untravelling 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."

Nicole and Juanita communicating with Makaton



Be part of our life support network

Looking to get back to work but unsure where your next challenge is going to come from? A job as a support worker for Norwood could be just the thing to take your life in a fresh and unexpected new direction...

Good support workers come from many backgrounds, but previous experience in jobs that require patience and discipline turns good support workers into great ones. Leadership, organisation, teamwork and an ability to get the job done are some of the areas in which the experience you already have will be directly applicable to your work at Norwood. Which is why Norwood – a charity providing

specialised support to families in crisis and adults with educational challenges, disabilities and autism – finds that people who have worked in uniformed public services are especially suited to transferring their skills readily and effectively to this life-changing new career.

And this 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. That's why our recruitment advertising says: "Change a life, starting with your own."

How life-changing can a career as a support worker be? Take the example of Juanita Ortega (pictured right, above). Juanita has been working at one of Norwood's "Outstanding" residential care homes since 2003 and is the key support worker to Nicole (pictured left, above) – a resident since 1997. Talking about her relationship with Nicole, Juanita says it has come a long way since their first day together 15-plus years ago.

When Juanita started at the home, Nicole was non-

verbal and kept to herself. Juanita explains that if Nicole wasn't happy or couldn't communicate, she would just hit her head against the wall.

Since then, Nicole's behaviour has changed considerably. She now communicates confidently with Juanita and other carers and residents.

Juanita believes she has been able to help Nicole progress so far because of the training she has received from Norwood. She explains how Norwood has trained her along the way to the point that, since joining Norwood, she has obtained a NVQ Level 3 – a qualification held by all of the support workers in the home.

Juanita is quick to point out, however, that it's not just the training or the qualifications that make the difference – it's routine and consistency and taking the time to know Nicole's likes and dislikes.

For Juanita, a typical working week is 36 hours on a flexible rolling rota. Living around the corner means Juanita's always

only a stone's throw away from Nicole and what she fondly refers to as her "second family".

Juanita also goes on holidays with Nicole and the "family" from the home. So far, they've been to Paris, Portugal and many places within the UK. Everyone in the Norwood "family" is also given plenty of opportunity to take part in a wide range of activities, from active days out to international adventures and domestic challenges. (Norwood is well known for encouraging both the people we support and the people who support them to take part in the many hikes, walks, runs and domestic and international bike rides that Norwood organises every year.)

When asked what the best thing about her role is, Juanita is in no doubt: "This job is so rewarding. I get so much good feedback from Nicole, her family, the staff here and my manager. We are all so supportive of each other – just like one big happy family. In fact," she says, "it's been nothing short of life-changing." ●



Charge of the bite brigade!

The plan was cooked up at a Resettlement recruitment fair last summer... Take seven MoD chefs, add a group of people with learning disabilities, and slowly bring to the boil in the Berkshire countryside. Here's how a chance meeting led to a hearty meal and an 'eye-opening experience'.

In October, seven Ministry of Defence chefs spent an "eye-opening" day working at Norwood's Ravenswood Village in Berkshire, home to 111 people with learning difficulties.

During a tour of the sprawling site incorporating an educational session at the Ravenswood café, the MoD team learnt about the many challenges of catering for residents with complex needs – nutritional requirements, avoiding choking hazards and adhering to specific dietary requirements among them. "I had no idea how complicated it would be," one of the visitors remarked.

Led by Sergeant Tony Legg, who had met a member of Norwood's team at a recruitment fair in the summer, the MoD team then took over the kitchens of two Ravenswood residences – Tova and the Farmhouse – to prepare dinner for staff and residents, who enjoyed a Mediterranean hot pot with buttered peas and honey roasted carrots, followed by chocolate marble cake with custard.

The MoD chefs left with a "genuine respect" for the work of the many support workers and staff they met at Ravenswood, and a greater appreciation of those living with learning challenges.

For Norwood, it was another example of how the wider community can support its services.

