

Winter 2022

Police Resettlement magazine

Getting Over the Emotional Barriers of Career Change

This is probably something you've been thinking about for some considerable time.



MINISTRY OF DEFENCE POLICE

If you're considering which career path to take next, the Ministry of Defence Police could offer just what you're looking for. **P06**

COULD YOUR NEXT CAREER MOVE BE 3D PRINTING?

3D Printing is the fastest growing manufacturing sector on the planet and will change how things are made. **P16**

LESS TALK MORE ACTION

There has never been a better time to become a fully qualified Close Protection Operative in both Executive and Hostile Environment. **P24**

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 to switch careers. **P32**

DOWNLOAD OUR NEW APP

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



5 Things Not to Say in a Job Interview

What you don't say in a job interview is just as important as what you do say. Follow these interviewing tips to ensure you stand out for the right reasons.

In a job interview, what you don't say to a potential employer could have as big an impact on your prospects as what you do say. Strengthen your approach by avoiding these common errors in your next job interview.

1. "I'M NOT FAMILIAR WITH YOUR COMPANY, WHAT DO YOU DO?"

Do your homework so you can ask intelligent questions about the job. This shows potential employers that you are prepared and proactive. If you're truly interested in the job, you'll be a much better employee and more likely to get hired. Plus, researching the company before you show up for the interview shows that you have initiative.

2. ANYTHING NEGATIVE ABOUT YOUR LAST BOSS OR JOB.

If you sound overly critical of your previous employer, your interviewer will wonder what you'll have to say about his company when you leave. Even if what you say is true, keep it positive, or least keep a neutral tone in the interview. Try to find a way to turn negative experiences at previous jobs into a positive for the interview or simply respond that the new position aligns with your career goals and presented an opportunity you couldn't pass up.

3. "IT'S ON MY CV."

If an interviewer asks you about an experience that is on your CV, they want you to elaborate. Instead of saying "it's on the CV", which sounds flippant, go into more detail about

the job they are asking about. Tell the interviewer what you did, how you did it, and the impact you had on the employer you were working for. The more you are able to integrate measurable results and real-world professional examples, the better your chances of landing the position.

4. "MY ONLY PROFESSIONAL WEAKNESS IS I CARE TOO MUCH."

Everyone has weaknesses; potential employers do not expect you to be perfect. This question is intended to uncover your level of self-awareness and your ability to tackle problems. You'll impress your interviewer more if you're honest about what you're working on, and outline the proactive steps you're taking to close the gap. Turn your weaknesses into a positive, but don't gloss over them.

5. "I'M AN OUT-OF-THE-BOX THINKER."
This is a cliché. Even if it's true, it will make you sound boring and uncreative. Your interviewer is looking for what sets you apart from other job candidates. You might as well drop every cliché you're thinking about saying in a job interview. The rule: Don't state it, demonstrate it with real-world examples of your professional achievements.



Contents...

14 JOBS 4 EX-POLICE

Jobs4ExPolice was conceived and designed by two former police officers who had enjoyed their careers (on the whole!) and transitioned successfully to life after the police service.

18 SAVA

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

22 ASK THE POLICE

'Ask the Police' is an official police resource that provides Q&A's to a wide variety of the

general public's most frequently asked policing questions.

30 THE DEMAND FOR TUTORING SERVICES IS RISING

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.

