

MOD POLICE
Have you left, or are getting ready to leave, the Police? the MOD Police could offer what you're looking for. **P28**



Police Resettlement
magazine



TRANSFER TO A FORCE THAT VALUES DIFFERENCE

Here at Essex Police, our detectives are rewarded and valued for what they do, day in, day out. **P08**

A CARRER IN THE CIVIL SERVICE

You are getting ready to leave the Services. Have you ever thought of joining the Civil Service? **P14**

LEAVING THE POLICE

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FIRE SAFETY

There is currently an abundance of career opportunities within fire risk assessment industry. **P36**

LIFE AFTER THE FORCE STARTS HERE...



LONDON
1 NOVEMBER 2022



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

THE EXPO IS FREE TO ATTEND AND WILL PROVIDE YOU WITH SOME VALUABLE INFORMATION ON YOUR NEXT CAREER MOVE.

If you are interested in attending or exhibiting, contact us on 020 8166 0616 or expo@satosmedia.com

www.policeresettlementexpo.com



Scan here for further information

Our next EXPO is in London, 1 November 2022

Doors Open 10.00
Last Entry 15.00
Event Close 15.30

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'b' the best you can be

POLICE PROMOTION SUCCESS MASTERCLASS

FROM £99

One-day Masterclass and personal coaching services designed for police officers preparing for promotion, from paper application to final board.

This highly interactive full day Masterclass equips you with the skills, technique and confidence required to focus your promotion preparation, resulting in highly effective delivery when it counts.

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- Delivering high impact answers, including taking control and building confidence
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- Comprehensive post-course support and Free online resources

// I would thoroughly recommend this masterclass to anyone serious about promotion. The knowledge from a experienced recruitment professional combined with that of a police consultant really makes a top class course. //

Daniel, MPS Sergeant

LOCATIONS:

Masterclasses held monthly at **Manchester, London, Scotland & PSNI.**

SITUATIONAL & FORWARD FACING QUESTIONS

RED-STAR+© focuses specifically on situational/hypothetical based questions (interview or presentation). This structure helps you demonstrate the desired behaviours with confidence, no matter what the scenario you are faced with.



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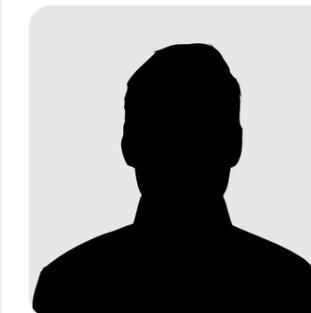
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Welcome...

Welcome to the Autumn 2022 issue of Police Resettlement magazine...



In every issue we aim to bring you opportunities for those looking at career progression or transferring to other forces, as well as highlighting training and employment opportunities for those of you considering leaving the Police force or about to retire.

We will be attending the Security Cleared Jobs and Police Resettlement Expo at the QE11 Conference Centre in Westminster, London on the 1st November 2022. You can still register for free to attend the event by visiting

www.policeresettlementexpo.com. Please come along and speak with members of our team who will appreciate your comments about the magazine.

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

We hope you enjoy reading this issue and look forward to welcoming you to our groups on social media and becoming a subscriber to our digital copies.

If you would like to advertise or contribute to the magazine please call Emma on **01536 334221** or email **James@policeresettlement.co.uk**

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

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

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Some of the UK's most successful travel consultants are former police men and women. Find out how they switched careers and how you could do it too.

16 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.

Ageism in Recruitment

why we need to change the way we think

While both older and younger generations have suffered the effects of ageism in the workplace, those that sit within older age groups seem to have borne the brunt of this harmful way of thinking in recent years.

The ageism trend has only been accelerated by the repercussions of Covid-19. After the pandemic, Baby Boomers and a significant portion of Gen X took early retirement, deciding against returning to full-time work due to the shortage of opportunities available to them.

With individuals over 50 leaving work due to lack of support having been identified as the biggest cause for labour shortage across the UK, ageism has the potential to have a detrimental impact that extends far beyond the damage to individuals and businesses.

Here, David Bernard, founder and CEO of behavioural assessment firm AssessFirst discusses ageism within recruitment practices, sharing valuable insight into the negative impact it is likely to have on the market if we don't make necessary changes.

THE ISSUES WITH RECRUITMENT IN THE UK
Hiring managers' bias towards employing older individuals has been known to be one of the main causes of ageism within recruitment, and with only 24% of HR leaders between the ages of 25 and 30 saying they felt motivated to recruit workers in the 55 to 75 age category, younger generations' preconceptions seem to be one of the main problems.

The new generations' bias is causing them to miss out on the plethora of benefits that working hand-in-hand with people of different ages can have, but also contributing to existing issues within the recruitment industry.

The recruitment crisis is still rampant in the UK, as the number of unfilled positions has risen to a new record of 1,300,000 between March and May 2022, up from 1.295,000 in the February and April quarter.

And retention is a problem too, with figures revealing that around 994,000 individuals moved jobs between January and March 2022 in the UK. This shows that businesses are not putting enough effort into retaining their workforce, making them feel valued and presenting them with a path for future progression.

Additionally, if we are only willing to offer employment to the younger generations, older age groups will naturally feel there are no longer any opportunities available to them, opting for early retirement instead, which is likely to cause the recruitment crisis to become worse in the next few years.

WHY ARE CURRENT RECRUITMENT PRACTICES NOT WORKING?

The implications of ageist hiring practices are multi-faceted, but their effects have undoubtedly been felt by many jobseekers within older age groups.

A research project investigating ageism in recruitment in the UK revealed that around 30% of individuals between the ages of 50 and 69 felt the application process itself put them at a disadvantage because of their age, while around 23% of those who participated said that it is the way that job adverts are written and marketed that is particularly problematic.

These findings provide interesting food for thought for recruiters: biased screening processes and job descriptions could easily put off certain individuals from applying for a job, causing businesses to lose a potentially perfect candidate. For instance, hiring processes that are entirely digital or that require the use of technology older individuals may not be familiar with would naturally penalise older applicants.

Evaluating the efficacy of their recruitment practices should be the first step for hiring managers and talent acquisition teams, particularly establishing whether these include any elements or processes that would ostracise certain individuals.

WHAT'S THE ANSWER?

If an organisation has built teams predominantly comprising younger individuals, they should consider asking themselves whether they have – consciously or subconsciously – avoided hiring those within older age groups, and why.

While having three or four different generations within the workplace may potentially lead to some minor generational clashes, it also has the potential to be beneficial for all age groups, which is why businesses should empower individuals of different ages to work together.

This should involve utilising behavioural science to identify key traits in individuals to establish whether they will be able to work well together, regardless of age. Knowing exactly how workers collaborate with other individuals, manage stress or react to change are all factors that can help hiring managers make the right decisions and avoid age bias.

Hiring managers should first and foremost establish what individuals' abilities are, how they behave in different situations and what sets them in motion. AssessFirst's Talent Mapper provides this information by grouping individuals onto behavioural maps based on these principles, giving them an accurate prediction of how they will work together.

While there is no one answer for every business, our focus should be on making hiring practices as inclusive as possible, which starts with making decisions based on data and focusing on skills and qualities that truly matter.

Ultimately, biased hiring practices are exacerbating the labour shortage and causing businesses to miss out on a huge portion of talented workers capable of really making a difference.



For more information on building data-led recruitment processes, please visit: www.assessfirst.com

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.



Transfer to a force that values difference

Here at Essex Police, our detectives are rewarded and valued for what they do, day in, day out. If you want a force that values difference, Essex Police could be the place for you.

Meet Detective Inspector Tony Atkin who joined policing at the age of 19-years-old. Now, more than 20 years later, Tony is part of our Essex Police family. He said:

"I loved being a police officer and the variety of teams I worked in, such as child protection and child homicide. I worked on the Jimmy Savile investigation from 2012 to 2017 and I was a case officer for the Rolf Harris investigation. I also pioneered the paperless working that we introduced into our major investigation rooms in the Metropolitan Police."

"Having gone through and passed the promotion processes in both the Met and Essex, I decided I wanted a new challenge. Having worked in the departments I had aspired to be in, I felt that the Met no longer offered that challenge."

"I was told I would be unable to stay in the role I had been temporarily promoted to, and positions available to me as a detective inspector in the Met meant increased travel to and from work, on top of 12-to-14-hour days. I needed a better work life balance, which Essex could offer."

"At Essex Police, the transfer process ran smoothly, and I received around 35 emails support, meetings and briefings."

"Everything was so personable." Since transferring to Essex Police, Tony has felt "valued", and by his 20 years and two months, Tony "needed a new challenge". Essex Police has been able to provide just that.

"Coming to Essex has rejuvenated me. I certainly got that spark that I had at 19 when I first joined policing. Having that variety of where I work now has been an eye opener."

"It's a one team ethos in Essex."

Not only has Tony gained family at Essex Police, he's also been given

the opportunity to be closer to his own family. It was his family that inspired him to become a detective, and at one point in his career, he was able to work with his uncle, who is now a retired detective superintendent.

"What I lost in London waiting, I have regained in family time. I now live closer to work, I can see my son more, as well as having the opportunity to work from home. I wouldn't be able to do that before."

We also provide succession planning, which means you have "involvement from your line manager" and you feel that sense of "reward".

"The opportunity for promotion is bigger. There's a lot of support here. I never received that support before outside of my team."

