



Autumn 2020

Police Resettlement

magazine



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WELCOME TO THE TECH TRAIN

The Tec Train delivers high quality training within the IT industry including; Fast Track Courses, Cyber Security Courses & Certified Courses. **P14**

HOW ABOUT A CAREER IN BUSINESS MANAGEMENT

For a career in business or management, it's likely that many of your existing skills from the Police Force are transferable. **P22**

THE BRITISH FRANCHISE ASSOCIATION

You may be considering joining a franchise as your next career move. The British Franchise Association are on hand to help you. **P36**

UK COUNTER TERRORISM POLICING

Counter Terrorism Policing is a collaboration of UK Police Forces working with the UK intelligence community to help protect the public. **P42**

Join us, we are a...

#ForceWithADifference

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

Our ongoing recruitment campaign for serving Police Constables and Sergeants, to join us at locations throughout the UK, is also open to officers who have left the police service no more than three years ago.

We have a range of Authorised Firearms Officer (AFO) opportunities available, as well as Detective Constable, Police Trainer, Firearms Instructor, Special Escort Group and Operational Support Unit vacancies.



You don't need to be a currently qualified AFO to join us - training is provided.

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

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



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Counter Terrorism Policing is a collaboration of UK Police Forces working with the UK intelligence community to help protect the public and our national security.

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Trust in Blue first launched with four handymen in Bromley in December 2013 the organisation now has over 80 Self Employed handymen serving over 30 branches across the UK.



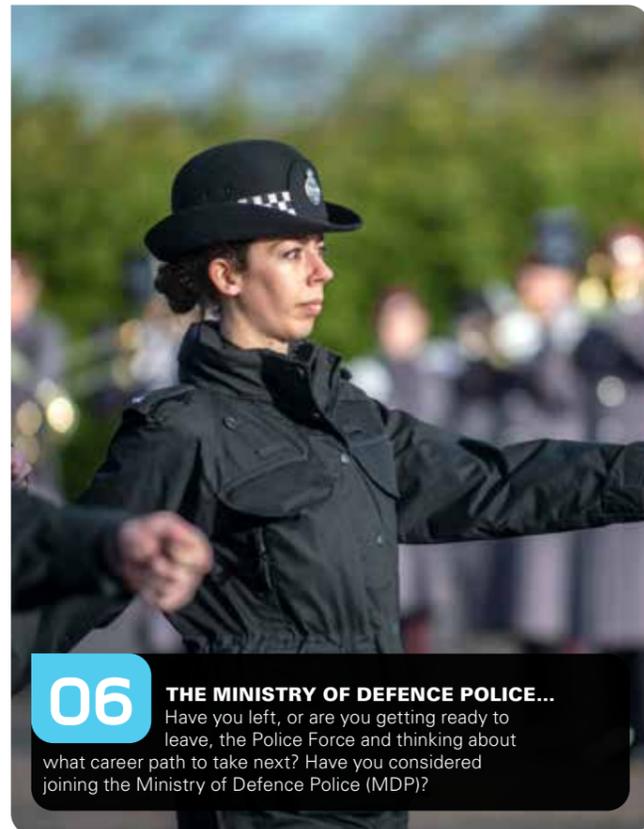
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Our role is to protect the public by disrupting and bringing to justice those serious and organised criminals who present the highest risk to the UK



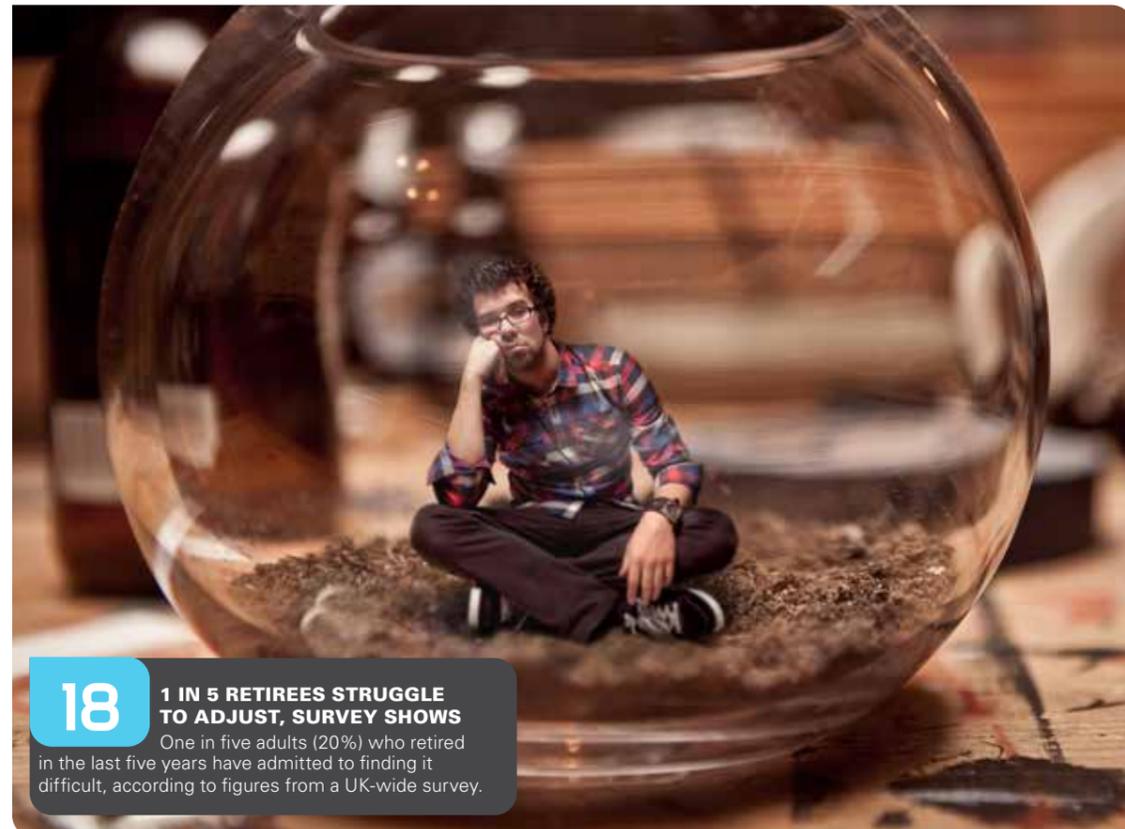
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When we started Police into Private Sector in early 2011 the main driver was to respond to the need for meaningful support for those leaving after thirty years.



06 THE MINISTRY OF DEFENCE POLICE...

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



18 1 IN 5 RETIREES STRUGGLE TO ADJUST, SURVEY SHOWS

One in five adults (20%) who retired in the last five years have admitted to finding it difficult, according to figures from a UK-wide survey.



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Welcome...

Welcome to the Autumn 2020 issue of Police Resettlement magazine.



events and when they expect to be able to hold them by following any of our social media groups on Facebook, LinkedIn and Twitter. Many of these events will be Virtual Expos which will at least offer some support and opportunities.

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

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

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

In each issue you will find helpful tips and advice, as well as various employment and training opportunities for those of you looking to leave the force and start a new career. However we also focus on various areas of interest for those of you still serving, we work with various police forces, constabularies, federations, companies and like minded organisations, specifically to be able to offer advice on career development and progression.

Due to the Covid 19 restrictions we have been unable to attend the various events that we normally attend, including the Security Cleared Jobs Expos, the International Franchise Exhibition, The Emergency Services Show, as well as the Police Resettlement Expos where we get to meet many of our readers. You will be able to keep updated about the



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

Thinking about what career path to take next? Have you considered joining the Ministry of Defence Police (MDP)?




The MDP provides specialist armed policing services to Defence and national infrastructure sites around the UK. The majority of MDP officers are deployed as Authorised Firearms Officers. Let's take a look at who the MDP are and what they do.

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

- WHERE?**
The MDP is based at various locations across the UK including:
- Royal Naval Armaments Depot, Coulport
 - Atomic Weapons Establishment sites at Aldermaston and Burghfield in Berkshire
 - GCHQ Headquarters in Cheltenham
 - Defence Munition sites
 - HM Naval Bases at Portsmouth, Devonport and Clyde
 - Various other key Defence sites, including central London and sites in North Yorkshire, Derby, Hereford, Thurso and Barrow-in-Furness

WHAT?
The MDP is equipped to respond to a range of crime and security related threats and risks that require specialist and dedicated civilian policing capabilities. These include:

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

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

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



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

- VACANCIES**
- Ongoing campaign for serving Police Constables and Sergeants, to join the MDP at locations throughout the UK
 - Officers who have left the police service no more than three years ago are also eligible to apply
 - Authorised Firearms Officer opportunities available, as well as Detective Constable, Police Trainer, Firearms Instructor, Special Escort Group and Operational Support Unit vacancies
 - Full details available at www.mod.police.uk

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

HOW?
The MDP delivers its operational policing services, using a

- Salary**
The starting salary, for all serving or former police officers who join the MDP from other forces, is determined by the length of service the officer has completed with their previous force. Officers retain their original pay increment date, provided there has been no break in service. For cases where there is a break in service, the pay increment date will be aligned with the date upon which the officer joins the MDP.
- Benefits**
- Annual leave entitlement is honoured from previous police employment, with officers receiving the entitlement commensurate with their length of service
 - Principal Civil Service Pension Scheme that compares well with much of the private sector
 - Locational allowances, payable at specific sites
 - Paid overtime at enhanced rates

Diversity and Inclusion

- Committed to recruiting, developing, retaining and promoting the best people, with different skills, backgrounds and experiences,

- who are representative of the communities served
- Staff support and networks, including an LGBT+ Network, Gender Network, Race Network and Mental Health First Aiders
 - Diversity Champion memberships of Stonewall and Business in the Community (BITC)
 - Membership and representation on the British Association of Women in Policing (BAWP), the National Black Police Association (NBPA), the National LGBT+ Police Network and the Scottish LGBTI Police Association
 - Access to the MOD's broad range of staff networks, which include the MOD LGBT+ Network and the MOD Disability Network

ELIGIBILITY
To be eligible to join the MDP as a new entrant from another force you must be currently serving, or have served within the past three years, in a Home Department Police Force or other policing organisation (i.e. BTP, CNC, Ports, PSNI, Police Scotland) and have passed an approved probationer training programme.

- Application Process**
- Once your application has been submitted, your eligibility for the role will be reviewed. Full details on eligibility requirements are available at www.mod.police.uk
 - If you are successful at the sift stage, you will be invited to attend for an interview, fitness test and a medical assessment (with drug and alcohol test).
 - Successful applicants will then be guided through the rest of the recruitment process, which includes Police and National Security Vetting processes.
 - References will also be requested from your current and/or previous force.
 - The process can take, in total, between 4-9 months.

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





Civil Nuclear Constabulary

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

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

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

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

DIFFERENT SITES, DIFFERENT ROLES

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

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



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

What can Service-leavers bring to the CNC?