36 TRANSFER TO A FORCE WHICH VALUES DIFFERENCE

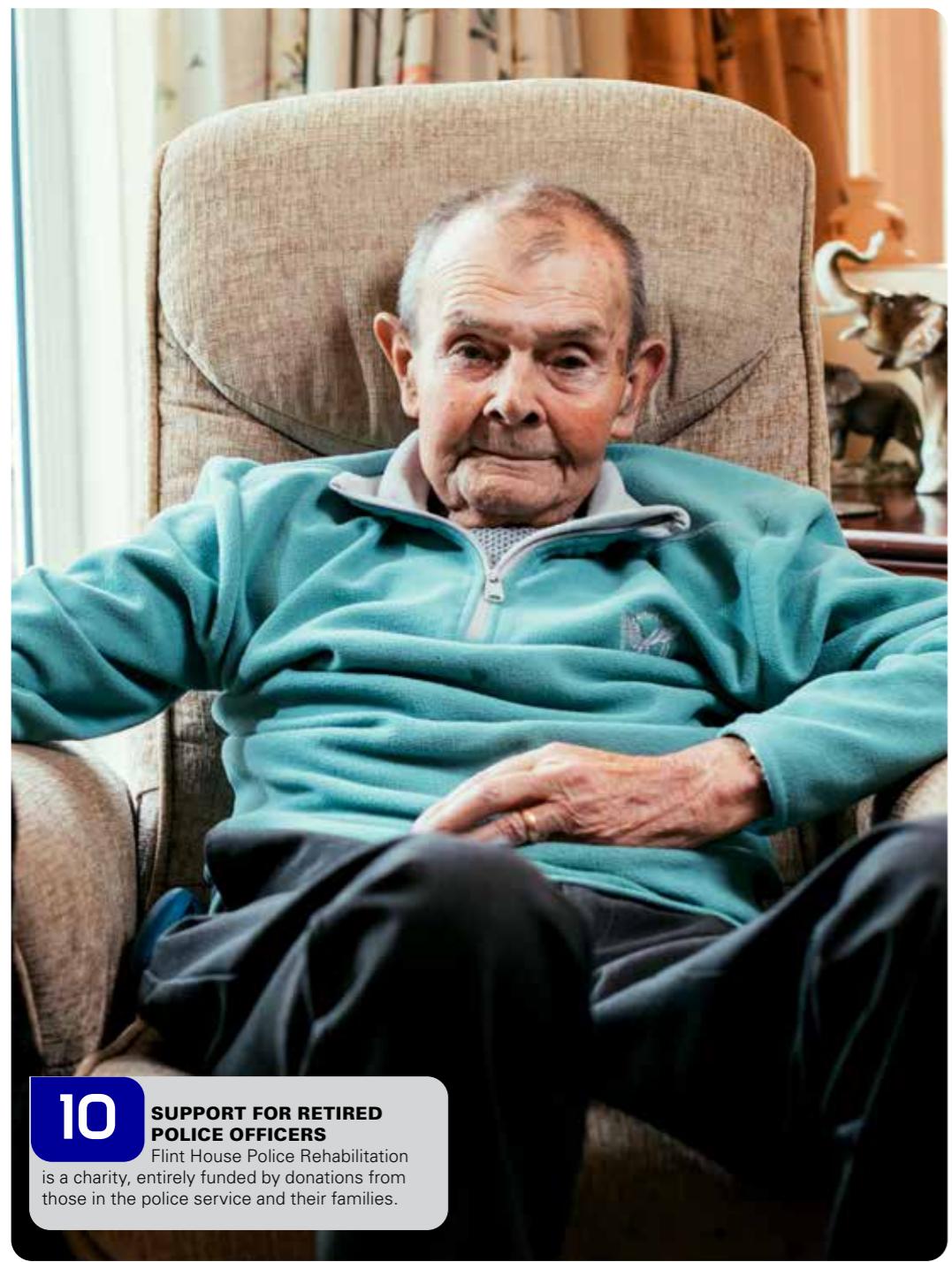
Here at Essex Police, our detectives are rewarded and valued for what they do, day in, day out. If you want a force that values difference, Essex Police could be the place for you.

38 CHESHIRE CONSTABULARY

Cheshire Constabulary was founded in 1857 and is now responsible for policing nearly a million people.

34 BOAT BUILDING ACADEMY

Located on the picturesque Monmouth Beach in stunning



10

SUPPORT FOR RETIRED POLICE OFFICERS

Flint House Police Rehabilitation is a charity, entirely funded by donations from those in the police service and their families.



