

**HEARTFORDSHIRE
POLICE TRANSFEREES**
If you've completed your
probationary period then you can
apply for a transfer to us. **P22**



Police Resettlement magazine

Summer 2020

Welcome to the Tech Train

The Tec Train delivers high quality training within the IT industry including Fast Track Courses and Cyber Security Courses.



BRITISH TRANSPORT POLICE NEED YOU!

We protect and police 10,000 miles of track and 3,000 railway stations and depots every day. **P08**

JOBS 4 EX-POLICE

Is an online platform to help you decide what you want to do next and helpful advice via phone or Skype. **P24**

ST JOHN AMBULANCE

Most people know St John Ambulance as the health and first aid charity, that keeps thousands of people safe at hundreds of events every week. **P41**

THE BOAT BUILDING ACADEMY

The Boat Building Academy in Lyme Regis has been training highly skilled boat builders and furniture makers for almost twenty-five years. **P44**



Join us, we are a...

#ForceWithADifference

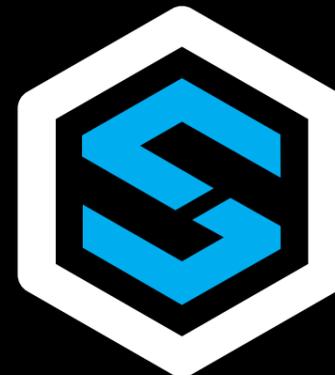
The Ministry of Defence Police (MDP) delivers specialist armed policing services to protect the nation's defences and national infrastructure.

We run recruitment campaigns for vacancies throughout the UK and our website provides details on current vacancies.

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

If you would like to speak to someone about joining the MDP, please 'contact us' via our website.

Interested? Find out more: www.mod.police.uk



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Welcome...

Welcome to the Summer 2020 issue of Police Resettlement magazine.



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 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 of our Emergency Services that have been working selflessly in helping with the Covid 19 Pandemic. Although it must seem like a thankless task at times, we here at Police Resettlement magazine appreciate all your efforts in these very difficult and unprecedented times.

Firstly, we would like to thank everyone in all of our Emergency Services that have been working selflessly in helping with the Covid 19 Pandemic. Although it must seem like a thankless task at times, we here at Police Resettlement magazine appreciate all your efforts in these very difficult and unprecedented times.

As we move closer to what we all hope is some sort of new normality, we recognise that for many of you, this may also mean the start of a new career, whether in the form of a promotion whilst still serving, or a new 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.

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.

29 TOP CV TIPS FOR THE OVER 50S
So to help the over 50s land their dream jobs, experts at *resume.io* have provided their top tips for cv writing...



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

Have you left, or are you getting ready to leave, the Armed Forces and thinking about what career path to take next? Have you considered joining the Ministry of Defence Police (MDP)?




The MDP provides specialist armed policing services to key Defence and national infrastructure sites around the UK. The majority of MDP officers are deployed as Authorised Firearms Officers.

Let's take a look at who the MDP are and what they do.

WHO?

The Ministry of Defence Police (MDP) is a national civilian police force of circa 2900 police officers and 260 police staff, established by the Ministry of Defence Police Act 1987. The Force serves the Ministry of Defence (MOD) and delivers specialist policing at a range of locations across the UK, including support to US Visiting Forces and other UK Government Departments.

WHERE?

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

- Royal Naval Armaments Depot, Coulport
- Atomic Weapons Establishment sites at Aldermaston and Burghfield in Berkshire
- GCHQ Headquarters in Cheltenham
- Defence Munition Sites
- HM Naval Bases at Portsmouth, Devonport and Clyde
- Various other key Defence sites, including central London and sites in North Yorkshire, Derby, Hereford, Thurso and Barrow-in-Furness

WHAT?

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

capabilities. These include:

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

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

- Nuclear Policing: Providing specialist armed policing services that contribute to the protection of the UK's strategic nuclear deterrent.
- Territorial Policing: Providing specialist policing services that



- Armed policing that meets national policing standards
- Various specialist armed policing units including the Tactical Firearms Unit, Special Escort Group, Operational Support Unit, and Central Support Group
- Public Order and Protester Removal Teams
- Specialist police dogs and handlers
- The largest Marine Policing capability in the UK
- A Crime Command that is focused on combating the threat and risk of major fraud, theft, bribery and corruption to Defence interests
- Project Servator officers deployed in uniform and plain clothes who are specially trained to spot the tell-tale signs of terrorist and other criminal activity

help to protect key Defence and UK national infrastructure sites, people and assets.

- National Counter Terrorist Response: Contributing to the UK's national armed policing response to major incidents.
- Crime Command: Preventing, detecting, disrupting and investigating crime against Defence interests. Investigating and detecting fraud, corruption, theft and criminal damage to Defence equipment and assets. Collating and disseminating criminal and security intelligence to support MDP operations and wider Defence and Law Enforcement partners and stakeholders.

HOW?

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

VACANCIES

The MDP run recruitment campaigns for vacancies throughout the UK. For details on current or upcoming vacancies visit www.mod.police.uk

WHY JOIN THE MDP? Training

All Authorised Firearms Officers are trained to National Police Standards and there is a wide range of training and development opportunities available throughout an MDP officer's career, whether on promotion or by specialising in a specific role.

Salary

- The minimum starting pay for a newly recruited MDP Constable is £22,968
- Increases in pay are reviewed annually and linked to performance

- Within six years you could be earning over £38,122

Benefits

- New recruits are entitled to 22 days' annual leave at entry, rising to 30 days after 20 years' service
- Principal Civil Service Pension Scheme that compares well with much of the private sector
- Locational allowances, payable at specific sites
- Paid overtime at enhanced rates

Diversity and Inclusion

- Committed to recruiting, developing, retaining and promoting the best people, with different skills, backgrounds and experiences, who are representative of the communities served
- Staff support and networks including an LGBT+ Network, Gender Network, Race Network and Mental Health First Aiders
- Diversity Champion memberships of Stonewall and Business in the Community (BITC)

- Membership and representation on the British Association of Women in Policing (BAWP), the National Black Police Association (NBPA), the National LGBT+ Police Network and the Scottish LGBTI Police Association
- Access to the MOD's broad range of staff networks which include the MOD LGBT+ Network and the MOD Disability Network

APPLICATION PROCESS

- If you are successful at the sift stage you will progress to the assessment stage (including interview(s)). Full details will be provided in advance of your assessment date, to allow you to prepare.
- Successful applicants will then be guided through the rest of the recruitment process which includes a fitness test to level 7.6 on the multi stage fitness test (bleep test), a medical (with drug and alcohol test) and Police and National Security Vetting processes.
- References will also be requested from your current and/or previous employer.
- The process can take, in total, between 6-9 months on average.
- Up-to-date information on the application process is available at www.mod.police.uk

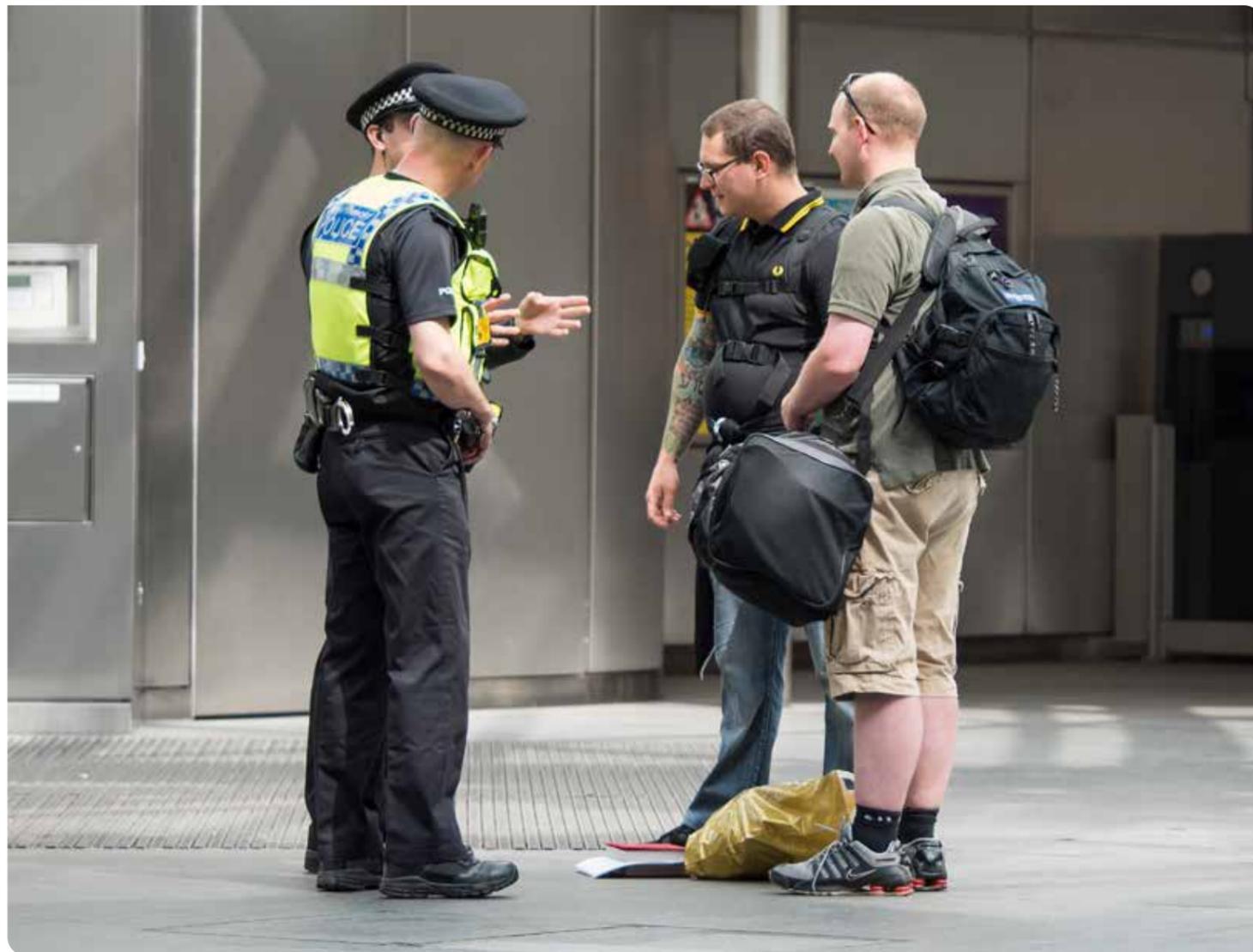
I am currently serving in the Armed Forces. How does this affect my application in terms of the notice period I must give?