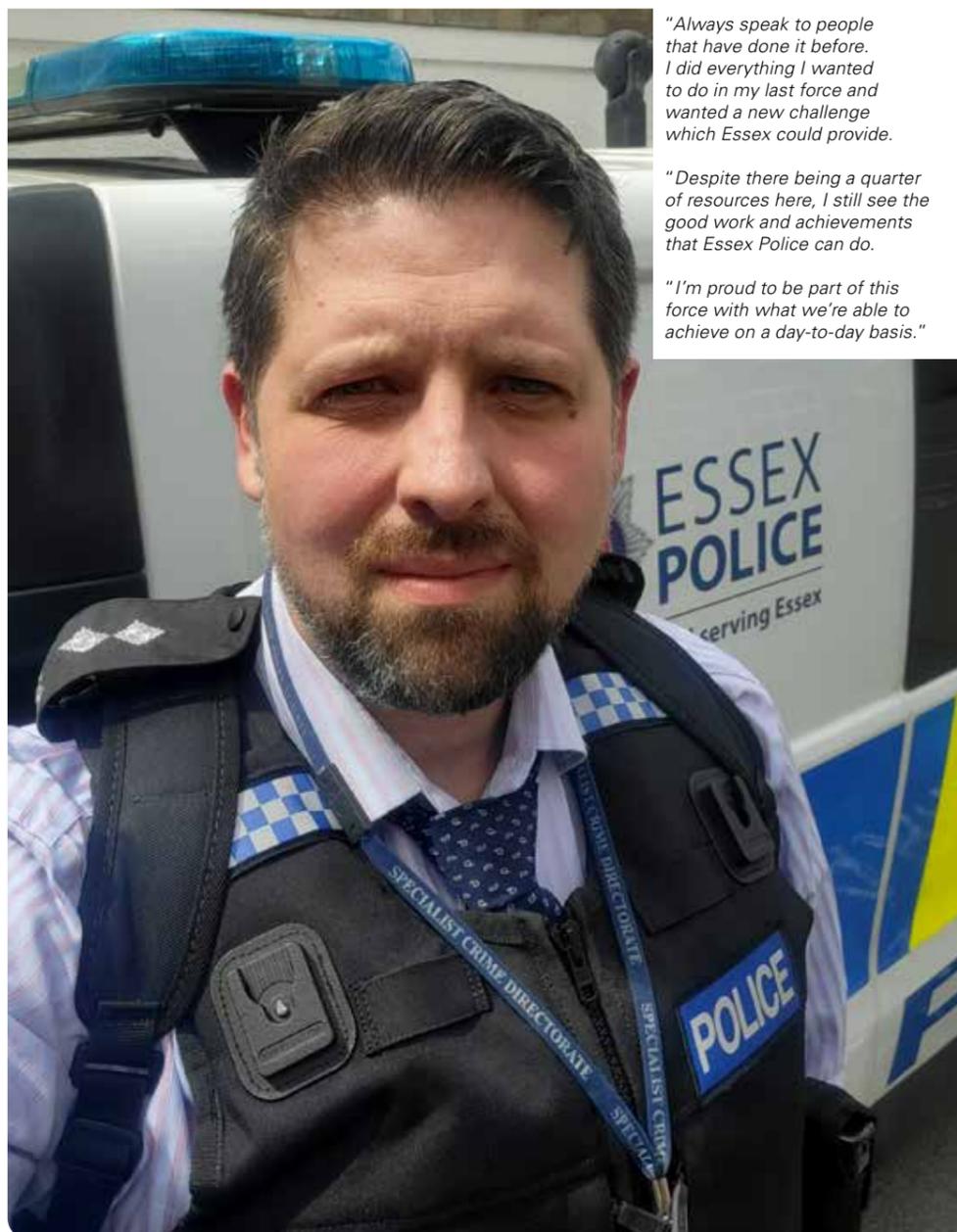
"There is a misconception in London that because Essex is a smaller force it limits the opportunities you have. That's wrong. The opportunities are there in any force if you want them and if you work for them."

Before you head over and click the transfer button, or if you're still not sure whether this is the right move for you, Tony has some final bits of advice to share:

"Always speak to people that have done it before. I did everything I wanted to do in my last force and wanted a new challenge which Essex could provide."

"Despite there being a quarter of resources here, I still see the good work and achievements that Essex Police can do."

"I'm proud to be part of this force with what we're able to achieve on a day-to-day basis."



Coming to Essex has rejuvenated me. I certainly got that spark that I had at 19 when I first joined policing."

IS ESSEX YOUR FUTURE?

If you've completed your probationary period and served with another force at any rank, then we'd like to hear from you. If you are interested in joining us as a transferee, please register with us by completing our form at www.essex.police.uk/transfer and a member of our team will be in touch. Alternatively, you can contact us directly at corporate recruitment essex@essex.pnn.police.uk or on **01245 452234** for more information. We value you and your skills – use them to protect and serve Essex.

UPCOMING EVENTS

- **Armed Forces Resettlement Expo**
Thursday 27th October 2022
0930-1230
Colchester United Football Stadium
- **Police Resettlement Expo**
Tuesday 1st November 2022
1000-1530
Queen Elizabeth II Centre, Westminster, London



British Transport Police need you to join our team!

What we do...

MOVING ¼ MILLION TONNES OF FREIGHT SAFEGUARDING 6 MILLION PEOPLE

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

We make sure that all this takes place within a safe and secure environment – one free from disruption and the fear of crime. We also police sporting and major events such as football, rugby, major concerts, demonstrations, Pride events, Marathons and events in Hyde Park. A testament to this was the way we helped police the Olympic and Paralympic Games in 2012. There was a massive demand on our transport system throughout the Games, especially in London. With meticulous planning and by working together seamlessly, we were able to

ensure that new and regular travellers felt safe and welcome. It's the way our Police Officers and Staff work that really sets us apart — we have a friendly, open and engaging style. We're always looking for ways to work more effectively and deliver value for money to the public. One of the main things the public and rail operators notice is the way our people go out of their way to help anyone in distress. We're actively working towards creating a workforce that reflects the communities we serve and is a place where people feel valued and respected. Furthermore,

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

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

These are unique policing environments, with unique sets of needs. Our police officers and staff provide specialist policing across the country. Furthermore, with the latest technology at our disposal we're able to deal with rail crime that crosses counties and networks. Our people must be trained to the highest standards in order to meet these needs. It's a challenging environment, one with everything you would experience in another police force and quite a lot more.

550 OPPORTUNITIES TO JOIN US THIS YEAR

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

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

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

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

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

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

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

OVER 1,100 DIFFERENT ROLES

- There are four different ways to join the frontline of BTP:
- Police Officer
 - Transferee
 - PCSO
 - Special Constable

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

- Our key departments are:
- People and Development
 - Information Services
 - Learning and Development
 - Finance and Procurement
 - Corporate Communications

WE WANT TO HEAR FROM YOU!

We have a positive equal opportunities policy to ensure all applicants are treated fairly. We welcome applications from all areas of the community regardless of age, disability, race, colour, religious belief, marital status, gender or sexual orientation. We work closely with Support Groups when we arrange recruitment campaigns, on the

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

POLICING AT HEIGHTS TEAMS

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

TERRITORIAL POLICING AND SUPPORT UNIT (TPSU)

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

COUNTER TERRORISM SUPPORT UNIT (CTSU)

The CTSU consists of the following multi-disciplined teams:

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

POLICE DOGS UNIT

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

- The Police Dogs Unit is broken down into three sub-sections:
- Central Operations General Purpose (GP) Dog Section
 - Outer-London Police Dogs
 - Explosives Search Dog (ESD) Section

ARMED POLICING CAPABILITY

Following the terrorist attacks in Mumbai and based on the current threat from International Terrorism being at "substantial" BTP created its own Armed Policing Capability. Since 2012 key locations have been routinely patrolled by our highly trained armed policing officers. They are supported and are able to support colleagues in surrounding Home Office Forces upon request. The safety of the public and staff is of paramount importance and these officers form part of the Counter Terrorism Support Unit who carry out high visibility patrols providing reassurance and a visible deterrent against terrorism on the railway.

SPECIAL MOVEMENTS SECTION

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

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

SPECIALIST RESPONSE UNIT (SRU)

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

SPECIALIST UNIT, SPECIALIST EQUIPMENT

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



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CONTINUED >>

PUBLIC PROTECTION UNIT (LONDON NORTH)

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

PUBLIC PROTECTION UNIT (LONDON UNDERGROUND)

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

SEXUAL OFFENCES UNIT

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

WORKPLACE VIOLENCE UNIT

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

DISASTER VICTIM IDENTIFICATION (DVI)

Since the Potters Bar crash of 2002, a great deal of work has been done in Britain and internationally to improve DVI. Part of BTP's strategy in dealing with body identification after a disaster has been the deployment of a body recovery team. This is made up of officers from different areas who come together when the need arises.

FAMILY LIAISON OFFICERS (FLOS)

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

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

WITNESS CARE UNIT

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

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

SCIENTIFIC SUPPORT UNIT (SSU)

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

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

HI-TECH CRIME UNIT (HTCU)

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

FORCE TECHNICAL SUPPORT UNIT (FTSU)

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

CCTV INTELLIGENCE UNIT

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

ECONOMIC CRIME UNIT

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

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

OUR VISION

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

OUR MISSION

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

Our Values

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



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Search 'Peel Solutions' on the appstore



Job Board

Use our app to search for local jobs



Send your CV

Send your CV directly from the app



Contact

Keep in contact using our mobile app





A career in the Civil Service

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

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

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

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

and encouraging people to work and making work pay.

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

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



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

But what are the five elements of Success Profiles?