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

What does the CNC offer as an employer?

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



APPLICATION PROCESS

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



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



SALARY AND BENEFITS

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

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

BENEFITS

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

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

Final contribution salary pension scheme
Corporate bonus scheme



DETER, DEFEND, DENY, RECOVER



“Realistic training makes for the best operatives”

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

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

For instance:

- Working as a Close Protection Operative Level 3 HABC leading to the application of the SIA licence.
- B6 Armoured Vehicle Award
- IED Awareness Award – Terrorism Awareness Award
- PSC (Private Security Contractor) Award
- HEP (Hostile Environment Close Protection) Award

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

Bolt on the 7 day private security contractor (PSC) and tactical shooter 9mm/5.56mm/7.62mm weapons proficiency for only £1000 training and join us in Sardinia for some of the very best Firearms Training you will ever receive.

UCP DEVELOP THE BEST TRAINING ENVIRONMENTS FOR THEIR LEARNERS

UCP UK deliver residential courses only and specialise in Close protection, making our instructors and training conditions the very best in the UK.

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

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

OUR GOAL OUR PLAN

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

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

to gain their operating licences and gain employment with the many contracting companies in the UK and overseas.

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

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



<https://www.facebook.com/UCPGroup>

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



Sava

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

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

WHAT IS A RESIDENTIAL SURVEYOR?

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

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

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

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

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

Residential surveying could be the career for you if:

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

HOW CAN I BECOME A RESIDENTIAL SURVEYOR?

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

Once qualified, Sava graduates are eligible for direct entry into RICS at Associate member level, meaning they can offer RICS products such



as HomeBuyer Reports and valuations, as well as having the prestigious AssocRICS designation after their name.

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

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

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

WHAT WILL I STUDY?

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

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

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

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

WHAT DO THE SAVA GRADUATES SAY?

Ben Browne re-trained to become a surveyor in 2018. He now works at a medium-sized firm in Croydon. When asked what a typical day as a practising surveyor involves and what he enjoys about his job, Ben said:

"A typical day as a surveyor for me at the moment; I wake up at home, check my diary, check the property that I'm going to, get in the car and arrive at the property. Depending on

the survey type I will spend about 2 to 4 hours inspecting the property, with a little coffee break to meet the vendor. After I have completed the survey I will head back to the office. Once I'm back to the office I will upload the photos and start compiling the report. During this time, I have all the other surveyors sitting around me and we discuss what we have seen that day and see if we can help each other out in any areas and help compile the reports.

My favourite part of the job is meeting people, whether it is

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

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

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

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

"I was thinking of embarking on a new career to bring more fulfilment and satisfaction, but

ultimately was not sure what path to go down. Over the following weeks, I did many hours of research into the industry and felt a career in Residential Surveying would be right for me. Nearly 3 years on from that decision and I haven't looked back!

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

HOW DO I FIND OUT MORE?

Sava run regular briefing events where you can come along to find out more about what being a residential surveyor involves, meet the team and hear about how the qualification works. You can book a free place and find out more about the diploma here: www.sava.co.uk/resettlement. Sava are pleased to be able to offer readers of this magazine a £500 discount on course fees. Simply state where you saw this article when you speak to us. ●

Part-time training to become a professional Residential Surveyor

The Sava Diploma in Residential Surveying and Valuation

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

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



Welcome to The Tec Train

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

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

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

Courses

FAST TRACK - IT
Duration: 5 days
Location: Crewe Training Centre or Uxbridge Training Centre

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

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

COURSE CONTENTS

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

Network Basics

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

Windows Networking

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

TCP/IP Networking

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



and Troubleshooting

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

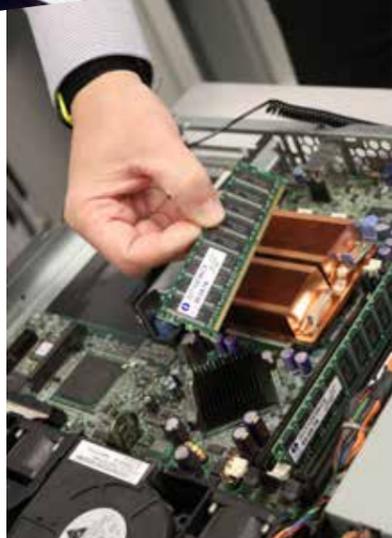
Upon successful completion of the course, candidates may have the possibility of contracting or permanent work as an IT Field Engineer.

OUR CANDIDATES

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

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

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



www.policeresettlement.com

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

CYBER SECURITY

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

COURSE FORMAT

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

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

ASSESSMENT

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

COURSE CONTENTS

Penetration Testing

Methodology

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

Legal framework

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

Networking and enumeration fundamentals

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

Exploitation

- Common vulnerabilities
- Bug bounties
- CVE
- Responsible disclosure

Cryptography

- Common cryptography methods
- Deprecated but often used cryptography methods

Wireless

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

Social Engineering

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

Website applications

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



Mobile applications

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

Reporting of findings

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

Continued Professional Development (CPD)

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

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



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

Alcoholics Anonymous



National Helpline 0800 917 7650

www.alcoholics-anonymous.org.uk

Alcoholics Anonymous has over 4,400 groups throughout Great Britain dedicated to helping those with a serious alcohol problem learn how to stay sober. Groups are made up of people from all walks of life and all age groups. Through friendship and mutual support, members assist each other in coping which is made easier by meeting others with the same problem. There are no dues or fees for membership and anonymity is carefully preserved.

Anyone who believes they have a drink problem can contact Alcoholics Anonymous by using the helpline number above or email; help@aamail.org

Further information may be obtained from the web site above or from the General Service Office at the address below.

For information:

P.O. Box 1, 10 Toft Green, York. YO1 7NJ

Tel: 01904 644 026

 **Alcoholics Anonymous**
OUR PRIMARY PURPOSE IS TO STAY SOBER AND HELP OTHERS TO ACHIEVE SOBRIETY

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

THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING

0800 917 7650

GO ONLINE AT: alcoholics-anonymous.org.uk

Drinking on the Job...

AA is concerned solely with the personal recovery and continued sobriety of individual alcoholics who turn to the Fellowship for help.

AA experience has always been made available freely to all who sought it.

Do you want help with a drinking problem?

If alcohol is costing you more than money, then call us today in complete confidence on 0800 9177 650, or email us at

help@alcoholics-anonymous.org.uk

"My 10 year old daughter succumbed to cancer....my drinking rocketed...I learnt to use drink to numb the pain. Then followed a dark period in my life...extended periods of diagnosed depression and marriage break up.

I finally admitted to occupational health that I needed help – the response was supportive and nothing like I expected I was offered a place in re-hab, and introduced to Alcoholics Anonymous.

I am now approaching six years of continuous sobriety. I retired from the Police Service sober after 30 years' service and now work with others trying to recover from alcoholism"

Former Detective Inspector

"I had a good job, a wonderful family and home...but the lost days and lost peace of mind for my wife was a greater cost. I was a 'functioning alcoholic' - I worked well and professionally as a police officer, in several specialist roles and with promotions.

"I hid bottles around the house to drink when my wife was busy... The next morning was always a panic, to check that the bottles were still hidden.

"My rock bottom came after a weekend lost in four bottles of gin and the following morning I rang AA. I admitted to my wife and my two daughters that I was an alcoholic and they helped me get to my first meeting. I knew at the end of that meeting that I'd found the right place".

Former Inspector

"My wife had left home; I'd been assaulted in the town centre a few days later and hadn't defended myself for the first time; my emotional life was becoming even more unmanageable. I was forced into accepting that I couldn't drink safely. Like a blinding glimpse of the obvious, the answer was 'Don't Drink!' How to do it? I became committed to AA..."

Former Superintendent



1 in 5 retirees struggle to adjust, survey shows

One in five adults (20%) who retired in the last five years have admitted to finding it difficult, according to figures from a UK-wide survey.

The data also revealed that only around half of uk workers planning to retire in the next five years are looking forward to it, (56%), with 41% worried about managing their money, a third concerned about feeling bored (33%) and missing their social connections from work (32%), and nearly a quarter worried about losing their purpose (24%). some 17% of workers are worried about being lonely in retirement.

But despite this, most retirees do little to plan for this major life change, the survey suggested, with over half of people who had retired in the last five years revealing they didn't seek any advice or help to prepare (56%).

Nearly half of people are heading for a 'cliff-edge retirement' - 45% of uk workers planning to retire in the next

five years haven't made any arrangements to change their working hours in preparation for retirement, potentially working one day and then stopping completely the next.

The survey was carried out by yougov with more than 1,000 people across the uk who had retired in the last five years, and more than 1,000 who are anticipating retiring within the next five years.

It is part of a study by the centre for ageing better and calouste gulbenkian foundation uk branch (cgf) exploring how the process of retirement affects people and what kinds of intervention and support could help people to better manage the transition.

The study also involved an evaluation of seven pilot preretirement workshops, delivered by different charities,

which focused particularly on building resilience and emotional wellbeing. It found that participants had improved confidence and perceptions of ageing - even six to twelve months after the workshops had ended.

Having the opportunity to reflect and take stock of their strengths, skills and personal attributes boosted participants' sense of self-worth, and left them feeling better equipped and confident to deal with change and future challenges. They reported a much more positive outlook and attitude to later life as well as a greater appreciation of the importance of their social relationships and the role they would play in their life in future.

Currently, pre-retirement provision in the form of courses or workshops is limited. Where it does exist, it mostly focuses on practical aspects like finance. Over the next few months the Centre for Ageing Better and CGF will carry out research into the types of challenges people face during the process of retirement, who is most likely to face them, and what kind of support could help them. The partnership will also explore the benefits to employers of providing pre-retirement support to their staff, and will evaluate promising approaches already being delivered by employers.

After a 40-year career as a civil servant, Michael ended up leaving work suddenly due to a health problem. He said: "Initially retirement was a struggle. I was getting used to the idea, but felt anxious and in the dark about my pension. I started to worry that I'd lose all my social connections and I was feeling stressed about my health."

"My retirement was something that was always going to happen, but I would have liked more time to prepare rather than being thrown in at the deep end. If I'd had more time I would have reduced my hours and given myself more time to think about what I was actually going to do after I left work."