Members of the armed forces can still apply to join the MDP when in service. You would not be expected to resign or give notice until an offer of employment is ready. Most applicants from the armed forces get their notice period waived, so you are advised to speak to your Personnel Department to see if this could apply to you. The MDP will take into account any notice period when planning start dates.

FURTHER INFORMATION

Interested? Find out more: www.mod.police.uk





British Transport Police need you to join our team!

What we do...

MOVING ¼ MILLION TONNES OF FREIGHT SAFEGUARDING 6 MILLION PEOPLE

The railways lie at the heart of Britain's community, commerce and industry. In fact, the Government's integrated transport policy promises to give them an increasing role in the life and prosperity of the nation. Over a quarter of a million tonnes of freight is moved from depots to docks and over six million people travel every day on Britain's railways.

We make sure that all this takes place within a safe and secure environment – one free from disruption and the fear of crime.

We also police sporting and major events such as football, rugby, major concerts, demonstrations, Pride events, Marathons and events in Hyde Park. A testament to this was the way we helped police the Olympic and Paralympic Games in 2012. There was a massive demand on our transport system throughout the Games, especially in London. With meticulous planning and by working together seamlessly, we were able to

ensure that new and regular travellers felt safe and welcome.

It's the way our Police Officers and Staff work that really sets us apart — we have a friendly, open and engaging style. We're always looking for ways to work more effectively and deliver value for money to the public. One of the main things the public and rail operators notice is the way our people go out of their way to help anyone in distress.

We're actively working towards creating a workforce that reflects the communities we serve and is a place where people feel valued and respected. Furthermore,

valuing diversity and promoting equal opportunities is at the heart of our vision, mission and values. BTP strive to recruit the best calibre people with the best possible attitude.

10,000 MILES EVERY DAY

We protect and police 10,000 miles of track and 3,000 railway stations and depots every day. We police the London Underground system, the Docklands Light Railway, the Midland Metro Tram System, the Croydon Tramlink, the Sunderland Metro and the Glasgow Subway. We move and safeguard around six million people every day.



These are unique policing environments, with unique sets of needs. Our police officers and staff provide specialist policing across the country. Furthermore, with the latest technology at our disposal we're able to deal with rail crime that crosses counties and networks.

Our people must be trained to the highest standards in order to meet these needs. It's a challenging environment, one with everything you would experience in another police force and quite a lot more.

550 OPPORTUNITIES TO JOIN US THIS YEAR

Join us and you'll be providing specialist policing across the country. This is your opportunity to work in a unique environment and deal with rewarding challenges that you won't find in any other Force.

You'll be joining some of the best people in their field. You'll share their enthusiasm for exemplary customer service, both internally and externally, and be able to make the most of your good commercial acumen.

We'll reward your ambition and drive with the expert training you need to excel and to protect six million people every day. Your career development opportunities will be second to none with the possibility of taking on more responsibility, transferring to specialist units or choosing to go on secondment.

Here, you'll be able to deal with unique situations that will challenge you. You'll be amongst like-minded, talented people who share your passion for a job very well done. You can expect your salary to be competitive and your benefits to include:

- Up to 28 days annual leave for Police Staff and Up to 22 days for Police Officers.
- Cycle to Work scheme – you'll have the opportunity to hire a bicycle from us to cycle to work and you won't pay National

- Insurance or tax contributions on what you spend up to £1,000.
- Season ticket loan – after your probationary period, we'll give you an interest free loan that you'll pay back straight through payroll each month.
- Financial Services Benefits via Police Mutual.

Police officers are often eligible for Key Worker Housing which can help you to get on the property ladder through government backed low cost ownership options.

OVER 1,100 DIFFERENT ROLES

There are four different ways to join the frontline of BTP:

- Police Officer
- Transferee
- PCSO
- Special Constable

It is the vital role of our Police Staff to support the operations of our Force. It takes every one of our 1400+ police staff to ensure our 3400+ officers can police 10,000 miles of track and face all of the challenges they meet. This takes leadership, policy development, national strategic planning, monitoring, quality control and advice functions for the organisation.

Our key departments are:

- People and Development
- Information Services
- Learning and Development
- Finance and Procurement
- Corporate Communications

WE WANT TO HEAR FROM YOU!

We have a positive equal opportunities policy to ensure all applicants are treated fairly. We welcome applications from all areas of the community regardless of age, disability, race, colour, religious belief, marital status, gender or sexual orientation.

We work closely with Support Groups when we arrange recruitment campaigns, on the

impact assessment of new policies and procedures or how to adapt the working environment.

POLICING AT HEIGHTS TEAMS

The Policing at Heights teams were set up to undertake a range of tasks including searching at heights, removing protesters and discarding of flash advertising.

TERRITORIAL POLICING AND SUPPORT UNIT (TPSU)

The TPSU oversees our local Police Community Support Officers (PCSOs), Railway Safety Accreditation Scheme and Special Constabulary.

COUNTER TERRORISM SUPPORT UNIT (CTSU)

The CTSU consists of the following multi-disciplined teams:

- Explosive Search Dogs Section
- General Purpose Dogs Section
- Armed Policing Capability
- Special Movements Section
- Specialist Response Unit

POLICE DOGS UNIT

Our police dogs provide a vital supporting role to reduce crime throughout the UK. They are trained to track suspects from crime scenes, chase and detain offenders, search for property at or near crime scenes and search for missing persons. They can also detect explosives, drugs, cash and firearms.

The Police Dogs Unit is broken down into three sub-sections:

- Central Operations General Purpose (GP) Dog Section
- Outer-London Police Dogs
- Explosives Search Dog (ESD) Section

ARMED POLICING CAPABILITY

Following the terrorist attacks in Mumbai and based on the current threat from International Terrorism being at "substantial" BTP created its own Armed Policing Capability.

Since 2012 key locations have been routinely patrolled by our highly trained armed policing officers. They are supported and are able to support colleagues in surrounding Home Office Forces upon request.

The safety of the public and staff is of paramount importance and these officers form part of the Counter Terrorism Support Unit who carry out high visibility patrols providing reassurance and a visible deterrent against terrorism on the railway.

SPECIAL MOVEMENTS SECTION

Special Movements Section, whose main role is to provide policing support to the Royal Train, VIPs and strategic military movements by rail. They work in partnership with the Royal

Household, MPS Royalty Protection group, other police forces and the rail industry. They also offer guidance about counter terrorism to areas and police stations.

SPECIALIST RESPONSE UNIT (SRU)

SRU officers are police officers first. They deal with other incidents on the railway, including robberies, thefts and fatalities. However, their additional training and skills mean they can respond to specific incidents when needed. They respond to reports of unattended items on the railway. They assess packages, bags and ambiguous substances such as unusual smells, powders, liquids and chemicals.

SPECIALIST UNIT, SPECIALIST EQUIPMENT

Our SRU is unique within British policing because of the broad spectrum of incidents that they respond to.

They use mobile 3D X-ray machines to examine unattended items. And, in the unlikely event of a chemical incident, SRU officers wear chemical resistant gas tight suits and deploy a hapsite to analyse the atmosphere and establish what specific chemical has been used. Our chemical agent monitors were designed for the military – they tell officers whether a substance is a threat or not



© Willy Barton / Shutterstock.com

CONTINUED >>

PUBLIC PROTECTION UNIT (LONDON NORTH)

This unit was set up to help officers to co-ordinate activities around suicide prevention, child protection, domestic violence prevention, sex offender management and mental health liaison for London North area.

PUBLIC PROTECTION UNIT (LONDON UNDERGROUND)

This unit consists of the Sexual Offences Unit and the Workplace Violence Unit.

SEXUAL OFFENCES UNIT

This unit investigates incidents of sexual assault or some cases of Outraging Public Decency on the Underground.

WORKPLACE VIOLENCE UNIT

This unit has specialist knowledge of Honour Based Violence, Domestic Violence, Stalking offences and the DASH Risk Assessment Model. They collect statements, provide stills and storyboards from CCTV for London Underground staff crime.

DISASTER VICTIM IDENTIFICATION (DVI)

Since the Potters Bar crash of 2002, a great deal of work has been done in Britain and internationally to improve DVI.

Part of BTP's strategy in dealing with body identification after a disaster has been the deployment of a body recovery team. This is made up of officers from different areas who come together when the need arises.

FAMILY LIAISON OFFICERS (FLOS)

Our FLOs are specially trained to provide a two-way flow of information between bereaved families and our investigation teams. They help support the family through the police investigation, answer questions and gather important information about the person who has died.

After a fatality on the railway, it is vital to gather a full picture of what happened as soon as possible, so that we can establish the cause and circumstances of their death. Our FLOs help us to do this in a way that is best for their family and friends.

WITNESS CARE UNIT

Each Witness Care Officer acts as the single point of contact for a victim or witness. They assess the individual needs of a victim or witness and update them or the officer in charge about the progress of the case.

They also make arrangements for the victim or witness to attend court if they are required to give evidence and refer them to external organisations if they need more support.

SCIENTIFIC SUPPORT UNIT (SSU)

The SSU is responsible for recovery, collection and submission of items for forensic examination and identification. They comprise

of several departments, all providing specialist advice and guidance to officers at all levels on forensic matters.

HI-TECH CRIME UNIT (HTCU)

The HTCU is responsible for retrieving electronic evidence from digital devices, such as computers, mobile phones, SIM cards, memory cards, satellite navigation, USB devices, digital cameras and gaming consoles for use in court. They also provide technical advice and support to other officers working with digital media.

FORCE TECHNICAL SUPPORT UNIT (FTSU)

The FTSU provides covert technical equipment and expertise to assist with the prevention and detection of crime or disorder. For example, they can provide listening devices. They support and work in partnership with the Area Technical Support Units (ATSU).

CCTV INTELLIGENCE UNIT

This was set up in 2005 to monitor the 15 mainline London terminals for intelligence-gathering purposes and to help Officers with ongoing operations, live monitoring and pre-planned events.

ECONOMIC CRIME UNIT

The Economic Crime Unit is made up of three specialist units who deal with different aspects of financial crime

across the force, these include; corruption investigations, payment fraud and major fraud.

OUR VISION

"To deliver a first class, specialist policing service for the railway and to be recognised by our customers as providing excellent value for money."