20

LOCKING INTO A SECURE FUTURE

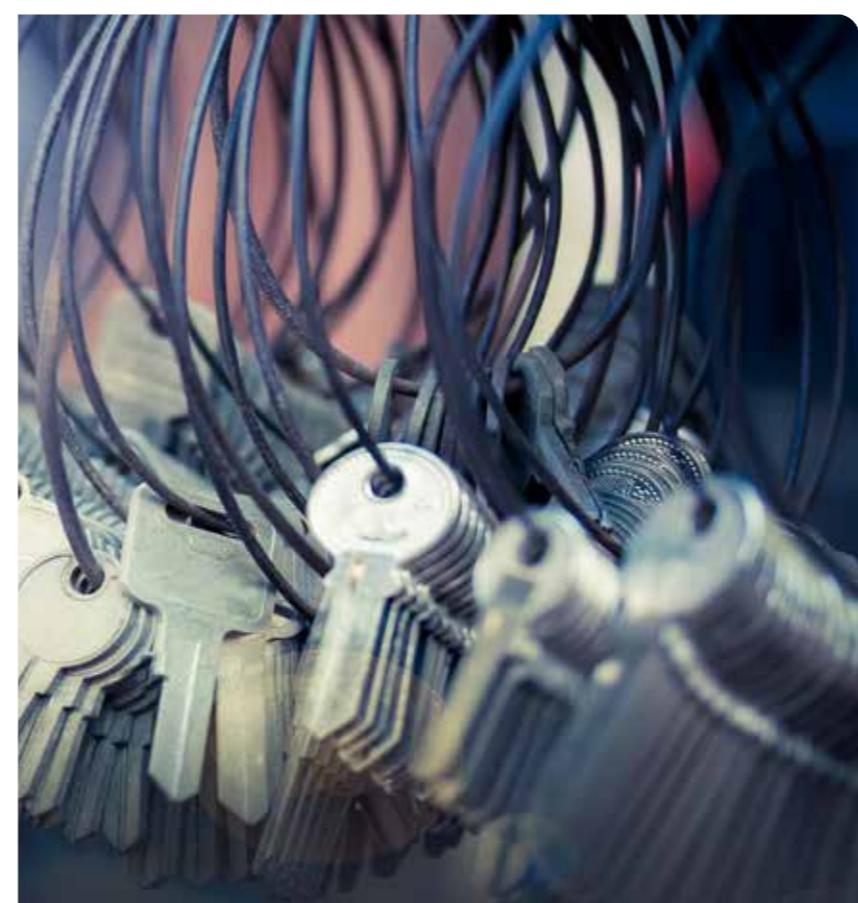
Locksmiths provide a range of services relating to access and entry to secured objects and premises, changing, maintaining and fitting locking devices for public and private clients.



23

YOUR PERSONAL BRAND

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.



COVER IMAGE CREDITS

@Shutterstock.com

EDITORIAL

EDITOR:

James Atkins

E: James@policeresettlement.com

DESIGN & PUBLISHERS

DESIGNER:

Rowena Wilson

E: rowenawilsondesign@gmail.com

ADVERTISING

SENIOR SALES EXECUTIVE:

James Atkins

E: james@policeresettlement.com

T: 01733 205 938

ACCOUNTS

Ruth Fiddler

E: darren@lancemedia.co.uk

E: jayne@lancemedia.co.uk

E: ken@lancemedia.co.uk

E: emma@lancemedia.co.uk

PRINTING

MICROPRESS LTD

Reydon Business Park,
Fountain Way, Reydon,
Southwold, IP18 6SZ

SUBSCRIPTIONS

For queries regarding your subscription to Police Resettlement please contact:
www.policeresettlement.com/subscribe

T: 01536 334221

DISCLAIMER

This publication is copyright Police Resettlement Ltd and may not be reproduced or transmitted in any form in whole or in part without prior written permission of Police Resettlement Ltd. While every care has been taken during the preparation of this magazine, Police Resettlement Ltd cannot be held responsible for accuracy of the information herein or for any consequence arising from it. Views Expressed in this publication are not necessarily those of Police Resettlement Ltd or the editor.

Welcome...

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



let us know what you would like to read about in future issues.

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.

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**.

Kind Regards

The Editor



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...

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



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

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.

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...



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

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

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

- 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

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



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.



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.

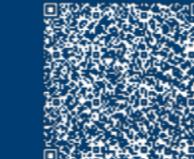


Ministry
of Defence
Police

Join our Force with a difference



www.mod.police.uk



PR

Training

IAM RoadSmart



At IAM RoadSmart, the UK's leading independent road safety charity, we recognise some of the best drivers and riders already hold selected qualifications and invite them to become a member, without needing to take our Advanced test.

And that's exactly what Mark Corry did... "Having retired from the Police I became the Advanced Motorcycle trainer for Avon and Somerset Police. I felt the connection between what I try and achieve with my students and the aims of the IAM RoadSmart in relation to safety for all road-users. After becoming a member, I competed the Observer qualification which felt a similar role to what I was used to. I am motivated to support IAM RoadSmart where possible."

Once you join, it doesn't have to stop there! Why not push yourself to the next step and share your knowledge with others through the various roles available to members across IAM RoadSmart, such as Lee Daish is doing:

"I became a Member by Exemption having successfully passed my Advanced car and motorcycle courses during my Police service back in the late 1990's. Keen to pass on what I had learnt; I have been an IAM RoadSmart member ever since!"

I've taken the role of examiner for car and bike, taking regular tests, the next steps for me are the Masters Mentor and National Observers Assessor role.

I regularly speak to local groups and have found IAM RoadSmart a dependable in-depth product, delivered by passionate people with an overall desire to raise the standards of riding and driving."

Why become a member?