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

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

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

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

Helen
Training Aircraft
Portfolio Manager

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

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

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

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

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



ROY'S STORY

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

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

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

KATE'S STORY

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

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

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



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

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

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

OUR TARGET OPERATING MODEL

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

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

The five elements are:

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

PLACE-BASED WORKING

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

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

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

THREAT, HARM AND RISK

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

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

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

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

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

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



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

TOGETHER, WE CAN CREATE A SAFER GREATER MANCHESTER.

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

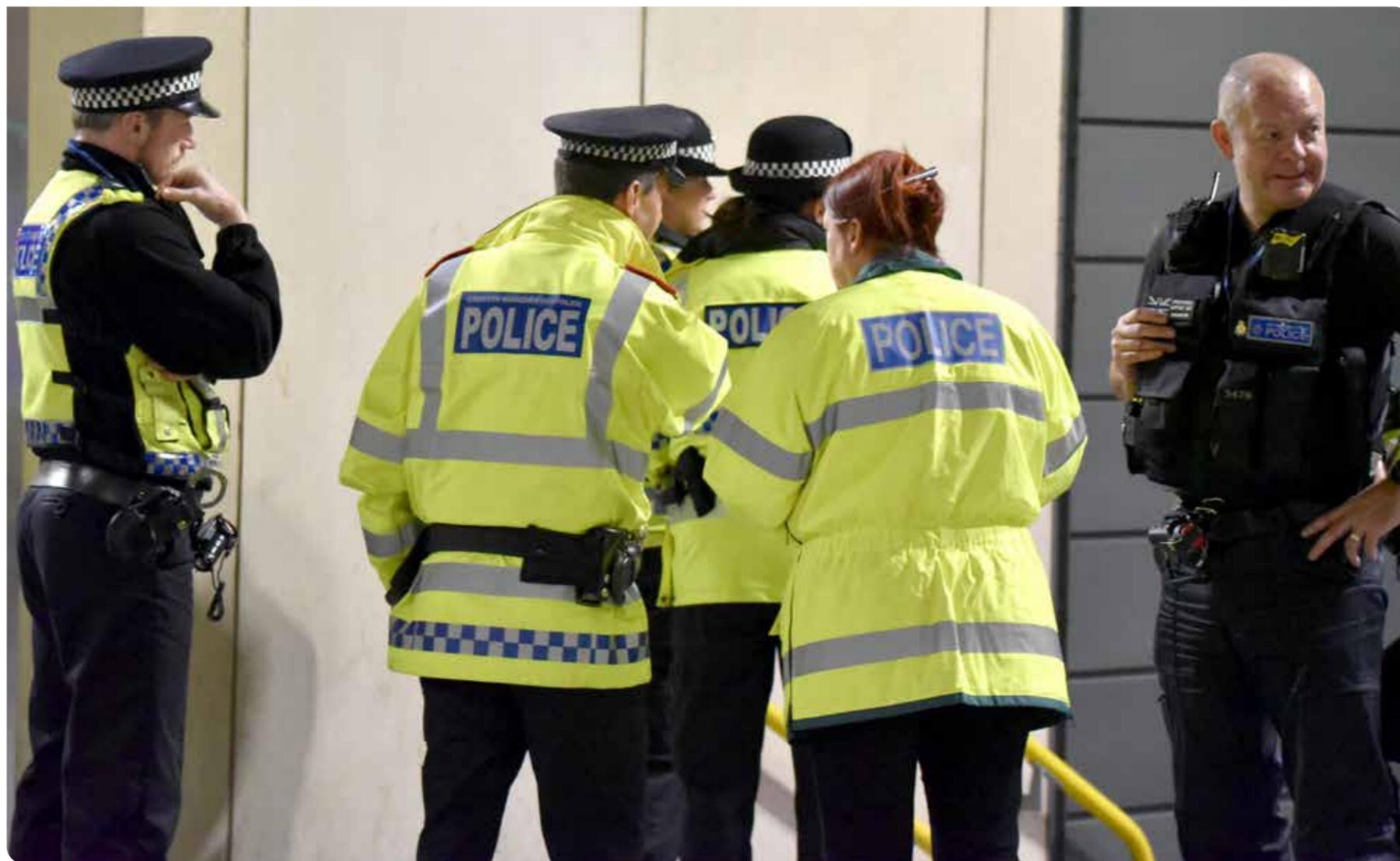
Information technology
We are prioritising the introduction of new technology so that we can make the best use of the information that is available. Data and information is important to make the right decisions and to improve the service. We are all used to doing business and shopping online and policing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

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

FUTURE OF POLICING

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

*Ian Hopkins
Chief Constable*



Why is now the right time to train or re-train for a new Fully Approved Trades Career with a job ready course 'Facing your future with confidence'

With the advent and growing global importance of harvesting energy, to help preserve natural resources, and the national shortage of both residential properties and on-going build of new commercial projects - The UK government has identified a huge skills shortage in this growing sector; the demand for people with renewable qualifications is growing.

TRADESCAREERS.CO.UK THE BRICKS AND MORTAR OF EDUCATION

A blend of online and practical training, taking place within a fully equipped national training centre to suit your location

Our courses are designed to take you from a beginner to fully qualified (both Theory and Signed Practical), providing you with a detailed grounding in principles and evolving technologies for you to work safely and legally across this sector (Residential and Commercial).

- From Tech Cert To BPEC NVQ In 6 Weeks
- Unique On-site Signed Portfolio Training
- Flexible Part-Time Learning (Evenings and Weekends)
- National Training Centres and On-Site Practical Modular Learning
- New courses start every month
- Courses from £35 per week
- Interest-Free Payment Plans available

The main objective of this job-ready training course, to give you "hands-on" knowledge and practical skills - regardless of your current level. A uniquely structured blended learning program, delivered by a combination of theory and practical skills - Interest-Free Payment Plans Available...

FLEXIBLE TO SUIT EACH INDIVIDUAL/HOW LONG DOES IT TAKE

The courses are designed to suit your personal circumstances and can be studied full or part-time - allowing you to fit the study around your work or family commitments. The training centres are open weekdays and weekends, for you to book study times to suit you

HOW MUCH DOES FULL TRAINING COST

All both theory and practical courses are competitively priced

with no extra hidden costs (from £35 per week). With flexible interest-free payment plans available to help spread the course cost - don't delay, apply today.

QUALIFIED EXPERIENCED TUTORS

The experienced tutors share their knowledge to teach you the required skills, so you pass your exam modules at your own pace to suit you

ON-SITE TRAINING; WITH A SIGNED PORTFOLIO-OF-WORK

Employers require to see all individuals have relevant Trades experience, carried out on-site. Trades training ensure you receive both NVQ practical training, not just an online theory certificate

QUALIFICATIONS AND CERTIFICATE MODULES

Trades individuals have to obtain the correct qualifications and certificates to gain employment. All the courses are fully accredited by academic bodies such as City and Guilds, ACS and to NVQ Level 2/Level 3 standard. You're taken from a novice to be fully qualified Trades professional. ECS and CSCS Cards arranged for individuals.

'WHO WE ARE...'

For over a decade we've assisted individuals discover their potential, starting a new career within the trades industry. If you want to re-train or simply change your career to higher earnings - we can help you kick-start your new career.

Other Trades Training websites offer different Trades courses; some short (theory only), some long (our aim is to get your fully trained as-soon-as-possible and earning), and some with out-of-date non-relevant accepted courses.

We want you to choose the most suitable course; offering not just the technical theory certificate but can also the important vocational practical NVQ (National Vocational Qualification). An NVQ is the on-site training employers require; you can progress from a novice level, to being fully qualified and employable.

There's a growing skills shortage across the UK for Trades professionals. If you look at the job-boards, you'll see many job vacancies for each Trade - Employers urgently require qualified trades individuals to fill this gap. ECS and CSCS CARDS arranged for individuals.

CAREER OPPORTUNITIES IN TRADES/WHAT WILL RE-TRAINING FOR A NEW SECURE CAREER MEAN FOR YOU

The on-going demand for qualified trades people, outweighs the supply - there's a UK and Overseas skills shortage. Many government reports predict there will be a huge demand for qualified trades people in plumbing, electrical, gas engineer, renewable engineer and welding.

Learning and qualifying within a skilled trade can mean, a job for life and potential to earn. Potential to be your own boss/

become self-employed, to have the freedom to choose how many days and hours worked.

'Facing Your Future with Confidence'

WHO WE TRAIN FOR A NEW 'TRADES CAREER'

From school leavers, to adult re-trainers who wish to learn a trade, to trades individuals who wish to obtain a further recognised Trades qualification. Armed forces personnel who have left the military services and wish to re-train - allowing to gain entry and employment in the trades sector. Individuals who have been made redundant from their previous job and see a career as a Trades professional as new start.

WHERE STUDENTS FIND EMPLOYMENT AFTER QUALIFYING

- Residential House builds - on-going demand for new housing
- Property Management - the management of private or commercial properties
- County Councils - management of local properties
- Multi-Nationals - who represent their own contract clients
- Sole Trades/Self-employment - individuals working for themselves or setting up their own business/sub-contacting work
- ECS and CSCS CARDS arranged for individuals

TradesCareers.co.uk - The Bricks & Mortar of Education



Plumbing Courses • Electrical Courses • Gas Engineer Course • Renewable Engineer Courses • Welding Courses



Why learn with us?

Qualifications & Certificate Modules

Trades individuals have to obtain the correct qualifications & certificates to gain employment. All the courses are fully accredited by academic bodies such as City & Guilds, ACS and to NVQ Level 2/Level 3 standard. You're taken from a novice to be fully qualified Trades professional ECS & CSCS CARDS arranged for individuals.