OUR MISSION

"Our mission is to protect and serve the railway environment and its community, keeping levels of disruption, crime and the fear of crime as low as possible."

Our Values

- **Integrity and Respect:** acting with honesty and authenticity, demonstrating respect and understanding.
- **Common Sense:** taking a sensible and practical approach and challenging bureaucracy.
- **Trust and Confidence:** promoting confidence in BTP and the Policing Service, providing a reliable and consistent quality of service.
- **Determination:** always strive to achieve the best results for our force, the railway and the public.
- **Professionalism:** providing smart, skilled and consistent service at all times, representing BTP in the best light.
- **Pride:** take pride in working for BTP and serving the community.

NARPO

the voice of retired police officers

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



Free Advice

- Police Pensions
- State Benefits
- Computing • Taxation

Excellent Member Services:

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



NARPO | National Association of Retired Police Officers



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!

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.

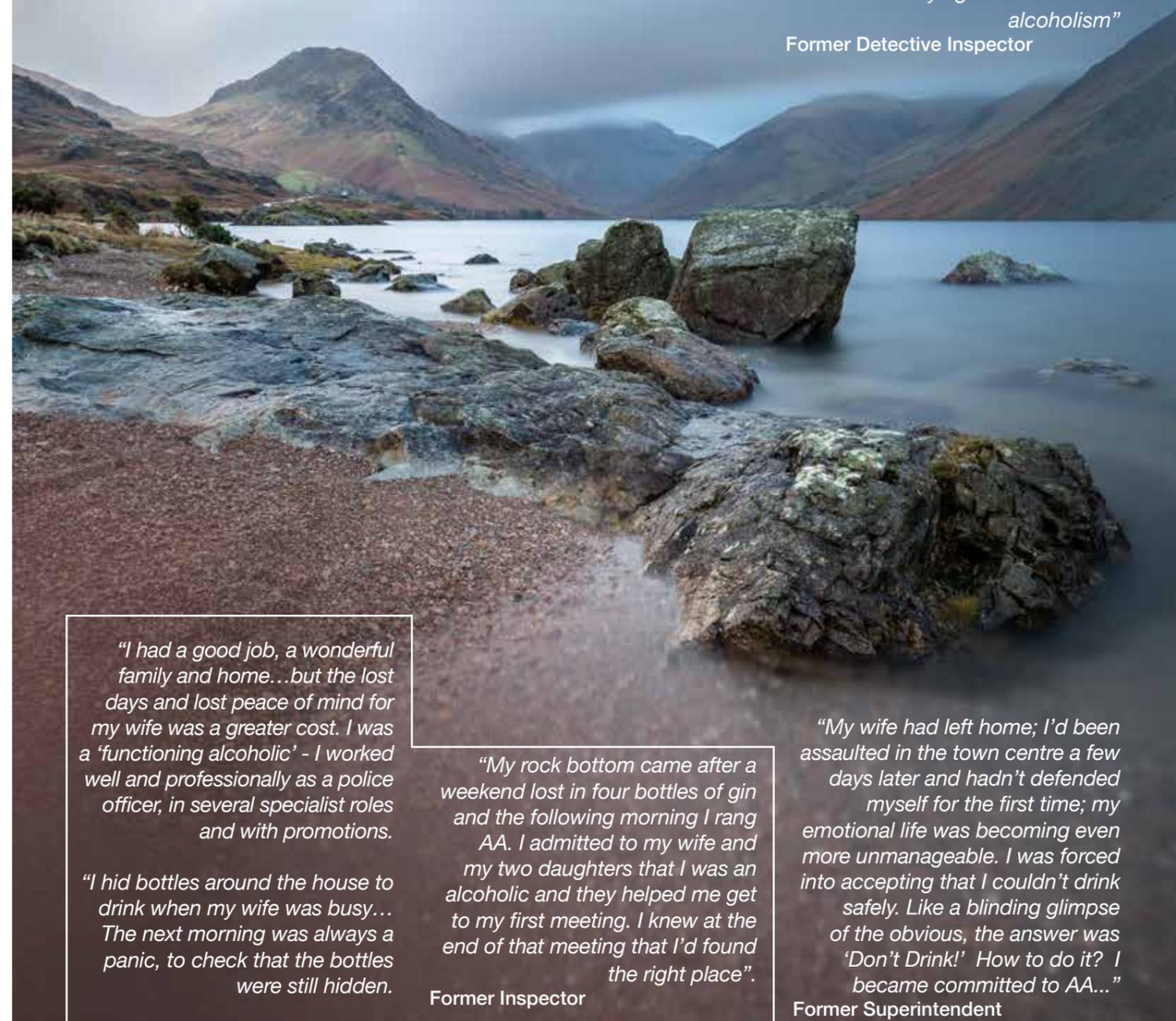
Do you want help with a drinking problem?

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.

Former Inspector

"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".

"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

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



FCO SERVICES

Part of the Foreign and Commonwealth Office

YOUR JOB, BIGGER

We are FCO Services. As part of the Foreign and Commonwealth Office (FCO), we're a trusted global supplier of secure products and services - whether it's logistics or IT; construction or technical security - to UK and international government bodies. Our work is vital. It ranges from building and repairing embassies to securing government servers; from transporting government deliveries to translating for diplomats. It's work that protects our nation's interests all over the world.

Although we're civil servants working within government, we generate our income mainly by providing services for the rest of the FCO (our biggest customer), other government departments and friendly foreign governments. We control our own budgets and revenue, and we invest surplus funds back to grow our business and to feed into the FCO as our owner. It gives us the sense of purpose that comes with public sector work while being part of a commercially minded organisation.

WHAT YOU MIGHT DO

Over 1050 people work for us worldwide, delivering all kinds of projects. Our Project Delivery teams are at the heart of the action, whether that's rolling out secure WiFi in government buildings, restoring an 18th Century embassy, or delivering secure technology to the world's most isolated areas.

Right now, we're looking for Project Managers (PMs) who can make sure we deliver on time and on budget; people up for the challenge of high-profile, nationally

important work that involves watertight security and specialist expertise. For instance, our IT and Digital PMs work on services and systems that might move sensitive government data from legacy units to the Cloud, all without disrupting day-to-day work. Meanwhile, our construction projects might work with Seismic Engineers to earthquake-proof a seat of government.

It means huge variety. PMs could be working on a project to restore the roof of an historic building in Europe, then relocating an embassy into two floors of a modern skyscraper in Asia. That means having - or developing - a host of skills, processes and approaches. Then there's the variety that stems from working on projects in different regions. The legislation, weather conditions and logistics that affect a project in, say, Paris, won't be anything like considerations in Nepal.

But whether our PMs are focusing on sustainability, relationships, secure transportation of goods or any of the many aspects of a project, they're always managing customer expectations and effectively managing resources - from the first sketches to the final handshake.

WHY WORK FOR US?

It's not just because our work is extraordinarily important. Nor because our projects are so varied, complex and unusual. We offer even more on top of that.

Plenty of training and support

With everything from workshops to mentoring to digital courses, we offer extensive opportunities for you to own your own development and continuously grow. Specific options that help our PMs stay ahead of the curve include support to maintain qualifications like Prince2 and PMI, and to maintain their APM Continuing Professional Development commitment.

Exceptional working facilities

At our sites in Hanslope Park, near Milton Keynes, and central London, we've created working environments that offer exceptional facilities, wellbeing options and support networks. They include onsite nurseries, discounted gyms and fitness classes, and wellbeing rooms.

The chance to travel

We deliver 70% of our products and services to overseas customers, including embassies in 168 countries. Having said that, our IT and Digital PMs tend to do all their work in the UK, although they may well visit sites overseas to understand the big picture.

If you work in General or Construction Project Management, you'll usually visit your projects for a few days at a time. But unlike UK-based construction, you won't be able to pop over on the spur of the moment to check on progress. You'll need to keep a handle on it all, even at a distance.

A good work/life balance

We do our best work when we can balance our workload with our personal lives. So we offer everything from flexible working to family-friendly policies, and supportive paid and unpaid leave.

A welcoming, inclusive culture

We're creating a culture that appreciates us for who we are, supports us to do our best work and recognises us for the contribution we make. We're proud that, in 2018-19, we saw more representation from every cultural group. More equality. More promotions. And more colleagues than ever who felt they could be their whole selves.

Find out more about joining us in Project Delivery - or in any other area of our business - at fcoscareers.co.uk



The training arm of Cerco IT

The Tec Train

Training and developing people to succeed. We do this by taking candidates with the best potential and train them to a high standard in both technical ability and customer service.



FREE 5 DAY I.T. VOCATIONAL TRAINING COURSE

We offer a **FREE** Fast Track I.T. Training Course to Ex-Forces who believe they are suited to begin a career as an I.T. Field Engineer.

All the courses are held at either our Head Office in Crewe, Cheshire, or at our Uxbridge Training Centre, just outside of London. They are facilitated by our training team who have over 20 years of IT experience between them.

Previous IT experience has never been a pre-requisite of ours provided candidates are able to pass a thorough evaluation process together with our intense 5 day practical training course. This model consistently produces candidates with a high level of motivation, dedication, technical ability and strong customer service focus.

Employers are constantly looking for high quality vocationally trained candidates to ensure they have the knowledge to do the job and to not just pass the exam. We are at the forefront of this type of training, working alongside our sister company Cerco IT Ltd to provide placements for successful candidates.

Other courses we provide:

- Cyber Security
- Certified Courses:
 - QA Level 1 Award in Health and Safety in the Workplace
 - QA Level 2 Award in Health and Safety in the Workplace
 - QA Level 2 Award in Principles of Manual Handling
 - QA Level 2 Award in Safe Moving and Handling

COURSES COMING SOON:

- | | |
|------------|-------------------------|
| Office 365 | First Aid at Work |
| Azure | Mental Health First Aid |
| | Fire Safety Awareness |

**INTERESTED?
THEN CONTACT US TODAY...**

**www.tec-train.co.uk
Email: enquiries@tec-train.co.uk**



Welcome to The Tec Train

The Tec Train delivers high quality training within the IT industry including; Fast Track Courses, Cyber Security Courses & Certified Courses. We are a technical services business offering a wide range of training courses to highly motivated people looking to advance their careers through personal development. The Tec

Train prides itself in bringing the right people to the IT industry. We assess applicants at all stages to make sure that they are suited to the industry. We offer a range of courses from a fast track entry level IT Field Engineer to Cyber Security, from Health

and Safety in the Workplace to Manual Handling. We pride ourselves on providing the highest quality training at our training centres and we are continually looking to expand our range of courses.