- Meet like-minded people, sharing the same vision for road safety
- Be part of a charity that actively works towards making the roads safer for everyone
- Opportunities to volunteer in various roles and group events
- Share your knowledge
- Attend social events with your local group
- Priority access to our circuit-based skills days
- Make a difference in the community
- Exclusive member discounts

FIND OUT MORE AND IF YOU QUALIFY TODAY

Visit: iamroadsmart.net/policeresettlement
Call: 0300 303 1134
Email: support@iam.org.uk



Spread the road safety message and help save lives

Become a Member by Exemption today!

IAM RoadSmart recognises some of the best drivers and riders already hold selected qualifications and invite them to become a member, without needing to take our Advanced test.

Use your experience to influence current and future road users by sharing your skills, knowledge and experience on road.

FIND OUT MORE

Visit: iamroadsmart.net/policeresettlement
scan the QR code,
or call us on 0300 303 1134

T&Cs apply - check recognised qualifications, price correct at time of going to print.



ONLY
*£39



[f](#) [t](#) [in](#) @IAMRoadSmart

[i](#) iam_roadsmart

Support for retired police officers

Flint House Police Rehabilitation is a charity, entirely funded by donations from those in the police service and their families.

It is with these generous donations that we help and heal over 3,200 serving and retired police officers each year, providing physical rehabilitation and mental health support.

At Flint House we are always looking to implement significant enhancements to our patient offering. One such area is our support programme for retired police officers. For a monthly donation of just £5 retired officers who are in receipt of a police pension, or medical pension, are eligible to apply for physical rehabilitation or mental health support.

We know that physiotherapy is expensive in the private sector and there are long waiting times within the NHS, so what we offer is incredible value for money, geared towards precise needs. Whether it's for a new injury, post-operative rehabilitation, physiotherapy for cancer, or long-standing back or knee pain – we are here to help recovery. Our mental health support programme is specifically aimed at retired members of the service and includes exclusive sessions to deal with stress, anxiety and depression.

Flint House Police Rehabilitation was founded in 1890, back in the days when bobbies wore stove-pipe hats. The Charity has evolved over the years, and is now at the forefront of modern

physical rehabilitation and mental health support, offering both serving and retired officers flexible, needs based programmes.

The first Police Seaside Home, Clarendon Villas, was established in Hove in 1890 by philanthropist Miss Catherine Gurney. The Home moved to a new purpose-built building, Portland Villas in 1892 and

70 years later as patient numbers increased moved again to the larger premises of Kingsway. By the 1980s, as demand continued to grow, a new home with improved facilities and greater capacity was needed, which is when we moved to Flint House in Goring-on-Thames.

Over the decades, Flint House has expanded to accommodate more patients, with improved facilities including accommodation, hydrotherapy pool, modern gym, an all-weather outdoor pitch and mental health support.

If you are in receipt of a police pension, start making your monthly donation via Direct Debit and once your first payment has

cleared you will be able to apply for either physical rehabilitation or mental health support.

If you spent the majority of your police service in one of Flint House Police Rehabilitation's (Goring) constituent forces, or since retiring have relocated to a Flint House constituent force, you are eligible to donate and apply for treatment – you will need to be in receipt of a police pension or in receipt of a medical pension, and you must not have been dismissed as a result of gross misconduct.