THE YOUNGOV SURVEY ALSO REVEALED

- Almost 1 in 5 want greater support to manage the retirement transition - of those workers who had retired in the last five years, 56% didn't do anything in particular to help them to prepare for the change in lifestyle, yet 19% said they wanted more advice or support - of these, 45% on managing money during retirement, a third (33%) on how to maintain or improve their health in retirement, and 30% on thinking about how they wanted to spend their time. Well over a third (39%) would have liked more advice or support on how retirement would affect them emotionally.
- **Many people reduce their hours - or plan to - in preparation for retirement** - close to a third (30%) of recent retirees said they reduced their hours at work to help them prepare for retirement. This increased to 37% for those looking to retire in the next five years.
- **But nearly half of people are heading for a 'cliff-edge retirement'** - 45% of UK workers planning to retire in the next five years haven't made any arrangements to change their working hours in preparation for retirement, potentially working one day and then stopping completely the next.
- **Women approaching retirement worry more than men** - 1 in 5 women reported worrying about feeling lonely in retirement (20%), vs just 13% of men, and well over a third of women (38%) were concerned about losing their social connections compared to just over a quarter (26%) of men. Of workers who retired in the last five years, more women than men reported getting more involved in their local community when they first retired (24% vs 16%). For those looking to retire in the next five years, 43% of women said they were looking forward to spending more time with friends, compared to 31% of men.
- **Retirement a very positive experience for many** - despite the worries expressed by some respondents, 62% of workers who had retired in the last five years reported feeling more relaxed, 41% said they spent more time on their hobbies or started new ones, 20% getting more involved in their communities.
- **People from different backgrounds have different attitudes to retirement** - 69%

CLAIRE TURNER, DIRECTOR OF EVIDENCE AT THE CENTRE FOR AGEING BETTER, SAID:

"Retirement is a major life change that most of us will eventually experience, yet little is understood about how it affects us. Traditionally it is viewed as a halcyon period of more time to enjoy travel, family and hobbies - and for many that's the case. But our survey shows that while some people flourish, but others find it a challenging time."

"If we are to help people make the most of this important stage of their life, we need a greater understanding of what can help people and equip them to make the most of their later lives and transition from work to retirement positively."



of recent retirees from C2DE backgrounds said they did no preparation for retirement, compared to 46% ABC1 retirees. Of those anticipating retirement in the next five years, fewer C2DEs than ABC1s looked forward to being more physically active in retirement (27% C2DEs vs 43% ABC1s) and getting involved in their local community (15% vs 27%).

• **Of those workers looking to retire in the next 10 years widowers look forward to retirement less** just 28% of widowed people said they were looking forward to retirement compared to 55% of married people. 39% of widowed people approaching retirement worry about feeling lonely in retirement vs 11% of married people.

• **Public sector vs private sector workers** - those workers approaching retirement in the next 5 years the public sector are more worried about missing the social connections from work than those who work in the private sector (41% vs 26%), and were more likely to look forward to getting more involved in their local community in retirement (28% vs 19%).

ANDREW BARNETT, CHIEF EXECUTIVE OF THE CALOUSTE GULBENKIAN FOUNDATION, SAID:

"The assumption that everyone is looking forward to retirement is untrue, as this research clearly demonstrates. That's understandable given it can be a time of high anxiety, with little existing support for the enormous changes retiring can bring. This is worrying as research indicates a retirement prepared for and handled well could be a touchpoint to reduce future detrimental outcomes such as loneliness and social isolation."

"We're heartened to see this evaluation showing that the pilot programmes we supported which offer pre retirement support can lead people to a more balanced view of what it means to age and help people to make the most of this stage of life. However there's certainly further work to be done. We are interested in working with employers on how they can provide more effective support to their staff who are approaching retirement, and what mutual benefits that would bring."



**MICROSOFT**

To help you succeed in today's very competitive market you will need to demonstrate your skills, technology and expertise to employers.

Microsoft certifications can provide a very fulfilling career, you feel more respected as an IT Professional, and feel more rewarded for certifying as an engineer.

When you qualify your status will change and can be made available to potential employers, as your status represents how qualified you are i.e. Microsoft Certified Professional/Microsoft Certified Technology Specialist.

There are a variety of technologies covering Microsoft Technologies which are available through Blue Screen IT.

Cisco is probably the most prolific and industry recognised networking company in the world. There are many different vendors in this fiercely contested industry sector but none have achieved the recognition or market penetration, let alone the 'household-name' status of Cisco Systems.

Blue Screen IT

Blue Screen IT provides a unique training package. These resettlement packages are in weeks, rather than in courses.

This means that you get to train in a course package that could cost in excess of £10,000 to buy individually, using your resettlement grants and a minimal top up. This helps you to achieve industry recognised, international IT qualifications.

Instead of being told which courses you have to do, Blue Screen has the ability to provide you with advice on your course selection and you get to choose the qualifications in the industry, vendor or career of your choice.

Once you have confirmed your entitlements, you will know the number of weeks you have available to you. When you contact Blue Screen IT, you can discuss your career and course choices. Once these are understood, the company will provide you with a tailored professional training course according to your selection. If you know the courses that you want, simply make contact with these and they will be able to provide you with all the training schedule options.

As an Enhanced Learning Credits authorised provider Blue Screen IT is able to provide

training to service personnel qualifying for the ELC scheme. Qualifying for up to £2,000 a year, for three years of training on selected courses, the ELC scheme will allow you to train or retrain during your service period or after you have resettled.

The company has provided ELC services for many years now and is fully aware of the application, processing and paperwork required to attend an ELC training course. New packages have been created by them for the Higher ELC which provide the delegate with an array of options to qualify into well known and employable skills and qualifications.

Just about all of the courses at Blue Screen IT are available through the Enhanced Learning Credits (ELC) scheme.

Blue Screen IT is a Preferred training provider to many NATO and British Forces IT and IS personnel. Internationally accredited qualifications and certifications are offered through full time, lab style, hands-on real kit IT training. They do not use simulated equipment.

All of the instructors are consultants with wide real world experience and knowledge

and exam reviews included with courseware, and provided within training delivery. All examination Certification is through officially recognised bodies and exams are held on-site.

Laptops are provided for after hours study and further supporting electronic courseware and applications are provided on USB. All courseware, stationery, technical drafts, whitepapers and more are included and three months post-course student support is available free of charge.

Additionally students receive a free recruitment guide including CV, response and letter templates, recruitment advice and recruitment agency contacts.

In addition to being an authorised ELC and CTP provider Blue Screen IT is an Authorised Virtual University Enterprises (VUE) and Prometric exam centre which allows exams, including Microsoft, CompTIA and Cisco, to be taken on-site.

COMPTIA

Blue Screen IT offer a comprehensive portfolio of Security related courses, all with the aim of achieving certification in their respective streams, from

the entry level CompTIA Security Plus, to the high level process driven ISC2 CISSP (Certified Information Systems Security Professional) and ultra-technical Certified Ethical Hacker. All these courses are delivered with the company's trademark flare and led by experienced instructors to ensure that you gain the very best understanding of information security, whatever your task or area of expertise, systems administration, network engineering or IT management.

CHECK POINT

Security is at the forefront of many executive summaries. As a world leader in Security, Firewall and VPN solutions, Check Point technology is a commonly implemented perimeter solution. The Check Point CCSA is the benchmark certifications for all Check Point Administrators, Engineers and Analysts.

The choice available through Blue Screen IT is extensive and further information for service leavers can be obtained by visiting the company's website, www.bluescreenit.co.uk or by telephoning **+44 (0)1752 724000 FREE**.

CISCO

The Cisco qualification structure starts with the CCNA, which acts as Cisco's entry level qualification. From this point the student can then progress to the CCNP which provides a far more in depth view of Cisco's technologies. Finally the candidate can attempt the CCIE, a qualification that is respected worldwide as being the pinnacle of Cisco knowledge.

This massive share of the market led Cisco to develop its certifications at the end of the last century, immediately establishing the 'Cisco Certified' qualifications as the industry bench-mark. This continues today with the constant evolution of the Cisco Certifications, and as such, Blue Screen IT is proud to offer its certification courses.

Fast track to a career in business management



Considering a future in business?

If you're planning to leave the Police Service in 2020 and thinking about a future in business, one of the key decisions you'll need to make in preparing for resettlement will be your choice of professional training. For a smooth transition to your new career, the right training is crucial. Ultimately, it's about how you can enhance your CV, as well as your own knowledge, by adding useful qualifications.

Ask yourself how you can set yourself apart from others and better direct your career path. For a career in business or management, it's likely that many of your existing skills from the Police Force are transferable. Soft skills, such as leadership, teamwork, reliability and time management are all highly valued by employers and you can enhance your offering by teaming such skills with vocational training to prove that you also have practical or commercial knowledge. In some cases, it can simply be a matter of filling in the gaps in your knowledge which will ease your transition to a corporate environment.

How do I decide what training to undertake?

If you are considering a specific area of business, such as project management, think about which training course will give you both the additional skills and knowledge you will need, as well as a recognised professional qualification. Project Managers generally command salaries in the region of £45-50,000 (average UK salary) so it's worth considering a vocational accreditation which will not only prove your existing knowledge and skills, but also give you the terminology, processes and techniques to apply them in a commercial environment. A widely recognised qualification, such as AgilePM®, PRINCE2® (newly updated), the APM's Project Management Qualification or APMG International's latest certification, Praxis Framework, which covers project, programme and portfolio management (great value 3-in-1), are all excellent choices.

If your future business or management career path is more general or you are looking

to set up your own business, it may be preferable to opt for an all-round training course which will give you the business skills you need in key areas such as business strategy, operations, finance and marketing. Look for one which can lead to a formal qualification, like BMC's Executive Management Programme, through which you can obtain a Chartered Management Institute Level 7 Award in Strategic Leadership and Management.

Whilst there are many training organisations in the UK, offering a wide range of courses, not all are accredited, meaning the quality of their provision is not assured. Remember that if a course is accredited, it will be recognised by government and industry - important if you are hoping to gain employment in a particular industry. So, before you enrol on a course, check out the training organisation's credentials and find out which professional organisations they

are accredited by. Ensuring a good return on your investment is vital, so check out their pass rates and delegates feedback - you want to have the best chance of achieving your qualification, as well as enjoy your course!

Case Studies

Dickie Davies OBE, Deputy Director of Manufacturing, for the Welsh Government joined BMC's Executive Management Programme (BEMP) in 2012. He went on to successfully deliver a project to attract and relocate Aston Martin production to Wales. His work as a consultant in attracting further global manufacturing led to his current position.

He says "I have fond memories of my time at BMC and the training has been instrumental to my

success. The BEMP is a top-notch course which has enabled me to deliver in the corporate world. In particular, learning to interpret company accounts and balance sheets has been utterly invaluable."

Tony Borgnis, Director of Shared Services (Group Operations) for Equiniti chose the BEMP whilst resettling from the Army.

He comments "With a budget of £52 million, I use the financial knowledge learnt on the BEMP on a daily basis. The course enabled me to articulate my service knowledge in a corporate world."

BMC

BMC has over 40 years' experience in providing high quality management training, including resettlement training. We are a Chartered Management Institute (CMI) Approved Centre and a quality assured provider, accredited by organisations including APMG International, GCHQ, and the Association for Project Management. We have trained over 13,500 service personnel across a full range of courses leading to recognised management qualifications. Our trainers are all practitioners in the

fields in which they teach, which gives them a unique ability and passion to bring our courses to life.