The charity is currently trying to encourage recruitment from people who have previously held jobs in uniformed public services. "They typically display relevant and transferable skills for fulfilling and life-changing careers at Norwood," a spokesperson said.

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.

Canary Wharf Group

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

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

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

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

HIGH QUALITY ENVIRONMENTS

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

WORK EXPERIENCE

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

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

Canary Wharf Contractors Limited (CWCL) manages and delivers all of the Group's construction projects in an integrated Project Manager/Main Contractor basis.

We carry out the following activities in our Project Management and Main Contractor role:

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

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

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

Canary Wharf Management Limited (CWML)

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

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

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

Level39 Limited (Level39) is the world's most connected tech community. It supports fast-growth businesses in three clear ways – giving access to world-class customers, talent and infrastructure. Through expert mentors, access to Canary Wharf's dynamic workspace, a packed events calendar and best-in-class facilities Level39 helps businesses achieve scale.

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

TRANSFORMATION

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

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

to spread its expertise in tall building design across London.

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

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

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

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

The arrival of Crossrail trains in 2018 will strengthen the resilience of the existing transport infrastructure, doubling capacity and cutting journey times into central London and further afield.

It will take 39 minutes to get to Heathrow airport, while London City Airport is just 10 minutes away.

LEARNING AND DEVELOPMENT

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

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

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

PROFESSIONAL TRAINING

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

PERFORMANCE APPRAISAL

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



WORKING FOR CANARY WHARF GROUP CAREERS

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

The Group

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



Keeping essential information safe

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

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

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

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

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

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

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

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

IT GOVERNANCE

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

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

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

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

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

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

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

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

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

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

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



THE SANS ACADEMY

Training in cyber security is available through a number of reputable organisations with many with government recognition and approval. SANS Institute has launched the UK Cyber Academy and is offering fully-funded training scholarships, including accommodation, to Service leavers.

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

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

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

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

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

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

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

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

The company provides a range of course for organisations and individuals and you can find out more by visiting the website www.sans.org.

THE CYBER SECURITY CHALLENGE

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

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

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

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

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

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

It acts as a catalyst for:

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

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



Trans Performance

Career strategist Nicholas Harrison offers some advice to police officers who are thinking about resettlement.

There are some careers that encourage 'labelling'. By that I mean that how you are seen, as a member of a specific institution, can often be sullied by a narrow-minded perception of what it means to be you. Many police officers have found, when entering the civilian world of work, that many employers don't really understand what it is they do and have established opinions of your capabilities. As a result, many former police officers have found it hard to distance themselves from stereotyping, or labelling as I call it, and are faced with accepting a new role out of necessity rather than desire. I believe that if you start your

resettlement journey early and if you gain insight into the authentic you, then finding a satisfying route forward should be made easier.

Here are some points that I hope will help you:

ENDLESS ADVICE (How ironic when I am offering advice!) Social media is awash with both job-seekers asking for advice and others offering it. It is great that so many people make the effort to respond to these updates, but when I read the conflicting advice given and how much of it is sullied by the personal experiences of the writer, I fear the person who asked the question in the first place will be left even more confused! So, my first piece

of advice to anyone embarking upon this journey, is to remain in control. I fear that too many job-seekers reach out to the civilian workplace asking how to do it, and this is fuelling the 'template' approach to finding a job. There is no step-by-step guide to finding a job, no clearly structured pathway for you to follow. In short, I feel it is far better for you to listen to yourself, to identify what your career goals are and then seek advice about specific roles and sectors, rather than ask people how to find a job. In other words, you need to make a plan that works for you.

STAND OUT FROM THE CROWD How many CVs have you seen that start with something like; "Following a X-year career in the police, where I proved myself as being, loyal, trustworthy, a great communicator, highly accomplished leader, able to work in high-pressurised environments, I am now looking for a new challenge". If this is looking

familiar to you, imagine how often recruiters have seen something similar?! The challenge therefore, is to be able to understand what it is that makes you unique, what are your authentic abilities, what characterises you, what situations give you the greatest chance to succeed? I do realise that what I am suggesting is difficult for anyone to do, and especially for people whose lives have almost entirely revolved around a specific set of values, of unit nuances, and adhering to prescribed ways of behaviour. True self-awareness is however something that you need to achieve if you are to allow recruiters to be able to see what it is that makes you different to all the other job-seekers.