OUR CANDIDATES

At the core of The Tec Train, we believe in offering Ex-Forces a path to start their journey in the I.T. Industry. Our candidates come from differing backgrounds, but they all have the one thing in common; the love of I.T. A significant number of our successful candidates have a background in the Armed Forces. We are committed to supporting all Veterans whether you are an early leaver, reservist or have been medically discharged. If you have served, we know you will be smartly presented and highly committed.

Service leaders have the diverse and relevant experience and excellent personal qualities our customers are looking for. You have been tested in highly demanding and pressurised situations and are used to getting things done quickly and accurately is always a priority. Candidates from HM Forces are self-disciplined, motivated problem solvers who pick up new skills and adapt to new circumstances with ease. You could prove to be our ideal candidate, particularly for clients that have sensitive or confidential projects.

Previous IT experience has never been a pre-requisite of ours provided candidates are able to pass a thorough evaluation process; together with our intense 5-day practical training course and a stringent pre-employment screening process. This model consistently produces candidates with a high level of motivation, dedication, technical ability and strong customer service focus.

The digital age we are living in has seen Cybercrime rise exponentially with over 20 million reported cases worldwide every single day. There has been a 30% increase in the employment sector making Cyber Security the most sought-after talent in 2020. Globally there is a need to protect our networks and data so there will always be a need for these skills. The increased requirement for Cyber Security Specialists means that there is a great earning potential for Entry Level Pen Tester.

CYBER SECURITY

Duration: 4 Days
Location: Crewe Training Centre Or Uxbridge Training Centre

COURSE FORMAT

The training will start with a recap of knowledge the candidates are expected to have in order to contextualise elements of the course. This will include a good balance of practical activity, covering theory and legal elements to ensure that the correct methodology for a penetration test is undertaken each time.

To maintain flexibility, the course is broken down into modules that can be moved around to take into account the potential for mixed abilities in the classroom.

ASSESSMENT

You will be assessed throughout the course through interactive activities and verbal feedback. Any areas for further development are discussed with the candidates at the earliest opportunity. On the assessment module, candidates will complete a practical scenario followed by the requirement to write a written report of findings. This will be scored and discussed with the candidate so that they are aware of their areas for further development. The skills gained from undertaking the course should allow the candidate to sit an external certified exam.

COURSE CONTENTS

Penetration Testing

Methodology

- The purpose of a penetration test
- Scoping the test
- Authority to test (customer, suppliers)
- Compliance requirements (if any)

Legal framework

- Relevant legislation (these will be amended accordingly post Brexit)
- Computer Misuse Act 1990
- Communications Act 2003
- General Data Protection Regulation 2016
- Official Secrets Act 1989

Networking and enumeration fundamentals

- Network architecture types
- Common protocols and services
- Network fingerprinting
- Identification and exploitation of services

Exploitation

- Common vulnerabilities
- Bug bounties
- CVE
- Responsible disclosure

Cryptography

- Common cryptography methods
- Deprecated but often used cryptography methods

Wireless

- Wireless networking protocols
- Packet sniffing
- Packet injection
- Key cracking

Social Engineering

- Common social engineering/fraud attack vectors
- Reconnaissance
- Execution
- Education / Awareness

Website applications

- Common scripting languages
- OWASP Top 10
- APIs
- Assessment tools

Mobile applications

- Android, iOS environments
- Common vulnerabilities
- Security assessment basics

Reporting of findings

- Structuring a penetration test report
- Articulating technical findings in non technical language
- Proposed remediation
- Scoring of risk against the CIA model

Continued Professional Development (CPD)

- Low to no cost options
- Recommended reading
- Premium options

Upon successful completion of the course, candidates may have the possibility of contracting or permanent work as an Entry Level Penetration Tester.

Courses

FAST TRACK - IT

Duration: 5 days
Location: Crewe Training Centre or Uxbridge Training Centre

We provide a one-week training course for people who are looking to get into IT, or as a refresher for those who are looking to get back into the IT industry. Our course is held in a classroom-based environment with access to trainers who are readily available to help the students.

We make the course as 'hands on' as possible where each student has their own desktop PC. We limit the number on each course to a maximum of 12 students at our Crewe Training Centre and a maximum of 8 students at our Uxbridge Training Centre to ensure you get the most out of the course. Not only will you learn about IT, ranging from hardware, operating system installation and configuration, to networking and fault-finding but also what it is like being a Field Service Engineer, and how to deal with customers. The Fast Track will give you a great start on your journey to progress onto our Cyber Security course.

COURSE CONTENTS

- Health and Safety
- Electrostatic Discharge
- PC Hardware Connections
- PC Data storage
- PC Memory
- How to strip down a PC
- Thin Clients
- The ROM BIOS & CMOS set-up
- Scripted install of a Windows 10 image
- WDS Install of Windows 10
- Windows 10 Configuration
- Command Line
- Putty/Hyper Terminal
- Servers

Network Basics

- Network Media
- Network Topology
- Network Standards
- Hubs, Switches and Routers
- Network access methods

Windows Networking

- Network configuration
- Joining Windows domains
- Wireless networking, installation and configuration

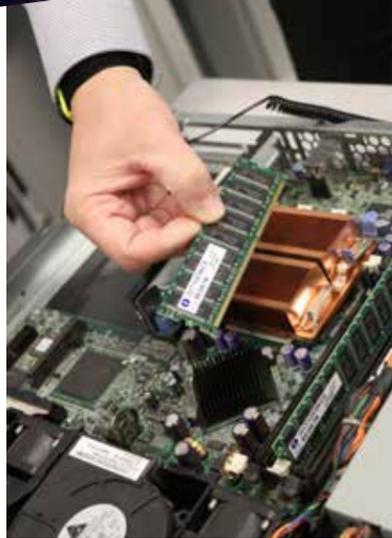
TCP/IP Networking

- Name resolution
- IP Address resolution
- Routing
- DHCP
- TCP/IP Configuration

and Troubleshooting

- Logical fault finding/trouble shooting
- Laser Printing
- Printer Installation in Windows
- EPOS Awareness
- Customer Care
- How to be a good Engineer (following processes, timekeeping etc)

Upon successful completion of the course, candidates may have the possibility of contracting or permanent work as an IT Field Engineer.



For the latest information please visit
www.tec-train.co.uk.
Tel: 01270 212951
Email: enquiries@tec-train.co.uk



Civil Nuclear Constabulary

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

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

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

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

DIFFERENT SITES, DIFFERENT ROLES

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

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



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

What can Service-leavers bring to the CNC?

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

What does the CNC offer as an employer?

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



APPLICATION PROCESS

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



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



SALARY AND BENEFITS

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

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

BENEFITS

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

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

Final contribution salary pension scheme
Corporate bonus scheme



DETER, DEFEND, DENY, RECOVER



THERE'S A UNIQUE PATH TO BECOMING A POLICE OFFICER

IT STARTS HERE

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

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

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



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

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

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

DETER • DEFEND • DENY • RECOVER

WE ARE WYPOLICE RECRUITING

- Start** ○ Prior to the application process opening anyone can register their interest to transfer to our force via the website. www.westyorkshire.police.uk/recruitment/transferees/transferees-expression-interest
- Week 1** ○ **Application process opens**
Available to all officers wishing to transfer to our force. Generally the recruitment window is open 3 - 4 weeks.
- Week 4** ○ **Recruitment window is closed**
Applications are reviewed (paper sift).
- Week 5 - 6** ○ You will hear back about your application, unless we need further information (photographs of tattoos etc).
- Week 8 - 10** ○ If you are successful, you will be invited to attend an interview.
- Week 11 - 20** ○ If successful at interview, you will be asked to attend a Physical Fitness, Medical appointment, provide employment references and go through the vetting process.
- Week 20** ○ Checks completed, offer of appointment made.
- Process takes approx. 5 months, depending on the factors around OHU, vetting etc.
- It's official!** ○ Once appointed - A position on a conversion course is allocated. This is generally a three week course (non-residential).

Police Scotland, MOD, CNC, Channel Islands and Isles of Man will be allocated to a non-residential 23 week course (13 weeks at training school, 10 weeks in district).

Shift work commences when you land in district.



Hertfordshire Police transferees

ABOUT THE JOB

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

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

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

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

Once you apply to transfer, you'll find that we can help you realise your ambitions and develop your career. We've tangibly reduced crime rates, and you'll help us ensure that this continues.

In the process, you'll have the opportunity to raise your profile and take on serious policing challenges. More than that, you'll do it in a unique and picturesque setting that balances busy urban centres with rural villages.

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

APPLICATION STAGES

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

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

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

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

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

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

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

ELIGIBILITY CRITERIA

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

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

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

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

PRE-APPOINTMENT CHECKS

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

PAY AND BENEFITS

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

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

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



not already receiving housing or transitional rent allowance.

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

WORKING WITH US

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

BENEFITS

Work/life balance

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

Sports and Social Club

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

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

Police Credit Union

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

UNISON

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

Police Federation of England and Wales

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

OUR COMMITMENT TO OUR COMMUNITY

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

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

Recognising and drawing on our differences makes us better as a police force, so we actively look to bring out the best in each other, as individuals and as teams.

It's vital that we act as ethical and professional public servants, and we encourage all our staff and volunteers to stand by our Code of Ethics.

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

SUPPORT IN THE WORKPLACE

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

Hertfordshire Black and Asian Police Association (HBAPA)

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

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

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

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

Hertfordshire Association of Muslim Police (HAMP)

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

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

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

British Association of Women Police (BAWP)

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

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

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

Engage support Group for women

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

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

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

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

Keystone (Support group for LGBT officers and staff)

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

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

For further information you can email Mark Smith in

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

Disabled Police Association/enABLE

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

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

Pagan Police Association (PPA)

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

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

Christian Police Association (CPA)

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

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



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 former Hertfordshire officer Tony Munday.

We are ably assisted 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!)

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

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.

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!





NCA

National Crime Agency

WHO WE ARE

Organised crime is one of the greatest threats to the UK's national security. Our role is to protect the public by disrupting and bringing to justice those serious and organised criminals who present the highest risk to the UK

OUR MISSION

Organised crime is one of the gravest threats to our national security - blighting communities, ruining lives and costing the UK well over £20 billion every year. Organised crime can feel distant from most peoples' day to day lives, but it affects us all. From the sexual exploitation of children to the smuggling of illegal firearms, cyber crime, human trafficking and modern slavery - serious and organised crime is everywhere.