At BMC, we can advise you as to the best training for your chosen career path as we have many years' experience of working with service delegates. We can assist you in putting together a tailored learning and development package, helping you successfully transition to a new career. ●



Bristol Executive Management Programme



A 3 week course (accredited by the Chartered Management Institute at Level 7) which covers all aspects of executive management and is specially designed to give you the business skills necessary to prepare for your future career.

This course covers all the essentials including:

- **Success in Financial Management** - includes Financial and Management Accounting for non-Accountants
- **Success in Business Operations** - includes Employment Law, Management Thinking, Skills and Techniques
- **Success in Business Strategy & Marketing** - includes Marketing Strategy, PR, Sales & Marketing relationship

Obtain in-depth knowledge of the framework, methodology, language and ethos of business and learn how to map your skills and translate your Service experience for corporate roles. The course also provides the guided learning hours required to obtain a CMI Level 7 Award in Strategic Leadership and Management.

Previous delegates say:

"BEMP gave me a clear understanding of the key areas so necessary to meet with and develop the professional relationships with industry that are critical to my current role."

"It's a superb course with a very practical method of teaching which is ideal for taking those with service experience into the world of business."

"The instructors were all excellent – operators who can put the learning across are worth their weight in gold as they bring the subject to life – your approach has flair!"

To compliment this course, we also offer free to BEMP delegates:

- Registration for the **CMI Level 7 Award in Strategic Leadership and Management**
- A hot and cold buffet lunch to welcome delegates on the first day of the course
- Inspirational guest speakers
- Career-specific seminars (e.g. "Making the most of a career in Management Consultancy", "Developing your offer and approaching the market")

Other courses at BMC:

- PRINCE2®
- APM PMQ
- AgilePM®
- Project, Planning & Control™
- Praxis Framework™
- Better Business Cases™
- Change Management
- Risk Management

Call us : 0117 949 1500

Email : Enquires@bmc.ac.uk

Visit : www.bmc.ac.uk

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

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

WHAT ARE THE ENTRY REQUIREMENTS?

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

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

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

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

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

Angela Jackman, Course Leader, City Law School.

WHAT DOES THE DEGREE LEAD TO?

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

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

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

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

WHY CITY, UNIVERSITY OF LONDON?

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

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

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

WHY CILEX LAW SCHOOL?

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

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

owned by the Chartered Institute of Legal Executives.

WHAT WILL I STUDY?

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

HOW IS THE COURSE DELIVERED?

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

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

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

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



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

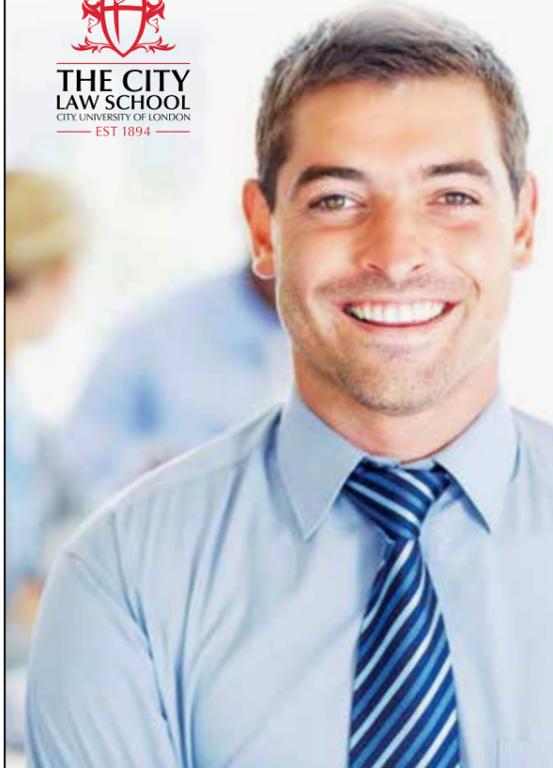
The detailed weekly timetable means that you will have a structure to work to, and you will have access to the teaching and support teams to give advice and guidance by phone, email and online forum as you go along.

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

HOW OFTEN DO I HAVE TO ATTEND CLASSES?

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





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

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

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



City, University of London in partnership with CILEx Law School

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 <http://bit.ly/PoliceintoPrivateSector> with over 6,300 members who are all former or serving police officers or staff – you will know quite a few of them already so get connecting.

Get a good first start, or make a fresh start if you are not securing interviews yet. Make sure that 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.

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! Do not include your date of birth or address and remember it is not social media, it is business media. Behave on there as you would in business and you will be fine. A really good profile will show you are I.T. literate and indicate an understanding of modern business.

Making the move away from policing

When we started Police into Private Sector (PiPS) in early 2011 the main driver was to respond to the need for meaningful support for those leaving after thirty years, although that was clearly one of our better ideas, we had no more than a suspicion what was coming around the corner.

Angela Hackett

Now, we work with just as many people who have decided to step away from policing at an earlier stage than the anticipated 30-year.

I am aware that many who have committed to, or long completed, their 30 years remain surprised that anyone would step away – the camaraderie, the sense of working on something bigger and more important than many jobs can provide, the adrenalin and the rapid response to the unpredictable can be part of the heady mix. Or at least it was.

But now? With the dramatic changes, things just don't fit quite so well for many people and indeed the idea of many decades in any role can feel overwhelming. But what to do? Stepping away from a serious and fairly secure, although I

think we are now all too clear there is no longer such a thing as a totally secure job, can feel a little reckless perhaps. And even if you are leaving after 30 years, the thought of leaving that security can be overwhelming.

I often advise clients not to get too caught up with the thought of the decision at the end of the process, because of course when you are offered a role in the private sector you are not obliged to take it. Instead, I suggest projecting yourself five years into the future, are you still doing the same thing and still feeling unsatisfied? Might you look back and say "I wish I had given leaving more serious consideration to leaving back then" or "I wish I had pushed harder to get another job".

I suggest that leaving policing, whether at 30 years or 5, should

be considered as a serious project. But of course, you did not sign up to policing on a whim; you had to really work at building the right application, fitness and approach. Then you got through training school and probation. Clearly, you are no pushover and you absolutely know how to commit yourself to a project.

And all that learning and information is useful outside of policing and has helped form your character further and undoubtedly built your confidence. I do get so frustrated when police officers say that their skills are not translatable, of course they are. You have proved yourself to be an able learner.

A WORD ON INTERVIEWS

So your brilliant CV has now secured you an interview. By now you might be thinking that the interviews you have had within policing might be different to the ones in the private sector. Yes, they are, but nothing you cannot master.

It may be that you have always done fairly well in previous interviews, you are personable and certainly bright and able – that obviously means your interview style is fine doesn't it?

No, not really, because certainly, they are not looking for 'evidence' in the way you might have presented it previously. So no amount of rehearsing set pieces will help. The



proof of your abilities and experience will come through how to talk on the subject and how it might be applicable to their business model.

If you have reached the interview stage, then your application has put you in the frame as a strong possibility for the position; they now need to hear more depth in the areas of interest to them and particularly, find out if you will be a good fit for the team.

- Do your due diligence. I trust you are applying to a company you like the sound of rather than a company that has a job you could do, and so you must come armed with a knowledge of their ethos and direction. This is now so easy on the internet, particularly on LinkedIn, to not be prepared on this is a real negative. At the very

least the panel have all chosen to work for the company and for you to be less than on message and engaged may be interpreted as having no real interest in the company, i.e. you are just looking for a job, any job! That flatters no one.

- Confidence – quiet, calm and clear – is very attractive. Overwhelming confidence is often not attractive and the panel may reflect that you may be tricky to work with. Be yourself and not what you think they want to see.
- From the moment you wake up consider yourself to be 'on'. Dress, act and think in your new position – this may feel a little silly but will have an astounding effect. Remember the panel want to see the person already in the role – be any less and they will hesitate. A

recent story in the press drove this home when a chap on his way to interview, had a negative interaction on a train with someone who turned up an hour later as one of the panel. No, he did not get the job.

- When you enter the room remember this is their game. They hold the power at this moment so please do not stride in and go to shake their hands. If they offer, then of course, respond warmly but on all points the lead is theirs. The only thing that is yours is the chair, and although this might sound odd, move it slightly – a strong but subtle message to all that you are not intimidated and can hold your own.
- As you sit be aware of your body language. You will probably be aware of this at first but check it after ten minutes – make sure

you are still sitting well and not grasping any sensitive part of your body for security (this is a very usual response!).

- Relax and be yourself. They want you to do well; it would make their life easier to find a good fit for the position. There is no point at all in trying to be what you think they want – it will not serve you well to be accepted into a role based on a performance that was not genuinely you. If you can work at being as relaxed as possible you also offer yourself the greatest chance of creative and deeper thinking that will inevitably serve you well.
- Consider that you are interviewing them too. Are they the sort of people you would be happy working with? Even thinking in these terms starts to allow our own confidence to come through.

Above all, turn up as the best version of yourself. Nerves can get the better of us all but know this is not life and death – take a breath and try to enjoy talking to the panel. This will give you the best opportunity to shine.

This is a brief look at interview skills, but hopefully, will offer some food for thought. If you would like more detailed support do get in touch, we run a great programme for interview coaching and development alongside our very well reviewed CV and LinkedIn service.

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

THINGS TO CONSIDER

If you get professional advice (and clearly we are unequivocally the best for that!), make sure it is from someone who knows what they are talking about rather than just talking about what they 'think', find out what they actually know. What is their track record? Who have they helped succeed? How long have they been around? And of course, good old word of mouth. If you are talking to a professional they will not mind a bit, will not be offended and will entirely understand your questions.

Please note that it is a universal truth that your CV read by your partner/mother/best friend will often receive a glowing response. They know how good you are they will mentally fill in the missing parts. This will not help you in the long run. Go carefully on signing up for training courses that promise too much. Assurances that you will absolutely get employment after 'this' course make no sense.

Look at the qualifications held by those who are already in the

roles you are interested in or look at the qualifications requested on LinkedIn and job websites. If there is something there that is within your reach financially and academically, then make sure you go to a good provider and by all means get learning. All too often I speak to people who have spent a small fortune on courses that lead nowhere. Equally, I am increasingly aware that many companies are feeling weary of academically well qualified applicants who lack experience.

Look at the companies that interest you and find out what they are looking for, or pick up the phone and ask if that is negotiable for some roles. Do not take on too much advice – it will drive you crazy as everyone now knows a little about a lot.

Connect with those who know their art and have really hunkered down and understood the requirements rather than jumping on a passing bandwagon. Quick and easy is often very unsatisfying in the longer term, take this seriously and you will thrive.



Merseyside Police

Merseyside Police was formed in 1974 and serves a population of around 1.5 million people, covering an area of 647 square kilometres.