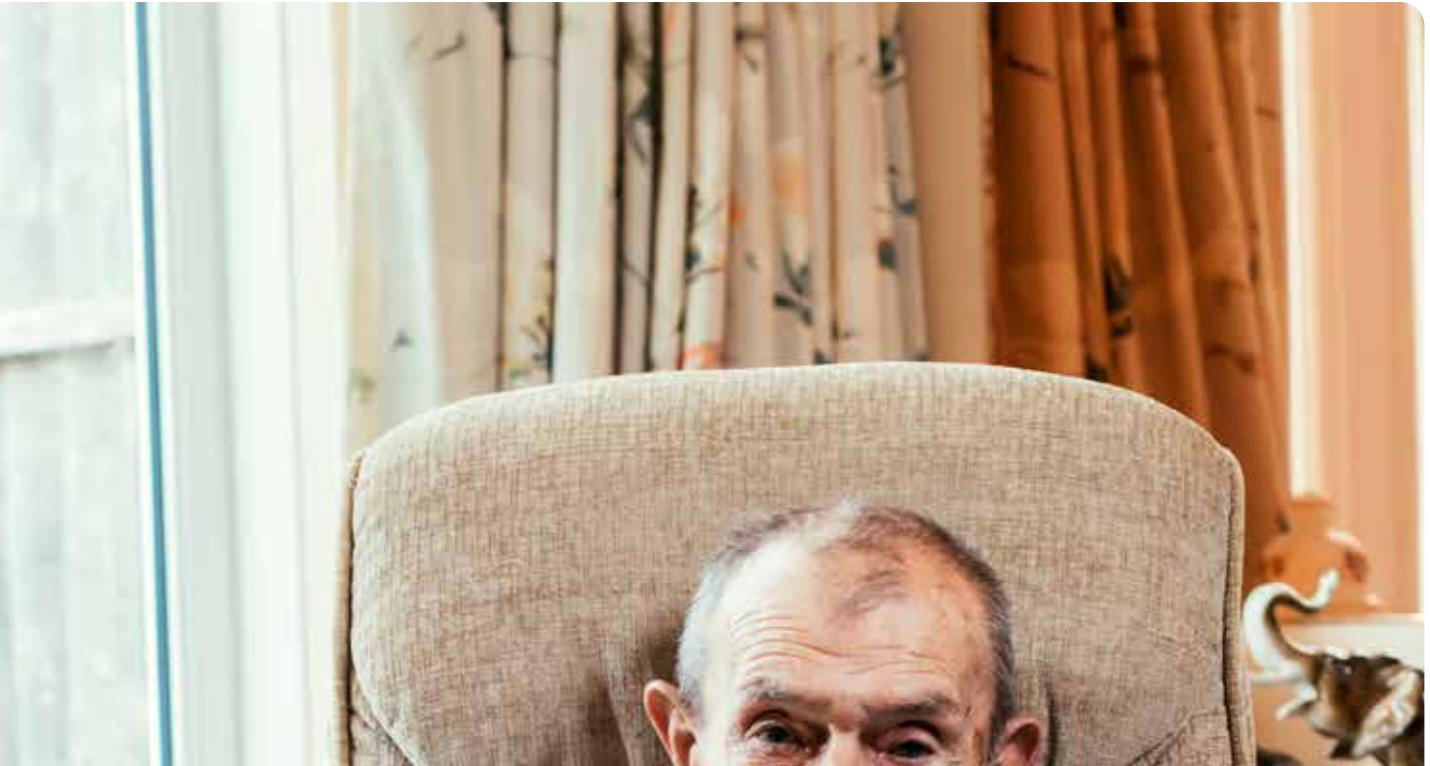
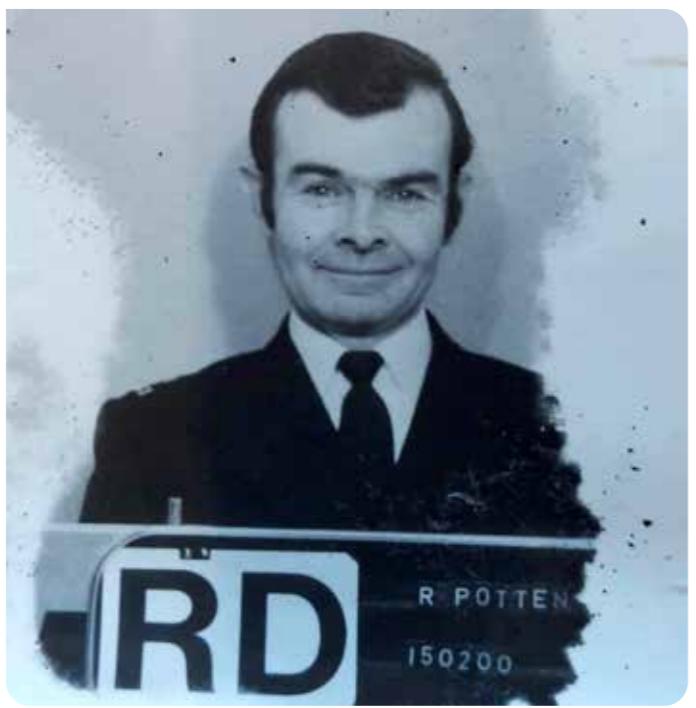
Flint House is run by a team of Trustees who oversee and direct our work, and a leadership team responsible for the day-to-day running of the charity. Our Trustees consist of both senior and junior members of the police service, clinicians and practitioners with extensive NHS experience, business people and lay members.

"Officers need to know that we are here for them at every stage of their careers. We help officers who need a firebreak from the daily routine of serving their communities. I want all officers to understand Flint House can help with mental and physical health all the time, not just when the wheels come off."

Tom Gaynor
Flint House Trustee

#Help
AND Heal

SINCE 1890
 Flint House
Police Rehabilitation
www.policeresettlement.com



BETTER THAN THE RITZ!

An 81-year-old retired Metropolitan Police officer who recently received treatment at Flint House said: "I couldn't have asked for better service at The Ritz!"

