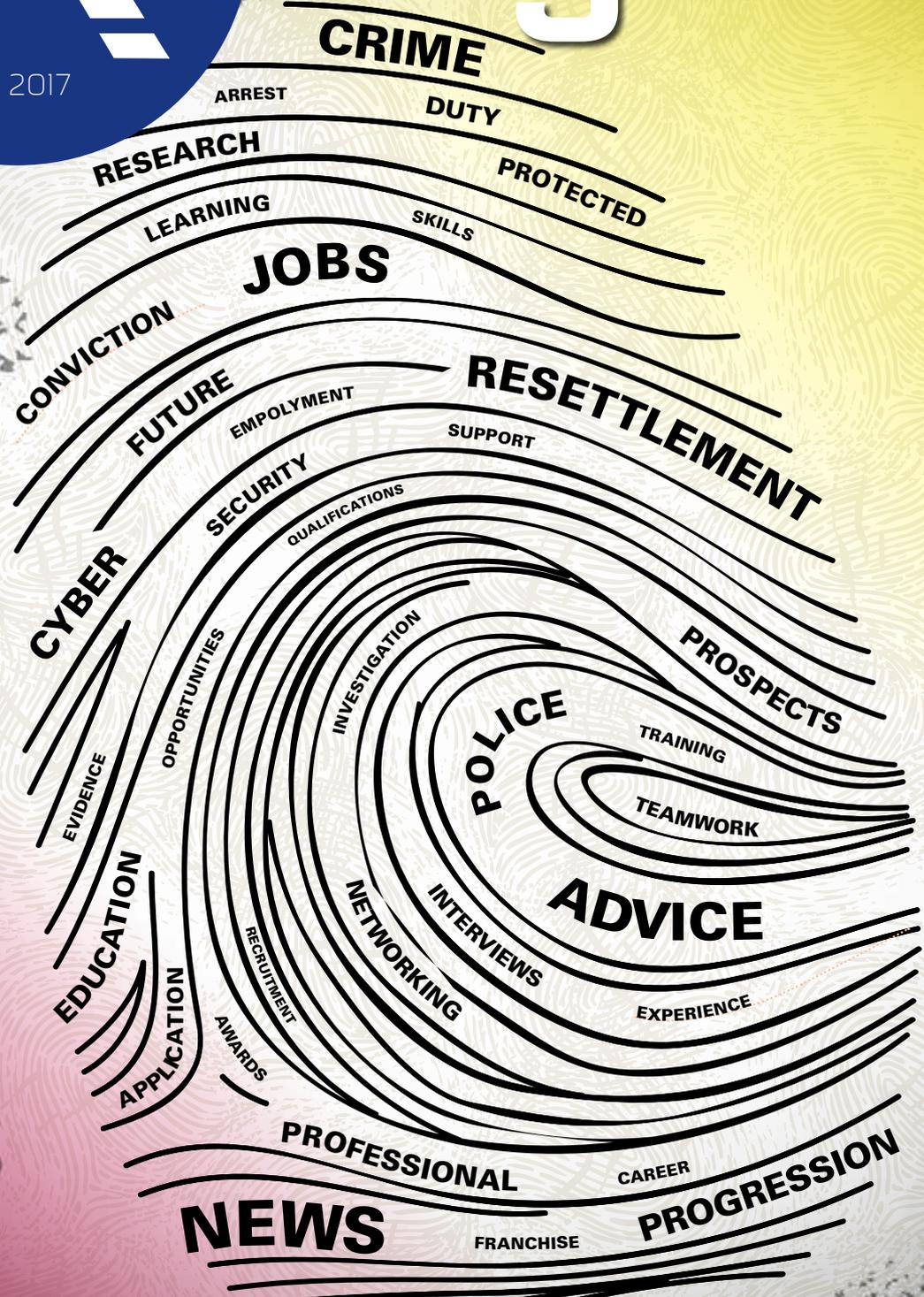


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Spring 2017

Police Resettlement magazine



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Ann Brebner
Time For You (Northampton)

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Welcome...

Welcome to the Spring 2017 issue of Police Resettlement magazine.



with various companies and organisations to offer advice on career development and progression. Furthermore, we will be including police news and inviting constabularies to contribute articles that are relevant and of interest to our ever-growing readership.

In the summer 2017 issue we will be launching our training giveaway, this has been a successful campaign that we have been featuring in Easy Resettlement magazine for the armed forces. We will be buying courses from our advertisers to give away to our readers, lucky winners that have shown an interest and been selected can enhance their credentials without having to pay for courses themselves. All you need to do is find a company that's offering a course you wish to use and send them an email with your contact details and when you would be free to train with them. We will be asking winners if we can feature them in future publications.

This magazine is free and we are only able to provide this with thanks to our advertisers, we ask that you mention the magazine when engaging with any of these companies. In addition to these hard copies we also encourage people to subscribe for free by visiting www.policeresettlement.com/subscribe/ you can also follow us on Twitter @PoliceResetMag and like our Facebook page or join our LinkedIn group for even more updates and opportunities. If you wish to get in touch with us please email James@policeresettlement.co.uk

This issue is already our 4th quarterly magazine meaning a year has already passed since our launch. We hope you are enjoying the content and are always keen on your feedback about what we are including already and what you would like to read in future issues.

We have again teamed up with Security Cleared Jobs to bring you another Police Resettlement Expo. This time it will be in Manchester at the Bridgewater Hall on Thursday the 1st June 2017. The event is free to attend and we are expecting a great turn out. We already have some great exhibitors offering their support and advice during your resettlement process back in to being a civilian, along with some companies looking to recruit ex-police officers and staff as they realise the strong qualities and attributes along with the interchangeable and transferable skills you have picked up whilst serving. You can register to attend the event by visiting www.policeresettlementexpo.com.

In each issue, we want to focus on areas of interest for those still serving, we are working

Steve Urban
Police Resettlement Editor



The National Crime Agency needs you

Operation Stovewood is the National Crime Agency's inquiry into child sexual exploitation and abuse in Rotherham.

It is the largest and most complex investigation of its kind ever undertaken in the UK. As lines of enquiry continue to grow, the team is recruiting experienced, dedicated officers. You could be one of them.

It's believed at least 1,400 people were subjected to non-familial sexual exploitation or abuse in Rotherham between 1997 and 2013.

Many of the victims were ignored by authorities and opportunities to safeguard them and bring their attackers to justice were missed.

The small number of offenders

who were prosecuted showed little remorse for their crimes. An official report, published in 2014 by Professor Alexis Jay, said the figure of 1,400 victims was a "conservative estimate".

Offending on such a scale, with all the safeguarding challenges it represents, has required an unprecedented response by law enforcement as it seeks to right the wrongs of the past.

Following publication of the Alexis Jay report, the NCA accepted a request from David Crompton, then-Chief Constable

of South Yorkshire police, to open a special investigation covering the entire period.

Given the name Operation Stovewood, it is the largest and most complex investigation of its kind ever undertaken in the UK.

Paul Williamson, senior investigating officer, said: "The challenges are huge. But it's without doubt some of the most rewarding work I've done in my career in law enforcement.

"We need more people to join us so we can do more and do it more quickly."

The NCA has made a commitment that the safety and security of the victims of abuse will be at the heart of the investigation.

"From day one our number one priority has been victim focus. That will never change," said Mr Williamson.

The investigation's other goals, he said, "are to identify and bring to justice offenders and to rebuild public confidence in the town of Rotherham".

As NCA officers pore over police records and local authority documents, they are unearthing new lines of enquiry.

These lead to new arrests as officers identify suspects and find the fresh evidence needed to bring them to justice. The workload is growing and the team needs more good officers.

Work with survivors' groups is bearing fruit as victims gain the courage to come forward. Kate Richardson, Stovewood's victims manager, said: "We've got more than 150 victims and survivors currently designated within the operation.

"It is a sign of trust and confidence but I don't think we can be complacent about the way we treat our survivors which will always be with respect."

The number of crimes and suspects is growing all the time. "Our investigations take many months to complete in a professional manner," said Mr Williamson.

"It's important to stress that in the time it takes us to

It's simple. Operation Stovewood has a team of talented, experienced and determined officers, but we need more of them. Come and be part of it.

Mr Williamson

do that investigation we do not miss any opportunity to disrupt a suspect's activity."

David Dickie, operations manager, said: "Not only are we putting together very careful detailed prosecution files, we're also recovering a number of years of abuse and putting things right for the victims of child sexual exploitation in Rotherham."

The Stovewood staff includes many former or seconded police officers. They fill varied roles including victims interviewers, suspect interviewers, investigators, analysts and Holmes specialist staff.

They are experienced, skilled and committed officers. More are needed to support the investigation as it grows.

Jo Poole joined Operation Stovewood in January on secondment from North Yorkshire police. She spent the previous two years seconded to Operation Hydrant, the Norfolk Police-led national investigation into non-recent child abuse by persons of national prominence or in institutions.

An officer with 22 years' policing experience, 13 of them as a detective, she said: "We've got a team with a vast amount of experienced people from policing backgrounds.

"Some are retired officers who bring a wealth of experience with them. It's a mixed team. When you put it all together it's invaluable."

Mrs Poole said her work on Stovewood has presented different challenges to her previous job. "It's a real balancing act doing it at a pace survivors are comfortable with," she said.

"We need to do this at their pace to keep them on board. Without them we haven't got a case."

Mrs Poole said there are differences between working at the NCA and the police are small but significant. "It's a first-name organisation, no Sir or Ma'am," she said.

She added: "The work is led by intelligence and can be more measured. You're spinning as many plates but in a different way. As we're dealing with non-recent

offences you have a little longer to plan arrests and you can really get your teeth in to the investigation."

But there are important continuities. "I've retained my police federation membership and carried on paying into my police pension," she said.

Police officers on secondment must give up their police powers but these are replaced by the warrant powers given to NCA officers.

Mr Dickie said: "We just want more good, dedicated people. There are lots of them out there in police forces all over the country, many of whom have been in the same force for a little while and might be looking for something new.

"This isn't just new, it's unique. For anyone looking for a new challenge in a vital role, this is it."

The team employs creative and innovative tactics to protect victims while they build cases against offenders.

In a recent example, close cooperation with the probation service saw a suspect recalled to prison, minimising the risk to vulnerable children in Rotherham while the NCA continued its enquiries.

While the challenges they face are great, the officers working on Stovewood know they're involved in some of the most important law



enforcement work ever to take place in the UK. They're trying to restore justice to a whole community.

The 104 officers in post have identified 54 suspects and are engaging with 176 victims and survivors. They have arrested, interviewed and bailed 15 men pending further inquiries.

Mr Williamson said: "We take a lot of pride in supporting the investigation to bring serious offenders to justice. The job satisfaction and rewards of working on behalf of victims and survivors are unbeatable."

Mr Williamson's team has conducted arrests, searched houses and seized evidence but he said he wants to "pursue more activity at greater speed".

Officers seeking a new professional challenge, with the commitment and dedication necessary to serve the victims of Rotherham, will be welcome.

It's a team that has to be agile, committed and diverse. Hilary Clarkson, resources and logistics manager at the NCA, said: "We have to come at this investigation from every possible angle, to see it through a range of lenses."

She added: "It's not that a particular type of person always understands another similar person better than anyone else could.



"It's that when you face a challenge as complex and as difficult as this one you need people to look at it from all possible angles, different backgrounds, temperaments, different types of policing experience."

The ideal team member could be "anyone at all," she said. "As long as they're experienced, tenacious and determined to do right by the victims.

"It's an opportunity for anyone who wants to work hard and deliver justice to come and get stuck in." If you're interested in joining the NCA's Operation Stovewood team, please send an email and covering letter outlining your experience to stovewood.oioc@nca.x.gsi.gov.uk

The NCA's Operation Stovewood team is recruiting for the following roles:

- G5 – Investigator
- G5 – Victim Interviewer
- G5 – Disclosure Officer
- G5 – HOLMES Indexer



PR POLICE RESETTLEMENT EXPO 2017



There are currently three Police Resettlement EXPOs each year, two of them being held in London and our next EXPO is at the Bridgewater Hall in Manchester on Thursday 1st June 2017. They are one day recruitment events to assist people who have either left or looking to find a new career outside of the police force. The EXPOs provide service leavers with the opportunity to meet with relevant companies that can assist with the transition into a new career including:

- CV writing
- LinkedIn profiling
- Financial advice
- Specialist recruitment agencies looking for law enforcement and policing experience
- Regional transfer opportunities
- Clients recruiting ex-police officers and staff with your skill set

Types of vacancies being recruited for on the day will include: Investigation, Fraud, Cyber Crime, Security, Policing Transfers, Project Management, Surveillance, Training, Counter Terrorism, Close Protection, Advanced driving opportunities, Risk Management, Digital Forensics, Crime Scene Investigation, Intelligence and many more...

If you have worked within the police force, the skills and training that you have received, are often of interest to many other police forces who may be looking to recruit on a temporary basis when you retire / leave the force. We also have a high number of private sector companies interested in your skills which are highly transferable. Please visit one of our events to see which companies would be interested in you. The Police Resettlement EXPO is proudly hosted by SecurityClearedJobs.com the

largest Job Board in the UK that caters for jobs with a level of security clearance. We have seen a dramatic increase in the demand for candidates with previous policing experience on the site and so decided to host the Police Resettlement EXPO to cater for this. The first Police Resettlement EXPO was held in late 2016 at the QEII Centre, London. We had over 400 attendees for the initial EXPO and the feedback was very positive.

EXHIBITING
If you are interested in exhibiting at the Police Resettlement EXPO please contact one of the team. The EXPO will provide you with the opportunity to meet with current serving police officers and staff that will be looking to change career in the near future or who may have left recently please go to www.policeresettlementexpo.com to register your interest.

VISITING
Registration for the London 2017 expo will be opening soon if in the meantime if you would like to register your interest in attending please go to www.policeresettlementexpo.com.

CONTACT US
If you have any questions on the EXPO please do not hesitate in contacting us.
Tel: **020 8166 0616**
Email: expo@securityclearedjobs.com

Our next Expo is to be held in Manchester on Thursday 1st June 2017 The Bridgewater Hall Lower Mosley Street, Manchester M2 3WS
Doors Open 10.00am - Last Entry 15.30 - Event closes at 16.00

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



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Counter Terrorism	Firearms Officer	Intelligence Analysts	Crime Scene Investigation
Digital Forensics	Holmes Indexing	Claims Investigator	Child Protection





Civil Nuclear Constabulary

The CNC is a specialist armed police service dedicated to protecting the civil nuclear industry.