Train or Retrain for a new Trades Careers/Job Ready Course

A blend of online and practical training, taking-place within a fully equipped national training centre to suit your location.

Flexible to suit each Individual/How long does it take

The courses are designed to suit your personal circumstances and can be studied full or part-time - allowing you to fit the study around your work or family commitments. The training centres are open weekdays and weekends, for you to book study times to suit you.

Qualified Experienced Tutors

The experienced tutors share their knowledge to teach you the required skills, so you pass your exam modules at your own pace to suit you.

On-site training; with a signed portfolio-of-work

Employers require to see all individuals have relevant Trades experience, carried out on-site. Trades training ensure you receive both NVQ practical training, not just an online theory certificate.

How much does full training Cost

All both theory and practical courses are competitively priced with no extra hidden costs. With flexible interest-free payment plans available to help spread the course cost - don't delay, apply today.

www.tradescareers.co.uk





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

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

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.

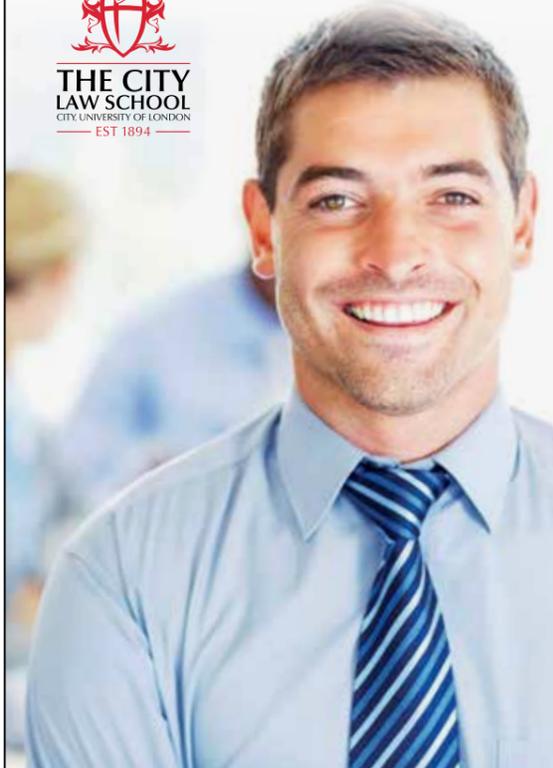
The detailed weekly timetable means that you will have a structure to work to, and you will have access to the teaching and support teams to give advice and guidance by phone, email and online forum as you go along.

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



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



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

Instilled in each and every service person is the sense of duty and commitment and the roles often involve some level of personal sacrifice. The positive corollaries are around the sense of being part of something important, something vital and working with likeminded individuals as part of a wider connected team.

Leaving this kind of committed environment can be one of the most difficult things service people can do, and while many look forward to the day they can hang up the uniform and or accessories, there is an awareness of the practical, emotional and psychological changes ahead.

Positive Transition Limited was founded in Feb 19 to leverage 22 years' experience of providing

transition support, exploit technology and deliver a solution that empowers the individual and the family in making the very best of the life changing circumstances. The early concept was to deliver personalised, scheduled, time appropriate reminders, information and guidance to empower the user in addressing all aspects of the transition process according to their circumstances. The concept has grown considerably through development

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

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

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

TRANSITION/RESETTLEMENT MODULES

People moving from a career in service often find it difficult to identify a second career and then determine the transferable skills that they have developed during service. The issue then becomes how you articulate those skills in a format relevant to the role you

would like to undertake. The employment support on +t takes the user through a process of understanding who they are, how they work, what kind of work they find fulfilling and then recommends some suitable roles. From there, information can be collated about the roles that are of interest and provided in a comparison table to support in decision making. Once the user has identified 1 to 3 specific roles, then the platform provides support in CV writing and Interview techniques. The digital media in video or audio format can be saved to the "Kit Bag" on the profile, and this will upload to the mobile device with the licence to stay on there for a set period. After that period, the file will self-delete from the device avoiding application bloat.

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

COLLATED INFORMATION ON LOCAL SCHOOLS.

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

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

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

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



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

Or email info@plus-t.co.uk

UCP

Close Protection, Hostile Environment & Tactical Firearms Training

Delivering training programs to achieve correct qualifications for working within the Executive Protection (EP) Sector and as an overseas Private Security Contractor (PSC).

UCP KNOW EXACTLY WHAT YOU NEED TO GET THAT JOB.

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

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

WHY CHOOSE UCP AS YOUR TRAINING PROVIDER?

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



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



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



CHOOSE YOUR TRAINING PACKAGE.

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

RELEVANT INFORMATION TO BOOK A COURSE

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

ELCAS Approved training provider number: 5011
Careers Transitions

2. 10 day combined tactical Live Firearms (Level 3 HABC (9mm/5.56mm/7.62mm) for Hostile Environment Close Protection Officers including: HE Drone Operator, B6/7 Armoured Vehicle, (PSC) Private Security Contractor and (CQB) Close Quarter Battle. £2000 + Vat (£2400). ELCAS claimable: Yes. Training Provider number: 5011. Course delivered every month: 18th – 27th.
3. Combine the courses 1 and 2 and complete the full 28 day CPO course. ELCAS claimable: Yes. Training Provider number: 5011. Course delivered every month: 1st-27th.

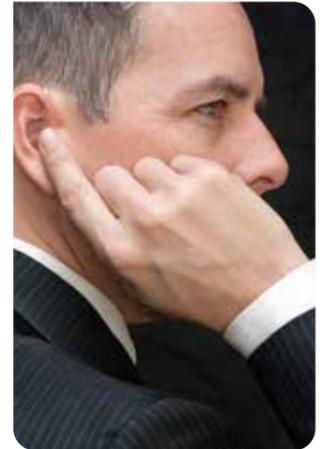


Member: UCP Group

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

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

1. HABC Level 3 working as a close protection operative
2. First Responder Medic training
3. Hostile Environment Close Protection Officer (PSD, IED, PSC)
4. B6 Armoured Vehicle training
5. Use of drones within security
6. Firearms competency level 3
7. Private Military Contractor (COB, SERE)
8. Team Leadership for small team tactics ●



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

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



Leaving the Police was launched by two former police officers, Rob Hoblin and Mark Corder, at the beginning of January 2018, and has gone from strength to strength regarding the interest it has gained globally. (www.leavingthepolice.co.uk)



In the first three months we have made lots of connections and met many retired or resigned police officers who are now looking for work, already working or have taken the step to be business owners. We have interviewed a number of those and have posted those videos on the website for our readers to hopefully gain relevant knowledge and experience from. We have also interviewed business owners who are looking for retired police officers and staff to work for them; who have the right skills and professional values to undertake a job role that is away from policing. The intention of our website is to provide a growing pool of knowledge that is relevant to those leaving or intending to leave the police. Let's face it, we all do eventually, one way or another, so why not help to prepare ourselves for this inevitable transition? We are continuing to interview and post videos and audio recordings of those whom have already made the leap so that our readership can understand more about what's ahead of them. We have a growing Facebook Group community that people are welcome to join and contribute to and also, we are seeking to post on the website relevant advertisements for jobs, training and

other services, carefully selected, that may be of interest to those moving across to the private sector. What has really struck me during this three-month period has been the fact that many business owners are literally crying out to recruit mature, honest, reliable and disciplined staff who can take on a new role outside of policing. This could be anything from landscape gardening to managing a team of cyber security experts. Whatever it is, in the main, an ex-police officer or police staff member would quite readily meet the job description criteria for many advertised civilian job roles.

Take for example our recent partnership arrangement with an organisation called Club Power. Owned by two people, one of whom is a serving police officer, it has the potential to grow to a multi-million-pound organisation within the next few years. It is not a selling organisation, but they are looking for associates who can talk face to face with business owners, ask them a few simple questions and then tell them how they could potentially make some savings. There is very little bureaucracy involved and no chain of command to interfere with an associate's personal goal or target. An associate can make as much or as little money as they like and can look at it as a hobby or a full time second career.

For those who are aspiring to run their own business, whatever that business may be, they may be wondering how to get the ball rolling and who to consult with to get that great idea off the drawing board and take some positive action to make it a reality. I had the pleasure of being invited to present at an event called 'Shifts to Success' where the owner and ex-police officer, Alex Seery, has put together a great team of business mentors who are well positioned to help police family members to make that next step if they really are serious about running their own business. Alex runs his introduction courses

The intention of our website is to provide a growing pool of knowledge that is relevant to those leaving or intending to leave the police.

on a regular basis and if you're interested in running your own business and want to make it a success first time around, 'Shifts to Success' has been set-up by an ex-police officer for the police family and really is worth pursuing.

From my online interviews with many current and ex-police staff, the one phrase that has been ringing out loud and clear is that of 'self-belief'. We are taught in policing to trust and value our colleagues and we do this very successfully. We are given skills that in the main, we take for granted and perhaps don't even recognise as being sought after skills. Many potential employers have said that they are looking for the values that ex police staff bring to the table and specifically mention honesty, integrity, respect for others, dedication, empathy and professionalism. These values are not something that can readily be attained by bringing in a new employee from another similar organisation. That's why companies such as BT Openreach and Qinetiq are openly looking to employ those who have left the police or thinking of leaving policing.

In contrast, the Armed Services have well established processes in place for looking after their staff once they approach their retirement through their Career Transition Partnership (CTP).