We employ people in a variety of roles including police officers, Police Community Support Officers, Police support staff, Special Police Officers and Volunteers.

Merseyside Police is split into five local policing teams - Wirral, Sefton, Knowsley, St Helens and Liverpool. Each area has a combination of community policing teams, response teams and criminal investigations units.

At Merseyside Police, we believe in putting our communities first in everything we do. We are proud to deliver an excellent policing service and we will continue to work with our communities to tackle the issues that concern them most.

OUR HISTORY

Policing on Merseyside officially started in 1835, when the Liverpool Watch Committee formed the first Borough Police Force. However, today's force dates back to 1974 when Merseyside County Council



was formed. Liverpool City Police had already merged with Bootle County Borough Police in 1967, and the parts of the Cheshire Constabulary dealing with Birkenhead and Wallasey, plus the St Helens section of the Lancashire Police, were brought together to form the new organisation.

- Horses were introduced in 1886, and at first they were used mostly for pulling wagons. Cars began to replace the old horse-drawn patrol wagons in 1932, but horses are still one of our best assets in crowd control.
- After decades of using whistles, shouting and tapping sticks on the ground, two-way radios revolutionised our communications in the 1930s. Today, the vehicles we use are equipped with on-board computers that not only help us to get to an incident more quickly but allow us to check various facts and criminal records on the way.
- In 1954, we began to use dogs to track down suspects. While the dog section is busier than ever, today they are kept busy sniffing out drugs, explosives, firearms and even cash.
- Women were first recruited into the force during the first world

war, but were not given powers of arrest until 1947. Today around a quarter of our officers are women, and they have the same duties and responsibilities as their male colleagues.

- The Firearms Team was added to our resources in 1992 in response to the rising level of crimes involving guns. In 2005 we created a new unit, Matrix, dedicated to tackling gun crime at all levels from education and community involvement to armed responses when necessary.

OUR ORGANISATION

Merseyside Police is the regional police force responsible for policing Merseyside in North West England. The force area is 647 square kilometres with a population of around 1.5 million.

Although our headquarters are based in central Liverpool, Merseyside Police is divided into five local policing areas, one in each of the metropolitan boroughs that make up Merseyside. The local policing areas are:

- Liverpool
- Sefton
- Wirral
- St Helens
- Knowsley

CAREERS AT MERSEYSIDE POLICE

Merseyside Police is one of the best performing forces in the country and it takes a huge number of people from all sorts of different backgrounds with a wide range of skills and experience, to achieve that. Do you have what it takes to be one of them? Find out if a career with Merseyside Police is just the change you're looking for, and what kind of challenges, experiences and rewards you could have in store.

HOW LONG DOES THE RECRUITMENT PROCESS FOR POLICE OFFICERS TAKE?

The recruitment process can be quite lengthy as your application will go through several stages, the following gives you a breakdown of each of these stages and each applicant may progress at different stages if we need to wait for additional information i.e. medical.

STEPS OF SELECTION AND ASSESSMENT

- Stage 1 > Formal Application and Eligibility
- Stage 2 > Competency Based Questionnaire
- Stage 3 > SEARCH Assessment Centre
- Stage 4 > Structured Interview
- Stage 5 > Medical & Physical Fitness Test
- Stage 6 > Post interview 'pre-employment checks' - Vetting and Biometric vetting (DNA/Fingerprints)
- Stage 7 > Formal offer
- Stage 8 > Commence Training

CAN I APPLY IF I HAVE MADE A PREVIOUS APPLICATIONS?

You can apply to one police force at a time. If you have had a previous application to Merseyside Police or any other police force rejected, then you need to wait 6 months before you can apply again.

If you have failed the National Assessment Centre (SEARCH) then you need to wait 6 months before you are eligible to re-apply.

CAN I TRANSFER MY SEARCH ASSESSMENT SCORE TO MERSEYSIDE?

If you have passed the National Assessment Centre (SEARCH) within the last 12 months you may be able to transfer your score to Merseyside SEARCH assessment scores are valid for 12 months from the date of your assessment centre. For further details please contact HR recruitment team via email careers@merseyside.pnn.police.uk

WHAT QUALIFICATIONS DO I NEED TO APPLY TO BE A POLICE OFFICER?

For this recruitment process, you do not need any specific qualifications to be eligible to apply. However, entry routes into Policing are changing under the new educational reforms

and in future there will be three new entry routes into policing, further detail of these new entry routes will be provided in the near future.

WHAT IS THE MINIMUM/ MAXIMUM AGE TO BE ELIGIBLE TO APPLY?

Applications can be accepted at the age of 18. There is no upper age limit for applying to the police service, but keep in mind that the normal retirement age is 60 years and that new constable recruits are required to undertake a two year probationary period.

DO YOU NEED TO HAVE A DRIVING LICENCE?

No, Merseyside Police do not currently require applicants to have a driver licence to be eligible to apply.

NATIONALITY REQUIREMENTS

You must be a British citizen, an EC/EEA national or a commonwealth citizen or foreign national with no restrictions on your stay in the United Kingdom. Candidates who have lived abroad may be required to have resided in the UK for three years due to difficulties often faced with obtaining adequate vetting checks from abroad. All applicants have to be vetted to the same standard before appointment.

CAN I APPLY IF I HAVE A CRIMINAL CONVICTION?

Whether you're eligible depends on the nature and circumstances of the offence. It is not possible to set out a full list of convictions that will preclude a person from becoming a Police Constable. There may also be circumstances where an individual whose suspected involvement in crime, or criminal associations make an offer of employment inappropriate.

Police Officers are in the evidential chain, which means any convictions and cautions must be disclosed in accordance with CPS Disclosure Manual (chapter 18) when that officer appears at court.

Each case is considered on its own merits taking into account all available information. The decision is made considering the Code of Ethics and Professional Behaviour and using the Police National Decision Model (NDM). However, some issues relating to the candidate which definitely lead to rejection are:

- Offences which resulted in a prison sentence
- Registered sex offender (or other conviction requiring registration)
- Existing County Court Judgements
- Bankruptcy which is not discharged

CAN I APPLY IF I HAVE OUTSTANDING DEBT?

Applicants will have their financial status checked. These checks

are carried out because police officers have access to privileged information, which may make them vulnerable to corruption. Applicants with outstanding County Court Judgements, who may have been registered bankrupt with outstanding debts will be rejected. If you have any discharged bankruptcy debts, then you will need to provide a Certificate of Satisfaction with your application.

WILL I BE REJECTED IF I HAVE TATTOO?

Not necessarily. If you have tattoos please declare these on your application form. We will ask you to send us photographs of each tattoo to show us the location and nature of it/ them. We will then assess the tattoo(s) against our standards.

Officers must have a general appearance which is in keeping with the Code of Conduct for Police Officers and which ensures the dignity of the Office of Constable.

Any visible tattoos must always be able to be fully covered via long sleeved shirts, plasters or camouflage makeup. Body Art must not be discriminatory in any way, lewd, crude, violent in nature or show any allegiance to any unacceptable organisations.

WHAT LEVEL OF FITNESS DO I NEED TO ACHIEVE?

In the role of Police Officer, you will face challenging situations where a good level of physical fitness is necessary, therefore it's a requirement for all Police Officers to obtain and maintain good levels of fitness at all times.

To ensure you are fit enough to fulfil the role, you will undertake a fitness test. The test contains two parts:

- Dynamic Strength Test (Push-pull) and
- Endurance Fitness Test (Bleep - test).

Performance on both of these tests will provide a good indicator of a candidate's capability to perform various police tasks



CAN I APPLY IF I WEAR GLASSES/CONTACT LENS?

Yes, as long as your vision can be suitably corrected. As part of the recruitment process you will need to go to the optician for an eye test and bring the results of your medical assessment for review.

IF I HAVE A DISABILITY CAN I APPLY TO BECOME A POLICE CONSTABLE?

We welcome applications from people with disabilities, if you have a disability which would still allow you to fulfil the full role of Police Officer. If you consider yourself to have a disability and require reasonable adjustments, please inform us on your application form of the type of reasonable adjustments you might need to assist you in participating in the recruitment and selection process. We will try to make reasonable adjustments where practicable.

I HAVE A MEDICAL CONDITION: DOES THIS PREVENT ME FROM JOINING?

It depends on the nature of the medical condition. We require all applicants to pass our medical assessment to ensure you meet the BMI and health standards required. We follow the Government's guidance on police health officer requirements.

ARE MERSEYSIDE POLICE ONLY RECRUITING UNDER-REPRESENTED GROUPS?

No, Merseyside Police welcomes applications from all, but we are proud to use positive action initiatives to help redress the balance from under-representative groups.

WOULD I HAVE TO WORK IN THE AREA I LIVE?

As a Police Officer you may be required to work anywhere within the Merseyside geographical area. ●



NCA

National Crime Agency

WHO WE ARE

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

OUR MISSION

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

Our role is to protect the public from the most serious

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

HOW WE WORK

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

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

analysis to support police and partners in law enforcement.

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

OUR PEOPLE

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

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

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

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

WHO WE'RE LOOKING FOR

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

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

AGE AND NATIONALITY REQUIREMENTS

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

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

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

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PLACEMENTS AND TRAINEES

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

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

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

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

WHERE WE'RE BASED

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

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

TRAINING AND SUPPORT

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

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

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

INCLUSION, DIVERSITY AND EQUALITY

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

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

'A DAY IN THE LIFE'

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

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

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

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



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

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

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

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

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

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

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





Enlighten Training

WHY?

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

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

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

WHAT WE OFFER

Maturity Assessment
Our Maturity Assessment tool explores 12 key elements of your business from vision and leadership through to culture and inspiration. We use a blend of interviews,

workshops and literature / policy review to benchmark and to offer meaningful insight.

Innovation Workshops

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

Executive Coaching

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

ABOUT THE CKP

The Certificate in Knowledge of Policing (CKP) is a national level 3 qualification introduced

by the College of Policing as a pre-join requirement for police forces. It covers the legislation, policy and processes required to be a police officer, so if you are thinking of joining as a police constable then this course and qualification is for you.

You must obtain the CKP qualification from an approved provider if you wish to apply/join the Metropolitan Police Service and many other Forces across England and Wales, including Cheshire, Surrey and Thames Valley to name a few.

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

The CKP qualification is valid for 3 years for individuals who do not work in a policing environment, and 4 years for those who do (such as Special constables, PCSOs or police staff). This means that you can complete the qualification and then chose to apply for a police force at the timing of your choice, but of course you

need to keep your knowledge up to date to ensure you are at the level required to become a recruit police officer. To help you achieve this you will have access to the College of Policing student notes, and e-learning.