Bob Potten was a Met PC from 1961 until he retired in 1993. He now has Parkinson's disease and was staying at Flint House to get physiotherapy on his legs.

He said the physio had worked wonders, so much so that he was now able to walk his dog for a short distance without using his mobility scooter.

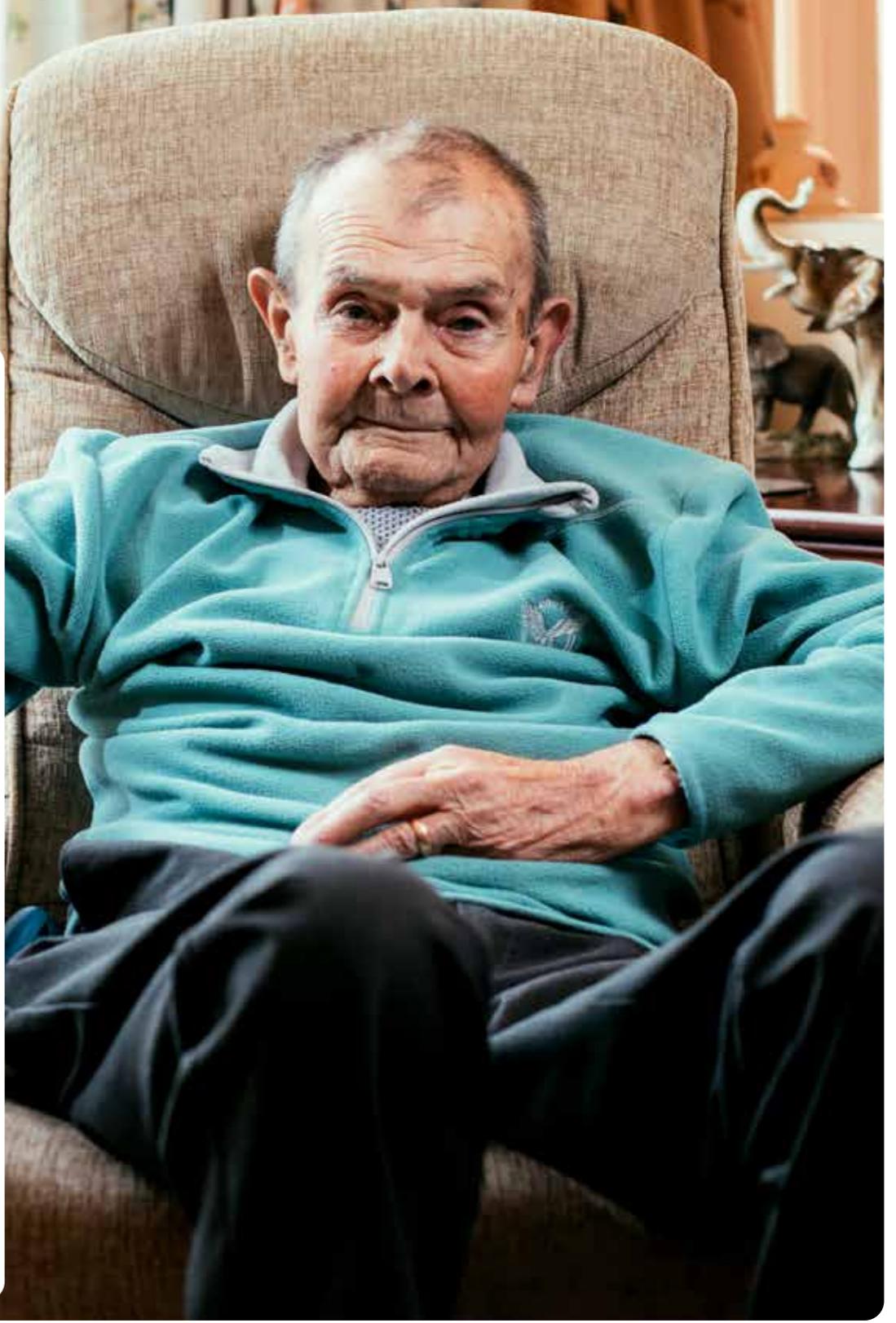
He said: "The physio staff and the nurses were always asking if they could do anything for me.

"Everybody, from the kitchen staff to the chef, were so kind. I've got Parkinson's, my hands shake and I was a little embarrassed at first by my eating, particularly soup.

"But they put it in a cup for me and gave me a straw and after that it was like heaven. It's the little things like that. They always asked me what I wanted for my meals, and said, 'Go and sit down Bob, we'll bring it to you'. They couldn't do enough."