© g-stockstudio / shutterstock

This includes the provision of resettlement training courses, designed specifically with Service leavers in mind, to give those leavers the best chance of success when entering the civilian job market. This concept has been achieved through the Ministry of Defence working in partnership with an organisation called Right Management.

An example of this is Barclay's AFTER programme which was set up in 2010 to help all military veterans transition into civilian employment, irrespective of their circumstances, service or rank. The AFTER programme provides the leavers with work placements, internships and employment

The skills being identified in the military include the following:

- Communication skills
- Organisation and commitment
- Problem solving and adaptability
- Leadership and management skills
- Health and safety, security awareness
- Team working

opportunities as well as CV and interview coaching to help them land their skills in a way that will resonate with civilian employers. Up to the time of writing this article, Barclays have been able to help over 5,000 service personnel in their transition process with over 500 being successful in attaining a role within Barclays.

Unfortunately, UK policing (i.e. The Home Office) doesn't have a Career Transition Partnership in place with a provider such as Right Management and I believe that UK Plc is missing a great opportunity to gain from a similar partnership programme.

I see no reason why policing skills cannot be recognised in the same way. In my opinion, they are very much aligned, irrespective of job role or rank. The portfolio of skills and abilities that each police officer or staff member gains during their career would readily meet many civilian roles but our police family need some form of assistance, such as a CTP programme, to make any transition successful.

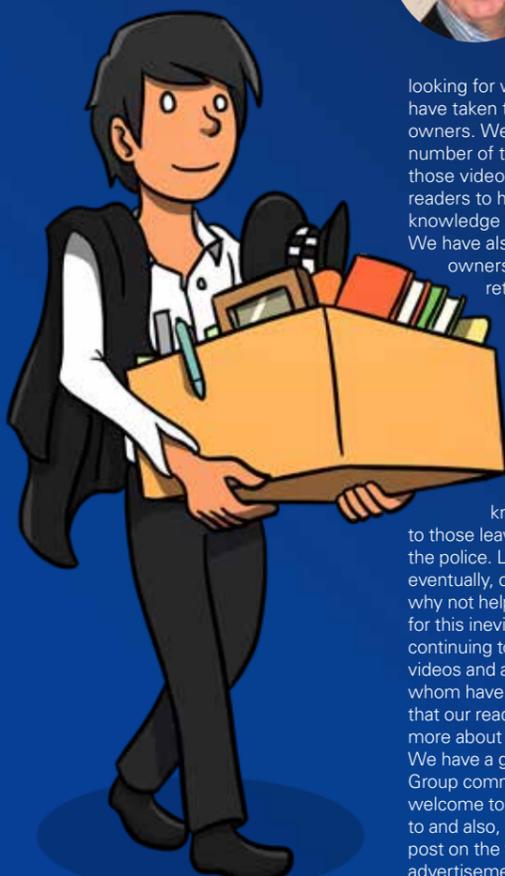
To achieve a similar CTP concept, UK policing will need buy-in from the Home Office, College of Policing, National Chief Police's Council, Police Federation England & Wales, Staff Associations, Trades Unions and others before any similar programme has any chance of getting off the ground.

Leaving the Police is working with another partner, State 21, which is also run by two ex-police officers from Hampshire Constabulary, and we are currently scoping the viability of trying to establish interest in taking the military CTP concept forward at the strategic level within policing. We will update our readers on progress at the earliest opportunity.

As we have said from the onset of creating Leaving the Police, we are here to help police officers and staff (serving or retired) to help themselves. There is a global network of vast knowledge and experience already created, we are here to try and help you to help yourself by tapping in to whatever area of business interests you most.



We can be contacted at info@leavingthepolice.co.uk and we are always seeking to interview online those who have gone on to successful professional ventures beyond policing and also to speak online to potential employers and find out what they are looking for in relation to transferable skills and competences. ●





Ministry of Defence Police

Have you left, or are getting ready to leave, the Police? If you're considering which career path to take next, the Ministry of Defence Police could offer just what you're looking for...

With the opportunity to continue working in a role that supports national security and public safety, joining the Ministry of Defence Police (MDP) could be a great career transition for you. We value the skills and experiences that you will bring from your military career, and with the MDP you'll have lots of opportunities to learn and develop new skills too.

Whilst we don't offer a policing role where "blues and twos" scenarios will be a daily occurrence, what we do offer is a specialist policing role of national importance, with structured shift patterns, a good work-life balance, and a breadth of future opportunities to further specialise and progress in your policing career.

As an MDP New Recruit, you'll complete police training to be an Authorised Firearms Officer, and on station carry out static armed duties and patrols by foot and vehicle, within a

working environment with which you will be familiar. You'll provide a vital role in deterring threats and reassuring staff and members of the public in the surrounding area, whilst liaising with a range of policing and security partners, in and outside the wire.

Interested? Excited?! Keep reading to find out more about who we are and what we do...

OUR COMMITMENT TO DIVERSITY AND INCLUSION

We value difference and recognise that great minds do not think alike. We're committed to creating an inclusive culture where you can bring your whole self to work, and individuality is truly appreciated.

Our inclusive culture is underpinned and supported by MDP LGBT+, Gender, Disability and Wellbeing (DAWN) and Race, Ethnicity and Cultural Heritage (REACH) staff networks.



KEY FACTS

Who - The Ministry of Defence Police, more commonly known as the MDP, serving Defence, US Visiting Forces, other UK Government Departments, and sites of critical importance, across the UK

Our purpose - Delivery of specialist policing, to protect the nation's defences and national infrastructure

Our people - A Force of around 2,800 police officers and 240 non-uniform civilian staff, from diverse backgrounds, proud to serve Defence and the communities in and around the sites we protect

Where - At locations across the UK, including Faslane and Coulport on the Clyde, the Atomic Weapons Establishment sites at Aldermaston and Burghfield, Portsmouth and Devonport Naval bases, US Visiting Forces bases, Defence munitions establishments and other Defence sites, including Defence HQ at Whitehall and establishments in North Yorkshire, Derby, Thurso, and Barrow-in-Furness

Our capabilities - Our officers are equipped to respond to a range of crime and security related threats and risks that require specialist and dedicated civilian policing capabilities. These include:

- Counter Terrorist Armed policing that meets national standards and contributes to the UK's strategic armed policing response to major incidents
- Nuclear policing, providing specialist armed policing services to support protection of the UK's strategic nuclear deterrent
- Specialist armed policing units
- Police dog teams, with search capabilities
- The largest Marine policing capability in the UK
- A Crime Command, focused

on combating the threat and risk of major fraud, theft, bribery, and corruption against Defence interests, with counter terrorism and extremism intelligence capabilities

- Protester removal teams
- Project Servator officers, deployed in uniform and plain clothes, specially trained to spot the tell-tale signs of terrorist and other criminal activity

BENEFITS

- Annual pay increases, linked to performance (including fitness and attendance)
- Location allowances payable at specific sites
- Principal Civil Service Pension Scheme that compares well with much of the private sector
- Flexible options and services to support your health, wellbeing and fitness including: the 24-hr Employee Assistance Programme helpline; Mental Health First Aiders; and access to gyms, fitness instructors and a Force Dietitian
- Opportunities to achieve nationally recognised qualifications from professional institutes



"For me the MDP offered a perfect career transition, where I could move into policing (something I had always wanted to do) whilst also working in an environment and armed protective security role with which I was, of course, very familiar... With my military background, the move into armed policing at Defence sites felt like a natural and comfortable progression in my working life."

Rachel, PC Authorised Firearms Officer

"Like the Army, the MDP is a team sport. I always enjoyed working as part of a team and I could see that the duties on station all required strong teamwork. The chance to explore different specialisms within the MDP was also of interest to me."

Ian, Armed Mobile Patrol PC



Read Sarah's, Ian's, and Rachel's stories at www.mod.police.uk



MORE INFORMATION

To find out more about what it takes to join MDP, and for up-to-date information on current and future vacancies visit www.mod.police.uk

Coming soon... You can also meet us at Career Transition Partnership 2022 Employment Fair events, at the following locations...

- South-West - 9 June
- Leeds - 22 September
- Southampton - 6 October
- Newark - 10 November

Visit www.ctp.org.uk for further details.



WHY JOIN MDP? WHAT OUR PEOPLE SAY... Don't just take our word for it... here's what some of our officers had to say on their experiences of joining the MDP, following military service.



"Being part of the police family has the same sort of feeling of solidarity as I felt being part of the military... The sense of security and being

able to settle down, that my role with the MDP has given me and my family, is great and I'm so glad to still be working in Defence too, where I feel that I really belong."
Sarah, PC Marine Unit Officer



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. The Sava course is now ELCAS approved, allowing members of the armed forces to secure financial support for higher level learning. For further detail on how to secure up to £2000 funding please read on.

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,



www.policeresettlement.com

WHAT WILL I STUDY?

- The Diploma is a vocational qualification, meaning it is all about giving you the skills and knowledge to be a well-rounded residential surveyor. Some of the modules covered include:
- **Valuation** - Determining property value, RICS mandatory requirements, how condition affects value, regulatory and legal requirements and different types of valuations.
 - **Construction** - This module focuses on foundations, floors and walls, desktop research, scale drawings, floor plans and calculating U-values as well as building services.
 - **Law** - The law and its background, easements, restrictive covenants,

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

determined and self-motivated, and have a good eye for detail.

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

WHAT DO THE SAVA GRADUATES SAY?