© JEDF ENERGY

RECRUITMENT PROCESS

Criteria to apply

Age: 18.5 on appointment with no upper age limit.

Nationality: Either a British citizen, a member of the EC/EEA, or a Commonwealth citizen or foreign national who has lived, unrestricted, in the UK for the previous five years.

Criminal Record: ideally applicants have to have clean record to apply.

Financial concerns: Applicants should be free from debt and not be bankrupt.

Qualifications: There are no qualifications required for entry

Driving Licence: Applicants must hold a full driving licence with no more than 6 points.

Fitness: Pass level 7.6 on the bleep test.

We protect 14 civil nuclear sites across England, Scotland and Wales, safeguard nuclear material in transit and play a key role in national security. The civil nuclear industry includes



nuclear research and provides nuclear energy to millions of people. To protect such an important commodity, as well as the public. We are a police force like no other, offering a variety of Police Officer and support roles at all levels. By protecting nuclear materials on site and in transit, we play a vital role in national security.

The Civil Nuclear Constabulary (CNC), following the National Recruitment Standards in accordance with Home Office Guidelines lines and process for recruiting Officers into the Constabulary. Our selection processes are based on ability, skills and expertise. We recruit the very best people based on merit, regardless of sex, race, religious beliefs, sexual preference or anything else unrelated to the role. The nature of our work means that we have to conduct a rigorous application process which, of necessity, can also be quite lengthy. The process involves a variety of screening checks, as

well as security and reference checks. This is an essential part of ensuring that we recruit the most able individuals and you are right for us, as well as ensuring that joining us is the right move for you.

Our Policing Priorities include: National and international terrorism, Information and technology proliferation, Protection of the site and facilities from incursion and unlawful protest, Crime committed within site area.

APPLICATION FORM

The first step in your application is to fill out the online application form. This will give us all the details we need to decide whether you should go forward to the next stage in our selection process. The form will ask you to go into a large amount of personal detail, including giving information on any previous convictions (these will not necessarily be a bar to you joining the Constabulary). You will also be asked about a range of issues, from any tattoos you might

have, to your business interests and your financial position.

Some people might find the application form daunting, but we provide guidance notes to help you fill it in correctly.

REVIEW OF APPLICATION FORM

We will assess your application and will let you know the outcome of your application. Please note this process is a minimum of 6 weeks, during periods of high recruitment it may take longer, these checks include a criminal records check and completion of a medical pre-screening form.

ASSESSMENT CENTRE / PRE-EMPLOYMENT ASSESSMENTS

We will assess your application form against the national recruitment criteria, and if you pass, we will invite you to an assessment centre. The assessment activities include a briefing on the organisation,

firearms assessment, a physical test and interview. These may take place over several days and at different locations.

Police Officers are covered by the Disability Discrimination Act, so if you have a disability, we will make reasonable adjustments where appropriate.

Your fitness will be assessed as part of the application process. The job related fitness test looks to see whether you are fit for the job. The CNC carry out the multi-stage shuttle run (bleep test) to level 7.6. This is in line with National Standard for Armed Response Officers. If you prepare properly, you should have no problems passing. If you do not pass first time, you may have the opportunity to re-take the test.

If you are worried about your fitness, it's a good idea to do some training before you are called in for the fitness test, but make sure you seek medical advice before starting any rigorous training.

MEDICAL APPOINTMENT

Medical appointments may be provided as part of the assessment centre, if not then you will be required to attend at another time. There are a number of medical conditions which have been identified as being a potential risk to the individual in carrying out the role of Authorised Firearms Officer within the Civil Nuclear Constabulary and, as such, may preclude the individual from employment if they are present.

REFERENCE CHECKS

If you pass all our assessments, we will then carry out employment reference checks for the last three years. If appropriate, we will also carry out military and police service checks.

SECURITY VETTING

One of most important - and most time-consuming - steps in our recruitment process is our security vetting.

Before you start your initial training course, you will need to have achieved the security clearance requirements as laid down by the ACPO/ACPOS Police Recruiting Vetting standard and the Government National Security Vetting standard.

Gaining security clearance can be a lengthy process and includes a large number of checks. As part of these checks, you may also be interviewed by the Defence Business Service.

CONDITIONAL OFFER

If there is a training course pending, we will send you a conditional offer, which will tell you where you will be posted and when your initial training will start. You will receive at least four weeks' notice of the start of your training. Once you have accepted this conditional offer, we will contact your current employer for references, and start security vetting. This can be a lengthy process and can take up to a minimum of 3 months to complete.



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CAREER OPPORTUNITIES

Once the probationary period has been completed there are opportunities to apply for including:

Strategic Escort Group

(SEG): This team of officers are responsible for supporting the transportation of nuclear material in the UK and overseas either on the road or on the sea.

Firearms Instructor: This role is a trainer role, helping to keep our officers up to date with their firearms qualifications and other specialist training.

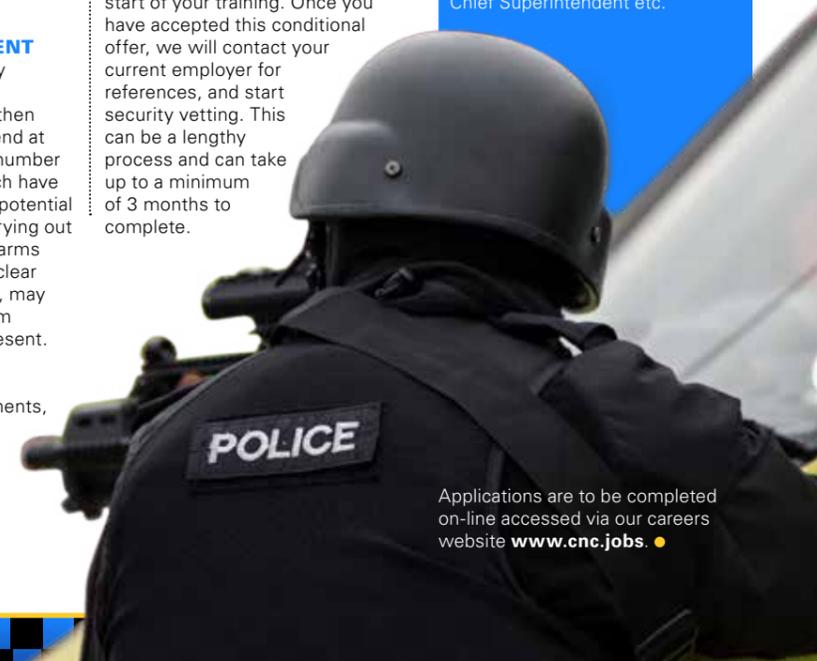
General Trainer: This role trains all non-firearms related law and general police skills.

Dog Handler: This role is to work with the dogs to help with patrolling and aiding the officers search capacity.

Personal Safety Training:

This role trains the officers in personal safety, including arrests

Promotion: Officers can apply for promotion opportunities including Sergeant, Inspector, Chief Inspector, Superintendent, Chief Superintendent etc.



Applications are to be completed on-line accessed via our careers website www.cnc.jobs.

Life as a Bailiff

Have you considered using your transferable skills as a court bailiff, or enforcement officer (EA)?

Currently the subject of a popular fly-on-the-wall television series, enforcement officers need to demonstrate a mixture of resolve and tenacity and understanding and compassion.

The bailiff industry is seeing a huge rise in the number of new recruits coming from The Forces. It appears that the bailiff industry is providing job opportunities for ex-police personnel as well.

One industry leader suggested that the apparent match in skill sets required to succeed in both professions makes the transition from jobs in the army, police force or even prison service relatively seamless.

She claims: "Bailiffs need good communicative skills and need to be able to remain calm in situations of great stress, I imagine these skills are fundamental to serving on the front line whether it be in the Army, Royal Navy or even police force."

She goes on to suggest that people leaving their respective

industries still desire a job that remains exciting and throws up challenges on a daily basis. The fact that bailiffs can benefit from substantial financial rewards whilst experiencing these challenges makes the industry very appealing.

"We have a large number of ex-forces and police officers on our books and have been successful in placing a large proportion of these. We have had some very positive feedback regarding these candidates and are always looking to recruit from these professions. I would encourage anyone from these professions who are looking to embark on a new challenge to leave their details with us and take the first steps towards a very lucrative career change"

ENDEAVOUR UK

Training organisation Endeavour UK offers a range of courses for people wishing to enter the profession, starting with the Level 3 Certificate for Enforcement Agents (Bailiffs) Taking Control of Goods. It is part of the company's

security training portfolio.

This course has been made for anyone that would like a career as an Enforcement Agent. This course covers all aspects relating to the roles and responsibilities of an Enforcement Agent. It includes Taking Control of Goods, EA Conduct, understanding the process of a number of different debt types, identifying and dealing with vulnerable people, understanding how to be an effective EA and also being able to effectively manage conflict. This course will give the candidate the information they need to apply to the county court for their enforcement agent court certification. Candidates must apply to the courts themselves for the certification. (If you would like us to do the administration to make the certification process as easy and stress-free as possible, we have a package: Level 3 Certificate for Enforcement Agents (Bailiffs) Taking Control of Goods Course (Theory Course - Units 1 to 4) with Court Certification Process)

The course covers the legislations for Enforcement Agents:

- Schedule 12 of Tribunals, Courts and Enforcement Act 2007
- Taking Control of Good Regulations 2013
- Taking Control of Goods (Fees) Regulation 2014
- Date Protection Act 1998

This course also covers the National Standards and much more This course is broken down into units:

Unit 1: Roles and Responsibilities of an Enforcement Agent (Bailiff)

- Understand the roles and responsibilities of different types of Enforcement Agent.
- Understand the type of cases that a Certificated Enforcement Agent can enforce upon.
- Understand Enforcement Agent enforcement procedures when taking control of goods.
- Understand the National Standards and Legislation relevant to Enforcement Agents.
- Understand the fee structure set out in legislation relevant to Enforcement Agents.

Unit 2: Magistrates Debt & Road Traffic Debt

- Understand the process which is followed by Local Authorities when issuing a Penalty Charge Notice (PCN).
- Understand documents which are required to enforce Magistrates Court warrants and Road Traffic fines.
- Understand the legislation relating to enforcement agent activity when enforcing Magistrates Court warrants and Road Traffic fines.
- Understand the Appeals Process.
- Understand the recovery process of a Road Traffic warrant

Unit 3: Council Tax (CT), National Non Domestic Rates (NNDR) & Commercial Rent

- Understand the legislation relating to both Council Tax (CT) and National Non Domestic Rates (NNDR).
- Understand the debt recovery process for both CT and NNDR.
- Understand the enforcement process for Commercial Rent Arrears.

Unit 4: Vulnerable People, Managing Conflict and Effective Enforcement Agent Action

- Understand threats to personal safety of an Enforcement Agent.
- Understand how to manage conflict effectively.
- Understand effective enforcement to achieve a positive outcome.
- Understand how to deal with vulnerable people.

You must successfully complete the assessment for all units and pass a classroom based exam to achieve the qualification. There is also an optional extra. For the learners who would like the certificate for theory and practical, that confirms you can apply the classroom knowledge to real life. Once Units One to Four are successfully completed you can go onto street on a one to one basis to compete Unit Five which is a field assessment. This is an optional extra which can be booked in at a later date. There is an additional cost for this assessment.

The Company also offers courses for those who need to renew their qualification certificates, identifying and dealing with vulnerable people and process serving.

For more information on Endeavour Training's enforcement courses visit the company's website www.endeavouruk.com. You can also call them on **020 3263** or use the easy-to-use on line enquiry form.

THE BAILIFF SCHOOL

The Bailiff School also offers qualification courses and claims to be the original training provider of its type.

The Course in Certified Enforcement has been compiled, designed, prepared and written by a panel of professional Certificated bailiffs all of whom have been practicing for a number of years.

The student will from the very start be working toward a Diploma in Certificated Enforcement (DICE)

The course is written with up to date legislation and is amended periodically in line with changing laws and legislation. The course was also checked by practising Bailiffs, Office managers and directors of Bailiff Companies and all considerations have been



taken into account. The school claims this course is the single most up to date and useful tool that can be purchased for a student. The course is also designed with students in mind:

- Work at a comfortable pace
- Work at home or when travelling
- Have the knowledge that support is available
- Have only personal deadlines to meet
- Feel real progression

As you work through the course you will become more confident and build up a vital knowledge base for your new exciting and rewarding career.

HOW LONG DOES THE COURSE TAKE TO COMPLETE?

The answer is, of course, your decision. Most students take four - six months to progress from receiving the course up until they gain their certificate but with full time study it can be completed in as little as six weeks. There is no time limit on the course so a slow approach is fine.

WHAT WILL I ACHIEVE FROM THE COURSE?

The answer is, of course, your decision. Most students take four to six months to progress from receiving the course up until they gain their certificate but with full time study it can be completed in as little as six weeks.

You will gain qualification from The Bailiff School, namely a Diploma in Certificated Enforcement enabling you to apply to the court for Certification.

You will need your Diploma and reference to take to the court with you which, upon

successful completion of the course, the school will provide.

The School was designed and developed as there was, and still is, a shortage of Certificated Bailiffs in England and Wales.

The established and respected school specialises in Enforcement Training and is dedicating to raising the standards of the industry and currently provides Diploma students with a firm grounding in which to take into the workplace via distance learning and seminars.

The course is fully accredited and provides benchmark training for those wishing to pursue a career in the Enforcement or security industry.

The organisation also works closely with several companies such as London Bailiffs Limited to provide work for newly certificated officers who have participated in the programme and have achieved the diploma.

There are many Certificated Enforcement Officers working in the UK who have been the beneficiaries of this training course.

The course was not written by one tutor but is monitored by a team of professionals who came together to address the shortage of qualified Bailiffs whose combined knowledge and experience was no less than 415 years!

The seminars and live courses are run by suitably experienced CEOs who are still actively involved in the day to day running of enforcement agencies. To find out more visit website www.becomeabailiff.com or telephone **0207 717 5257**. You will find full course details and the syllabus.

The course is priced at

£350 and includes full Bailiff Training, Examinations, references and Certificates, sent via a digital download.

BAILIFFJOB.CO.UK

Bailiffjob.co.uk is combining forces with one of the country's leading security industry lecturers, to develop a complete and concise bailiff training course. The aim is to provide a training course specifically designed so that someone taking their first steps in the bailiff industry, can acquire the skills and knowledge that will help them to be both successful as well as profitable.