Our role is to protect the public from the most serious

threats by disrupting and bringing to justice those serious and organised criminals who present the highest risk to the UK.

HOW WE WORK

Serious and organised crime is a global phenomenon. Threats such as cyber crime, modern slavery and organised immigration crime do not respect borders and cannot be tackled in isolation. The partnerships we've built with police, law enforcement, the public sector, private industry and internationally are fundamental to our success.

We lead our own operations, develop and disseminate intelligence to partners, support and coordinate national and international activity, recover assets and prevent and disrupt criminal activity. We also provide specialist operational capabilities such as offender profiling and serious crime

analysis to support police and partners in law enforcement.

We operate across the UK, respecting the devolution of policing in Scotland and Northern Ireland.

OUR PEOPLE

Our 4,200 officers are based across the UK and in strategic locations around the world.

There's no such thing as a 'typical' NCA officer. We come from different backgrounds and cultures, speak different languages and have different skills and experiences.

Our diversity is one of our greatest strengths. Our officers work in a wide range of roles, from investigations to intelligence, child protection, strategy, communications, facilities and finance. Whatever their role, all of our officers play a vital part in the success of our mission.

What unites us and motivates us is our dedication and commitment to protecting the public from serious and organised crime. It is our privilege to do so. We are proud to protect.

WHO WE'RE LOOKING FOR

There's no such thing as a 'typical' NCA officer. The breadth of our capabilities mean that we recruit people from virtually every walk of life, from police to project management, crime analysis to commercial procurement. Our diversity is one of our greatest strengths.

Some of our roles require particular qualifications - for example, a vacancy for an experienced investigator may require you to have PIP2. Where that's the case the advert will make it clear. For many roles however, we're looking for the right skills and qualities you may have developed from life experience as much as your professional background.

AGE AND NATIONALITY REQUIREMENTS

There's no upper age limit to becoming an NCA officer, but you must be at least 18 years old. All new starters undergo a health screening as part of pre-employment checks to check that you're fit enough to perform in the role. As long as you're fit enough and have the skills and experience we're looking for then age isn't a barrier.

You must however meet Civil Service nationality standards to join the NCA. We'll normally only appoint nationals from the UK, Republic of Ireland, the Commonwealth and the European Economic Area. You also should not have spent significant periods of time abroad immediately prior to your applications.

These requirements should be met for all NCA posts. Specific nationality and residency requirements for specialist roles will be listed in the advert.

© Photographee.eu / shutterstock

PLACEMENTS AND TRAINEES

On occasion we recruit for entry-level investigator and intelligence career pathways. From time to time we also offer student placements. All vacancies will be listed on this page and on the Civil Service Jobs website.

While there isn't an NCA-specific graduate scheme we're part of the Civil Service Fast Stream for graduates. For details of this please see the Civil Service Fast Stream website.

We also offer placements for Armed Forces personnel facing medical discharge under our Wounded, Injured and Sick Service Personnel (WIS) programme. The WIS scheme, launched in 2010 to provide placements to troops on rehabilitation programmes, helps veterans in the transition from military to civilian life, while providing the NCA with a unique source of acumen and life experience.

If you're leaving the Armed Forces on medical grounds and are interested in a placement with us speak with your Career Transition Partnership Manager or Commanding Officer.

WHERE WE'RE BASED

We have locations all over the country. Some roles have to be based at specific locations whereas others are more flexible.

The best way to see if any roles are in your area is to search for jobs at the NCA on the Civil Service Jobs website and filter by location.

TRAINING AND SUPPORT

Wherever you start out, we commit to developing and supporting all our officers and offer career pathways that maximise potential. An NCA officer can take on many roles in different areas over the course of a career with us.

Throughout your career you'll have access to the very best training and development - from initial induction to professional development, management skills and specialist training.

As an agency that works from a national to global level, we also offer some unique and interesting opportunities in the law enforcement field.

INCLUSION, DIVERSITY AND EQUALITY

We're committed to the principles of equality and diversity, and welcome all applications. Flexible working options are considered, dependent on the duties of the role in question. All appointments are based on merit.

If you require further assistance, please email the recruitment team at central.recruitment@nca.x.gsi.gov.uk.

'A DAY IN THE LIFE'

The National Crime Agency offers an incredibly broad range of career opportunities and attracts officers from diverse backgrounds.

To illustrate the type of roles our officers perform we have published a series of 'Day in the life' testimonials from serving NCA officers.

In this issue we look at 'A day in the life' - Anti Kidnap and Extortion

The only really consistent thing about being an on-call officer in the Anti Kidnap and Extortion Unit (AKEU) is that no two days or nights are the same. When the phone goes, I have no idea what it is going to be. It could be a call about products allegedly being poisoned, or a British national kidnapped abroad, one of our partners wanting some advice, or someone asking me to go to an operational meeting or a conference on the other side of the globe. It's



not formally on the role profile, but "expect the unexpected" should really be in the job description for anyone doing this job.

The AKEU primarily deals with three main threat groups: criminal kidnap (so for a ransom, rather than for any political or terrorist reasons); blackmail and product contamination; which can cover a whole host of things, from sextortion to businesses being targeted. Most of the time we're supporting and providing tactical advice to partners, such as local forces, the Foreign Office, Europol, Interpol and the United Nations, but we do lead on investigations too, coordinating the law enforcement response to crimes in action, often involving multiple agencies and teams, responding in a tight timeframe with life threatening consequences.

One of the principal skills for the role is having proven investigative training. When we look for new people, that's always what we're trying to find. These are complex, multi-faceted investigations happening against a ticking clock, so having well-honed investigation skills, and the tenacity to get to the

bottom of a tricky problem, is crucial. I've been in law enforcement for 20 years, and go way back, starting my career off in a force, moving to the Regional Crime Squad, and on through the agencies that followed.

As well as working closely on kidnap cases, we're also called on to deliver training to private companies, and other organisations. I've delivered training in Pakistan and Nigeria as well here in the UK. Our small unit is recognised as the world leader in what we do, so we're often called on to speak at conferences, or weigh in on complicated cases.

When I'm on call, it's from 8am on a Monday till 8am the following Monday. For that period I clear my diary, although between cases I'll be at my desk trawling through admin and emails. You could get a call at 9am on a Sunday and be on a plane travelling across the world by 5pm. There's also no set timescale on anything we do - we've had kidnap cases that are over within an hour, but our longest-running case was 13 months.

This is an incredibly exciting job to do, and it's gratifying to have such a strong international reputation - to be recognised as the leader on the world stage. That said, we're always learning and improving, and when officers join our team, they bring something new to the table. The support that I get from my colleagues is so important - whether it's emotional support following a tough case, or brainstorming ideas when we've hit a roadblock in an investigation, we know we can rely on each other. And while the hours can be tough and unsocial, the balance between my home and work life is important and something I keep in mind. I'm pretty sure I have one of the most interesting jobs in law enforcement, and the variety certainly keeps me on my toes; but that satisfaction of going home, knowing that you've helped keep someone safe and alive - it just can't be beaten. ●





#covid-19

Virtual pandemic recruitment tactics will remain post-COVID

Two thirds of TA and HR leaders have made use of virtual recruitment tactics with 82% intending to retain new methods.

Two thirds of businesses have successfully interviewed, offered and onboarded new starters virtually during the COVID-19 outbreak, according to an international survey of senior business leaders across industries.

The Future of Work Survey by Cielo, the world's leading Recruitment Process Outsourcing provider, found that companies' talent acquisition (TA) teams have embraced new recruitment practices in recent months with

59% interviewing candidates over video, 65% extending offers without having met their candidate in person and 67% managing starts remotely with a programme of virtual onboarding.

Respondents indicated that an increased focus on virtual recruitment processes have been successful with many tactics set to stay post-crisis. The majority (82%) of hiring managers will continue interviewing candidates by video, with 41% happy to onboard starters virtually and

32% confident in making offers without first meeting face to face.

The success of remote working has opened up previously unavailable talent pools to TA teams with 64% of hiring managers now more willing to consider remote workers.

The survey, commissioned to explore the long-term impact of the coronavirus crisis on the future of work, found that the resulting reliance on technology is also here to stay. More than two thirds (69%) of respondents felt

that TA dependence on advanced technology would remain after it was no longer necessary with 48% believing it will increase the ability to accommodate remote onboarding, 59% believing it will expedite talent acquisition and 29% of hiring managers choosing to recruit and onboard remotely. Just 3% saw an increased reliance and abundance of technology as negative with 7% believing it would make onboarding harder.

While 25% of respondents have the appropriate systems for virtual onboarding in place, others anticipated work is needed to prepare for a more technology-based recruitment system. Training for hiring managers (67%), new induction/onboarding programmes (56%), HR team training (39%) and increasing privacy and security systems (40%) were all cited as areas for consideration.

Respondents felt that the combined impact of increased technology and remote working will result in quicker and more streamlined, effective recruitment (59%) and cost effective (60%) processes. However, 21% worried that drop off rates would increase at the earlier stages of hiring and 62% believed companies would need to work harder to stand out amongst the competition.

The survey revealed a belief that permanent changes to the working model would result in companies focusing more on internal talent from reskilling to promotion (42%). Combined with a market where companies struggle to remain attractive to prospective candidates, this could cause the jobs market to shrink with candidates choosing to invest in their current employers rather than looking at new opportunities.

However, almost all survey respondents (97%) believed that the pandemic will result in the essential creation of new jobs and roles that do not currently exist as the economy finds its feet, which is sure to give the jobs market a boost.

Seb O'Connell, President EMEA of Cielo, said: "The pandemic has catapulted organisations years ahead technologically in mere weeks.

"Our essentially increased reliance on technology opens more doors for those looking for new talent. Hiring managers will now be able to consider people located further away – even in different countries – while also having cause to look more carefully at their existing talent for upskilling and promotion.

"The ease of adaption to virtual interviews, offers and onboarding on both sides of the equation has streamlined recruitment and cut costs. TA and HR leaders will, once new programmes and systems are in place, benefit from the radical advancement in technology utilisation."

Top CV tips for the over 50s

So to help the over 50s land their dream jobs, experts at *resume.io* have provided their top tips for cv writing...

REMOVE NON-ESSENTIAL INFORMATION

Under the Equality Act of 2010 it's illegal to discriminate against someone based on age, so you don't have to state your age if you don't want to. Employers will choose the individual best suited to the role, so allow your skills, experience and passion to take centre stage instead.