AVOID STEREOTYPES I don't think it is unfair to say that much of our awareness about the police has been carefully selected and staged by the media, by television, and by fictional writers to name a few. Both the glamorous as well as more depressing side of police life has been portrayed, to a great extent, according to someone's agenda. I, like 8.6 million other people, have seen 'The Bill', of course we get it! Can you

see how dangerous assumption can be? So again, it is vital that you surprise people, by knowing who YOU are and being able to tell people what YOU do.

LANGUAGE The police has a unique vocabulary. Few people will understand the terminology, so ensure, when writing a CV that anyone reading it will understand it all. In addition to actual vocabulary, one thing which belies an institution's esprit de corps is the use of 'we'. Whenever you are in a situation where you need to 'sell' yourself, an interview for example, try and avoid telling the listener what the collective organization or team did, and ensure you convey your personal input. The listener wants to know what YOU did, what 'your' contribution was

NO TRADE? I am often asked by people who don't have a recognized trade, what value they have, and I often work with people whose trade, and skills, are only used within the police. It is easy to look at life through the prism of being a police officer. If you can shift this paradigm to one where you appreciate your value through your collective abilities, visible through the totality of your life, then you will increase your worth. You may see yourself as having limited skills that are transferable to the work place and I would encourage you, before worrying about skills, to recognise your natural abilities. In this way, you will be in a far more commanding position to demonstrate to potential employers your intrinsic value.

"MY MATE SAYS THIS..." Often, clients start off by saying to me, someone they know has said something and what are my thoughts? Recently this has included people saying that they have been advised to aim as high as they can within an organisation, at the highest pay grade if you like, and if this puts you at risk of what people call the 'imposter syndrome' then you can get through it. What I say to everyone I work with is... "It depends!", again, there are no prescribed, right or wrong answers, it all depends on your aspirations, situation and abilities. Everything you ask must be relevant, and of use, to your unique situation. Additionally, when it comes to friends' advice, remember they only know what they know. Don't be afraid to reach out to new people and find things out for yourself.

A PATTERN EMERGES The connecting thread is to make a plan that works for you, not to follow a well-trodden path. Of course, other people's experiences will help you, but to take from those experiences what works

for you, not replicate someone else's life. There are three steps in the transitions journey. 1) You need to appreciate who YOU are, to undergo some form of self-awareness training. 2) You need to identify what YOU want to do with your life, as a whole, and then with your career and 3) Identify how YOU can get to wherever it is you wish to get to. To be truly happy at work, I believe you should aim to find a role that you really want and not focus all your attention on what is available. It's about pursuing a course through the 'hidden' job market, identified with research, conversations as well as an element of 'right place right time', together with an exploration of the visible, or advertised, routes.

COMPUTERS! Many clients have told me about their being subjected to endless computer-based assessments, or psychometrics. I know that this is a difficult area to address because in order to approach many organisations about work you will be told to log on to their website where you will find all their vacancies and fill in the on-line application form. I myself, just to keep abreast of what is happening, from time to time, fill out these forms and it is an absolute nightmare! In between the internet crashing and being told my password doesn't match so I have been locked out of the system, to not really wishing to add any sensitive work experience, to not being able to advance a page if my work history is not exactly as the computer wishes it to be etc. etc. It is enough to start screaming and throwing the laptop out of the nearest window. I get it, but unfortunately businesses have still not got their recruitment processes to be totally compatible to service organisations. This, in turn makes it high on impossible, for example, to demonstrate five year's sales experience and so, like other computer games, you can't go to the next level! So, what can we do about this? If a business insists you go through this tedious approach, then there is very little one can do. Let's take this five-year's sales experience as an example. You, as a police officer, won't have that, but if you break down the requirements of being a good sales person, you may find that you have all the ingredients. An ability to get on with people, to persuade people to your thinking, to close deals, i.e. to not be afraid to ask for the business, these are all things that can make you actually highly 'sellable' and they are all behaviours and abilities that are either naturally present within you or are not, and no amount of police training will be able to rid you of these natural leanings. This is where your networking will come in handy. It is also where you should