The company claims that many courses provide a curriculum specifically aimed at gaining a 'Bailiff General Certificate', but are lacking when it comes to developing the soft skills that enable a newly certificated bailiff to become an instant success. Bailiffjob.co.uk aims to provide a one-day training course that not only guides you through the certification process, but will also teach the skills and techniques gained and employed by extremely successful serving bailiffs with many years of experience.

Not only will it facilitate your ability to be successful, but will focus on subjects such as 'risk assessment' and 'cash control', so that you can stay as safe as possible when embarking on your new career. Check out website www.bailiffjob.co.uk for regular updates or email enquiries@bailiffjob.co.uk to book a preliminary place on its courses. ●

Things to consider

as you think about leaving policing

Let's face it, things are different within policing now. You may be fine with the changes and love the job as much as you ever did, or you might be questioning whether this is the right job for you for the next decade or so. And then there will be those of you that have completed your 30 years and are now looking, perhaps with trepidation mixed with some excitement, to where your future might take you.

It is really important to think things through clearly, not in a panic of "I don't know what to

do and everyone else seems to just know" or "there is nothing out there for me, everyone says so". And of course, to add to the confusion there are those stories where someone, just like you, walked into a brilliant job with great terms including twice the money and could not be happier!

Some points to add clarity

- People very rarely just 'know', and the ones that do are the exception not the rule. You cannot know what you want until you go and look and see what is out there.

Waiting for divine inspiration is actually just procrastination. And of course, even if you do know what you want - is it feasible? is it available?

- Those mystery people who just get a role in what seems exceptionally speedy fashion will have done a good deal of research, talking and looking at possibilities, even if they have done this stealthily. Once they get themselves clear on the direction they will have worked hard on an application, undoubtedly moved anxiously through several interviews

and then taken the decision to go. And yet, they will often say "oh I just saw the role and applied". It does happen of course, but it is exceptionally rare, hence the reason people talk about the incident. It is not worth trying to emulate that kind of extraordinarily lucky break by just waiting.

- Some people will say that police officers are not welcomed, that they are not 'understood' and that the world outside policing is a fierce and unfriendly place. Of course, you have seen many of those unfriendly faces during your policing career - but it was your job to spend time with those people and they are not the majority! Companies often welcome former police officers knowing them to be intelligent, reliable and honest. So, the next time someone tells you that police officers are not welcome ask yourself are they talking about their own fear that they will not be welcome, where is their proof? Maybe they think it is better to stick with the devil you know perhaps than risk rejection? You are made of sterner stuff than that, take a deep breath and go and take a look.

LEAVING BEFORE YOUR THIRTY YEARS

If you feel nothing but dread and disappointment that this will be your job for long years ahead, if you have thought about leaving time and again but never really taken action, if you just know this is no longer a good fit for you, then perhaps it is time to take your thoughts to the next level. We all get a bit sick and tired of our jobs from time to time, and every job really does have boring and tedious parts but if it the annoyance is drowning out all the good times you need to think, plan and be proactive about your next move. The great thing is that all this can be speculative - but must always be serious because lack lustre effort offers lack lustre results. You can take it a step at time and you do not have to make a firm decision until you are offered a role.

- So, start with a look around, what is available? And do not just look at what you feel may be the only things former police officers can do - think broadly.
- Do you need to think about any supplementary training, but carefully check that it is a useful and desired addition not just a waste of your effort and money.
- Make sure you make a get a good first start, or make a fresh start if you are not securing interviews yet. Make sure that your first CV or application is of the very best standard, your time will be wasted (and your ego damaged) by poor applications. Make sure you offer the very best account of yourself as you can, this is not a time to use false modesty. Understand your worth and let employers see it - they will not seek it out on your behalf.
- Consider every interview to be a two way exchange, do they want you and equally do you want them? If you leave policing ideally you will stay in your next role for a reasonable time so no knee jerk reactions here. Steady consideration without scaring yourself out of a great opportunity.
- Remember that you may need to go through the process to be in a position to gain real clarity and weigh up the package offered (and remember even then you do not have to take the job). Be clear about what you need to take home but know you will probably move on well when they recognise what you are able to deliver. What are the prospects for development? Is there a bonus scheme? Is there well paid and available overtime? Look beyond what is being offered overtly.

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LEAVING AFTER LONGER SERVICE?

It can feel unnerving to leave an organisation you have known well for thirty years, even if you are ready to go. This is a learning curve, and goodness knows you have managed plenty of those in your policing career, but you do have to actively learn if you want to settle well into this new world. And of course, if you are leaving after thirty years, there is the poisoned chalice pension challenge we often speak of. Why a poison chalice? Because having a safety net can often stop us from pushing on and forcing ourselves out of our comfort zones and perhaps achieving more than we thought we could. Doing our best work can come for many of us when our backs against the wall. How many times have you completed a report of a piece of work on the very last day before submission was essential? How many times have you succeed and surprised yourself doing something that you felt was out of reach?

When we 'have' to do something, because our bank balance or boredom levels force us to, we are more likely to take a deep breath and do the thing we fear - making a call to someone we do not know - asking for support - reminding a contact that we are still interested. They all actually seem small, but are often harder than they sound. With a financial cushion however, we might excuse ourselves from being too pushy with ourselves (never mind others) hoping that what we will want will come to us easily. And after all, you are not going to starve!

However, we potentially miss out on quite a lot by taking the 'easier' less pressing route;

- Less chances to experience and reflect our true worth
- Missed opportunities that

- were there for us should we have just been a little braver
- Less resilience in the longer term - knowing that we will always get up again and that a 'no' is rarely life threatening
- Much less chance of reaching our full potential

And they were just the ones off the top of my head, really there are so many benefits to being just even a little braver than you feel you want to be.

If things are a bit uncomfortable but not too desperate how do you get to that imperative - recreating the 'backs against the wall' feeling without necessarily having the pressure?

A little self reflection and honest appraisal will help. Just an honest conversation with yourself (or some tough love from us) will help you see how you might be getting in your own way.

The old expression is that when you get sick and tired of being sick and tired then you will act. Think about the benefits of reaching out rather than staying where you are - financial rewards are of course very helpful, but the rewards in your personal development and contentment are so very important. They will make life (and you) much more interesting, having a certain amount of financial support in your pension is great but this is more than about money; this is about securing intellectual spark too.

If you want support we are here, but at the very least have an honest conversation with yourself. So many people are keen to work hard - often we just do not know our next best move - just ask - the answers are right there (and over here!)

HOW TO MOVE FORWARD

- Get on to LinkedIn - research companies and make connections.

This will open your eyes to the possibilities and remind you of all the people you know. Join our group www.bit.ly/PoliceintoPrivateSector with over 6,600 members who are all former or serving police officers or staff - you will know quite a few of them already so get connecting. However, do not attach your CV to your profile - this is an open format and your CV is only for potential employers and, honestly, no one will just happen upon your profile, see your CV and offer you a job. Stop dreaming!

- Speak to us so that you can get advice from people who know what they are doing. We have been running this project and a CV and LinkedIn service since early 2011, we only write CV's for police officers and staff and really do understand how to convert your skills. The vast majority of our work comes through word of mouth, and we are delighted that is the case, we have a great track record and nothing makes us happier than seeing good people getting the good jobs they desire. Here is the link to that service www.policeintoprivatesector.co.uk/cv-services-police but do feel free to drop us an email at PiPS@PoliceintoPrivateSector.co.uk or call on 01737 831700 or, be controversial, and just ask around about us! •

PIPS Police into private sector

CONTACT

Angela Hackett
Director - Police into Private Sector
PiPS@PoliceintoPrivateSector.co.uk
Office - 01737 831700

ASK YOURSELF -

- What do I really want? Financially, personally, intellectually?
- What would I do if I did not fear rejection/embarrassment - whatever it is for you
- What would I feel like if I were able to pull this desired outcome off?
- How badly do I want to feel that good?



So What Next?

We posed the age old question that has faced police officers approaching their 30 years service to John Wood, Director of Servoca Resourcing Solutions

I started working in Criminal Justice recruitment back in 2004 and when I told people that I found jobs for ex-police officers, 99 times out of 100 they would say "What? In security?" Because undoubtedly, traditional thinking was that just what ex-coppers did.

Although times have changed significantly since then, there are some officers who haven't realised this and that is where we come in.

Based in Central London, **Servoca Resourcing Solutions** specialises in working with former police officers, and other members of the public sector, civil and criminal justice fraternity. We have been involved within police recruitment and services since 2002 and have supplied to over 75% of police

forces in England, Wales and Northern Ireland.

Servoca has provided resource domestically and internationally to police forces for operational, strategic, supervisory and managerial roles across the investigative, enforcement, compliance and intelligence disciplines, and can offer a range of additional skills and services that may not reside in-force due to cuts, efficiencies or lack of need on a permanent or ongoing basis.

We provide contract, permanent and fixed term

opportunities to former officers whether they have completed their full term of pensionable service or, as is increasingly often the case, they have decided to leave the service earlier to pursue other career opportunities. These roles may be full or part time or in some cases on an occasional ad-hoc basis.

As well as working with police forces, Servoca's client base extends beyond the immediate police family. We have identified contract and permanent opportunities across a range of public and private sector organisations as well as some within the third sector for individuals registered with us.

Predominantly, the most common denominators here are that they are all organisations that require investigative, enforcement, intelligence or compliance related skills and experience. Coincidentally, skills that are highly prevalent within

the police service. They may be central government departments or banks, charities or public/private sector partnerships.

On top of those easily recognisable areas of experience, former police officers also possess a range of "soft" skills that often go unrecognised in themselves but are apparent to alternative potential employers and that they could benefit from.

Skills such as conflict resolution and immediate or projected risk assessment are part of the everyday job for many police officers, whether in uniform or otherwise. Many former officers do not appreciate that the "people" skills that they have developed over the course of their service are exactly that, skills, skills which not everybody has or have to use to anything approaching the same level that they most likely have done in their policing role. To be able to gain access to that type of knowledge, knowledge and experience that can be shared with new colleagues is seen as an undoubted benefit for many employers.

With the increase in recent years of collaborative and partnership working, officers are

often used to operating within these types of arrangements, whether they be in lead or contributory roles. This has also opened many of them to a greater understanding of the differences in culture that they may face when they leave the service.

One of the biggest criticisms I would often hear regarding former officers when placed into non-policing work environments was that they were not very flexible in their working practices. This is hardly surprising as many grew up in a heavily rank structured, results driven working environment where instruction was not questioned or discussed, just acted upon, an approach which served forces well for many years but is somewhat out of step with modern policing and commercial practices. Recognising this, many employers are now more actively engaging former officers for the insight and experience that they can bring, gained from their time working within the police service.

We have also seen demand grow for former detectives to work across a number of areas. It is difficult to ignore the increasing number of reviews and historical or legacy investigations as

well as the effect that some of these have had on current case numbers; the "Saville" effect as it has become known for instance in relation to the significant increase in reports of current and historical child abuse. All of this is against a backdrop of "business as usual" for forces and other law enforcement bodies alike.

Demand for certain skills will tend to fluctuate and generally will be closely aligned to the key policing trends and priorities of the time. So by way of example, the most in-demand / requested skill types at the moment are:

- Public Protection /Child Abuse
- Child Sexual Exploitation
- Digital / Cyber Forensics
- Review Officers
- HOLMES Specialists
- Intelligence Analysts & Researchers

As well as recruiting on behalf of a variety of clients, Servoca will also engage former officers directly to deliver outsourced services to a range of criminal and civil justice organisations as part of Servoca Managed Services.

Servoca Managed Services deliver bespoke managed and outsourced services covering a wide range of civil and criminal

justice needs, from independent investigations through to training, taped interview transcription to professional witnesses. We have extensive experience in working within the police, civil and criminal justice sector, and have the capability to assist with an array of managed outsourcing needs.

With the wide ranging changes across the police and public sector, and the focus on greater efficiencies needing to be implemented, Servoca are listening to organisations to understand where they see these efficiencies being found, and how we can make available services that can help address them while they maintain the level of performance and delivery that is expected from them, whether they are fully outsourced services or purely resource based solutions.

In terms of Servoca Managed Services, we are always keen to hear from candidates with Professional Standards (especially Conduct & Harassment), low level surveillance or anyone with tape transcription experience.

Registering with us is simple and free. For anybody wishing to register with us they can call our Police Recruitment team on 0207 747 3044 or email their

details or CV to srs@servoca.com.

If you do not have a CV, we are more than happy to provide advice on how to create one, especially as we appreciate that detailing 30 years of police service on 2 sheets of A4 paper is not necessarily the easiest of undertakings, and deciding what to include and what to leave out can lead to hours of reflection and deliberation.

Alternatively if you just want to get an idea of the type of roles that we specialise in, whether now or in the future, you can visit our website, www.servocaresourcing.com, as well as follow us on Twitter, Facebook or LinkedIn.

So, to return to this article's opening question, what is next? Well the answer is pretty much whatever you want, especially if you want to continue actively using the skills you have gained in your policing life. The bigger decision is probably whether you want to remain purely within the working surroundings that have got you to this point or if you are keen to try something different and utilise your experiences in a new and potentially more personally challenging environment.



CONTRACT & PERMANENT OPPORTUNITIES IN POLICING, CIVIL & CRIMINAL JUSTICE

HOLMES SKILLS (NATIONWIDE)

Contract

We are constantly looking for HOLMES skilled staff at all levels, especially Reader/Receivers and Indexers for police forces and other law enforcement organisations across the country.

INVESTIGATORS (NATIONWIDE)

Contract

Servoca have current requirements for investigators looking short and long term contract opportunities. We are particularly interested in Child Protection, ABE and PIP2 experience as well Disclosure & Exhibits.

STATEMENT TAKERS (NATIONWIDE)

Contract

We are looking for Statement Takers and Assistant Investigators to work within volume and major crime as well as investigative review teams for police forces and non-police entities. Preferably with experience from UK police forces.

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Former Royal Marine and Detective Inspector Steve Cooper left the police in 2014. Since then he has developed ranksuccess.co.uk, a niche business in the coaching and mentoring sector. Steve specialises in supporting serving officers to 'make the jump' to leadership positions at the ranks of Sergeant and Inspector. He's clearly made impressive progress against a national backdrop of reduced vacancies and increasing competition for promotion. It seems more 'astute' officers are starting to invest in themselves to discover what works in converting leadership aspirations into promotion success.