We got in touch with Matthew to find out his views on the

course and asked Matthew what made him join the Sava course after leaving the Royal Navy, he responded:

"After serving almost fourteen years in the Royal Navy as a Petty Officer Above Water Warfare Weapons, I was looking to start a career in something new and entirely different to my current profession. I decided to move into the housing sector and found a particular interest within the surveying industry. Furthermore

my circumstances meant I didn't want to spend the next four or five years at university in order to become qualified. Sava solved that problem by offering me the opportunity of becoming a Residential Surveyor in as little as 24 months. I am also able to work whilst I'm studying which is important to me and find this is a huge positive for enrolling on the course."

We asked Matthew what his future plans are, he responded:

"Once I gain certification and Assoc RICS status I hope to begin work at a popular and well-renowned surveying firm, in order to build up my knowledge and experience within the field, in the hope that one day, in the future, I can work independently for my own Surveying practice"

We asked Matthew if he would encourage others to enrol onto the diploma and he responded:

"I would encourage any former Military personnel, or those coming to the end of their career to make good use of their ELCAS funds by considering enrolling on the Sava Diploma in Residential Surveying and Valuation and becoming a qualified Surveyor."

FINANCIAL SUPPORT THROUGH ENHANCED LEARNING CREDITS ADMINISTRATION (ELCAS)

Sava have received approval from the Enhanced Learning Credits Administration (ELCAS) for the Diploma in Residential Surveying and Valuation. ELCAS promotes lifelong learning amongst members of the armed forces and provides financial support for higher level learning.

For those eligible, financial support of up to £2000 can be received. The Sava team are willing to assist with a tailored finance package.

To find out more please contact our sales team at hello@sava.co.uk

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: <https://sava.co.uk/resettlement/>.

Sava are pleased to be able to offer readers of this magazine bespoke payment options for those accessing ELCAS funding. 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/

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

Why aren't you studying with the OU?

Stuck in a rut, thinking about resettlement or just wanting to advance your career?

1,500 service personnel and their dependants are taking advantage of more than 200 qualification and over 400 courses by studying with The Open University (OU) - what's stopping you?

I DON'T HAVE THE TIME TO STUDY

Serving your country doesn't stop you from expanding your horizons. Our flexible distance-style learning means that you can study whenever, wherever and however you like.

- Use your laptop, tablet and smartphone to access all of your learning material on the go - regardless of where you're stationed;
- Adapt your study schedule around your existing commitments, shifts and postings to learn at a pace that suits you; and
- Put your downtime to good use with practical, interactive and engaging learning content.

"Studying with the OU was flexible, manageable and interesting, exactly what I was looking for."
Flight Lt James Coulman

I CAN'T AFFORD A QUALIFICATION

The cost of enhancing your education shouldn't be prohibitive - especially not for service personnel. That's why you can take advantage of:

- The MOD's Enhanced Learning Credits (ELC) to contribute towards your personal and career development - you've earned them, use them;
- The OU's flexible payment options, financial support packages and bursaries - making education affordable; and
- A wide range of certified qualifications that enhance your earning potential, delivering you return on investment.

See what financial support you can access.

I HAVE NO PREVIOUS QUALIFICATIONS

You don't need any previous qualifications or ranking to study with the OU - you just need life experience, and something tells us you have a lot of it.

- Build upon your existing skills and talents to help achieve your future goals - whether that's lifelong learning, career enhancement or resettlement;
- Learn practical and transferable skills from industry experts and world leaders - increasing your performance and fueling your potential.

"The OU deserves huge credit for enabling me to do this. I doubt there is another institution anywhere that would have taken me from seven O-levels to LSE in five years whilst I was holding down a busy job stretching across the globe."

Mike Niblett

Take a look at our full range of courses and qualifications.

I'VE NEVER WRITTEN AN ESSAY IN MY LIFE

We don't care. With more than 50 years' of teaching experience, we know how adults learn, and we know how to get the best from you - regardless of how good you think you are at studying.

- Your personal tutor will give you all of the academic guidance and feedback you need to get you back into study and achieving results;
- Our dedicated student support service is always on hand for professional advice on everything from learning methods and career guidance to module choices and IT support; and
- The worldwide OU student community provides support, networks and advice from people just like you.

I DON'T KNOW WHO TO STUDY WITH

There are many distance education providers out there - but very few who have been doing it for as long or as well as we have. Take advantage of our 50 years' experience, expert tutors and company partnerships for:

Resettlement - get ready to beat the competition and enter a rewarding career with a well-respected qualification.

Career advancement - prepare your knowledge and qualifications for your next position in the forces with our range of fully accredited courses.

Personal development - keep your mind active, knowledge up-to-date and interests interesting with our short courses, CPD workshops and postgraduate courses.

Dependants - take advantage of the same choice of courses, flexibility and expert teachers to enhance your own career and personal development.

Find out what it's like to study with us.

Study with someone who's been doing it longer and better than anyone else. Study with the OU.

Visit www.open.ac.uk/forces for more information.



I'M NOT AN ACADEMIC

You don't have to study the history of art unless you want to. With more than 200 different qualifications to choose from, we're here to help improve your skills, develop your knowledge and prepare you for a career in or out of the armed forces.

- Learn practical skills and applicable knowledge from industry-experienced tutors;
- Stretch yourself to achieve more, with an inspiring, challenging and rewarding educational experience; and

- Connect with other learners from different industries, backgrounds and networks - you never know where it will lead you.

"Having a BSc after my name definitely helped me to find a job - in fact I was headhunted by a gas turbine company, and I left the Navy on a Friday and started work on Monday."

Andy Murray

Find a course that interests you

Discover how you can benefit from the OU's flexible learning styles. >>



Fire Safety

There is currently an abundance of career opportunities within fire risk assessment industry and with the release of the Fire Sector Federation (FSF) Approved Code of Practice for Fire Risk Assessor Competency in 2020 the need for fire risk assessors to have a qualification is becoming the norm.

Fire Safety Risk Assessment Consultancy Limited (FSRAC Limited) are currently offering a Level 3 Award Qualification in fire risk assessment awarded by Qualifications Network UK. It is possible to attain this qualification within a short period of time, typically less than one month. The FSF and the fire risk assessment industry promote being a member of a fire safety related Institution and this qualification will enable you

to become join the Institute of Fire Safety Managers (IFSM). Demonstrable competence is becoming this norm within the fire risk assessment industry and one of the elements of being a competent person is being a reliable and responsible person; having been in the forces you will already be considered to have these qualities. We have trained (or retrained) fire risk assessors from several industry leading companies including Mitie, Mears, Frazer Group and more.

The Level 3 Award in Fire Risk Assessment is a 5-day classroom course with a short portfolio of work to be completed in your own time afterwards. Completion of both parts of the course will result in a certificate being awarded by the awarding body, QNUK and as we are accredited by the Institute of Fire Safety Mangers (IFSM) are company certificate is also issued with the IFSM accreditation; a further certificate is also awarded by the Institute of Fire Engineers (IFE) for Continual Progressive Development hours.

Courses are delivered in Manchester by David Prince an ex-fire officer, fire safety inspecting officer, fire investigation officer and Nationally Accredited Fire Risk Assessor.

Our training courses are kept up to date with any updates in fire safety legislation included in the course; courses are constantly updated to ensure currency.

David Prince. *MIFireE, MIFSM, FdSc, Tech IOSH, LCGI, Dip(Ed) Nationally Accredited Fire Risk Assessor Register (NAFRAR) No. 0151 FRACS (Fire Risk Assessor Certification Scheme) No. 73 Member of the UK-AFI (Fire Investigation).*

FIRE SAFETY RISK ASSESSMENT LEVEL 3, 5-DAY COURSE

Who is this 5-Day Course For:

This course is aimed at those who have a responsibility for undertaking fire risk assessments, reviewing and or implementing the significant findings of a fire risk assessment.

Typically, such persons would be

- Fire Risk Assessors,
- Health and Safety Manager,
- Health and Safety Advisor,
- Health Safety and Environmental Advisor,
- Building Facilities Managers and Facilities Teams,
- Managing Agents,
- Building Owners,
- Fire Alarm Engineers,
- Electrical and Mechanical Engineers.

Why choose us?

- Our courses encompass the principles of fire safety risk assessment.
- Delegates will learn how the fire risk assessment process 'pieces' together with this course covering all of the necessary basic elements of a fire risk assessment.
- This course contains an update on building cladding types.
- This course aligns to the elements of the 'Fire Risk Assessment Competency Council Framework

Previous course feedback:

John S. JJS. Limited "Excellent knowledge base and very well presented, a great course for aspiring fire risk assessors".
Grahame H. "Absolutely brilliant... exactly what I required".
Jayne T. R and R Safety Systems. "Left me wanting more... excellent interaction and practical exercises"
Mark P. MPW Safety Solutions. "Excellent course. Well-

Course content:

- An Introduction to:
- 'Fire Risk Assessment Competency Council Framework'
 - Fire Science
 - The Regulatory Reform (Fire Safety) Order 2005, (Fire Safety Legislation)
 - Building Construction
 - Fire Compartmentation (Passive and Active Fire Protection)
 - Fire Doors, Final Exit Doors, and Door Security Devices
 - Understanding and Calculating Floor Space Factors, Door Widths and Travel Distances.
 - Means of Escape in the Built Environment.
 - Understanding Escape Times
 - Understanding Human Behaviour in Fire Situations
 - Understanding Evacuation Strategies.

structured and presented in a clear and logical way... highly recommended"

The course aligns to the Fire Sector Federation (FSF) Approved Code of Practice for Fire Risk Assessor Competency: Cross Mapping to RQF Level 3, EQF Level 4 or SCQF Level 6.

This course is aimed at fire risk assessor or those wishing to become a fire risk assessor wishing to undertake fire risk assessments of simple premises (as defined in the government guidance documents.