Your specific address (general location is fine), personal circumstances and photos can also be removed. These don't explain why someone should hire you and instead fill valuable space you could be using to sell yourself. Speaking of which...

RESTRICT CVS TO TWO PAGES

Now more than ever before, jobs are extremely competitive. At best, recruiters spend around 7 seconds to scan a cv; at worst they'll use a machine to do it for them. So applicants need to stand out as quickly as possible. Highlighting your skills, experiences and interests in a concise manner is more likely to maintain interest.

AVOID BLOATING BUZZWORDS

Contrary to popular belief, cutting down on bloat words doesn't make your cv less interesting. Cvs should be tailored to each job, using only the relevant skills for the application. Research each vacancy beforehand to handpick the best skills to target and jumpstart you higher up in the list.

EMPHASISE EXPERIENCE OVER AGE

Experience is often preferred to education. Showing you have years of developed skills is better than a degree in something less

relevant. Strike a positive tone and list key abilities before academic qualifications on your resume for the recruiter to see this first.

INCLUDE A PROFESSIONAL SUMMARY

An even better way to grab attention from the get-go is to start with a professional summary: a concise overview of you and your talents. The benefit of this is the hirer has everything they need in a tightly worded package, which they can expand on if necessary.

SELL YOUR TECHNICAL SKILLS

Employers need to know that you're as technically proficient as someone 20 years younger. Prove that you're up to date with the latest tools and platforms by including them in your cv. This includes skills you've learned in lockdown - research by the Knowledge Academy states it can take as little as 10 days to learn a new technical skill!

Just remember to avoid unnecessary jargon or 'inside lingo' that some hirers may not understand, and break technical content with softer skills to add a human feel.

NETWORK NETWORK NETWORK!

Most job applications are now online which, depending on your expertise, may not be ideal. But that doesn't mean it's what you must rely on. Also referred to as the hidden job market, some research suggests as many as 70% of jobs aren't posted online. If you're used to the word-of-mouth approach to secure a job then keep practicing this alongside online applications.

IF CONTENT IS KING, THEN DESIGN IS ITS QUEEN HOW A CV APPEARS IS JUST AS IMPORTANT AS THE INFORMATION IT PROVIDES

so a good visual balance will mean the reader focuses on

what matters the most: your qualifications. Keep your CV polished by incorporating bullet points, short summaries, and a mix of formats for clarity. Make it visually pleasing but avoid overly elaborate designs.

There's got to be a better way...

The Services recruit, train, develop and employ people in roles that are demanding, physically and mentally challenging, occasionally traumatising and frequently in austere conditions and/or environments.



Positive Transition is well into developing a platform aimed initially at service men and women leaving the Armed Forces and then looking to work closely with the Emergency Services to provide a platform for people resettling from there.

The platform, referred to as +t (Plus tee), will be available via web and mobile devices providing the practical support in identifying and preparing for a second career, managing the practicalities of life and also supporting in the wellbeing aspects of such a life changing event. The service will be made up of modules of support that will be available based on some basic survey questions, and then provide a bespoke dashboard view for individuals to manage their own transition and resettlement experience.

This dashboard view with early User interface shows the modules available. Many are interrelated and connected and so, the platform can support in providing holistic and relevant information as required.

TRANSITION/RESETTLEMENT MODULES

People moving from a career in service often find it difficult to identify a second career and then determine the transferable skills that they have developed during service. The issue then becomes how you articulate those skills in a format relevant to the role you would like to undertake. The employment support on +t takes the user through a process of understanding who they are, how they work, what kind of work they find fulfilling and then recommends some suitable roles. From there, information can be collated about the roles that are of interest and provided in a comparison table to support

in decision making. Once the user has identified 1 to 3 specific roles, then the platform provides support in CV writing and Interview techniques. The digital media in video or audio format can be saved to the "Kit Bag" on the profile, and this will upload to the mobile device with the licence to stay on there for a set period. After that period, the file will self-delete from the device avoiding application bloat.

For people that are relocating, there is advice and guidance available on the new area, with details around health services (GP's, Dentists etc) and schools in the location. The GPs and Dentist information can also be accessed for when people are working or holidaying away from home.

COLLATED INFORMATION ON LOCAL SCHOOLS.

Life changes are incredibly stressful periods and so, critical to the resettlement process is wellbeing. The +t platform provides a wellbeing checker for people to gauge how they are feeling ensuring that they pay attention to it and ask the questions of themselves rather than just battling through. Where people start to identify a build-up of stress, then there are low level exercises and techniques available in the wellbeing module. If people do not engage with these exercises, then there will be in app notifications and reminders that looking after yourself is essential to a positive outcome.

POSITIVE TRANSITION IS CLOSE TO DELIVERING THE MVP AND LOOKING TO START BETA TRIALS IN THE NEAR FUTURE

While it is aimed at the Public Services community, Positive Transition is in talks with other possible customers where career change is having an impact on the mental health and wellbeing of the people involved. The digital platform ensures that people are empowered to take ownership of their own life management and

also have the ability to reach out to support as and when they need. Professional Sport, First Career, Independent Living and Living with Life Changing Injury or Illness are just some of the potential markets being looked at. In the longer term, a "lite" version of the service could be available for other life change situations such as Marriage, Divorce, Bereavement and even House Move. All situations that are recognised as being stressful down to the amount of information needed and actions to be performed in a timely fashion, and all on top of the normal life activities such as work, family, home and garden.



 Positive Transition

For more information, go to the website www.plus-t.co.uk.

Or email info@plus-t.co.uk



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

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

WHAT ARE THE ENTRY REQUIREMENTS?

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

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

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

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

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

Angela Jackman, Course Leader, City Law School.

WHAT DOES THE DEGREE LEAD TO?

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

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

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

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

WHY CITY, UNIVERSITY OF LONDON?

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

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

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

WHY CILEX LAW SCHOOL?

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

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

owned by the Chartered Institute of Legal Executives.

WHAT WILL I STUDY?

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

HOW IS THE COURSE DELIVERED?

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

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

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

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



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

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

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

HOW OFTEN DO I HAVE TO ATTEND CLASSES?

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





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

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

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



City, University of London in partnership with CILEx Law School



Exciting times for Emergency Services Career Transition (ESCT)



The past few months has seen a whirlwind of activity for Emergency Services Career Transition (ESCT).

At our recent Advisory Panel meeting we were pleased to introduce our new Strategic Partner Director, Ren Kapur MBE, to the team. Ren brings with her a wealth of experience in supporting people transitioning into civilian careers, with Enterprise Learning and Self Employment, through her organisation X-Forces Enterprise. Ren said

'It's a privilege to work with ESCT and the board members. Providing business knowhow and access to networks cannot be underestimated whether the decision is to work for someone

or start a venture of your own. Having built the largest enterprise community for the armed forces, and their families, in the UK, we were determined to create the same for others who have served, plus their families, and I am delighted to join ESCT to make this a reality.'

"X-Forces Enterprise has already supported over 200 people from the Emergency Services and with the partnership, and Ren's appointment, we are determined to reach many more people across the UK" said Gavin McMillan, Director at ESCT.



HERE'S TO THE INAUGURAL PROGRAM KICKING OFF IN GLOUCESTERSHIRE

In addition, we announced the start of the ESCT Programme for police officers in Gloucestershire Constabulary. This Programme is supported by their local Police Federation as part of an overall support and welfare package they offer their members. There are plans in place to roll out our ESCT Programme to other parts of the country over the next six months.

In October we manned a stand at the Police Resettlement EXPO in London, courtesy of Security Cleared Jobs. We were busy all day, listening to police officers and staff who were struggling with coming to terms with retirement, and the lack of support given to them. Many were leaving it right up to the last few months or weeks to start making plans.

Many told us that they were so busy at work that they did not have time to plan their future in any constructive way. We would advocate starting your planning at least two years before retirement. ESCT can help you through this process, recognising your needs and planning at your pace. 'I don't know what I'm going to do', was a regular comment from those who sought our help. This is a common concern for many, and we can help you through this process one step at a time.

Also, in October, we were invited to the Hampshire Constabulary Police Federation Annual General Meeting, where we were able to inform officers on the support available to them, and how ESCT can help access this support as they plan their retirement or seek out development within their organisation.

So, what are we hoping to achieve? The simple answer is to provide a range of services that support Emergency Services staff as they prepare to transition from the Service to the next stage of their life, at no cost to the individual.

THIS INCLUDES BUT IS NOT LIMITED TO

- Helping you explore what retirement or leaving the Service would mean to you and your family
- Reviewing your overall financial situation and future requirements
- Coaching for CV writing and interview skills if you are looking for a new job
- Understanding the power of networking and self-promotion
- Guidance on finding a job or starting up your own enterprise or business, including access to government backed funding

At the heart of what we do is that each service we provide is tailor made to suit your individual circumstances.



HOW CAN WE AFFORD TO DO THIS?

We are able to offer these services completely free, due to the fact that the Government, Charities and Corporates recognise the important contribution that members of the Emergency Services make, as well as how crucial it is to take advantage of the unique skills they have gained in their careers, and so fund ESCT to be able to support the transition into their new lives.

If you are thinking about life outside the Emergency Services, are approaching retirement, or if you even want to simply discuss the options that are available to you; take advantage of the unique platform that has been created by Emergency Service Leavers FOR The Emergency Services, and head to www.esctransition.org.uk to start your journey with us.

EMPLOYER RECOGNITION SCHEME

The Emergency Services Career Transition Recognition Scheme awards companies' who support the UK Emergency Services Community. This can be demonstrated through supportive policies to those who serve, volunteer or have served with the Emergency Services. We also encourage support for Emergency Services families, who are the vital support for people doing challenging work, often with anti-social hours and conditions. We also strongly advocate support for the Emergency Services cadet schemes and we are proud to support schemes such as Citizens in Policing.

ESCT DELIVERS THEIR CAREER TRANSITION PROGRAMME TO GLOUCESTERSHIRE POLICE

ESCT are pleased to be working with Gloucestershire Constabulary

to deliver a six-month Career Transition Programme to 20 of their police officers that are preparing to retire. This Programme is sponsored by their Police Federation Branch as part of the ongoing support they provide to their members from the start of their career to the time they exit the organisation.