We caught up with Steve to get some insights and tips into his own experiences post retirement.

WHAT GAVE YOU THE IDEA FOR RANK SUCCESS?

The idea for Rank Success occurred when, as line manager I was endorsing promotion applications for my own staff across a massive geographic area. I realised many capable officers with leadership potential, were making the same mistakes when it came to promotion selection. These included preparing at the last minute under entirely self imposed pressure, basic knowledge gaps about the role and functions of supervision and not structuring operational experience professionally to support a promotion application. Many also failed to recognise that a promotion board is essentially a leadership interview.

CASE STUDY: SERGEANT

Here's how Bryan realised his potential.

"Steve helped me understand the promotion process. I felt lost having failed at my first attempt but with positive, inspiring, coaching I was able to deeply reflect on what really made me a good leader and manager. This gave me the belief and the confidence to present my skills and experience effectively (and successfully) during the board. In my previous interview I was tense, unsure and lacking confidence. Having worked with Steve I felt calm and confident and more importantly I felt prepared. The fees and guides were great value for money. One of the things which was most value to me was helping

me really sit back and think about the role of the Sergeant and discussion around the framework and mnemonics. Secondly to have someone where you can totally open up about your fears, concerns and perceived weaknesses and then come away feeling enthused positive and confident. The one to ones gave me the clarity and focus. I needed to be successful in a process which can often leave you feeling uncertain, stressed and struggling to decide how best to prepare and present yourself. Steve is professional, provides a confidential service, inspiring with pep talks and motivation. Thank you for helping me discover that 'light bulb' moment and to be the best I can be in such a competitive process" - Bryan

HOW DID YOU ADDRESS THAT?

Initially, I held a couple of guidance sessions after work for a few officers. Others heard about it and turned up unexpectedly. Officers were successful in the boards that followed and things kind of grew from there.

I started receiving enquiries from officers in other forces including an amusing one from an individual who had been at a wedding and had heard 'from a cousin's friend's brother about a DI down south helping cops going for promotion'... is that you?' (It was!!)

Three years before retiring, I started researching the need for support for promotion candidates. I ran workshops and spoke to officers, I wrote down what I believed could help. That turned into my most popular download: 'A Guide to Passing Your Police Promotion Interview'

WHAT DID YOU DO TO PREPARE AHEAD OF YOUR OWN RETIREMENT?

As part of my CPD, I had previously completed the Institute of Leadership and Management's (ILM) Certificate in Leadership Coaching and Mentoring. During my career, I had always supported staff and colleagues preparing for promotion or job applications and I really enjoyed the ILM course. My force also provided useful training to help with interviewing staff for new positions. So, when it came to planning ahead for retirement and thinking about setting up Rank Success, my research confirmed that the Institute of Leadership & Management is the premium awarding body for coaching qualification in the world. I took the opportunity to study for the Institute's post graduate qualification, successfully achieving the ILM's Certificate in Executive Coaching and Leadership Mentoring. I found this really challenging but also very rewarding. The tutors

Tom Sneddon and Karon Clark are highly qualified experienced executive coaches, both inspiring individuals and very supportive.

The feedback I have received from newly promoted Sergeants and Inspectors since I retired, is developing into a legacy I am proud of, but the challenge going forward is to grow it exponentially. For me it is very much about 'sending the lift back down' to bring as many new leaders up as I can.

TESTIMONY FROM SERVING SERGEANTS AND INSPECTORS ON YOUR SITE CLEARLY DEMONSTRATES THAT YOU PROVIDE A HIGHLY VALUED SERVICE. WHY DO YOU BELIEVE OFFICERS SEEK YOU OUT FOR SUPPORT?

That's a good question because you'll always find strong views for and against whatever promotion selection process is in place. Combine that with a lack of wider support and it can sometimes be difficult to even explore options. Few individuals want to voice their lack of confidence, worries, fears or concerns, so the option to discuss your career hopes and aspirations in confidence with someone who understands and can help, is a significant reason that I believe officers make contact. Once people discover it's simply a conversation with a purpose, they are at ease and far more relaxed.

My role as coach/mentor is to build awareness, responsibility and self belief - a powerful combination - I'll do that by asking questions and offering suggestions to identify gaps, to focus and direct effort and to maximise the potential of each individual".

However, cops can still be quite sceptical initially and I notice that before getting in touch, some will still download a digital guide first to 'get to know me'. That's exactly what they are for by the way - and also to supercharge promotion preparations!

I am very proud that new customers are increasingly reaching me via direct word of mouth referrals from previous customers - newly promoted Sergeants and Inspectors!

WHY SHOULD OFFICERS SEEKING PROMOTION CHOOSE RANK SUCCESS?

Cops work long shifts. Many also commute long distances before and after work. They have commitments and a life outside of the job and are often 'time poor'. The most important choice is always to take action. To help officers do that, they can download a range of digital guides to their computer, tablet or other device to help maintain focus and make best use of their available time. Reading relevant material raises questions and also awareness.

Further options include promotion masterclasses, confidential one to one support and more.

CASE STUDY: INSPECTOR

Here's how Mari realised her potential..

"Steve, I just wanted to say a huge thank you. I heard today I have successfully earned a place on the fast-track pc-inspector scheme. This was wholly due to me working smarter not harder thanks to the combination of your extremely helpful and informative application guides, your blogs and your excellent promotion workshop. They helped me clarify what was actually required of me for each rank, develop my presentation skills (an area of significant dread but even less than the crippling fear of having nothing to say at my interviews!) and I am very happy to report success even though this is my first time applying!

I will no doubt use your materials and approach again during my challenging programme to achieve promotion to Inspector. I particularly enjoyed your recent perseverance blog. I have been there when attempting to progress laterally. Your comments and positive outlook really resonated with me and I am confident they will help colleagues facing challenges of re-applying" - Mari_

WHAT ADVICE OR TIPS WOULD YOU OFFER THOSE THINKING AHEAD OF RETIREMENT, BASED ON YOUR OWN EXPERIENCES?

I note your magazine has great advice for anyone stepping from public service to the private sector. My own tips would include a focus on the importance of planning ahead. Think at least 2 years. And draft a business plan - it addresses critical questions. Review your skills, most cops acquire transferrable skills but retire without a professional CV. Find people and organisations who can help, there are lots. Research. Google or Youtube anything you don't know. Get free advice and guidance from accountants/lawyers on your company structure. I found free funding for business start ups and also media support.

Starting a business has been for me a significant challenge. I have stretched and developed my knowledge, skills and abilities in the last three years and enjoyed every day. I've applied all of the tips above to learn about IT, social media and understanding the importance of working on my business as well as in it! I would say that I have succeeded only in creating a foundation upon which to learn more and I am enjoying the journey. ●



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
National Helpline: 0800 917 7650
www.alcoholics-anonymous.org.uk

Alcoholics Anonymous has over 4,400 groups throughout Great Britain, designed to help those with a serious alcohol problem. Through mutual support, sufferers assist each other in coping with their problem. There are no fees for membership of Alcoholics Anonymous and anonymity is carefully preserved.

For information:

PO Box 1, 10 Toft Green, York YO1 7NJ

Tel: 01904 644 026



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At 1200hrs on Saturday 29th April, Vanquish® Training Academy are hosting a FREE open day at their Manchester Training Centre in Central Manchester for you to attend and learn why 2017 is the year to enter the industry

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Vanquish® Training Academy

Vanquish® is an interesting organisation. There are a several companies operating underneath what is known as The Vanquish® Group. The security company provides close protection services to high net worth individuals and celebrities through two major corporate clients; Universal Music Group and the BBC. The investigation company provides investigative services to private individuals and corporate clients such as law firms. Vanquish® Training Academy has one purpose, to provide operatives to the other two companies.

The Academy's History
Vanquish Security & Investigaiton Consultants Ltd was set up in 2011 to provide security services to celebrities and high net worth individuals. Because the security industry is very

competitive, they chose to include investigation services whereby should any of their clients receive a threat, they could investigate that threat to establish where it was coming from as opposed to just simply providing more security. Later in 2011, Vanquish® decided to open their investigative services to the general public purchasing ThePrivateInvestigators.co.uk and later winning ThePrivateInvestigators.com from the US after a lengthy bidding war.

They already had a number of security operatives but now they needed surveillance operatives. According to the SIA, surveillance training must be included as part of a close protection course. The reality is that most have only attended a 12 day course whereby surveillance will only make up approximately

half hour of the syllabus. The result? Not a great deal of skill or knowledge when it came to surveillance. Vanquish® noticed that the work quality and report writing abilities of their operatives was somewhere between average and very very poor. For this precise reason, Michael Chandler decided to write a very basic surveillance training course outlining basic techniques, standard operating procedures, report writing and legislation. All Vanquish® operatives were invited to the free 2 day course in hope that there would be some form of unity between them and their surveillance reports. It worked. The work quality and the quality of the reports (which are received by the clients), improved considerably. Almost immediately after the short number of courses, the

head office started receiving requests to hold more courses for the friends and colleagues of the existing Vanquish® operatives who stated that their friends were willing to pay which is where Vanquish® Training Academy was born. In 2013, the investigation business made a decision that they would only ever recruit those who have done one of their own surveillance courses, not as a money making exercise, but to ensure that tasks are being conducted properly and professionally. As of August 2016, the security company will adopt exactly the same recruitment policy. Since the beginning, Vanquish® Security and Vanquish® Investigation Services have become separate companies but are still managed by The Vanquish® Group.

The Man Behind The Courses
Born and raised in central London, Michael Chandler spent many years working in large security teams on high profile events such as film premieres, award ceremonies etc. During this time he was also conducting covert surveillance operations

in and around the London area as a trainee. Because of his consistent dedication to the industry and his four years service in The Royal Military Police (TA), he was shortly conducting close protection operations for a range of clients from celebrities to businessmen and sport personalities alike, some of whom had received serious threats from various organisations.

Sometime later, Michael began conducting surveillance and counter surveillance operations all over the UK and quickly became the biggest contractor for a private investigation company based in London who were at the time, one of, if not the biggest in the country. This later led to a promotion which was to become the Head of International Surveillance Operations.

After this, Michael continued his work with various celebrities in a close protection capacity. He also consulted and advised other security companies on Anti & Counter Surveillance matters along with providing any investigative services they required.

In 2012 Michael decided to change his low profile and covert lifestyle and stared in a documentary about the spy industry.

As well as being the Chief Operating Officer of The Vanquish® Group, he consults both individuals and compan He is also the author of the International seller 'The Real Guide to Surveillance' which sells in most English speaking countries including; UK, Australia, New Zealand, Canada and The US.

Michael has written all of our courses himself for which people come from all over the world to attend as well as him travelling to train people overseas. Between now and February 2017 he is expecting to train people in Ghana, New York and California.

For more information on Michael, please visit his blog site at MichaelChandler. Online

The Courses

Since the first 2 Day Basic Surveillance Course, they have released a range of courses to chose from including the 5 Day Advanced Surveillance Course, 3 Day Counter & Anti-Surveillance Course, and now the Close Protection Courses. During an interview Michael stated

"The content of our course is relevant to the type work and tasks that we actually deploy people on. Our main client base are celebrities and high net worth individuals who are more than likely going to be in London or another metropolis environment. If people want to attend a training course in the middle of nowhere whilst rolling around with guns in a forest or driving like a lunatic around a racetrack then that's ok. But if they want to train in a realistic environment such as central London or central Manchester whilst implementing relevant knowledge and skills with real work opportunities afterwards, then take a look at the Vanquish course. In other words, our course is relevant, realistic, open and honest. It's not a lads week away playing with guns etc."

In a blog post, he mentions firearms training in the UK "I am often asked why the close protection training course that I wrote does not include firearms training. The answer is simple but relatively long and that is, the course I wrote was to be used by Vanquish Training Academy from which Vanquish Security would recruit candidates from. The type of close protection tasks that Vanquish® deploy operatives onto are usually for two main principal types; celebrities and high-net-worth individuals and are more often than not, low threat. Also, most of these tasks take place in the UK where it is ILLEGAL to carry firearms as a method of protection, please refer to the Firearms Act 1960 In essence, the Vanquish CP Course is written to train candidates in a setting that is realistic to the environment in which the company operates. Furthermore if you still wish to pursue firearms training after your bodyguard course then why not do it as part of your continuous professional development (CPD)? CPD is essentially something that you do after you have passed a course in order to remain up to date as a professional in your chosen field. That could be with legislation, equipment, new procedures and so on. For example, a bodyguard in any country should endeavour to remain physically fit, consider learning a foreign language, looking into new equipment that is available in the security industry etc. My honest opinion, and this comes after having firearms



training both with the British Army and as a civilian as an optional extra on a CP course, is that it's infringes on valuable learning hours. By that I mean if you have a set amount of time on a training programme, why waste it on something or a skill that is more than likely never going to be used. Firearms should be considered a last resort regardless of which country you are in and as such, should be considered far less important to learn in as opposed to threat assessments, surveillance and all of the other relevant topics and units in a modern bodyguard course."

The World's First "Application Only" Close Protection Course Because Vanquish recruit people from our own training courses, we want to ensure that we are getting the very best people to join our growing team". Rather than going on to the website and booking your seat, you will now have to complete a very short application form and wait to hear whether you've been successful or not. Successful applicants will be notified two months before the due start date of the course. Vanquish Group's Chief Operating Officer Michael Chandler had the idea to only allow successful

applicants to join the Vanquish Close Protection Courses making it the World's first "Application Only" Close Protection Training Course. The problem was, no one thought that this would be a good idea and everyone at HeadQuarters opposed it. But, after a convincing argument the board of directors decided to relent. Rather than going on to the website and booking your seat, you will now have to complete a very short application form and wait to hear whether you've been successful or not. Successful applicants will be notified two months before the due start date of the course. This may seem awkward at first, but I'm sure that people will understand that we are looking for high calibre applicants from ALL backgrounds, especially from the Police due to their transferable skill sets, and for us, this is the best way to do it. If you want to attend a course that offers you real job opportunities, then apply now."