Extract from the FRACC Document: Competency Criteria for Fire Risk Assessors
Fire Risk Assessor Competency

Evidence of specialist training, membership of a professional body, and or certification by a third-party certificated body, need an appropriate knowledge of:

- The assessment of risk from fire (Appendix A)
- The applicable Legislation (Appendix B)
- Appropriate Guidance (Appendix C)
- Behaviour of fire in premises (Appendix D)
- Effects of fire on people and behaviour of people in fire situations (Appendix E)
- Means of escape (Appendix F)
- Fire Prevention (Appendix G)
- Fire Protection (Appendix H includes Passive and Active fire protection)
- Management of Fire Safety (Appendix I)

Learning Outcomes

By the end to the course the delegates will*:

- Understand how to assess the risk of fire in the built environment
- Be able to reference

- Fire Alarm systems and BS 5839
- Emergency Escape Lighting and BS 5266
- Emergency Signage
- Firefighting Equipment
- to Fire Safety Management
- Understanding Fire Safety Training and the Legal Responsibilities.
- The Fire Risk Assessment Process.
- Understanding Fire Risk Assessment Significant Findings (Recommended Actions).
- Understanding when to Review the Fire Risk Assessment.
- Risk Reduction and Arson Prevention.
- Using relevant Fire Safety Guidance Documents (Home Office Guides, Approved D Document 'B' and BS 9999 are referred to throughout the course).



the Fire Safety Law for England and Wales

- Be able to reference appropriate guidance documents
- Understand the behaviour of fire in the built environment including ignition sources of fire
- Understand the effects of fire on people and human behaviour in fire situations
- Understand means of escape
- Understand fire prevention
- Understand fire protection (Passive fire compartmentation and Active fire systems)
- Understand the management of fire safety in the built environment.

*The course also considers how the delegate will manage their expectations regarding the fire risk assessment process.

Instruction methodology

The course uses a delegate workbook (the delegate keeps this for future reference), presentations and exercises which are interactively debriefed during the course. Throughout the course delegates will complete the workbook exercises relevant to each presentation; delegates will complete a 'mock premises' fire risk assessment exercise (desktop exercise).

The course is assessable; with a multiple-choice test on the last day and completion of a portfolio of work to be completed within 10 working days of the end of the course.

Accreditation

Level 3 Award in Fire Risk Assessment (Qualification/Ofqual Registration Number 603/2073/4)

We are an 'Institute of Fire Safety Managers' (IFSM) 'Accredited Centre'. An 'Certificate of Attendance' Accredited by FSRAC Limited with 'The Institute of Fire Safety Managers' (IFSM) Accreditation. The Course is also awarded 29 Hours of Continual Professional Development (CPD) with the Institute of Fire Engineers (IFE).

Course duration
5-Days 09.00 Hours to 17:00 Hours, with morning and afternoon breaks and 45 minutes for lunch. This 5-day course includes a light lunch, teas and coffees, soft drinks and light snacks each day.

Cost of the Course

Those persons retiring from the forces can use their learning credits as payment for the course as we are registered to accept these.

Publicly Accessible Courses

The cost is £1195.00 per person plus VAT (£1434 Including VAT).

Courses are held each month at the same venue. There are a maximum of 12 delegates places per course.

The Training Venue:

Training is held in the Manchester Conference Centre in Manchester. The address is, The Manchester Conference Centre located in The Pendulum Hotel, Sackville Street, Manchester. M1 3BB.

Start Time: 09.00 Hours (Tea and Coffee available each day from 08.30 hours in the training room).
Finish Times: 17.00 hours each day.



The Trainer

Training is delivered by David; David is formally a Fire and Rescue Service Officer with 27 years' experience, David was a warranted 'Fire Safety Inspecting Officer', Fire and Rescue Service Qualified Fire Investigation Officer. Since retiring David Prince has delivered Fire Risk Assessment training nationally and has a wide range of experience in delivering such training to all sectors especially to Health and Safety practitioners. David Prince continues to undertake fire risk assessments of a wide range of premises types throughout the UK. David Prince is one of only 73 Nationally Accredited Fire Risk Assessors on the FRACS register and is also listed on the IFSM Register of Fire Risk Assessors (No 151). David Prince also has formal teaching qualifications (Dip Ed) as well as a wide range of 'Fire and Rescue Service' fire safety qualifications. As a fire safety practitioner David is aware of current Fire Safety practices. *For training purposes only.



Booking onto a course

For Individual Bookings:
www.fireiskconsult.com/shop
Contact David: 07847 779428

*All courses and course bookings are subject to our terms and conditions which are available on our website www.fireiskconsult.com

Progression Routes to Further Courses:

Fire Risk Assessment in Specialised Housing (Sheltered Housing, Extra Care and Supported Living)



Take Command of your Resettlement with Screen Rescue

Own and operate a trusted and valued business in the Commercial Automotive Industry with an awardwinning Screen Rescue Franchise

Many service-leavers struggle with the return to civilian life and take up franchise ownership in their mission to find a role that continues to fulfil, motivate, and challenge them.

With transferrable skill sets ideally suited to most franchise systems and a proven business model to follow closely, franchise ownership can provide a robust safety net for ex-forces yearning to be their own boss.

Screen Rescue is the UK's only award-winning franchise providing a wide range of vital, in-demand windscreen and glass repair services to all sectors of the thriving Commercial Automotive Industry, now worth £49bn to the UK economy.

Since 2012, we have become approved suppliers to all main dealership brands from Audi to Volvo gaining an unrivalled reputation for the wide range of windscreen and glass repairs we handle along with the exceptional customer services we deliver.

Our purpose is simple: we repair windscreen and glass damages on a regular and reliable basis rather than replacing them, so that hundreds of our commercial automotive clients continue to make significant savings every day.

These include new and used

car garages, freight, haulage, transport, distribution and logistics carriers as well as school transport, mini-bus and coach hire, and public transport. Civil engineering and construction companies together with local government, essential services and major fleet operators all enjoy the 'wow!' factor of our unbeaten repair results.

Screen Rescue provides an excellent opportunity for those seeking the freedom and flexibility of running a van-based franchise from home where the more clients you look after, the more repeat business you carry out; the more you can earn.

The franchise license comes with a large territory designed to deliver the maximum reward for your efforts so you can build a multi-van operation and scale up your franchise in line with your real ambitions.

Full training and award-winning franchisee support is provided in all areas of this franchise business, so no previous experience is required. And the business model is simple to learn; highly profitable and easy to manage. With repeat business and multiple revenue streams, the rewards for hardworking franchisees are unlimited.

There is no better time to join Screen Rescue. In January

we collected 'Best Franchisee Support' Silver Award Winner and our Stevenage franchisee, Keith Harrison picked up 'Franchisee of the Year' Gold Award Winner in the VFA22 franchise awards, as judged and sponsored by Barclays Bank.

We are on a mission to recruit ambitious new franchisees with the drive and energy to be their own boss. If you are ready to become a trusted and valued part of the Commercial Automotive Industry, then a Screen Rescue franchise business could be the right resettlement opportunity for you.

THE FRANCHISE PACKAGE

Unlimited earning potential

The rewards for ambitious, hard-working franchisees are unlimited. Our Financial Blueprint is designed so that you can draw an income from day one and take additional dividends by year two. As your business scales up, you can expect increased earnings year-on-year.

Large exclusive protected territory

Our territories are awarded to you, exclusively. Defined by intact postcode areas, they are designed to deliver the maximum reward for your efforts and contain the correct business mix potential for you to scale up operations at your own pace.

Scalable proven business model

The business model is proven to achieve a turnover greater than £75,000 from each fully established operating van.

With the capability of multi-van expansion, we provide the guidance and support to take your business to the next level.

Technologically advanced touchscreen repairs equipment

Already BS AU 242b:2022 compliant, this patented equipment simplifies the repair process of challenging damages competitors must walk away from and activates a faster curing time, so each franchise can carry out repairs more efficiently.

Unrivalled GQA NVQ & 4M advanced repairs training

BSI standards in windscreen repair now take reforms to new levels where working towards British Standards means compliance to a BWSC 4M approach. Replacing elite GQA NVQ training, franchisees will be trained in 4M standards on its launch.

Multiple revenue streams

We'll help you win new clients and build a thriving repeat business client base. Every day is varied as you provide a full range of vital, advanced windscreen and glass repair solutions from your own fully equipped branded mobile van:

- All stone chip repairs
- Long & short crack repairs
- Glass scratch removal & polishing – 100% distortion free
- Glass graffiti removal repairs
- Headlight polish & full restoration

10-Day 'boot camp' induction training

The franchisors train you in all windscreen and glass repair disciplines, business development, sales and marketing, accounts, and operational processes, so you are fully confident in running all areas of your franchise operation.

10-Day in-territory assisted launch with franchisor

Pre-launch social media marketing direct to your lead base is followed



KEITH HARRISON, AWARD-WINNING FRANCHISEE

"From the start, I was attracted to the level of training and ongoing support you get with Screen Rescue, and I could see the scalable potential of the franchise. I had total confidence in the professional way the franchisors assisted me with my business plan and my tailored financial forecast, and found it was a straightforward process to raise the funds I needed for my working capital."

"It was also reassuring to see the way the franchisors handled the legal company set-up with the accountants, which helped take some of the worry out of starting my new franchise as I had never run a substantial business before."

"All-in-all, it was the one-to-one franchisor training, ongoing support, and unlimited guidance I was offered that gave me the extra confidence to proceed."