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

CASE STUDY

The Issue

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

The Goals

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

The Method

We delivered a blended programme encompassing a

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

The Benefits

- Standardised training across all new recruits, giving clients the confidence all shared the same level of knowledge and understanding in critical policing legislative knowledge.
- Students on the programme received in-depth support, coaching and learning far above that which could have been achieved on a solely distance or part time programme.
- The pass rate was nearly 100% allowing the client to maintain its recruitment targets and for students to progress with their careers.
- The outsourcing of this element of training also relieved pressure on the internal training department during a time of challenging targets and was also more cost effective in a time of austerity.

POLICING EDUCATION AND QUALIFICATION FRAMEWORK

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

We understand your needs:

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

We currently work with over a dozen forces supporting them in the National Police Promotions Framework (NPPF), the supply of qualified trainers delivering the Initial Police Learning Development

Programme (IPLDP), assessors, coaches and mentors and many other forms of police training.

If you are a **force** or a **HEI** we will be able to:

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

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

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

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

SUPPLY OF TRAINERS AND DESIGNERS

We have found many police forces benefit from having the support

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

We are delivering this model to a broad range of police forces and special projects, particularly providing user training for large scale ICT implementation throughout the UK. Our trainers comply with, and exceed, College of Policing requirements for delivering police trainers and maintain their occupational currency and competency by conducting regular CPD which

is monitored by us, and we have found this provides clients with guaranteed quality, a significant reduction in administration and flexibility. We have worked with many of our clients for many years which we take as a hallmark of their faith in us.

READY TO DEVELOP YOUR APPROACHES TO INNOVATION

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





Servoca

Resourcing Solutions

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

The Police Service continues to face some of the biggest challenges of resources and resource management in its history, whilst being tasked with maintaining services and reducing crime. Budget cuts and efficiency savings have already become everyday phrases in any conversation related to UK police forces. At the same time, increasingly numerous warranted officers are tied up with projects, administration and other activities that in many cases could be outsourced or carried out by a civilian.

Servoca Resourcing Solutions have an established proactive and responsive solution offering for the police service in a wide range of disciplines, from the provision of temporary staff for specific roles as well as fixed term and permanent recruitment for non-warranted positions.

Through our extensive database we are currently supplying forces with former police officers and specialist support staff to undertake roles including but not limited to the following areas:

INVESTIGATION

- Accredited Financial Investigators
- Fraud Officers
- Intelligence Analysts & Researchers
- ANPR Intercept Teams
- Statement taking
- Investigative Assistants
- Cold case preparation

GENERALIST/SUPPORT

- Property Officers
- Control Room Staff
- Crime Prevention Officers
- Front Desk Officers
- Audio Typist
- IT Support Staff
- Corporate Staff
- PNC Operatives
- Custody / Detention

SPECIALIST

- Covert Surveillance
- Witness Protection
- Family Liaison
- Public Protection
- Multi-Agency
- Forensics
- Professional Standards
- Policy & Procedures

MAJOR INVESTIGATIONS

- SOCOs / CSIs
- House 2 House Enquiry Teams
- POLSA Search Officers
- CCTV Seizure and Viewing Teams
- Analysts
- Holmes 2

TRAINERS

- PCSO
- IPLDP
- PNC
- HOLMES
- Leadership and Management
- Surveillance
- Driver
- Law
- ICIDP

These are examples of roles which we can assist with, but by no means what we are limited to supplying.

Servoca Resourcing Solutions approach includes a high level of security, integrity and quality assurance ensuring the delivery of suitably qualified personnel for your requirements.

Whatever the location or requirement of your force, all your needs will be given dedicated attention with an appointed member of staff.

We pride ourselves on being cost effective and understanding the financial limitations of the public sector; many Forces have benefited from this by using our temporary staff in innovative ways.

We provide the latest criminal and civil justice contract and permanent vacancies, within the Policing, Probation, Public, Commercial and Third Sectors.

Whether you are looking for a position in Investigation, Intelligence, Enforcement or Compliance, our comprehensive array of potential roles means we are ideally placed to find you the job you are looking for.

To discuss how we can apply our expertise to meet your needs please call **0207 747 3044** or visit our website www.servocaresourcing.com/recruitment/jobs



DO YOU HAVE EXPERIENCE IN FINANCIAL CRIME OR CHILD EXPLOITATION?

ARE YOU UK BASED?

HAVE YOU THOUGHT OF TAKING THOSE SKILLS OVERSEAS?

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

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

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

ARE YOU THINKING ABOUT A CHANGE OF SCENERY?

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

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

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



The British Franchise Association

You may be considering joining a franchise as your next career move, which is great. The British Franchise Association are on hand to help you prepare to ask the right questions and make the right choice for you.

WHAT IS FRANCHISING?

Business format franchising is the granting of a license by one person (the franchisor) to another (the franchisee), which entitles the franchisee to trade under the trade mark/trade name of the franchisor. This agreement also allows franchisees to make use of a comprehensive training package, consisting of all of the necessary information to enable a previously untrained person to establish a business using the brands format with continued support from the franchisor.

WHO ARE THE BRITISH FRANCHISE ASSOCIATION?

The British Franchise Association (bfa) was established in 1977 and is the only voluntary self-accrediting body for the UK franchise sector. Its aim is to promote ethical franchising practice in the UK and help the industry develop credibility, influence and favourable circumstance for growth. It does this with a self-regulatory, standards based approach to membership of the association. In addition the bfa works to increase the awareness of ethical franchising by communicating with government, academia, the media and the UK public on what constitutes franchising best practice.

WHAT CONSTITUTES A 'GOOD' FRANCHISE?

Simply put, a 'good' franchise will protect the interests of their franchisees whilst supplying the agreed training and ongoing support for any franchisee trading under their proven business model. As franchising in the UK is unregulated, there are franchises around that fall short of any or all of these characteristics and this is why it is important for you to do your research before handing over any money or signing a legally binding contract.

All members of the bfa have undergone and passed the bfa's rigorous accreditation process. These brands then agree to abide by the bfa's rules of membership and periodic reaccreditation of their brand as standard. To complete this accreditation process, the bfa's accreditation team review the brands promotional materials, check they can evidence their financial projections, survey the franchisee network and check the franchise agreement with a bfa accredited legal advisor. This detailed process is designed to filter out the brands who do not meet the bfa's standards. As a result, brands do not always pass their accreditation the first time. The bfa then provide feedback on what changes or improvements need to be made

WHAT CHECKS SHOULD I MAKE BEFORE I JOIN A FRANCHISE?

What checks shouldn't you make should be the question! As mentioned before, prospective franchisees invest time and money into building a business under an already established brand; therefore it is important that they are comfortable that the brand is worthy of that commitment.

Check them out online: The World Wide Web is incredibly powerful tool to utilise when finding out more about a brand's reputation. With social media and customer reviews so easily accessible you are able to not only see whether a brand has developed a negative reputation for their franchise operation, but also whether their network of franchisees are helping to build a positive brand image through their customer service – after all who wants to join an operation with a network of franchisees that are damaging the brands reputation?

That being said, do bear in mind that there are always two sides to the story. Do bring any concerns raised during online research to the franchisors attention. They may have a good explanation for what you found or alternatively,

to meet these standards, thus enabling franchisors to improve their franchise offering for the benefit of their whole network.

Not being a member of the bfa does not mean that a franchise brand is not 'good'. bfa membership is voluntary and there can be a number of reasons that brands choose not to join membership. However, it is incredibly important when considering joining a franchise to complete your due diligence to ensure the brand is right for you before you commit – especially if the brand has not undergone bfa accreditation.

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



www.policeresettlement.com



they could convince you that their brand is not where you want to place your trust and funds.

Ask them detailed questions:

To name a few: how long did the business operate before they franchised? How long have they been franchising? How many franchisees are currently operating? Have many franchises failed whilst trading under the brand? These can feel like tough questions to ask, however, it is incredibly important that you ask them. Firstly, you can find out a lot about a franchisor from how

transparent and forthcoming they are when answering these questions. Secondly, a 'good' franchisor will be selective about who they introduce into their network, being prepared with sensible and detailed questions proves commitment to the franchisor.

For more questions to ask a franchisor during your initial meetings, visit the bfa website and read 50 questions to ask a franchisor: www.thebfa.org/join-a-franchise

Speak to existing franchisees:

This is a crucial step to check what training and ongoing support is

WHAT ARE THE BENEFITS OF JOINING A FRANCHISE?

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

A great feature of franchising is that franchisees often do not need previous experience in the sector they are joining, this is because the franchisor will provide comprehensive training and ongoing support to help

the franchisee build and grow their business. The flexibility of franchising is allowing a variety of motivated individuals the opportunity to own their own business, including mothers who are returning to work. The plethora of franchise opportunities available cover a variety of sectors and models. As a result, franchisees are able to decide whether they would like a business that requires a larger time commitment in exchange for greater financial rewards and opportunity for business growth, or whether they would like a more flexible business that fits around their family commitments whilst still providing a fulfilling career.

The biggest benefit of all is that the business model has been proven. This means that the franchisor has traded under their model to test the model and calculate their financial projections. As a result, the franchisor will have learned from mistakes made in their own business, this

received once the franchise agreement has been signed. Don't be fooled into only speaking to the franchisors favourites, they should be willing to allow you to choose from a list of their franchisees which you would like to speak to. You may wish to ask to choose from lists of their top performers, average performers and under performers to determine how they support received is adapted to the requirements of their franchisee.

Request evidence of financial projections: It is inevitable that a brand will indicate to you how much money you can expect to make whilst trading under their model and brand. Before you trust these projections, request to see evidence that these have previously been met.

At this stage it is fairly common for a franchisor to ask for a refundable deposit before they reveal their financials to a prospect. This must be refundable and is usually refundable less any reasonable expenses. Reasonable expenses are genuine costs such as, paying a surveyor to scope out locations in your local territory, not administration charges

for answering your questions. This refundable deposit will be returned to you if you decide the proposition is not for you. If you decide to proceed to invest in the franchise, this will usually be deducted from the franchise fee you pay at the start. **Get the franchise agreement checked:** The bfa can't stress enough how important it is not to skip this step. This legally binding document will form the basis of your business relationship for the duration of the contract. A single document that details both the franchisor and franchisee responsibilities, as well as what protections are in place to prevent you from being terminated from the network without cause.

For a full list of bfa accredited solicitors who specialise in franchising, visit the bfa website: www.thebfa.org/members



enables them to provide training and support to ensure their franchisees can avoid repeating these mistakes. Use of a proven business model is also looked upon favourably by banks when they are considering lending to a prospective franchisee as opposed to an individual starting a private company.

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

There are a host of resources available on the bfa website designed to help franchisees prepare to make this big choice. The bfa have developed a free online course in association with Lloyd's Bank to help prospective franchisees build a strong foundation of knowledge. The Prospect Franchisee Certificate is easily accessible, modular and can be completed at your own pace. At the end of the course, you

will be able to print a certificate to show that you have taken the time to learn about franchising and what it could mean for you.

ARE THERE ANY DISADVANTAGES TO JOINING A FRANCHISE?