If you would like to apply for any of our Close Protection Courses, then simply visit [www. VanquishAcademy.com/Apply](http://www.VanquishAcademy.com/Apply)





Malpeet K9 Academy specialises in the use of operational dog teams, the sale of dogs in various disciplines and handler training both for UK and overseas customers. We are members of, and approved trainers for the National Association of Security Dog Users (NASDU). All detection dogs are trained utilising 'real' drugs and 'live' explosives. Malpeet K9 Academy is currently one of only a few UK companies licensed to possess controlled substances for the use of training detection dogs. Malpeet K9 Academy is also an ELCAS approved training provider. We have helped many service personnel pursue a successful dog handling career. Working with various local and national charities such as the ABF Soldiers Charity, we provide the best training courses covering many aspects of working in private security as a dog handler. Our MD Simon Mallin has worked with clients around the world and is currently working on projects in Kenya that include Lewa Wildlife Conservancy's anti-poaching dog unit. Learners at Malpeet K9 Academy have a unique opportunity to learn from

industry experts with international operational and training experience.

Case Study
Mike contacted us in February 2015 to enquire about a detection dog handler course, with a passion to work with dogs, he has chosen to become a dog handler as his second career after a very successful one in the armed forces. Mike was able to use his entitlement with the Enhanced Learning Credits to fund the 32 days Explosive Detection dog handlers course as we are one of a few dog handler training providers with ELCAS approved status. We introduced a small payment plan last year to help learners who self fund course fees spread the cost into monthly payments with no extra fee. Mike took the opportunity and funded the general purpose level 2 course himself. Upon completion of the general purpose dog handling course, Mike was introduced to his current employer by our MD Simon Mallin. We pride ourselves on our continued support for our graduates from the first day of training through to employment.

COURSE FEATURES

- Realistic scenario based training
- Licensed to hold live explosives and real drugs for training purposes
- On-site complimentary kenneling
- On-site self-catering accommodation
- Green dogs for sale in conjunction with handlers course

NASDU COURSES

- General Purpose Security Level 2 & 3
- Drug Detection Level 3
- Pyrotechnics Detection Level 3
- Explosive Detection Level 4

www.malpeetk9academy.com

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info@malpeetk9academy.com

I'm running hard uphill trying not to knock down the shoppers who seem to be finding the most unpredictable ways to block me on these narrow pavements. In my ear piece I'd heard Darren say he'd parked my car first left past the bus stop and I'm pushing hard to get to it so we can prevent what seems like the inevitable and depressing loss occurring. After 4 successful hours of continuous foot and mobile surveillance against our target over 10 miles of a busy part of London it feels utterly sickening to think we may have been defeated now after all our hard work.

Surveillance requires the ability to understand and predict human nature but when a claimant unexpectedly jumps on a bus as the doors close and both of you are separated from your own transport, life in the surveillance business has just taken another difficult turn. Sometimes it seems the surveillance gods smile on us and sometimes they just laugh at us. Today they're laughing I think.

At 55 years old, sprinting down the pavement and as I almost take out another pedestrian, the question naturally enters my head as to how exactly I've arrived in this work when many of my former colleagues in the Police Service who've also 'retired' are probably that very minute negotiating their untroubled way to the 8th green on some golf course. I kick the thought into touch and get on with locating my car.

I won't pretend that life since leaving the Met has been plain sailing by any means. Anything but in fact. You could call it a search for purpose after a fairly dynamic, fulfilling, career.

In my 30 years of police service I had covert policing experience in the source world and running a proactive gun crime team so it seemed natural to try to find a way to transfer these skills into a new career. I came across The Surveillance Group in Worcester and liked the look of their training programmes so I signed up to one of their two week surveillance courses.

The students and staff were almost all ex-military and I immediately found a bunch of people I could relate to. The course was a lot of fun, was really good quality training and reignited my enthusiasm

for that kind of work. TSG run a number of different courses all of which get great reviews and most students that pass through the training centre are vying with each other to get a coveted chance of employment with the company. Previous experience of surveillance is not a requirement, it's more about who you are and how you adapt to the work and gain the necessary skills.

A year later after the benefit of experience doing freelance surveillance for various outfits I finally decided to see if TSG would take me on and so now I'm employed by them, carrying out surveillance for insurance companies.

I hadn't realised quite how important having some real purpose to work is in life and having lost some of that over the months since leaving The Job I am finding that not only have I regained that but I'm having fun too. Sure, long hours in the car with eyes fixed on a claimant's door are hard work, but when we get on the road and see some of them acting as though they have a debilitating injury but then suddenly seemingly forgetting that as they run across a High Street for a bus carrying heavy bags or putting in a fearsome gym session then our work is really very satisfying, knowing that we are helping to drive down insurance costs for us all by nailing the claimants who are defrauding the companies.

I actually feel a bit sorry for the claimants as in terms of experience they are up against a former DCI and an ex Army Warrant Officer - sometimes I think they don't really stand a chance. Today in true 'never give up' fashion Darren has put in a mammoth effort; he's run a mile after the bus keeping it in sight long enough for me to push past in my car and locate it 3 miles away in time to see our guy get off. After his familiar routine of waiting and looking for surveillance he decides it's all clear and walks off fast while carrying the crutch that 3 hours ago he was apparently so utterly dependent upon. All of which of course Darren and I filmed, so we end the day feeling that sense of professional satisfaction that comes with using our skills and experience to overcome today's difficulties. And later I reflect on how, thanks to TSG, it has added to my own sense of purpose, post the Met.



Are you looking for a challenging new career within a fast growing industry?

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- Learn how and where to research the industry.
- Gain honest advice about starting out on your new career path.

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Police Life

Rylatt Gaskall

ActionCOACH franchise owners come from many diverse backgrounds. Here we look at Tim Rylatt and Steve Gaskell who made the leap from public and armed services to business growth specialists with ActionCOACH.



Tim Rylatt

FROM POLICE SERVICE TO BUSINESS GROWTH SERVICE

Tim Rylatt, now 40 years old, was a Police Officer for 10 years before joining ActionCOACH in January 2009.

MAKING A CHANGE

"I had recently returned to the UK with my wife, Juliet, and my career within the Police had been curtailed due to a serious knee injury. One of the big frustrations I had with exiting the Police was many of the skills I had gained and the internal qualifications I had achieved were not recognised or valued by recruitment agencies. Whilst I have always believed myself to be a broadly capable person who is highly skilled at adapting to circumstance, they were unwilling to offer me the opportunity to prove it.

"Franchising could provide me with the structure of a successful business model to work within, as I didn't have the skill or knowledge at the time to create a new one,

and enabled me to leapfrog the recruitment challenge by effectively owning my own job. I still wanted to be involved in society in a way which was helpful and allowed people to get past their challenges to enjoy a better quality of life. This was a common theme between Policing and ActionCOACH. I had explored several different career options and many were, on the face of it, a safer, lower investment option but the value set shown by this franchise really grabbed me. When I spoke to existing franchise owners, whether they were highly successful or still on the journey, they were happy and fulfilled by their work. That was very attractive."

THE TRAINER BECOMING THE TRAINEE

"I completed ActionCOACH University in Las Vegas and learned an enormous amount in a short space of time. I added to that knowledge using the resources and manuals I had been given as well. The follow-up training in the UK



Tim helping business owners transform their business and their lives

supplemented that incredibly well over the course of the next year or so and I was immediately able to deliver a viable coaching service.

"The regular regional and international conferences and online training webinars were an essential part of that growth during the first couple of years. Having held a role which was predominantly training and development, I found the transition to coaching relatively straightforward. The biggest adjustment was the switch in 'industry' from law and order to business."

TEAM SUPPORT

"The best thing about ActionCOACH is the team as a whole. I say 'team' because that is genuinely what it is. The master licensees, my peers, and the central support team all communicate well and work

towards the success of one another. I have never felt isolated or without the option to call for help. I also love the fact that the founder, Brad Sugars, is active in the business and we get to learn from the very best in the business every year.

A REWARDING BUSINESS

"I'm personally very interested in why people buy, and ended up actually writing a book, *Business Battleships*, on the topic as I found I'd learned a great deal about the subject through my coaching experiences as well as Policing.

"I've received the award for 'Best Client Results' in the South East five years in a row. It gives me an enormous amount of pride to know I'm helping my clients as well as creating a good work-life balance and earning more than I did in my previous careers."



Tim with his award winning clients



Steve Gaskell, Nationwide Resettlement Award winner

FORMER SOLDIER GOES FROM ACTIONMAN TO ACTIONCOACH

Former army captain, Steve Gaskell, has successfully transitioned from the services to civvy street through franchising. Steve joined the army in 1985 and 22 years later became the Regimental Sergeant Major of the Princess of Wales's Royal Regiment, ending his career as a commissioned captain. The 47-year-old, from Newton Abbot, left his army career with the hope that he could spend more quality time with his family.

EXTENSIVE RESEARCH

"In the run up to leaving the army, I carried out 18 months of extensive research into what to do and kept coming back to ActionCOACH. I went to The Franchise Show at ExCel and met the ActionCOACH team and things fell into place. I left the army in August 2013 and began training with ActionCOACH in September. I had done some really cool courses in the military, attempting SAS selection was by far the hardest, most challenging and best. ActionCOACH training came a close second – it was life changing!

"The business, very quickly,

allowed me to become part of the hub of my business community. I head up my local Business Network International Chapter and I'm currently the Chairman of the Chamber of Commerce committee. Whilst I have autonomy in the delivery of my coaching, I also have the support of a national and global support team. Being a franchise owner has been a fantastic way to get into business and master your own destiny. It has given me the freedom and flexibility to live my life in a truly abundant way with my family, friends and great clients."

HIGH ACHIEVER

"I was thrilled to win the inaugural Nationwide Resettlement Awards as Franchisee of the Year for 2015. The business has just gone from strength to strength. Sometimes I have to pinch myself. It's been hard work but I am proud of what has been achieved. I have a very clear vision of where my business will be in five years. On a daily basis I have one simple rule: always be working on the most valuable and profitable activity at that point in time.

"It's not surprising to hear that I have a very regimented approach to operating and growing my business! I employ a

Business Manager and a Business Development Manager, who have helped me to leverage my time dramatically and allows me to add real value when coaching my clients. In fact, I expect my business to grow to the level where I will need to employ an additional business coach too.

"It sounds like a cliché but none of this would have been possible without my wife's unbelievable support. Sam has been my rock, looking after our family during my absence on deployment, always placing her needs second and always there for me and the kids. My office is now very close to home and I don't have to miss out on family events. My son has learned and developed a career thanks to the business and my daughter has plans to follow my footsteps into the armed forces."

NEXT STEPS

If you'd like to transfer your skills to a rewarding business and you:

- A) get a buzz from helping others succeed
- B) love learning and developing yourself
- C) have enjoyed success in your career or sport...

Then find out more by watching the 6-minute overview video at actioncoach.co.uk



Steve Gaskell, Regimental Sergeant Major of the Princess of Wales's Royal Regiment.

EPIC



Bob Titley is a retired Chief Inspector (Staffordshire Police, HMIC) and is the current Chairman of EPIC (Integrity Assured) Ltd.

Since retiring in 2011 EPIC has helped him to develop his company, *Investigation Protocols Ltd.* Here he tells how EPIC can help officers and police staff who are due to leave the service and are considering making a new start into the business world:

Thousands of police officers and police staff leave the service every year through retirement or redundancy. Some officers and police staff will have completed their service and taken retirement while others may be looking for a career change and the chance to do something different. For many retirement will be a welcome arrival and the chance to spend more time doing what they enjoy best – golfing, gardening or having quality time with their family. For others retirement has come too soon – some may have mortgages to be repaid, children at university, have been divorced or have younger children from a second marriage still to get through education.

Additionally thousands of police staff have been made redundant following force austerity cuts, many again facing financial insecurity. So what are the options for those who want to continue working or need to work, whether it be for financial reasons or merely to remain physically and mentally active?

Most forces offer pre-retirement courses for those officers

approaching 30 years service. The PMAS sponsor many of these courses, providing financial, health, welfare and CV advice. However for those officers and police staff leaving the service for reasons other than retirement, this can be a daunting experience with often little support provided. Throughout my service I was privileged to work with many great teams, with the benefit of bouncing ideas off each other and having the comfort of being in a team environment. Having retired though I was now on my own, starting up my own business. There was no one to chat through ideas or plans so I was very fortunate to be introduced to an organisation called EPIC.

Since 1979 EPIC (Ex Police in Industry and Commerce) has been the only business networking organisation exclusively for former police officers and police staff who, having left the service, have either started their own business or are now employed in the commercial sector.

Like so many others I found that choosing who to do business with can be a minefield. People do not know where to go, or who to trust and the last thing they want to do is pick someone at random with no prior knowledge of their reliability.

This is where EPIC was invaluable to me. I found that to inspire customer confidence, EPIC ensures that all members

are vetted; EPIC is proud to declare that an EPIC member's 'Integrity is Assured'.

Membership of EPIC is open to police officers and police staff from Home Office Forces and government run security and investigation services who, on leaving become, or intend to become, engaged within business, industry or commerce.

EPIC has a growing membership across a range of skills. Many members are self-employed, owning their own companies or providing consultancy services while others are leading practitioners in their fields and employed by major companies.

One of the real benefits of EPIC is that the annual membership is only £96, so there's no great financial risk for any one starting up and for which members enjoy a range of benefits including:

- Comprehensive, secure member's website containing tips and advice
- Support from members who have made the transition to business life
- Job Opportunities
- Business Mentoring
- Licensed use of the "Integrity Assured" logo.
- Peer Networking
- Seminars

EPIC is always working hard to help its members identify new business opportunities. As well as networking between members and peer-to-peer support, EPIC hosts regular seminars across the country. The seminars offer attendees unique and exclusive opportunities to hear from inspirational speakers and local business experts.

The seminars travel across the country and provide a platform for EPIC to demonstrate to the wider business community the advantages of working with EPIC members and their businesses.

We have recently enjoyed a most successful seminar in Hertfordshire with speakers presenting on how to make best use of the new LinkedIn website and how to improve your business customer base. Our showcase speaker was **Simon Weston CBE**. Simon is internationally recognised following the serious injuries he sustained

during the Falklands War. His message was one of achievement, of triumph over adversity, of seizing the moment and succeeding.

Our next event will be a Breakfast Networking event in Staffordshire. Details are below and places can be booked through www.epic-uk.com

Breakfast Networking event offering an insight into the new LinkedIn!