remember that the recruitment engine of our country is found within the SME market. (Small to medium sized businesses). Such businesses, tend not to be too shackled to recruitment functions, and, especially if you live in rural areas, are managed by people who are far more visible within the community, therefore easier to network amongst. Psychometric tests, where the suitability of your personality is judged to an organisation's requirements can also be problematic for the ex-police job-seeker. Whilst I agree there is value in such systems as a part of a recruitment process, I have yet to see the value in telling an interviewer that you are an INTG personality...is this helpful to you? Again, from my own experiences, employers who unearth hidden gems amongst job-seekers are those who prefer to hear a story, something that allows you to articulate your abilities clearly.

EX-POLICE RECRUITERS There are some wonderful organisations out there and there are also some who clearly see the police community as a relatively untapped income stream. I would definitely add a handful of respected ex-police, or uniformed services, recruitment companies to the mix of other high-street and internet, civilian, recruitment companies, especially if you know what you want to do and have identified specialists. But be aware that very few will be able to help you to plan and manage your own career transitions, not just now, but into the future. Remember as well that recruitment companies are under pressure to fill vacancies to get their placement fee, so often you being able to find a truly suitable role is not their number one priority.

START EARLY Most people jump straight into 'How do I get a job' mode. The pressure you end up under can be immense as you get your CV together, speak to recruiters, talk to your friends who have made this transition and brush up on your interview skills. You can help yourself massively by using your time, whilst still serving, to

plan ahead and to carry out all the necessary steps needed to find a suitable and rewarding civilian role. You will need longer than you think to work through knowing who you are and what you want out of life.

THE DREADED CV! Don't panic about writing a CV and don't waste your money on people charging hundreds of pounds to simply rearrange your CV. The best CVs reflect the authentic you and not the person you are supposed to be. Given that they should demonstrate your true competencies and ambitions, I make no pretence to deny that should you realise that your CV needs a lot of work then I will encourage you to complete a career transition course. Your CV really should be looked at together with your online presence and personal branding. It should not be seen as a stand-alone document. Remember, asking people about your CV compels them to say something and you can just end up with endless advice and not much help.

RESEARCH! So many recruiters complain that candidates at interviews don't do enough to show that they really understand either the role they are being interviewed for or the organisation. You need to show that not only do you want to work within the sector but that there is something special about what the interviewing organisation does. The ability to show that you are well prepared and suitable comes from carrying out extensive research on the organisation before attending the interview.

Nicholas Harrison provides professional development support and strategic careers advice directly to individuals and on behalf of organisations through the Transperformance™ programmes. He can be reached on nh@transperformance.net or at www.linkedin.com/in/nicholas-harrison-63a9181/



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



www.policeresettlement.com

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.

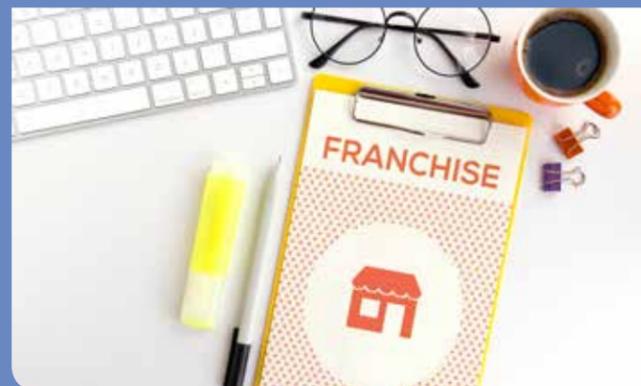
Check them out online: The World Wide Web is incredibly powerful tool to utilise when finding out more about a brand's reputation. With social media and customer reviews so easily accessible you are able to not only see whether a brand has developed a negative reputation for their franchise operation, 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,

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.