Bob has received treatment from Flint House on several occasions over the years, and in 1962 he was even treated at the previous Police Convalescent Home, in Hove, East Sussex.

He said he always encouraged younger officers to pay in to Flint House. He said: "It's ridiculous not to sign up to Flint House when you think of the benefits you get. You've only got to use it once and it would pay for itself."





Getting Over the Emotional Barriers of Career Change

The chances are, particularly for those who are still serving and looking to move away from policing, it's probably something you've been thinking about for some considerable time.

For some, it may be even years, and it's emotionally and mentally draining as you're caught in the cycle of loving aspects of 'The Job,' and (some of) your colleagues, but hating so much more, what with the constant onslaught of negative press from the main stream media, the disastrous reforms and politicising of policing over the last 12 years, the lack of funding, lack of resources and significant reduction of salary in real-terms. Then there's the issue of increased burn-out and stress, and

the impact on officers and staff mental health due to increasing and excessive workloads, greater scrutiny and criticism from those with 20/20 hindsight, and then there's the sheer volume of traumatic incidents causing many to suffer differing degrees of PTSD.

It's no wonder more and more officers, some barely out of their probation, and many towards the tail end of their service, when you might think the pension would lock them in, are looking at their options away from, what started out for many as a calling and vocation.

Let me give you some reassurance. Whatever your age, whatever your length of service, whatever your role, whatever your rank and whatever your reason for leaving, you can and will find a

fulfilling new role or career outside of policing, as long as you take some action. You might find it takes a while and you may have to deal with some knock-backs, however, as long as you're taking action, identifying what went well and not so well, and what you can do better next time, things will work out for you. I know this because I've done it myself, I know many others who've done it, and I've helped many others do it too.

CASE STUDIES

Nic

Nic was a former Detective who'd worked in financial crime and left to join a high street bank working in financial intelligence but after 5 years, she decided she needed another change in direction, and approached me to help her. She wanted a complete change and so we worked 1-2-1, and she's recently transitioned to a new career in sales and is earning more money, her hours have improved and instead of following the path



of least resistance like many cops do, by taking a complete pivot, she says the role and the organisation feel much more aligned to what she wants from a career.

Pete

Pete was a frontline response cop for nine years and approached me when he was pretty close to breaking point. He'd been a tutor Constable and won a couple of awards and had a fantastic work ethic. We worked 1-2-1 and worked together through the application and interview process and soon afterwards, he was offered two roles, one of which was his dream role within the Civil Service. He has his evenings, weekends and social life back and loves being back in control.

Lynda

Lynda was a long-time former police staff, who'd left when there were threats of redundancies. She stayed with this company for a number of years but was actually made redundant and couldn't find new employment. Her confidence was through the floor, and she was struggling. We worked hard on her mindset, confidence and self-belief and soon after she was offered two roles and chose the role that most aligned with the happiest time in her previous career as police staff.

Paul

Paul was an Inspector but was getting more and more frustrated with the lack of progression and had been toying with leaving for almost 5 years but had no idea what he could do. With some real effort and guidance, he successfully transitioned to a role as a Project Manager and has recently joined a fantastic Consultancy.

Kelly

Kelly had been working on the Domestic Violence Team and Online Paedophile Unit and had suffered significant ill-health, including cancer. She'd been considering leaving for over 2 years. Within 5 weeks of working together, she had the offer of Safeguarding and Welfare Lead for an Academy. She's since been promoted and has helped others find new roles in safeguarding.

Marie

Marie had had a tough time and been subjected to some poor line management and her self-confidence had taken a hit. She was also a new mum and needed a role that was more family friendly and more aligned with her values. We worked together and she successfully applied for and transitioned to her new role as a University Lecturer.

So, what can you do to identify what jobs you can do and

those 'transferable skills'?

- Try and really understand why you feel the way you do and be honest with yourself. Sometimes a change in role, or organisation can reinvigorate your career. Sometimes, a complete change isn't the right thing for you.

- Identify the areas of your current or your best role that you enjoyed the most and identify why they make you feel that way
- Are you victim focussed?
- Do you need a role where you can make a difference?
- Do you have exceptional attention to detail, love deep diving into data and investigations?
- Do you love working in a team, or on your own?
- Do you love coaching and mentoring?
- Do you prefer to follow SoP's and working in a regulated environment?

- Identify what you dislike and never want again
- Are you suffering empathy fatigue?
- Do you dislike confrontation?
- Do you dislike shifts and weekend working?
- Are you struggling with being managed?
- Do you hate working in such a politicised sector?

These are just a couple of examples of the type of questions and level of detail you need to drill down into to understand what you want and don't want from a role.