Date: Friday 21st April 2017

Venue: Holland Sports Club, Efflinch Lane, Barton under Needwood, Staffordshire DE13 8ET

0915hrs - Tea/Coffee breakfast rolls

1000hrs - Elaine Pritchard (Caittom Publishing Ltd) will be speaking about LinkedIn, offering both an introduction to this business networking opportunity and explaining the strategy for using LinkedIn for business. Since Microsoft bought LinkedIn there has been a greater emphasis on learning and delegates may be interested to learn how Lynda.com (the company that LinkedIn bought) has now been incorporated into the new LinkedIn learning portal. LinkedIn is still a very exciting platform with huge potential to help anyone grow their business and/or raise their profile.

This event is open to anyone interested in business development as well as networking with like-minded people.

1230hrs - Conclusion

Price: £15 per person

Anyone wishing to join EPIC, become a preferred partner or attend the event in Staffordshire are invited to contact the Secretary – memberssupport@epic-uk.com or go to the EPIC website www.epic-uk.com



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Whether you are new to IT or enhancing current IT skills, Bluescreen can help you achieve your goal!

Our CompTIA Security + course has been awarded CCT accreditation by CESA and APM Group for the delivery, content and instruction of this course. This accreditation provides both the training provider and the student with confidence that courses certified under this scheme, provides a high standard of training of cyber security content and delivery. CESA is the information

security arm of GCHQ and we are the only training company in the UK who has this accreditation for the delivery of this course. Bluescreen IT are finding that Cyber Security related courses are fast becoming the most sought after courses that they deliver. Delegates that have now left the forces and have been on Cyber related courses are now working within some major companies protecting them from the ever growing threats that constantly target businesses.

Our training ethos is about hands-on instruction, with high-end equipment investment that ensures practical real-life

exposure. Students are provided with many labs, to build services and technologies discussed in theory. All training is full-time and instructor-led by industry experienced and cross certified instructors. Every course package that is offered includes a 12 month course re-sit from when your training commences free of charge!

We are Microsoft Gold Partners, Cisco Partners, CompTIA Members and Bluescreen IT have recently been awarded with a Bronze Award in recognition for their support to the Armed Forces. We are an authorised Pearson VUE and Prometric testing centre,

which means that you can certify right here on site with us and leave us fully certified, ready to head into the IT Industry. The qualifications that our courses offer are all internationally recognised that any employer world-wide would recognise.

Here is some feedback from clients who have experienced our training:

"I really enjoyed the course, all of the instructors were highly knowledgeable and were able to help with any questions. I came on this course with prior knowledge, even so I feel I have learnt a substantial amount and would feel confident for the future employment."

"A company that welcomes you from the start and sets a comfortable atmosphere for learning before you even begin, with knowledgeable instructors across the board it just added to the technical knowledge put across with real world experiences. With the whole package being geared around the individual, this is a company you will come back to for many courses."

MORE INFORMATION

If you would like to discuss your training options, please contact Allison Wallace or Paul Taylor on 01752 724 000 or email info@bluescreenit.co.uk

NEW CAREER Health, Safety and Environment Management?

Corporate Risk Systems (CRS) has trained personnel from the Police and emergency services for many years. Allied to our experience in assisting hundreds of military service leavers make the transition to civilian life we feel we are best placed to assist you and all Police Force leavers take the next step in their career.

Your transition from a career in the Police Force can and will be a major career change and CRS understands this. You will be bewildered in what, how and where to go for constructive advice and help in ensuring that they get the right advice for them and your on-going career, just having someone to talk to about your options and also someone to be able to answer your questions.

Many questions being asked are: If I do this training where will I get a job? What sort of salary I can expect? At what level will I enter a company with these qualifications? CRS can help you with this.

CRS have many years experience in the delivery of Health Safety and Environmental Management Accredited training courses which lead to worthwhile qualifications recognised across the world. The NEBOSH range of Health, Safety and Environmental courses are also common to any sector so it does not really matter which sector your next chosen career might be, for example: Travel, Manufacturing, Oil & Gas, Leisure, Food, Rail Industry etc.

One of the most common 'one size fits' all qualification would be the NEBOSH National General Certificate in Occupational Health & Safety – which will lead you to Tech IOSH, this

qualification will certainly 'open doors' for you. You may not wish to become a HSE Manager but by having the qualification on your CV will help you have the 'edge' above applicants no matter which vocation/career you choose.

After attending one of our courses, you may decide that you would like to take your career and job prospects to the next level maybe from a level 3 (Certificate) to Diploma or Full Membership of Governing Health & Safety bodies, i.e. NEBOSH, IOSH, IEMA, City & Guilds.

CRS have recognised this and have "high end" career development Diploma and course programmes leading to Chartered Membership of IOSH, Full Member of IEMA, and Chartered Environmentalist etc.

CRS deliver Health, Safety and Environmental Management Training courses nationwide and below are some of the Open Course venues: Edinburgh, Darlington, York, Manchester, Derby, Birmingham, Gloucester, Southampton, Reading and Colchester.

At our CRS Training venues you can obtain the following qualifications:

- Nebosh National General Certificate in Occupational Health and Safety.
- Nebosh National Certificate in Construction Health and Safety.
- Nebosh Certificate in Fire safety and Risk Management
- Nebosh Certificate in Environmental Management.
- IOSH SHE Auditing
- IOSH Managing Safety
- CITB Site Managers Safety Training Scheme (SMSTS)
- CITB Site Supervisors Safety Training Scheme (SSSTS)

If you can't get away from the workplace why not consider a Distance Learning Course, CRS offer the following courses:

- NVQ Level 3 in Occupational Health and Safety Practice - (equivalent to the NEBOSH National General Certificate)
- NVQ Level 5 Diploma in Occupational Health and Safety Practice. (an alternative to the NEBOSH Diploma)
- Associate Certificate in Environmental Management by Applied Learning (AIEMA)

- Full Membership in Environmental Management by Applied Learning (MIEMA)

Our entire distance learning courses includes one to one mentored support and the added advantage of no written exams.

For more information about any of the courses, course availability or to book visit www.crsrisk.com or call **01332 527107** and ask for the sales team quoting Police Resettlement for extra special discounted prices



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- 15 Venues Nationwide
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- Dedicated Account Manager for Service Leavers
- Over 20 specially discounted training packages
- All Our NEBOSH Courses with Sure Pass promise*

CRS provides a unique guarantee on all of its NEBOSH courses. This guarantee is known as our Sure Pass Promise. We promise that if you take any NEBOSH course and all your exams with us, and for any reason do not pass one or more of your exams, you can re-sit the revision day for the same course within one year from the date of your original exam FREE OF CHARGE (the only cost to you will be your NEBOSH registration fees).

Book now online or contact us for more information:

01332 527107 advice@crsrisk.com www.crsrisk.com





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If you have served in the UK police you will have a number of transferable skills and experience, that can support the TSG.

TSG is one of the UK's leading private agencies when it comes to dealing with Public Safety and Crime Prevention, and we want people like you to join our teams across the country.

WHAT IS TSG?

TSG is a private Enforcement Agency, an innovative approach to modern day security solutions to help keep public safe, and tackle and manage challenges such as anti-social behaviour and crime.

Visit us at www.tsg-ea.org.uk to find out more. Don't forget to watch our publicity video too, click on the thumbnail on our homepage.

WHAT WE DO?

TSG's enhanced security services provide specialist support to safety plans, usually as an addition to existing security arrangements. TSG provide a number of different services, from ground operations to consultancy.

Your experience can help us develop as an agency, being part of the team or helping to manage our resources, work as little or as often as you like, or use TSG as a platform to supplement your chosen career.

How to Apply to TSG

Go to the TSG website and visit our recruitment page. You will find further information on the opportunities available and the nature of people we seek to employ.

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How Handy Are You?



Kevin Trump: "It keeps me active, I meet new people all the time and I get to choose which type of jobs I accept. Clients feel reassured and I often get recommended to friends and neighbours."

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Trust in Blue (TIB) are looking for punctual, reliable men and women with extensive home maintenance experience to join their national network of trusted self-employed handypeople across the UK.



www.trustinblue.com/careers

"Despite all the things I have seen after 30 years as a police officer I was astonished and frankly a little disturbed at just how much the elderly and vulnerable are still targeted." Chris Sims, former Merseyside Police Officer joined Blue Local Handymen in April 2014 and says that he "gets an enormous sense of wellbeing knowing that the elderly and vulnerable now have an organisation they can fully trust and rely upon."

domestic and business clients and has a particular focus helping older and vulnerable people.

"One of my customers was recently ripped off by bogus officials to the tune of £20,000 and as you can imagine she was nervous about anyone coming into her home. She was delighted and hugely relieved to be able to rely upon Blue." Dave Hogg, Durham

"I enjoy working with my hands and get a great deal of satisfaction when I have repaired something that is broken. Clients are very grateful that I will come out to them when others will not bother." Jake Stevenson, Wanstead

Nick Orde-Powlett, who founded the company, said: "Whilst the remuneration is obviously important, our members primarily join because they want to get out and help people in their communities."

The organisation links new members (handymen) up with established members to enable them to seek advice from experienced handymen whenever they wish to call upon it, typically for estimating and planning purposes.

Kevin Trump in New Eltham enjoys being part of the team: "I can choose which type of jobs to accept therefore I'm never out of my

depth and there is never pressure to accept every job I'm offered. There are also colleagues I can phone if I get stuck with anything. I can regulate my workload and income as I wish."

The primary mission of Blue Local Handymen is to enable retired police officers to easily establish themselves as trusted handymen, without the usual cost, hassle and risk of setting up alone. Chris Sims likes to get out and help people: "Having Blue behind you from the outset takes away the worries of administrative duties, call handling, invoicing and generating work through various types of advertising, allowing you to simply get on with the work. There is absolutely no pressure to take on all the work passed to you and so you can be a busy as you want to be." Blue are currently expanding their network in order to help more people across the UK.



Jake Stevenson: "For me it is a very positive experience, from the variety of the work to the nice people I get to meet."

Blue

If you would like more information on joining just enter your details on the careers page www.trustinblue.com/careers

www.policeresettlement.com

RESETTLEMENT TRAINING

LET TRAIN4ALL HELP BUILD YOUR CAREER



Train4All Academy has a brand new training facility in Somerton and are offering a wider range of training opportunities for those currently in the forces entering their resettlement period.

Construction trade qualifications are available in popular trades such as Bricklaying, Carpentry, Plastering, Plumbing, Tiling and Maintenance, and now also in Painting and Decorating, Maintenance and Property Development.

The first step of a change in career is always the most difficult, however the transition and resettlement process into civilian life to can be extremely challenging and a stressful time. To have a local training provider that understands the complexities of this transition as well as providing the skills to a new career is invaluable. As part of their commitment to those leaving the forces, Train4All are delighted to be working alongside local employers in providing career opportunities



for those that are looking to embark upon a different career. Opportunities for employment within projects such as Hinkley Point C are on the increase and Train4All is well placed within the South West to support you in your career change.

With a wealth of industry experienced, knowledgeable staff, Train4All is dedicated to helping learners achieve their goals and objectives. Offering not only biblical trades, Train4All are now offering a wide range of short courses such as CSCS Cards for those wishing to work on site, Abrasive Wheels, Health and Safety, and Driver CPC and Trailer Towing Qualifications. Those looking to move into a construction management position may benefit from cementing skills already possessed and seek to obtain a Site Supervision or Site Management qualification.

With Train4All being located just off the A303 and 25 minutes from the M5, those leaving the forces are increasingly applying to the Academy for local resettlement training. Train4All is ELCAS approved and a preferred provider for the Careers Transition Partnership and as such force leavers are able to use their Standard Learning Credits (SLC), Enhanced Learning Credits (ELC) and Individual Resettlement Training Cost (IRTC) to fund their chosen training programme be it a short 5 day course, a more substantial 5 week course, or a full 1 year City & Guilds Diplomas in the biblical trades at levels 1-3.

The most popular course offered at the Academy is the a City & Guilds 5 week Level 3 Diploma in Sustainable Construction which encompasses practical training in Bricklaying, Carpentry, Plastering, Plumbing and Tiling whilst also looking at the theory behind renewable energies, Building Regulations, property maintenance and conversion. Learners are taught in fully equipped workshops by experienced tradesmen with a passion for their trade. From understanding the different methods used to price jobs to dealing with customers and overcoming problems, Train4all aim to meet the needs that come to light in the transition into civilian life and operate a flexible approach within the training that can be adjusted to suit individual needs.

Speaking to members of the November course, they rated their experience highly; "From a military perspective it's a relaxed environment to be in whilst at the same time getting all the training done. The course is well designed for people planning projects or changing careers as it gives you a broad overview of all areas. Tutors



are extremely flexible matching the content of the courses to the needs of the individual learners, nothing is too much trouble".

If you would like any further information on the many resettlement programmes that Train4All offer, please call our dedicated force resettlement co-ordinator Jon Allen on 01458 274043 where he will be happy to discuss your requirements. Train4All really can get your construction career moving, they still remain the first choice for learners and the first choice for employers across the South West region.

CONSTRUCTION RESETTLEMENT TRAINING 2017/18

Train4All



Are you looking to retrain when you leave the Police? Do you just want to learn some new skills?

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- Tiling
- Working at Heights
- Abrasive Wheels
- CSCS training



Quote Ref: PRM16 when booking

Reserve now for 2017/18 by contacting our dedicated Resettlement Co-ordinator Jon Allen Call: 01458 274043 or Email: forces@train4all.co.uk or visit Web: www.train4all.co.uk



name on it. Launching the boat into Lyme Regis harbour was a proud moment. For Ian, working and learning in an inspiring place with a bunch of similarly interested and diverse people was a joy that he says will stay with him forever. He is part of the Academy's graduate network and often visits to see what's happening on the workshop floor (usually around the time the big teapots in the kitchen are filled).

The Boat Building Academy's website has a page showing what people go on to do after the 38 week boat building and 12 week woodworking courses. Some go straight into boatyards or cabinet making workshops, others are renovating houses or classic cars. One is joiner on the British Antarctic Survey team. There are other graduates who join a course as a sabbatical and return to their previous occupation, or retirees who aren't ready to permanently put their slippers on but want an enjoyable and useful hobby they can earn some money from.

What does Ian enjoy most about his new life? "The freedom to make choices and do work that I find truly

absorbing. It was never my intention that I would graduate from the BBA and be solely a boat builder, but the skills I learned at the Academy are vital to everything I have done. Boat building led on to writing professionally. I also worked for the local Further Education College for a year, setting up a boat building course for young people. My interest in nature and ecology has recently led me into woodland management. I also make things from the greenwood that I source, which is another way of doing something I enjoy while earning an income. I am a happy man".