The Programme has been designed to take a holistic approach and provide participants with all of the advice and guidance they need to help them plan their retirement. We are not simply looking to discuss their finances, although this is important, but to also consider what they want to do, beyond retirement, and how we can help fulfil their potential as they move into the next phase of their life. The Programme includes a series of seminars, workshops, coaching sessions and ongoing mentoring which each participant can take advantage of at no cost to them. All aspects of the Programme are delivered by appropriate experts, including financial advisors, HR and recruitment leads, networking and social media leads and coaches.

To make sure the services we deliver meet the needs of the participants, the Programme is being overseen by Buckinghamshire New University who will assist us with our evaluation. The Programme is being sponsored by BMW and X-Emergency Services. A range of our supporters from industry, and experts in their field, will be delivering the sessions, including BT, Eight Wealth Management, Datum, QinetiQ, ThinkBeDoLeadership and X-Emergency Services (part of X-Forces Enterprise).

AWARDS

The level of commitment demonstrated by organisations is recognised by a Bronze, Silver and Gold awards system. We are pleased to announce that the first of our Bronze Awards were presented to the following companies last year:

- QinetiQ qinetiq.com
- Ashridge Group Ltd
- ashridge-group.com
- EMW Law LLP emwllp.com
- Bolderwood Solutions Ltd
- bolderwoodsolutions.com
- Red Latitude. redlatitude.com
- CVQO <https://cvqo.org/>
- South Coast Port Services.
- www.southcoastportservices.co.uk

Representatives from each company attended an awards ceremony, hosted by Qinetiq, at their offices in Farnborough. This was a joint ceremony with companies who had signed up to the Employer Supported Policing Scheme.

Each of these companies have demonstrated their commitment to supporting the Emergency Services Community. They recognise the value of employing people who have worked for the Services and the skills they bring with them.





From Law and Order and Engineering to Pulling Pints in the Pub of the Year!

A DESIRE FOR A CHANGE OF CAREER FROM POLICING AND MOTORSPORT ENGINEERING TOOK PARTNERS TOM RICHARDSON AND OLLIE BOULTON ON TO A TOTALLY DIFFERENT PATH - ONE THAT LED DIRECTLY TO THE SMALLEST PUB IN WEST SUSSEX PULLING PINTS!

Tom had decided to become an entrepreneur after 15 years as a police officer. Joining forces with his partner Ollie, a motorsport engineer, they decided to save their local pub from closing down.

Transitioning into business was not that easy. As Tom said, "We faced a few obstacles on the way – mainly financing, mixed with a lot of renovation work which was required due to years of neglect by the previous owners."

Tom and Ollie had the support of X-Forces, which helped them to get the finance needed to purchase the lease for the pub and the initial renovation works. They also received excellent help and guidance during the initial stages whilst applying for funding, particularly with the business plan.

"WITHOUT THEIR HELP WE PROBABLY WOULDN'T BE WHERE WE ARE TODAY."

Since then, Tom and Ollie have come a long way. They both love a challenge. "It is a very full-on

job, 7-days a week, 12-15 hours a day, but it is rewarding. Our hard work paid off – within the first seven months, we turned the pub around from one that opened only a few hours a day, served no food and was losing money, to one that is open all the time, is busy all the time and very popular with locals and tourists alike." Tom and Ollie have since been awarded with the Cask Marque Certificate of Excellence, 5* Beer Marquee Award, and Guinness Quality Accreditation for serving the best possible pint. Not only that, but they have been voted as Pub of the Year in both 2017 and 2019 by readers of the Observer newspaper series. They now also help others to excel in the industry by running the BIIAB ABCQ courses at the pub at competitive rates. They now also help others to excel in the industry by running the BIIAB ABCQ courses at the pub at competitive rates.

WHAT ADVICE WOULD TOM AND OLLIE GIVE TO OTHER PEOPLE THINKING ABOUT BECOMING ENTREPRENEURS?

"Researching the market and local demographics was key. We work hard to make sure we always provide the best quality beer. As a pub that has always been a real ale house, and until recently has never sold any food other than crisps, the quality of the beer is the number one priority. We knew that food needed to be brought in to make the business viable but getting the menu right was also important. We only offer traditional pub grub. Nothing fancy, nothing expensive, just basic pub grub. The locals love it and we are the only pub in the area that does that".

"OUR ADVICE IS TO DO YOUR HOMEWORK! WE MADE SURE THAT WE COMPLETED CERTAIN TRAINING SUCH AS THE BIIAB AWARD IN BEER AND CELLAR QUALITY COURSE BEFORE TAKING ON THE PUB TO ENSURE WE GOT IT RIGHT THE FIRST TIME. IF YOU DON'T GET IT RIGHT THE FIRST TIME, MOST WON'T GIVE YOU ANOTHER CHANCE."

Tom and Ollie have certainly already attracted a regular customer in X-Forces Patron, Lord Young: "Lord & Lady Young came in to have lunch with us only a couple of months ago! They also made a donation towards our Christmas meal fund last Christmas. Each year, on Christmas Day, we put on a free Christmas lunch for anyone in the village, or surrounding villages, that would otherwise be spending the day on their own. We don't believe anyone should have to spend Christmas Day on their own. We had nearly 30 people join us this time thanks to donations from Lord & Lady Young, some of our suppliers and local people."

If you wish to drop by and share a pint with Tom and Ollie, The Three Moles Pub is in Selham, West Sussex, GU28 0PN or visit via the links below:
Email: contact@thethreemoles.co.uk
Website: thethreemoles.co.uk
Facebook: [@TheThreeMoles](https://www.facebook.com/TheThreeMoles)
Twitter: [@thethreemoles](https://twitter.com/thethreemoles)

INSPIRED BY THIS STORY?
X-Emergency Services is a Community Interest Company that nurtures entrepreneurial ambition

in the UK emergency services community. X-Emergency Services works with X-Forces Enterprise to provide access to start-up finance. X-Forces Enterprise is an official delivery partner to the government's Start Up Loans Company. X-Emergency Services supports members from the fire, health and police communities to start their own businesses with access to; enterprise training, start-up finance, and business networking. Start your journey by registering here today.

As I approached the end of a 26 year career with the Fire & Rescue Service, I was uncertain of where to turn for objective advice on future employment. This is where ESCT are providing a first class, and much needed service. From the first phone call, through the many redrafts of my CV, and preparing for interviews, their support has been fantastic. It's clear that Gerry and the team have learnt from experience, and the advice they offered was relevant and very well received. I think their key skill is asking the right questions and bringing out what you want from employment beyond public service. It'll be different for everyone, but they really helped narrow down my options to something I'd enjoy and find rewarding. Translating the skills I take for granted in the FRS into that of the private sector should also not be underestimated... invaluable. I have no hesitation in recommending ESCT to anyone approaching the end of a career in the Emergency Services.
Gary Locker

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2. Relevant awards and certification (nothing is wasted)
3. Introduction to specific overseas security contractors and UK operational companies including our own UCP Operations division.

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

WHY CHOOSE UCP AS YOUR TRAINING PROVIDER?

1. UCP are one of the very few training providers with top reviews/ feedback on the ELCAS website and social media. Also, with being a CTP Member, UCP makes your choice a safe one when it comes to choosing your training provider. UCP are proud to serve the MoD in providing the very best training and post-employment support for British Soldiers.



2. UCP are one of the longest established British companies that specialise in Close Protection medium to high risk operations and training only.
3. UCP have eight main Instructors with backgrounds from; 2 Para, (RMP) Royal Military Police (former SO14), RMP CPU (SEG) UK Special Forces, British Royal Marine Commando, Former Mi5 agent, and a wealth of knowledge from our highly trained and seasoned Civilian Instructors.
4. Since 1991 UCP Security Services "Operations" have been protecting VIP clients, Celebrities and Government officials (UK and overseas) not to mention being tasked with providing pre-deployment training for teams on high-risk operations.



5. Since 2003 UCP Close and Personal Group have been training overseas Internal Security Forces from Asia, Middle East and Africa.
6. UCP UK Training provides the security industry with a database of highly trained operatives.
7. UCP Operations division also work with many other security contracting companies (UK and overseas)



CHOOSE YOUR TRAINING PACKAGE.

1. 18 day Working as a Close Protection Operative including: Working as a Close Protection Operative, First Response Emergency Care (FREC), Surveillance (Urban, Rural and Technical), (H2H) Hand to Hand Unarmed Combat, Concealed firearms, B6 Armoured Vehicle and Drone Operator £1862 + Vat (£2232) ELCAS claimable: Yes. Training Provider number: 5011. Courses delivered every month: 1st -18th.

2. 10 day combined tactical Live Firearms (Level 3 HABC (9mm/5.56mm/7.62mm) for Hostile Environment Close Protection Officers including: HE Drone Operator, B6/7 Armoured Vehicle, (PSC) Private Security Contractor and (CQB) Close Quarter Battle. £2000 + Vat (£2400). ELCAS claimable: Yes. Training Provider number: 5011. Course delivered every month: 18th – 27th.

3. Combine the courses 1 and 2 and complete the full 28 day CPO course. ELCAS claimable: Yes. Training Provider number: 5011. Course delivered every month: 1st -27th.

RELEVANT INFORMATION TO BOOK A COURSE

Call **00447966176129** (mobile and overseas)
Call **01474 832032** (Academy direct)
Call **08001951644** (Freephone and main London admin office)
contact@ucpgroup.co.uk
jemma@ucpgroup.co.uk

ELCAS Approved training provider number: 5011
Careers Transitions
Member: UCP Group

Our training will allow you to apply for your SIA front-line licence for VIP protection as well as working overseas as a private security contractor.

Delivering the training schedule to achieve correct qualifications for matching job opportunities and referencing the training cost to fit perfectly within your enhanced learning credit claim.