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



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

WHAT ARE THE BENEFITS OF JOINING A FRANCHISE?

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

A great feature of franchising is that franchisees often do not need previous experience in the sector they are joining, this is because the franchisor will provide comprehensive training and ongoing support to help the franchisee build and grow their business. The flexibility of franchising is allowing a variety of motivated individuals the opportunity to own their own business, including mothers who are returning to work. The plethora of franchise opportunities available cover a variety of sectors and models. As a result, franchisees are able to decide whether they would like a business that requires a larger time commitment in exchange for greater financial rewards and opportunity for business growth, or whether they would like a more

flexible business that fits around their family commitments whilst still providing a fulfilling career.

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

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

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

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



ARE THERE ANY DISADVANTAGES TO JOINING A FRANCHISE?

Joining a franchise brand does not grant you a license to print money. Starting a new business requires an investment of time and money that should be expected. However, some prospective franchisees fall into the trap of joining a brand without doing much research and begin their journey with

unrealistic expectations. This is why bfa member brands are looked upon favourably by prospective franchisees, not only have they undergone a voluntary accreditation process, they have also committed to running an ethical operation and encourage franchisees to ask questions that will be answered with transparency before the agreement is final.



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



UNIQUE CLEANING SYSTEM

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



We will provide:

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



Lee Yates
Cardiff
Ex Military Police

Liz Bayley
Bath
RAF Reservist
Ex Close protection

Mark Taylor
Milton Keynes
Ex Royal Marine



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)

Promotion Prep

Promotion Prep delivers high quality coaching and leadership development, to help you increase your chances of achieving the promotion you want.

With 30 years policing experience, from Constable to Deputy Chief Constable, Neil Bruton knows what is required to join the police and to get promoted.

PROMOTION PREP online courses, 1-2-1 coaching, workshops and mock boards will ensure that you go into your promotion board feeling well prepared and confident that you are going to stand out in today's modern policing environment.

Having chaired many promotion panels, Neil saw many, many excellent leaders fail to get promoted often due to two reasons:

- A lack of preparation for the whole process

- An inability to clearly demonstrate their leadership qualities

Neil set up Promotion Prep and more recently Police Recruitment Prep to help aspiring police officers reach their goals and to become leaders of the future. Promotion Prep is not just a one-off intervention, they offer a blueprint of services designed to arm you, not just for today, but for the rest of your career.

SERVICES

Our police promotion services will meet your preferred learning style and budget to help you get promoted - online and face to face

- E-packages
- 1-2-1 Coaching

- Webinars
- Small Group Sessions
- Mock Interview Boards
- Mentoring

WORKSHOPS AND PACKAGES OF SUPPORT

Promotion Prep offers you the chance to attend small workshops that are cost effective and give you the chance to learn and prepare for your police promotion board with others from across the country.

- The maximum number of clients at any workshop is 6.
- Resources are provided.
- All workshops are 10 am – 4 pm and include refreshments and lunch.

PACKAGES OF SUPPORT

Based on recommendations Promotion Prep have combined the most popular ingredients for success.

Investing in your police promotion can make a significant difference to longer term finances but we

know it is still a big decision and can make a big dent in the bank!

So, we offer some packages of support with discount, with a pay as you go approach. Just because you ask for the package does not commit you to the full process. Discount is applied at the end of your journey against the final service/product. e.g. you choose the PC to Sergeant package of support, but you don't get through the paper sift... you don't have to pay for further services. HOWEVER, when you get through every stage, your mock interview will be discounted significantly.

You MUST tell us at the beginning of your journey if you would like the package and tell us your timescales so that we can book appointments or reserve places on workshops from the outset.

Please state clearly:

- Rank
- Package
- Timescales

Bespoke packages of support will be reviewed upon request.

FREE ADVICE AND RESOURCES

Our regular blog will keep you up to date with hints and tips



and offers for Police Recruitment Prep and Promotion Prep.