Ian Baird Case Study

The Boat Building Academy provides intensive, highly practical training in boat building and woodworking skills. Students come from every profession and from all over the world, ranging in age from 17 to 82. Some of them are career changers, like Ian Baird...

Ian was a Sergeant in the police force. He wanted to retire and gain the skills for a self-employed career. After taking a ducking in a Cornish rock pool at 18 months he developed a strong affinity with things that float. He had no practical skills but loved the sea. He thought about training for a number of trades but when he found the Boat Building Academy their 38 week course ticked all the boxes. Ian reasoned that if he could build a boat he could tackle pretty much anything. This would set him up for a future, self-employed, career with skills he could use in other fields. That he could also build a boat as part of his training was the icing on the cake. Ian says "I have a strong interest in history and so wanted to

build a traditional fishing boat. I knew, if I chose correctly, that I could use the boat as an advert for my skills. To say it worked is an understatement. There was so much interest in the boat that the BBC filmed the build twice, my boat spent six months on exhibition in the National Maritime Museum Cornwall and these experiences launched a tandem career as a freelance magazine journalist, writing about boat building. My first article was a detailed diary of the build for Water Craft, an international magazine about boats. I have since written a number of articles for Water Craft, the latest of which will be on my latest project,

lan himself says that he wasn't a woodworking 'natural'. In the early days of the course, getting a joint just right so that it fitted together sweetly took him some time. But halfway through the nine months, he suddenly realised that he was working in a workshop, confidently using tools and turning out good quality work. At the end of the course a completed 15' wooden fishing boat had his

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A NATURAL PROGRESSION

How an award winning Bobby found a rewarding business after retirement

Following a 10 year Army career in which he served in Germany and the Falkland Islands Ian Northcott B.E.M, joined the Police Force and had a varied 23 year career in central Birmingham.

During that time he spent ten years on the Police Helicopter, was involved in training and enjoyed working with the Prince's Trust. Ian says "Both the Army and the Police involve being active outdoors and a lot of variety and I knew that when I retired I would need to ensure I did something similar so when I discovered Nordic Walking, I knew instantly it was for me - I love working with people and to be able to help them improve



their health and fitness whilst having fun is just the perfect fit". Ian now runs his own outdoor fitness business Merclan Nordic Walking where he and two supporting Instructors deliver classes for all levels from Ultimate nordic circuits to wellbeing walks. Nordic walking is derived from cross country skiing and it's amazing how a simple pair of poles can provide a workout similar to being on a cross machine with the right teaching.

During his Police Career Ian had gained notoriety as the 'Busking Bobby' following an impromptu rendition of Oasis with a Birmingham busker one Christmas. He launched a charity for the Homeless called Socks and Chocs (www.socksandchocs.co.uk) for which he was awarded the British Empire medal this year. Now he regularly breaks into song about his new career and his fun videos have inspired many to join his band of over 200 clients across three local Towns. It's exactly a year since he began his training with Nordic Walking UK and Ian says he is loving every minute. "I chose the Delivery Partner option as I wanted a proper business with support to help me navigate the transition from public servant to being a successful business owner and fitness professional. If you have the drive to succeed, NVWUK supports you all the way". He says.

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Security Cleared Jobs.com is a specialist Job Board that caters for vacancies throughout the UK that require a level of security clearance mainly DV, SC, CTC and NATO levels.

The Job Board was founded in 2007 through frustration in finding candidates that required a level of security clearance in order to carry out certain roles for clients of ours at the time. The fact that the security clearance process in the UK understandably can take up to 9 months to have a person DV cleared leaves many recruiting clients with a timescale issue when looking to do so.

We have over the last 9 years built a highly skilled database of candidates that have been security cleared and understand the process. The site now hosts over 1,500 jobs daily and has a searchable database of over 80,000 candidates. The Job Board hosts a large number of specialist IT and Engineering vacancies historically but it is now changing and we are seeing a large increase in the need for candidates with previous policing experience from our clients.

Security Cleared Jobs.com has formed strong relationships with the resettlement units of the Armed Forces through the Career Transition Partnership. We are now recognised by service

leavers as the place to go when they are going through the resettlement process. Security Cleared Jobs.com provides them the opportunity to see which companies are looking to recruit.

We are keen to now engage with as many candidates with a policing background who are retiring or may just be leaving through the cuts or perhaps looking for a change of career. Like with many candidates who leave the armed services we find that many police leavers when looking for their next role find it a daunting process and maybe think that their skills and training are only of use when working for the police forces they were with.

We have 100's of jobs advertised on the site that are looking for the skills and training that you have achieved through your years of service and they are highly transferable to many companies in the private sector or to other police authorities on a permanent and or contract basis.

Job Roles that we are usually hiring for to name a few are: Investigators, Digital Forensics, Cyber Security, Interviewer, Intelligence Officers, Intelligence Analysts, Holmes Indexer,

Firearms Officers, Trainers, Fraud Investigators and many more. The skills that you have in the force and the fact that you will usually leave with an active level of security clearance that can be transferred opens up a number of opportunities that you may not be aware of through normal job searches.

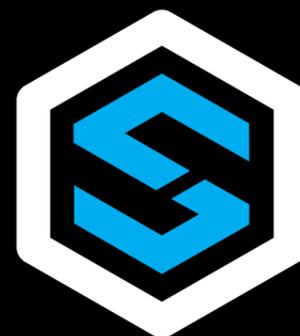
We have a dedicated team of consultants at Security Cleared jobs.com that understand your needs when looking for your next career move and are here to help. If you have any questions on how the site works or the best way use our services please do not hesitate in contacting us.

www.SecurityClearedJobs.com

Security Cleared Jobs.com is a FREE job board for all candidates using its service.

1. Logon to the site and search for the latest roles that may suit your skills.
2. Upload a copy of you CV to the site and our database of 100s of recruiting companies and agencies can then contract you directly.
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On an ordinary day... an extraordinary service

There's Plenty of room...Room for more
inside...Come and Talk to us @EEAST_Jobs

We recognise the skills and aptitude that forces staff have, especially when faced with pressurised situations.



Doing this job is not all about having medical knowledge; it's often about applying a common-sense approach to dealing with patients in their hour of need, or demonstrating personal resilience when a patient's life is at risk. Of course, the training will provide you with the skills and knowledge to assess and treat a range of patients in need of your help.

The East of England Ambulance Service NHS Trust (EEAST) provides emergency, urgent and primary care services throughout Bedfordshire, Cambridgeshire, Hertfordshire, Essex, Norfolk and Suffolk since 1st July, 2006. Our dedicated and skilled staff work 365 days a year, 24 hours a day to make sure patients receive the best possible care.

We have more than 4,000 staff operating from 140 sites and a fleet of 1,000 vehicles. We are supported by more than 1,500 volunteers who provide community first responder and volunteer ambulance car services.

The eastern region is made up of both urban and rural areas with a population of nearly six million, as well as several thousand more tourists who enjoy visiting the area in peak seasons. It includes major airports and docks which increase the number of people in our region on a daily basis. Whilst we are looking to recruit across all areas of the trust, we are particularly looking for staff to work in the following areas: Essex, Hertfordshire, Bedfordshire and Norfolk.

It's not the buzz of driving fast with blue lights flashing that will excite you; it's the knowledge that your presence as part of an Ambulance Team has made all the difference to someone. That someone is your patient.

The East of England Ambulance Service NHS Trust (EEAST) has embarked on an ambitious programme to recruit a significant number of student paramedics and associate and intermediate practitioners; last year we recruited over 400 new staff, and we are looking to recruit a lot more in this financial year. The chance to join our entry level roles as Intermediate Ambulance Practitioner and Associate Ambulance Practitioner programmes is the start of a new career for those coming into the service fresh. This opportunity will mean you receive a salary and training throughout the duration of your development.

www.policeresettlement.com

Becoming an Intermediate Ambulance Practitioner (IAP) with EEAST is a lot more than providing a transport service; it's about providing support where it's most needed to our patients and our communities. Naturally caring and level-headed, you will instil trust, share our values and provide a calming presence in whatever situation you find yourself in - from helping patients requiring urgent care get to hospital to assisting in emergency situations. Although you won't need a medical background, you will need to undertake the associated and required training in patient care as well as training in assisting other clinical colleagues. No medical training is required for this role, as full training is given. Working for the NHS also allows staff to apply for keyworker housing with local housing associations.

Successful applicants for this will be required to complete a 10 week training programme, which incorporates a four week advanced driving course, and will result in an accredited Level 3 award for those who successfully complete the course. This qualification can be used against career development pathways, should applicants wish to apply for progressing opportunities in the future.

The Associate Ambulance Practitioner (AAP) role with EEAST is an exciting new role that is clinically-lead and patient-focused to deliver clinical excellence, improve clinical outcomes, ensure patient safety and provide a positive patient experience.

Successful individuals for the AAP programme will undertake up to 18 weeks of initial training and supervision in front line Ambulance Operations. This will include a four week emergency driving course. The course will include time spent attending classroom based learning, self-study, online learning, and practical simulation. You will be expected to undertake a range of written and practical assessments and will include completion of a portfolio of evidence, as well as dedicated clinical placement time with EEAST. It is anticipated that the full course will be completed in 12 - 18 months from start date of employment. Following successful completion of the full course, a portfolio, and operational duties, candidates will be awarded a Level 4 qualification against the Qualifications Credit Framework (QCF). Upon

Career Opportunities for serving and retired police officers

successful completion of the AAP programme, this qualification can be used against career development pathways, should applicants wish to apply for student paramedic in the future.

The clinical career pathway for our Student Paramedic Programme is the pinnacle of all opportunities within EEAST. This is completely restructured which will provide you with the access to our 3 year development programme to become a fully qualified Paramedic. You will undergo full training and will give you practical hands on experience to deal with a range of situations which will include both critical and emergency. At the end of your journey on the student paramedic pathway will reward you with the Level 5 Award, which is the equivalent of the 3 year Paramedic science degree and full registration with the HCPC.

A full clean UK manual driving licence with full Category C1 and a minimum of 1 years' driving experience on a full licence is required. Consideration will be given to applicants who have a maximum of 3 penalty points on their licence for minor motoring offences only). Applicants without Provisional or Full C1 who are successful in the recruitment and selection process will be required to obtain Provisional C1 before being allocated to a training course, and must achieve FULL C1 before you begin a training course. You will not start your employment with the Trust without full C1 on your licence Priority consideration will be given to those who hold full C1 category.



The recruitment and selection process will consist of the following:

- Shortlisting against essential criteria in Person Specification
- Assessment Centre Stage 1 - Literacy and Numeracy Assessment and Highway Code questionnaire
- Assessment Centre Stage 2 - An Interview, Driving and Fitness Assessment
- Pre-employment checks in line with the NHS Employment Check Standards
- Work Health Assessment clearance
- Candidates are expected to undertake and pass all elements of the selection process.

THE TRAINING PROGRAMME

Applicants must:

- Be highly motivated with excellent communication and numeracy skills with a minimum of 5 GCSEs of grade C or above of which two must be Maths, English or Science (alternative equivalent qualifications may be accepted).
- Be able to demonstrate a high degree of physical fitness by successfully meeting our fitness assessment standards and work health assessment check.
- Have their own transport, and a full UK manual driving licence (manual vehicle) with two years driving experience, (please note that the person specification states that 'a maximum of 3 points will be considered for a minor motoring offence only'). If

you have more than three penalty points on your driving licence, there will be no exceptions to this rule and you will not progress through the recruitment and selection process.

- Category C1 (manual vehicle) on your driving licence is essential in order to start on our Student Paramedic programme. Applicants without Provisional or Full C1 who are successful in the recruitment and selection process will be required to obtain Provisional C1 before being allocated to a training course, and achieve the FULL C1 before you begin a training course.
- Demonstrate real drive, motivation and enthusiasm to pursue this challenging and demanding career throughout the recruitment and selection process and beyond.
- Candidates will be expected to undertake ALL elements of the selection process and can't be offered a start date until such time that all of the elements are complete.
- All recruitment is conducted through the NHS portal www.jobs.nhs.uk.

Use the job search 'Ambulance' and select 'East of England' as a location. This will take you to the advert where you can apply. Alternatively, the HR Recruitment team will be happy to answer any queries; please call and speak to one of the team on **01234 243045**.

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East of England Ambulance Service NHS Trust



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Have you considered working for the East of England Ambulance Service NHS Trust?

We cover the six counties of Essex, Hertfordshire, Bedfordshire, Suffolk, Norfolk and Cambridgeshire. We value care, teamwork, quality, respect and honesty in order to transform the care we deliver to our communities.

What is an associate ambulance practitioner (AAP)?

It is a clinically-lead, patient-focussed role allowing autonomous practice to deliver clinical excellence, improve outcomes and a positive patient experience. You will provide support where it's most needed to our patients, in emergency or urgent situations. You could be called to a road traffic collision, a cardiac arrest, or any scenario needing an emergency response, driving our emergency vehicles in any conditions.

What criteria do I need to apply?

Five GCSEs at grade C or above (including English and Maths), and two years' experience of driving on a full UK manual licence (you will need to achieve full C1 category on your licence before starting your training). Experience of dealing with or caring for a range of people, and being able to demonstrate you are motivated, passionate and caring, is essential.

How do I become an AAP?

You can apply to an advert on www.jobs.nhs.uk and participate in our recruitment and selection process. If successful, you will complete a 18-week training course (14-week clinical training and four-week emergency driving course) before starting your operational duties. Fully becoming an AAP takes about 12 – 18 months of reflective practice and working alongside other clinicians responding to whatever job requires your help.

What will I earn?

You will join EEAST on band 4 (£19,027-£22,236). We also pay a salary enhancement dependent upon your shift allocation. We offer excellent paid holiday entitlement, entry to the NHS pension scheme and other employee benefits.

We offer career progression, excellent training opportunities, friendly colleagues and the ability to make a difference to people in the community.

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Innovative. Responsive. Excellent.
Always community focused. Always patient driven.

Transform HR with Modernised Focus on Candidate Experience

Candidate experience needs to be the number one priority for recruiters looking to transform their recruitment approaches and hire the best candidates, according to a Metropolitan Police HR provider.



Morag Gardner, Director of Operational HR and Payroll at Shared Services Connected Ltd delivering services to the Metropolitan Police, was speaking at a session organised by e-recruitment pioneers WCN at the In House Recruitment Expo in London.