Keith Harrison, franchisee
Screen Rescue Stevenage
GOLD WINNER VFA22
'Franchisee of the Year'



GLENN BOWKER, NEWLY LAUNCHED FRANCHISEE

"I was looking for an opportunity that could allow me to become my own boss after deciding to move away from my management position in the aviation sector, and after reviewing the Screen Rescue business model and carrying out detailed research and due diligence, I was convinced that the market for their services was significant, strong and stable. The support I received from the franchisors during the application process was excellent, guiding me in production of the business plan, sales forecasts and cashflow. Raising the funding I required was also straightforward with multiple entities looking to support my business financing. All of this meant I was in a position to start trading within my protected postcode area within a very short time period."

Glenn Bowker, franchisee
Screen Rescue Birmingham

with a tactical in-territory 'buddy system' launch, led by franchisor, Jaime Hilario. This strategy fast-tracks you into business giving your franchise the best possible start.

10-Year renewable franchise license

No new business is an overnight success, so we're in this together throughout your franchise term. You'll be offered a FOC renewable option every decade (T&S apply) or if you choose, we'll help you sell your franchise asset later down the line.

Comprehensive training & coaching programmes

You'll benefit from regular in-territory visits and one-on-one guidance direct from both franchisors to help accelerate your business growth; providing you with ongoing support when and where you need it as your franchise business grows.

Award-winning franchisee support

Investing in this franchise provides you with a wide range of daily support services to maximise your full potential. You'll be awarded full access to our head office award-winning franchisee support team. Think of them as your own staffed office.

Head office invoice, collections & administration support

From a strong franchise background of 23 years, we understand the new cashflow challenges franchisees face. Our award-winning franchisee support team manage your daily invoicing and payment collections so you can focus on your business.

Lead generation

Our award-winning franchisee support team identify and collate your leads from live online government data. Every lead is credit-checked, scored and evaluated to meet tactical launch, marketing and ongoing business development strategies.

QFA (quality franchise association) full members

Screen Rescue are full members of the QFA. Membership is subject to passing a stringent accreditation process and demonstrates a total commitment from the Franchisors to be ethical in their support of incoming and existing Franchisee's.

The QFA, does not endorse any specific franchise brand, but accreditation does give some comfort to potential franchisees when making their own evaluations.



CALL NOW to learn more
01728 860762
www.screenrescue.co.uk
WhatsApp: 07896 988661



Imagine owning a substantial multi-van business in the Commercial Automotive Industry. With a Screen Rescue franchise opportunity, now you can!

Become your own boss and reap the rewards of your own hard work with the UK's award-winning windscreen and glass repairs franchise.

- Unlimited earnings
- Award-winning support
- Scalable business



The Screen Rescue license fee is £19,750 + VAT (VAT is reclaimable). Our bank approved business model enables you to borrow up to 70% of the total investment. Personal investment of 30% is required. T&C's Apply. Utilising the bank funding option, means most individuals can enter this franchise with personal savings of just £10,500.



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Boat Building Academy



Located on the picturesque Monmouth Beach in stunning Lyme Regis, Dorset, the world-renowned Boat Building Academy has been training men and women to build boats to the highest standard for over 25 years.

For further information and how to apply, go to www.boatbuildingacademy.com. Alternatively, you can speak to Janine or Fabiana in the office on (+44) 01297 445545 or email office@boatbuildingacademy.com

Our flagship 40-week Boat Building course has produced a generation of skilled craftspeople who have excelled in all areas of the marine industry in the UK and beyond. Students come to us from all walks of life: from school leavers just starting their careers to those looking to retrain from established professions – all working together for the shared goal of learning how to build boats. However, there is much more to the Academy than boat building. In recent years, the Academy has earned prominence for our popular 12-week Furniture Making course. Based on the same winning philosophy and ethos as our boat building

training, the course delivers a solid foundation in woodworking to aspiring makers - ready for whichever path they take next. For those unable to join us for our 'longer' courses, we run a comprehensive programme of 2 to 5-day short courses in most aspects of boat building, woodworking and more: Learn renovation and finishing techniques with master boat builder Colin Henwood; get the hang of dovetail joints in our Woodworking Skills II course; discover the art of sail making; gain a foundation working with glass reinforced plastic (GRP). New for 2023! A 3-day Routing course, covering techniques, jigs and the safe use of routers in the workshop.



Career Opportunities for serving and retired police officers

Available courses

- 40-week boat building
- 12-week furniture making
- 2 to 5-day short courses

KICKSTART YOUR CAREER
Learn boat building and woodworking in Lyme Regis
www.boatbuildingacademy.com

How to kickstart a career in travel

Some of the UK's most successful travel consultants are former police men and women. Find out how they switched careers and how you could do it too.

Former detective sergeant Colman Coyne spent 25 years tackling crimes in West Yorkshire. So it's not surprising he can interview anyone and find out exactly what they want from a holiday and ensure that they get it.

Having decided to switch careers and open a travel business in 2013 with his wife Rachael, also a former police officer, the couple haven't looked back, growing their client base from around 100 to 700 people, selling over £5 million in

holidays and being nominated for prestigious travel industry awards.

The couple run the Not Just Travel agent (part of Hays Travel) franchise Jetset, from an office in their Huddersfield garden but are adamant that the career change is not just about the money, but the lifestyle.

"The travel business was an attractive proposition," says Colman who has been lucky enough to visit the USA, Barbados, Barcelona, Thailand and Greece as part of educational

trips with the business.

"But I also love being my own boss," he adds, explaining that as they can work from anywhere, he and his wife have managed to spend much more time together, and take a four-week holiday to Australia, while still securing bookings.

But why did the couple choose a franchise?

"I did a lot of research, looking at all the travel businesses out there. I was attracted to a franchise as I didn't want to start a business from scratch" says Colman.

The Travel Franchise caught his eye as a company that was "fresh and new and forward-thinking", and most importantly, franchisees don't need to have a background in travel. The only requisite is that new recruits undertake a five-day intensive training course which teaches them how to use the necessary agent booking systems, as well as an introduction to all the hundreds of different holidays they can sell.

Following basic training, every business owner is appointed a Business Development Manager (BDM) who has years of travel experience and can help iron out any problems, establish goals and help achieve personal targets.

Faye Ford is another successful travel consultant who recently switched careers

and joined The Travel Franchise in 2021 after over 17 years in the police. She runs her travel business alongside her part-time job as a wedding photographer and attributes her success (and happiness) to hard work and the training and support given by The Travel Franchise.

"Life's too short to be unhappy and stuck in something feeling miserable. Now I've got this brilliant business that I enjoy coming to work in every day. Everything to do with travel and with The Travel Franchise is really interesting and positive."

While some franchisees start full time, others become a part-time personal travel consultant to earn an extra income to top up a pension. Either way, the secret to success, according to travel consultant Sarah Watts, another former police officer, is the ability to enjoy researching and talking about holidays.

Sarah is quick to point out that she doesn't see herself as a travel agent, but as a personal consultant who runs a travel business. "If you just view it as being a travel agent and booking a holiday, it's very two dimensional. View your business – and what you do – as helping people have amazing experiences instead. We just happen to do it through holidays. There's a real difference."



Q&A: THE TRAVEL FRANCHISE

Speaking to Jenny Farenden, NJT Head of Franchise Marketing



Can I really become a travel consultant in under a week?

Yes. The Travel Franchise is the number one company in the UK for people with zero travel experience who want to buy a franchise and run a thriving home-based travel agency. After a five-day induction, you'll become a Not Just Travel consultant, book holidays, choose your own hours, run your own business and be your own boss. Prices start from just £2,995 +VAT.

And I don't need any experience in the travel industry?

Correct. The majority of Not Just Travel consultants have never worked in the travel industry before and two thirds have never worked for themselves either. A further two thirds start their journey part time, so they can keep their existing income until their business grows.

Does The Travel Franchise offer ongoing training and support?

Yes, after the initial five-day induction consultants are allocated

a business development manager (BDM) and enjoy support from the Not Just Travel operations team. Consultants also have the chance to train with Not Just Travel partners and suppliers who provide everything from package holidays to golf, ski and cruising.

What sort of holidays can I sell if I become a travel consultant?

The Travel Franchise/Not Just Travel are part of the Hays Travel Independence Group with over £2m worth of travel buying power, enabling you to sell a vast variety of escapes at competitive prices. As a Not Just Travel consultant, you'll sell holidays - all protected by the industry body of ABTA and the ATOL scheme - from over 450 tour operators.

How do I earn money?

As an agent, you will always earn commission – a percentage of the overall cost – on every type of travel that you sell, whether that's a flight, hotel or cruise, typically after the trip has taken place. One of our new recruits secured a £1 million booking in just three months. You do the maths.

Will I get to travel?

Yes. The Travel Franchise/Not Just Travel run world-class international

retreats, ski and golf trips and host two annual conferences in the UK where you can establish long-standing professional relationships and friends. Agents can also join educational trips all around the world, hosted by our travel partners.



the travel franchise

FIND OUT MORE...
www.the-travel-franchise.com

the travel franchise

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with UK's Top Travel Franchise 2022 and Homeworking Agency of the Year

We have helped over 900 people start a successful travel business from home.

Work part-time or full-time



"View your business as helping people have amazing experiences. That's what we really do. We just happen to do it through holidays, and there's a real difference."

SARAH, EX POLICE OFFICER

Where could a career with the MDP take you?

The Ministry of Defence Police delivers a specialist armed policing service, to protect the nation's defences and national infrastructure.



From the Scottish Highlands to the South West coast, MDP officers serve at locations throughout the UK.

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



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