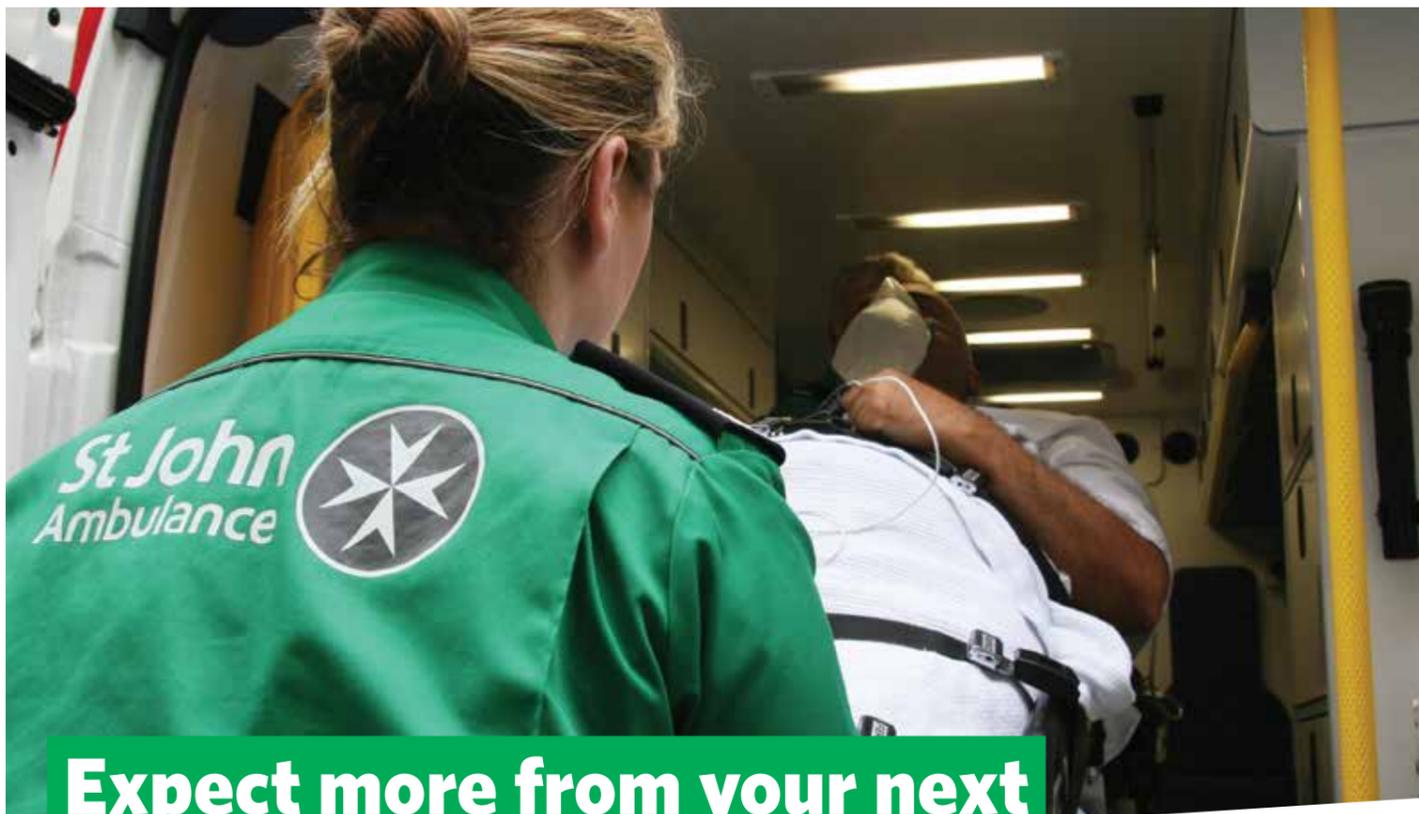
1. HABC Level 3 working as a close protection operative
2. First Responder Medic training
3. Hostile Environment Close Protection Officer (PSD, IED, PSC)
4. B6 Armoured Vehicle training
5. Use of drones within security

6. Firearms competency level 3
7. Private Military Contractor (COB, SERE)
8. Team Leadership for small team tactics ●



Visit our Facebook "UCP UK Training" www.facebook.com/UCPGroup
For the latest course info, video's testimonies and images of our courses

Visit: www.ucpuk.co.uk (Training)
Visit: www.ucpgroup.co.uk (Group)
Visit: www.ucpso.com (Operations)



Expect more from your next Paramedic opportunity?

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

More variety

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

More education

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

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

sja.org.uk/ambulancejobs



St John Ambulance

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

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

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

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

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

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

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

WORKING FOR ST JOHN AMBULANCE

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

PARAMEDIC OFFER

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

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

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

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

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East of England
Ambulance Service
NHS Trust



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The Boat Building Academy



If you've always wanted to learn a practical skill or make the leap from woodworking hobbyist to trained professional, The Boat Building Academy in Lyme Regis, Dorset has been training highly skilled boat builders and furniture makers for almost twenty-five years.

the latter part of the course, students produce a piece of furniture of their own design, exhibited to friends and family at the end of the course. The 12 week Advanced Furniture Making course has been specially tailored for people seeking further professional tuition and business guidance, with the aim of producing furniture to gallery standard.

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. Students have the opportunity to build their own boat as part of their training.

Students can choose whether to opt out of the qualification if they feel it's not relevant to their desired outcome of the course.

Every course attracts students from all over the world, each with their own 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 and dedication to the training. Such a broad range of people means that in the workshop you might find school leavers working alongside retirees, or perhaps a computer specialist with little practical skills now managing a boat build with his or her team.

In the same vein, each 12 week Furniture Making course guides eight novice woodworkers, who may not have ever picked up a chisel before, to the strenuous requirements of the industry. In

Every student comes away with the essential skills needed for today's changing marine industry. All are enrolled for the Diploma in Boat Building, Maintenance and Support, a City & Guilds Level 3 qualification.

For those who are unable to join us for longer periods, The Boat Building Academy runs a wide variety of 2 to 5 day short courses in boat building, woodworking and ancillary skills like marquetry, antique furniture restoration and a new workbench making course.

This year the Boat Building Academy has been granted

charity status – a pivotal moment in the Academy's history that will allow us to award bursary-assisted places on the 40 week Boat Building and 12 week Furniture Making courses. The scheme will help train the next generation of craftsmen who would not otherwise be able to come. Bursaries will be awarded to applicants who best meet the criteria, with an integral focus on those with a strong desire to work in the industry.

If you've ever wondered what happens behind the workshop doors, the Academy is holding an Open Day on Saturday 25th April 10-4. This is a fantastic opportunity to see the working environment of the Boat Building Academy and the work that is produced there.

Whatever your interest, there is a course for you at the Boat Building Academy.



For further information, head to www.boatbuildingacademy.com



40 week

Boat Building course

18' Donzi Deep V built by students as part of their training



12 week

Furniture Making & Advanced Furniture Making

Deck chair designed and made by Jon as part of his training



2 to 5 day

Short courses in boat building and woodworking

Have a look at our 2020 programme for a full list of courses on offer

Bursary assisted places are available

www.boatbuildingacademy.com

Lyme Regis Marine Centre
Monmouth Beach
Lyme Regis
Dorset DT7 3JN

✉ office@boatbuildingacademy.com

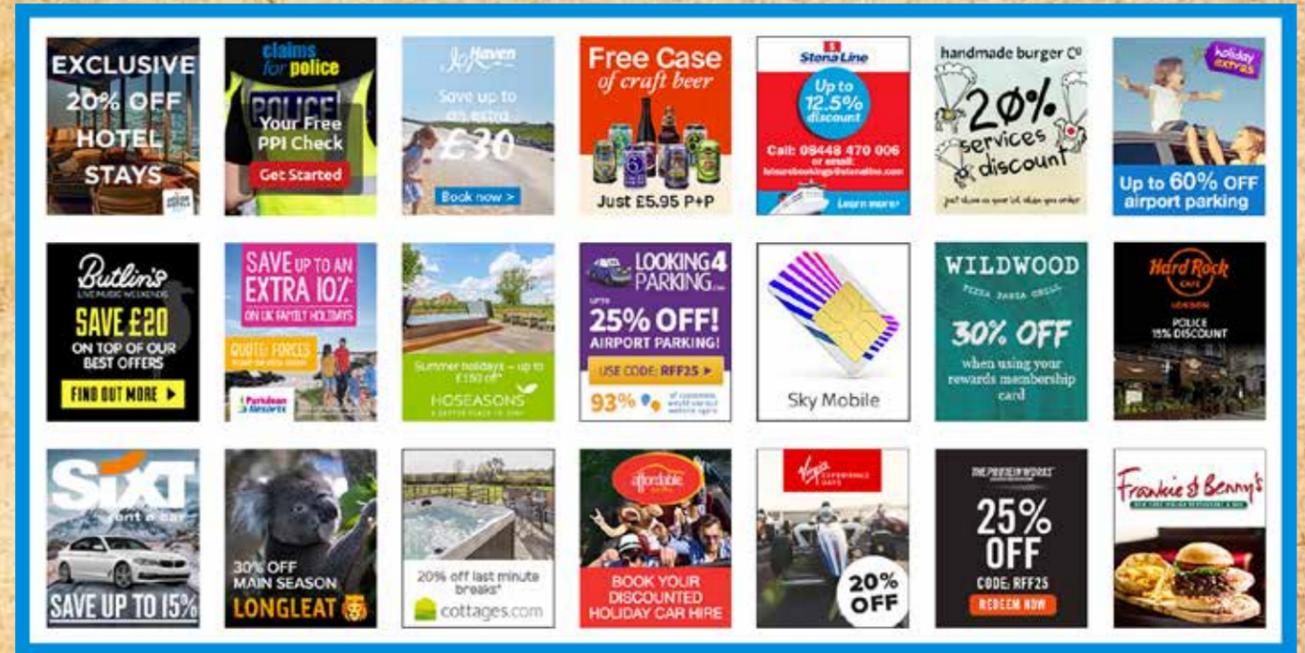
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Canary Wharf Security is a large organisation with opportunities for promotion.

We provide all specialist training you will need to do the job, as well as many personal development opportunities.

To apply Email: david.easby@canarywharf.com



CANARY WHARF LONDON

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

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

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



Canterbury Centre for Policing Research



ABOUT US

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

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

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

The strategic objectives of the centre are:

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

STUDY WITH US

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

Alternative awards:

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

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

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

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

KEY RESEARCH THEMES

1. Professional development

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

2. Investigative processes and practices

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

3. Governance, legitimacy and participation in policing

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

4. Security, risk and globalisation

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

MANAGEMENT TEAM

Dr Emma Williams, Director

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

Read more at www.canterbury.ac.uk/social-and-applied-sciences/law-criminal-justice-and-computing/canterbury-centre-for-police-research/about-us.aspx#yo8XKYILBk1IEEp.99

MSC BY

RESEARCH IN POLICING

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

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

Read more at www.canterbury.ac.uk/social-and-applied-sciences/law-criminal-justice-and-computing/canterbury-centre-for-police-research/study-with-us.aspx#DQ8bmwSB624eF12K.99

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

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