LEARN YOUR WAY

Promotion Prep offers you a flexible learning environment where you can choose how you want to learn and progress at your own pace.

WHY SHOULD I INVEST?

Investment at this stage can bring you major benefits in the future. Your knowledge, presentation and approach will help you to stand out as one of policing's future leaders.

Regardless of whether you purchase support from Promotion Prep – if you're considering promotion here are some top tips:

- Become familiar with your assessment criteria
- Collect and record evidence of positive leadership behaviour to discuss at the promotion interview
- Conduct a self-assessment of your leadership behaviour and qualities against your own force assessment criteria
- Consider your aspirations and ambition against your timeframe
- Seek line management support
- Explore opportunities for temporary/acting duties

If you want to explore these further then consider the range of services that Promotion Prep can support you with.

TESTIMONIALS

I undertook the Interview Prep (CVF Level 2) & Presentation & Scenarios e-package and followed this up with a one-to-one with Neil. This input gave me a solid understanding of the CVF and the confidence to undertake the promotion board where I delivered a positively received presentation and was able to answer the questions with a greater degree of confidence, all leading to successfully passing my Chief Inspector promotion interview and coming second overall. I have no hesitation in recommending the services of Promotion Prep to my colleagues and I will certainly seek to utilise your services in the future.
Mark, (Insp to Chief Insp) West Mercia, 20th December 2019

I would highly recommend anyone who is going for promotion to use promotion prep without hesitation. I had no clear direction or focus before I used the whole sergeant's promotion board package and it was a game changer. It gave me confidence and a direction to follow and I passed my board first time with a good score. Promotion prep gives you the edge over everyone else and it is the best investment you will make. I look forward to using them again in the future.
Ross, (PC to Sergeant) British Transport Police, 16th December 2019

I've just passed my Ins assessment centre, thank you. I've used you for both ps and ins now with the briefing packages and relevant cvf packages. I've also had a Skype session with Neil for ins. I used you for my second ps promotion and

first ins. I have 11 years' service and started the ps promotion in 2014. In 5 years, I've gone from pc to ins. I'm going to enjoy this and gain experience in the role(s). I'll knock on your door for CI's for sure
West Midlands Police, (Sergeant to Inspector) 16th December 2019

Just a quick message to say that I passed my sergeants board today. I used your online course and it was a great help as it allowed me to structure my answers and gave me confidence during the interview.
Andy (PC to Sergeant) 16th December 2019

I was successful! I wanted to say a huge thank you for your advice and guidance. I was able to deliver my answers with impact. I hope to see you again for my next promotion.
Craig (PC to Sergeant) Warwickshire Police, 11th December 2019

I passed my promotion thanks to your support. I was on my third attempt at the Inspector to Chief Inspector process. The online product I subscribed to was absolutely invaluable in my preparation. I was able to structure my answers and gain a better understanding on what the panel would be looking for in the assessment process. This helped me massively on the day and I felt a lot calmer and more reassured when facing the panel. I can't thank you enough
Gareth, (Inspector to Chief Inspector) British Transport Police, 6th November 2019

For full access to courses you'll need to take a minute to create a new account for yourself on the POLICE PREP web site www.policeprep.co.uk/login. Each of the individual courses may also have a one-time "enrolment key", which you won't need until later. Here are the steps:

1. Fill out the New Account form with your details.
2. An email will be immediately sent to your email address.
3. Read your email and click on the web link it contains.
4. Your account will be confirmed, and you will be logged in.
5. Now, select the course you want to participate in.
6. If you are prompted for an "enrolment key" - use the one that your teacher has given you. This will "enrol" you in the course.
7. You can now access the full course. From now on you will only need to enter your personal username and password (in the form on this page) to log in and access your course you have enrolled in.
8. Once logged in, if you need help navigating your way around the system you will be able to download our guide.



CONTACT

To enquire about any of our online courses or face-to-face sessions, please contact Neil via email or telephone. Alternatively, leave a message in the contact box on this page.
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