Joining a franchise brand does not grant you a license to print money. Starting a new business requires an investment of time and money that should be expected. However, some prospective franchisees fall into the trap of joining a brand without doing much research and begin their journey with unrealistic expectations. This is why bfa member brands are looked upon favourably by prospective franchisees, not only have they undergone a voluntary accreditation process, they have also committed to running an ethical operation and encourage franchisees to ask questions that will be answered with transparency before the agreement is final.



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



AUTO SMART
INTERNATIONAL

We encourage people to spend time researching the franchise opportunity well. We will meet with you face to face for a Discovery Day, where we will walk you through the business plan and answer all your questions. From here, we ask you to spend lots of time out with franchisees, experiencing typical working days, so that you can be sure it is the right next step for you and your investment. Call us on **01543 481616** to get the ball rolling and request an information pack.

Autosmart franchisees are at the centre of a support infrastructure which is in place to help them succeed. They are allocated their own business coach and receive shoulder-to-shoulder coaching. There is also a National Account service, with a team that works with the franchisee to secure large accounts in their local area. Alongside this sits in-depth and ongoing product training, provided both 1-2-1 and via the latest digital tools. We do not look for people with sales or sector experience, just a will to win attitude, determination, good planning and organisation and an enjoyment of meeting new people every day.

Our franchisees operate within their own exclusive territories and visit their customer base regularly, **which provides them with a regular monthly income.** In a world of online ordering that lacks human interaction Autosmart are known for our personal focus on our customers. Customers are visited by an absolute expert who can show them how to make our concentrated cleaning products last longer with a unique cost control system. This resonates more than ever with businesses who are looking to keep their costs down. Simply put, Autosmart franchisees are friendly local business owners, on hand to provide quality cleaning products, cost saving systems and world-class expertise.

SOME OF OUR FRANCHISEES TELL US WHY THEY WOULD RECOMMEND AUTOSMART...



"I'd never sold before, so it's been a big learning curve. Running your own business means that you are sales person, financial controller, logistics manager, IT consultant and purchasing manager – all rolled into one!"

"After passing the 2 year mark, I had paid off my bank funding and had taken on my brother as a sales assistant, freeing me up more time to focus on the things that mattered the most – visiting existing customers and prospecting for new business."

"The last few years have been incredibly hard work, but very rewarding. The thing I love most about being an Autosmart franchisee is having the continued backup and support from both head office and fellow franchisees. Running your own business is daunting and comes with risk but with the support infrastructure from a world-class system and a team of experts available to help you at every stage from business start up to product knowledge, opting for a franchise is a much safer bet".
Steve Beaumont
Derby Dales



"Right from the start it seemed a safe choice, which is important when you have a family to think of. It's a tried and tested formula, with over 40 years of experience. From day one, the training and support are fantastic – even franchisees with no previous sales experience learn how to succeed, thanks to on-going field training. I trebled my sales in less than 2 years and am still growing."

"15 years have passed since I started my franchise. I am as sure as ever I made the right choice with Autosmart. Despite 3 downturns in the economy, recession, banking crisis, oil price slumps, our business has continued to grow."
Frank Sutherland
Aberdeen

Take Control of your future with the UK's No.1 van-based franchise

Employers are keen to attract Police Force leavers into *their* companies as the key skills learnt during service can be used directly to grow their profits.

Leadership, discipline, time management, and excellent communication and people skills are all second nature to you but are highly sought after by companies to give them the competitive edge. Have you considered using these skills to

run your own business? Where you call the shots and you reap the rewards of your own hard work? Where the profits stay with you?

You might consider running your own business a big leap into the unknown, we understand that, but being a franchise owner with the UK's No.1 van-based franchise, Autosmart is an excellent halfway house. You will have the freedom and flexibility that self-employment brings and benefit from the back up and support of our major global system and our 40 years' experience in helping business owners run profitable, sustainable and recession-proof businesses.

Autosmart is a British manufacturer and the UK's leading supplier of professional vehicle and hygiene cleaning products to the trade. We have been franchising for over 40 years, which makes us one of the most long-standing

franchisors in the UK. Our franchise network is very well established too, with 120 franchisees covering their own exclusive territories from John O'Groats to Lands End. These days, a franchise re-sale with Autosmart is a rare opportunity, as our business partners stay with us a long time, with 50% of our network staying with us for over 10 years and 75% for over 5 years.

Unlike many other franchisors, Autosmart does not charge management fees or royalties, all your profits belong to you.

AUTOSMART FRANCHISEES OPERATE FROM PURPOSE BUILT MOBILE SHOWROOMS

They provide a range of over 300 professional cleaning products to businesses that use them to keep their premises, vehicle fleets, staff and customers safe and clean. The market place is

vast and includes car dealerships, ambulance services, haulage & transportation, vehicle rental companies, body shops, agricultural dealers, coach and bus operators, plant hire and construction and food processors. All of these businesses rely on our products, benefit from savings by buying in bulk and consider us a trusted supplier and partner. We are proud that these customers rate us 'Five Star – Excellent' by Trustpilot.

Franchisees who join our network today, take the reins on an established business with a repeat-round of customers, which provide them with an income from day one. They typically grow their turnover by a **massive 33%** in the first year alone, proving the vast scope for growth and expansion with our franchise opportunities. Clearly, any business that has a cleaning need is a potential customer.

WELCOME TO OUR COMMUNITY

AUTO SMART
INTERNATIONAL

WHERE WE'RE ALSO PROUD TO KEEP THE STREETS CLEAN

CALL THE FRANCHISING TEAM ON 01543 482 926
TO FIND OUT HOW WE CAN HELP YOU SECURE YOUR FUTURE WITH OUR AWARD-WINNING FRANCHISE MODEL



Greenleeves

Greenleeves franchisees come from all walks of life before they join one of the longest established and largest lawn treatment providers nationwide.

In 2019, Greg, the Greenleeves franchisee for East Riding, decided it was time to take a positive new step in his career, after spending just under 10 years in the Royal Air Force. He had developed many key transferable skills from his RAF career which have proven invaluable as a Greenleeves franchise owner and manager.

One of the main perks has been the opportunity to spend more time with family and friends, which was one of the toughest parts about being in the military.

Greg says he has benefitted greatly from being his own boss; as a young, ambitious, business owner, he enjoys knowing that the harder he works, the more he can earn. He also has a great deal of flexible working and continues to grow customer numbers and turnover. In his first year, he increased customer numbers by 50% and turnover by nearly 40%. "It has been so satisfying to see my hard work pay off."

He adds that: "I really enjoy the variety of work that the Greenleeves franchise offers; I have an excellent balance between different roles of my

job. Apart from working in the office, I work outdoors, treating customer's lawns, using specialist machines and products which is really satisfying. I enjoy interacting with customers in person and over the phone. Other rewarding tasks include effectively using IT systems to manage customer queries; planning daily routes/lawn work; and managing finances at a customer and business level. It has also been important to establish a good social media presence and determine effective marketing tools."

Greenleeves provide a network of support for franchisees to grow their business and gain advice on how to handle difficult situations. Greg ends by saying: "Being within the Greenleeves organisation of 95+ franchisees, with the assistance from head office, has been extremely helpful. Greenleeves have an excellent business model that is so easy to implement."

"I am in no doubt that this career move has changed my life for the better!"

Could you be Greenleeves' next 'Greg'? Contact them today and find out...



CONTACT DETAILS

Web: <https://greensleevesfranchise.co.uk>
E-mail: steve.felmingham@thefranchisingcentre.uk or david@greensleeves-uk.com
Schedule a call: <https://bit.ly/3871teU>

From logistics to 'Kleaning'

Logistics is something that the Forces and Civvy Street have in common and for 8 years, from 2009 to 2017, Etienne Du Toit was a franchisee with a well known logistics company.



Etienne considers himself to be an experienced and highly effective Managing Director with a proven record of invigorating and developing the business in the transport and logistics sector.

He says: "I like to think that I am a confident and inspiring leader, who quickly gains trust and earns respect, to transform cultures and motivate others to achieve outstanding performance. I am skilled in managing complex business and technical integration projects, delivering on time and budget, and to specification."

"When I discovered The Kleaning Company I was looking for a business to develop and lead to profitability."

When asked why he chose The Kleaning Company franchise over an employed career he said: "Having run a successful logistics franchise business before an employed career was the last thing on my mind. When I found The Kleaning Company I felt that the experience I have gained in operational management, business development, strategic thinking, and project management would be a 'perfect fit' for this franchise model."

Etienne was one of the two new franchisees to join The Kleaning Company over lock-down and both franchise recruits got off to a flying start securing business worth over £100,000 in just two months.

The reopening of non-essential retail outlets means there has been a steep rise in demand for welfare cleaners and our sanitising deep cleaning. TKC currently have daily welfare cleaners in Bristol, Birmingham, London, Southend and Brighton and their trained sanitising operatives are carrying out fortnightly deep cleans to sites across London, Bristol and Manchester.

The Kleaning Company is seeking a limited number of motivated people with the energy and ambition to run and build their own business across the UK. They will provide you with all the training you'll need with your key requirements being the ability to motivate and create a strong, loyal client base working as a team.

If you're excellent at providing customer service and building relationships with a wide variety of people, then you could be just the person they're looking for.



UK Counter Terrorism Policing

Working to keep people safe from terrorism

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

SCOTLAND
Police Scotland.

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

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

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

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

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

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

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

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

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

NORTHERN IRELAND
Police Service of Northern Ireland.

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

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

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

NATIONAL PREVENT TRAINING MANAGER
Location: Birmingham

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

DATA VIEWING OFFICER
Location: Manchester

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

FORENSIC SCENE INVESTIGATOR
Location: Birmingham

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

DEPUTY HEAD OF INTELLIGENCE
Location: Birmingham

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

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

PREVENT CASE CHANNEL SUPPORT OFFICER
Location: Exeter

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

POLICE CONSTABLE/ DETECTIVE CONSTABLE – BORDER POLICING OFFICER (HAMPSHIRE)
Location: Thames Valley

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

DEDICATED SOURCE UNIT (DSU) COORDINATOR
Location: Thames Valley

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

BUSINESS ANALYST – CENTRAL SERVICE MANAGEMENT TEAM (CSMT)
Location: London

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



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."

"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."

First launched with four handymen in Bromley in December 2013 the organisation now has over 80 Self Employed handymen serving over 30 branches across the UK. Blue exclusively recruits retired police officers to be

handymen, providing peace of mind to a wide variety of 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

How Handy Are You?

Exclusively recruiting skilled retired police officers

- Flexible Full-Time & Part-Time Opportunities
- Related Qualifications Not Required

Enjoy the freedom and flexibility of being a self employed handyman/woman without the hassle and cost of setting up from scratch. Use your current skills to help people in your community and earn additional income.