"Getting to the end of application forms to join the police form can feel really tough to candidates because they felt long and asked for a lot of information. We could see that more needed to be done to keep candidates enthused and so made candidate experience a core focus of our work helping to modernise and transform the Met's recruitment processes," she explained.

Gardner explained how the Met Police have focused on simplifying the approaches used by the Met

in online application forms to be simplified and standardised into one user friendly candidate interface. The force – which covers an area of 620 square miles and a population of 7.2 million - now uses technology to streamline end to end recruitment focused on great candidate and line manager experiences.

"From the linguistics that we use to ask questions to the layout of the pages we ask candidates to fill in. Our approach to online is all about moving away from the old application packs and having a clean, simple, modern and transparent system that offers candidates great engagement throughout their application journey and provides hiring managers with the key information they need. This attention to candidate experience should be a recruiter's number one priority," Gardner remarked.

The transformation of Met Police recruiting seems to have paid dividends with 100% of candidates rating their experience as good to excellent and a number of people sharing the application pages using social media to encourage others to apply.

Hiring managers also realise the benefits reporting a reduced time taken to create vacancies, lower costs for time investment in recruiting and more interest in dedicated events to help build talent pools and ensure great candidate experiences.

"With WCN's help, we can engage candidates more actively using the online portal, make use of dynamic dashboards and real-time reporting to truly measure our success, focus more on diversity to

ensure the service is representative of the many cultures that make up London and to some degree accelerate the time to hire for our forces," Gardner added.

Management intelligence was one area that Gardner singled out as an area of continued exploration to help further strengthen candidate experience scores.

Charles Hipps, CEO at WCN, gave a short presentation commenting on WCN's deepening links with the forces: "We currently work with almost 45 per cent of police forces across England and Wales, and prides ourselves on delivering robust candidate engagement. Working closely with numerous forces, we have noticed a widespread feeling that there is a need for more active searching for candidates now than ever before, and so having a positive candidate experience is essential. This is particularly important given the amount of information needed in police application forms and the fact that subsequent mandatory assessments are not short endeavours.

"For this reason, efforts needed to be made to ensure that forces are upfront on its recruitment timescales and provide as much engagement and support as possible to help amplify this with the right stories and guidance. Classic survey techniques such as tracking bars and shorter pages of questions seemed to be making a big difference."

Hipps also explored a particularly successful case study, which has seen WCN, working in collaboration with Warwickshire and West Mercia Police, be named as a finalist for Technical Innovation in both the Onrec Awards and Recruitment Magazine Awards 2017. For this project WCN took on

an innovative approach to delivering a solution to meet a series of specific challenges, enabling the recruitment team to work smarter and take advantage of automation.

The key to delivering better candidate experience lies in the ability to configure huge datasets that police forces gather from old manual approaches. This data is loaded into a shared searchable candidate pool, ensuring both Warwickshire and West Mercia forces could track against their respective set objectives, as well as those of the alliance, without having to re-input any information. Previously, the risk of input errors was corrupting decisions and providing skewed outcomes. Candidate experience is then measured at every step along the way and has always shown marked improvements.

Once the application is completed, it was felt that forces needed to do more to ensure that the high percentage rates are not turned into negatives. Assessments needed to be better explained and candidates needed to be fully engaged in what they were attempting to join, in order to complete the process and not renege for better offers in the private sector or feel rebuffed based on centrally created standards.

Talent pooling and banks would only work to hire 'silver medallists' or those with an interest if they felt previous unsuccessful applications were suitably explained to them and advocacy was not lost in the process.

Improvements in technology like the ones offered by WCN are providing more options than ever before to be able to prevent crime and respond quickly and effectively to incidents when they happen. It is right that forces act to ensure they can predict and adapt to change and adopt technology that supports them in protecting people from harm.

For further information on WCN, please visit www.wcn.uk.

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A credit union is not for profit financial organisation, therefore profits are used to reward members and improve the service. When you invest in a credit union, you know your money is being used to benefit your colleagues and friends and not outside shareholders. A credit union's priority is not making profits. Helping members financially is the main priority by encouraging savings and providing affordable loans.

Why join No1 CopperPot Credit Union?

No1 CopperPot Credit Union offers Savings, Loans and Mortgages exclusively for the Police Family. To qualify for membership you must either work for, or be retired from the Police. This includes Serving Officers, Retired Officers, Police Staff, PCSOs, and Specials.

In addition, we also provide membership to direct family members living at the same address as the qualifying member (at the time of application) with our Family and Junior accounts.

So how does membership work?

Once you have joined, you will have a Member Account with us. You are required to save a minimum of £5 per month, up to a maximum of

£1,000 per month via Payroll Deduction if this is available in your Force, and Direct Debit if not. Once you have signed up to become a member, you can begin saving for your future or even apply for a loan right away if you need to do so.

As we are a not for profit organisation, our members earn a return every year based on the profits that we make. In December 2015, we paid an attractive 1.8% gross on our Member Account.

Can I withdraw my savings?

Of course you can, your savings aren't locked into your Member Account. You are entitled to withdraw your savings whenever you wish, providing you keep a minimum of £5 in your Member Account. The flexibility of this account gets you into the routine of saving each month, but also gives you access to fall back on your savings whenever you may need it. You can request a withdrawal online via our website or alternatively giving us a call on 0161 741 3160. Your money is then transferred to you within 3 working days.

Why is it better to borrow from No1 CopperPot Credit Union?

Well, there are countless reasons as to why members love borrowing from us. We

offer clear and simple loans that are affordable and have the flexibility to suit your changing needs. Repayments can be made directly through Payroll Deduction, and we don't insist on a minimum borrowing amount or timescale. Here are a few more reasons as to why you should borrow from us:-

Our loans start from as little as 5.9% APR and you are able to borrow up to £25,000 maximum across all unsecured lending with us.

No Representative APR on any of our loans. This means 'the rate you see is the rate you get' once your loan is approved. We don't believe in penalising members for having a lower credit score, therefore all members pay the same rate!

All loan applications are manually assessed by our Loans Team based on your affordability to repay, and not solely based on credit rating.

You can repay the loan at any time fully or partially without incurring any penalties. There are no application or arrangement fees for your loan. Once you have become a member, you can apply for a loan right away.

Do you also offer Mortgages?

We do indeed, we have 3 unique mortgages that have become increasingly popular. We aim to make applying for your mortgage

as stress free as possible by providing a friendly, efficient and reliable service. Every application is assigned to one of our experienced Mortgage Specialists who will personally assist you through the process, whether buying your first home or re-mortgaging. For more information visit www.no1copperpot.com.

Is Life Cover included as part of membership?

Yes, Discretionary Life Cover is provided with membership at no extra cost. This gives you peace of mind should the worse happen, up to age 65, your savings may be doubled for your next of kin and up to age 70, any loan up to £40,000 may be cleared (Terms and conditions apply, visit www.no1copperpot.com).

How do I become a member of No1 CopperPot Credit Union?

To join No1 CopperPot Credit Union, please visit www.no1copperpot.com to submit an online Membership Form today. You can apply for other products as soon as you receive your Member Number and Welcome Pack through the post.

For more information

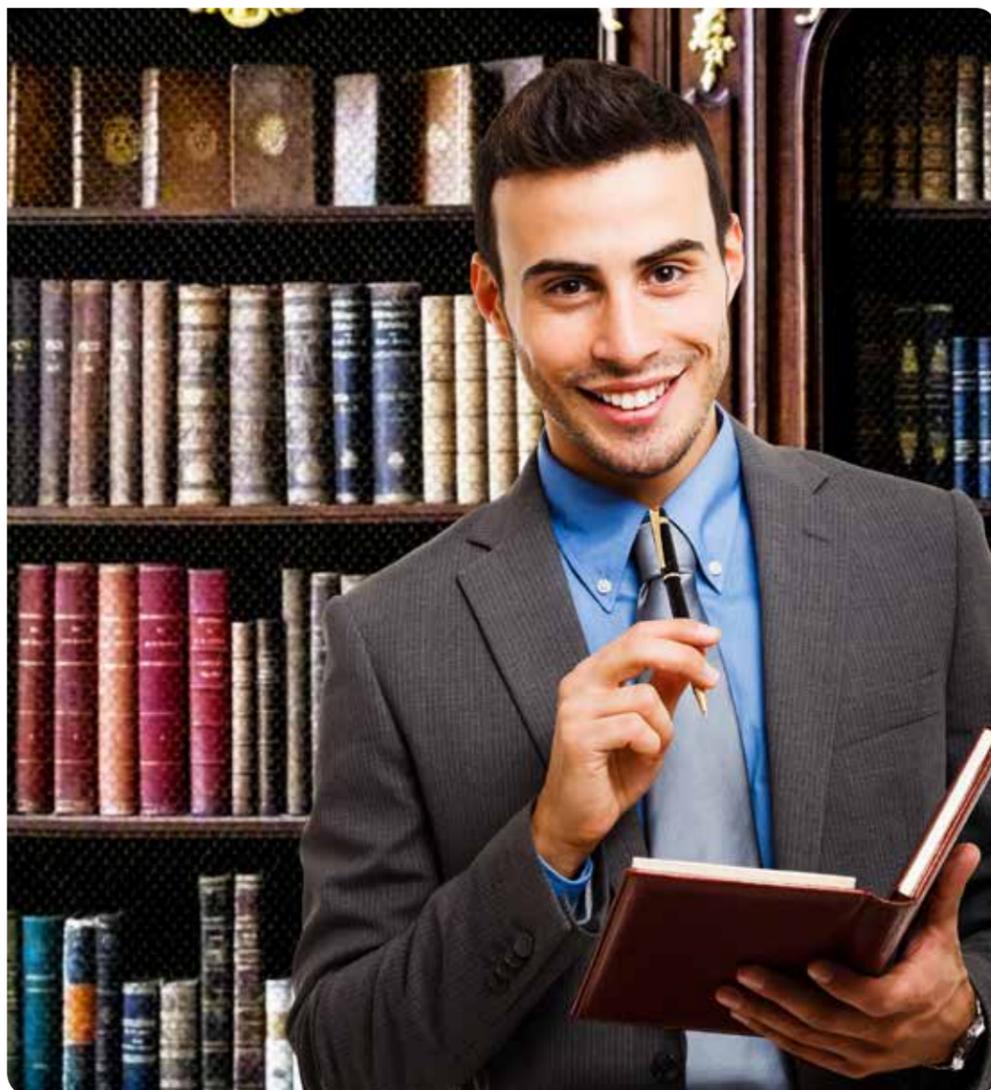
visit www.no1copperpot.com today. Alternatively, call our office on 0161 741 3160 to speak to a member of staff to assist you with your query.

Visit www.no1copperpot.com to join today

Your savings are protected by the Financial Services Compensation Scheme up to £85,000. You can hold a maximum of £40,000 with us across all saving accounts. All loans are subject to affordability and our lending criteria. Your home may be repossessed if you do not keep up repayments on your mortgage.

Number One Police Credit Union Limited trading as No1 CopperPot Credit Union is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm Reference Number 213301. For details visit <http://www.fca.org.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? 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 £18,000 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?

As the course is a qualifying law degree, 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.

However, the degree has been designed to ensure that you

will be eligible upon graduation, subject to payment of exemption fees, for Graduate Membership of the Chartered Institute of Legal Executives (CILEx) without having to undertake any further study. This means that, if you wish to qualify as a Chartered Legal Executive your only remaining requirement will be the work-based learning element. You will have to be in qualifying employment in the legal sector to achieve this.

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 a 'top 20' university, ranked 18th in the UK and fourth in London, in the Guardian University Guide 2017.

The University is also one of the top 10 Universities in the UK for graduate employment. The University aims 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 16 – 17 September 2017. This is designed to give you



the skills needed to manage your study successfully. After the induction session you will be set a weekly programme of work for each of the modules.

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

Formative assessments give you practice in applying the knowledge that you have gained, and feedback from tutors helps to develop your understanding of the subject matter.

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

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

HOW OFTEN DO I HAVE TO ATTEND CLASSES?

The induction, revision and exam sessions are all held at City Law School's premises in London. Other than this, there is no attendance requirement. CILEx Law School is a specialist in supported distance learning, and although you will not



attend classes regularly, you will have all the support you need to achieve success through the extensive tutor support and sophisticated resources available through the online learning environment.

WHAT ARE THE ENTRY REQUIREMENTS?

You will be admitted to the programme either on the basis of recent academic achievement or through evidence of achievement

in the sphere of your current work. Full details of acceptable qualifications are given on the City, University of London and CILEx Law School websites. ●

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

- A law degree with a practical bias to improve your employability
- A four-year distance learning LLB that allows you to earn alongside study
- Competitive fees payable over 4 years allows cost to be managed
- A foundation for training as a solicitor, barrister or Chartered Legal Executive
- Jointly delivered by City, University of London and CILEx Law School combining academic rigour and distance learning expertise
- £4,500 per year – total cost £18,000

To find out more call
Juliet Ormerod on 01234 844366
www.cilexlawschool.ac.uk

City, University of London in partnership with CILEx Law School



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Who Qualifies?

As a serving member of the Armed Forces we can offer you some significant discounts across a number of brands. However, once you have ended your service career, your discount doesn't have to end. With our exclusive offers extending to all those who have served, you can continue to take advantage of our programme while in civvie street. If you've ever served your country, we are here to serve you.



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CIVIL NUCLEAR CONSTABULARY

DETER, DEFEND, DENY, RECOVER



THERE'S
A UNIQUE PATH
TO BECOMING
A POLICE OFFICER
IT STARTS HERE.

The Civil Nuclear Constabulary (CNC) is an armed police force, keeping the nation safe from harm by securing the integrity of civil nuclear material. Our primary function is the protection of licenced nuclear sites not used wholly or mainly for defence purposes and the safeguarding of nuclear material in the UK and elsewhere.

POLICE OFFICER

Entry point salary £23,025
(rising to £25,700 after training)

The facts: we have some remote locations; you will need to live in close proximity of your allocated site and our officers work 12 hour shifts.

The opportunities: 16 week foundation training course; unique fi rearms training and after 24 months you can apply to join one of our specialist teams such as fi rearms instructor, dog handler or escort team.

You will be required to achieve medical and fi tness standards as part of the application process, and these must be maintained and demonstrated throughout your career with the CNC.

Successful candidates will be required to relocate at their own cost, if applicable.



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or contact the Resourcing Team on 01235 466666.
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