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

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



Protecting globally with FCO Services

WHO WE ARE

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

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

WHAT WE DO

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

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

Perimeter and Protective Security:

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

Radio and Satellite:

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

Secure Telephony and Video Conferencing:

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

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

Secure Cabling and Installation:

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

Technical and Building Security:

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

WHY WORK FOR US?

Because our work is of extraordinary importance, we can offer roles of remarkable impact. Join our diverse and accomplished team and you'll find careers with unparalleled variety and a rare blend of governmental stability and commercial drive, which allows us to be dynamic and competitive within our markets. But more than this, you'll find a job to be proud of. Whatever your role, whatever your level, you'll support and deliver complex work that just matters more. Your contribution will help keep people safe, protect critical information and safeguard the UK's interests overseas. As such, your work will have greater significance. And the impact you make will reach further.

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

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

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

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



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

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

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

OUR TARGET OPERATING MODEL

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

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

The five elements are:

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

PLACE-BASED WORKING

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

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

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

THREAT, HARM AND RISK

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

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

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

Greater Manchester Police is calling on communities to work together to create a safer Greater Manchester with the new Citizens' Contract.

We spent 18 months listening to people across the city region as part of work to better understand and manage people's expectations of policing.

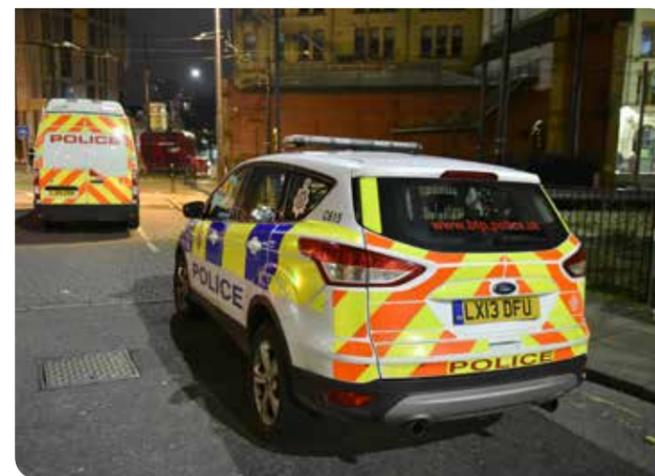
We worked with people from across Greater Manchester, officers and staff to find out what really matters, what they can do better and what the public can do to help them, holding more than 40 events and getting 2,500+ responses to an online survey.

All of this helped us create the Citizens' Contract.

The seven points detail how we will continue to be upfront and honest about our priorities and demands (and when we can and can't go out to something) and how we will help to build strong communities and help people to keep themselves safe.

It also asks the public to contact police in the right way, share information and intelligence with them and work together with their neighbours to create places to live that everyone can be proud of.

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



police your views and have your say on community safety.

7. We will provide opportunities to be part of policing to keep communities safe. And we need you to be part of your community and consider being a part of policing

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

FUTURE OF POLICING

Greater Manchester is an amazing place and I am proud to be the Chief Constable of GMP.

We are facing some challenging times and we have a huge amount of change taking place so that we can provide the best possible service to the public.

We call the changes our Target Operating Model and it is transforming policing in Greater Manchester. At the heart of it is our focus on strong neighbourhood policing and closer working with local agencies such as local councils and health services.

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

Ian Hopkins
Chief Constable

TOGETHER, WE CAN CREATE A SAFER GREATER MANCHESTER.

Workforce

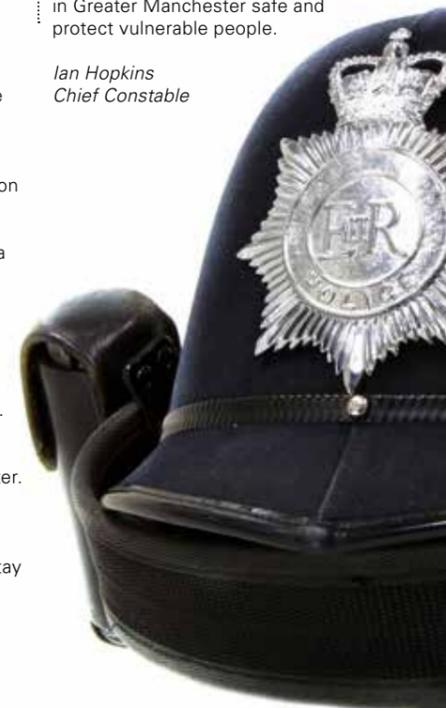
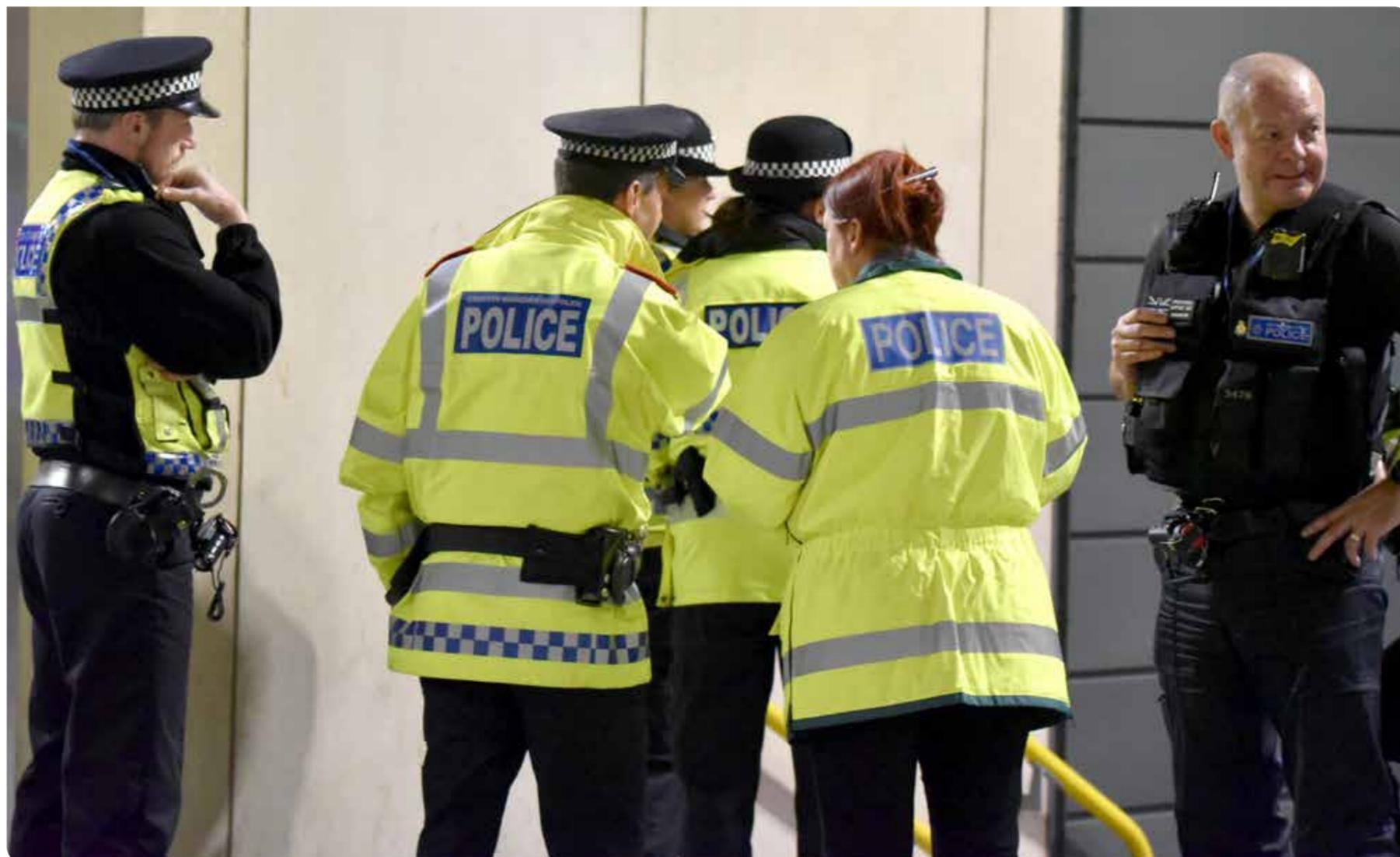
We are investing in opportunities for officers and staff to learn, develop and improve. If we can do this, we can build a workforce that is able to meet the challenges of the changes to policing. Officers are working in different ways under the development of place-based neighbourhood teams and they need to develop the skills to make this happen.

Our police officers and staff face some difficult situations and their resilience of often tested which is why the work is developing the support that is available. With this work it can mean officers and staff are in the best shape to provide people with the service they need.

Information technology

We are prioritising the introduction of new technology so that we can make the best use of the information that is available. Data and information is important to make the right decisions and to improve the service. We are all used to doing business and shopping online and policing needs to mirror these developments and opportunities.

Frontline officers and staff are now using smartphones and tablets across Greater Manchester. Thousands of transactions are now being done on the new technology away from police stations. It means officers can stay out in communities and still get the paperwork done. Body worn video has also been introduced across Greater Manchester and this means we have better evidence available to help when



The UK's Largest **FREE** Discounts and Benefits Scheme for the Police

We ask our Police Service to do so many brave and difficult things on our behalf: they all deserve our respect, support and admiration.

We ask them to bear responsibilities which others could never shoulder and to take risks heading into the very situations from which others would run away.

This Rewards for Police benefits scheme is an opportunity to recognise this and to Rewards those that protect our families, our homes and our neighbourhoods. The Rewards for Police site welcomes any member of the Police Force to join their website free of charge so that those that work on the streets or who are hard at work in the constabulary offices can be rewarded for their hard work.

Rewards for Police is free to join and will save you money, no joining fee and no annual subscription. Partners of Police can also join and save money, when one person serves the whole family serves. ●



Please feel free to contact us **01604 647770**
or feedback **rewardsforpolice.co.uk**

WWW.REWARDSFORPOLICE.CO.UK

rewardsforpolice.co.uk

WE ARE WYPOLICE RECRUITING

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

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

Shift work commences when you land in district.



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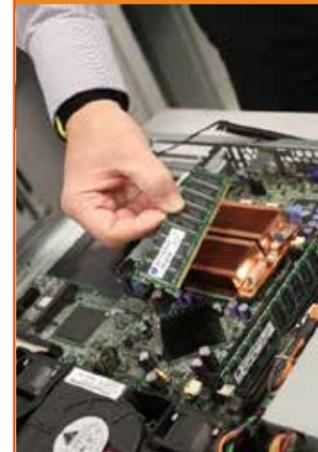
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The Tec Train

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



FREE 5 DAY I.T. VOCATIONAL TRAINING COURSE



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

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



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

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

Other courses we provide:

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

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IT STARTS HERE

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

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



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

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

For further information please visit www.cnc.jobs
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DETER • DEFEND • DENY • RECOVER