- Think about your achievements
- What are you most proud of during your service
- This isn't necessarily when you've been formally recognised
- What have you delivered?
- Where have you really made a difference or impact?
- Where have you helped improve a way of working or left a legacy as a result of what you've done?
- What statistics and data do you have to back up your achievements?

THE TRANSFERABLE SKILLS MYTH

Now those who've been working with me or listening to the podcast for a while will know I hate this phrase. It's overused and over simplifies what you've learnt and achieved during your service, and when you're up for interview against people who have been working in that exact role, in that industry for a while, you need more than being able to show you have 'excellent communication skills' or 'the ability to solve problems' or 'work well in a team.' I'll explain where the magic happens shortly.

The College of Policing do help us a little here with their Professional Development Platform which you can find here:

[Home - College of Policing](#)

This was developed to help officers understand how their prior

learning and experience can help give them accreditation and credits for further and higher education, however rather helpfully, it also helps you understand what you are accountable for, and to know your essential skills, experience and qualifications. It's not there for career change purposes of course, but it will help you at a basic level. By heading to the professional profiles section HERE, you click on your rank and role, keep clicking through and it will list out examples of your key skills.

However, listing roles and responsibilities isn't enough. The magic happens when you have good examples to back those skills up, linking them to your key achievements and proudest moments. A potential employer is only interested in where you've made a difference, what you've delivered, and whether you can solve their problem for them, ideally supported with data or statistics. E.g., 'By taking this action, there was a reduction of X percent in anti-social behaviour and criminal damage,' or 'by recognising the inefficiency and changing the process, it saved our department X and reduced sickness by Y.'

Remember, they need someone who can hit the ground running, can make a positive impact, has the skills and experience to undertake the role and is going to fit well in the team. So alongside

evidencing why you're a great fit for the role, be humble, show you're willing to learn and be positive, upbeat and likeable.

There are very real emotional and psychological barriers to making that career change, whether serving or on retirement. But by recognising that what you're going through is absolutely normal, and that you can dramatically increase your chances of a successful transition by identifying your skills and experience, identifying what it is you want and need from a role, seeking out those outliers and following the steps that they've taken, being coachable and taking action, that change needn't be as scary as you think, and for so many, it's a hugely positive step that gives you back control and significantly improves your relationships, your earning potential, your mental health and wellbeing and your quality of life.



BLUE LIGHT LEAVERS

Andy Sabrin



ABOUT ANDY

Andy is a former Sergeant who left policing in early 2015 after 30 years to become a Project Manager. He then moved to Business Change and went freelance and moved into IT, working alongside the likes of Microsoft, PwC, EY, Afiniti and others. He became Platform Lead for Modern Workplace Technology for ASOS and is currently an IT Change and Engagement Consultant working freelance for an IT Consultancy.

He has been helping police officers, staff and other emergency service professionals find new careers since 2018 and Blue Light

Leavers was created in 2019 to help on a larger scale. Andy delivers resettlement training programmes to forces on behalf of Red Snapper Recruitment, and is looking to expand this offer to other forces, he also delivers online group training programmes, a 1-2-1 career finder services, a subscription membership called The Academy and hosts the Blue Light Leavers Podcast.

You can join the private Facebook group via www.facebook.com/groups/bluelightleavers and contact Andy for any help and support via andy@bluelightleavers.com



JOBSPOLICE

ABOUT US

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

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

Jobs4ExPolice is a joint enterprise between Smarter thinking – an award-winning social enterprise that helps people and individuals change effectively and successfully founded by former MPS officer Peter Kelleher and Police Choice an organisation originally created to support colleagues undergoing significant changes to their conditions of employment, founded by former Hertfordshire officer Tony Munday.

We are able to assist by our excellent private sector recruiter – Dawn Moss MCIPD – who has viewed around 1,000,000 CVs, personally conducted thousands of job interviews and now teaches managers how to recruit great people effectively. An author of three books on the subject, Dawn is an expert in her field and has a particular specialism in interviewing.

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

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

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

With an exclusive mix of both police and recruiting experience, we are very well placed to help you find – and challenge successfully for – your new role and all this is free of charge to our valued police colleagues. Seem too good to be true? Well, although we are very nice

Former colleagues that we do in contact with and from scanning the employment market to see what's needed in the UK today (and in police-related disciplines abroad!).

are offering the now you can't go
you needn't worry about a thing. And
if you feel that you need specific
support, we can supply you with
the tools and tactics required
at minimal cost or point you to
other suppliers that can help.

CAREERS ADVICE

Should I stay in the job
or should I go?

What skills do I have and what can I offer?

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

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

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

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

police-related disciplines abroad.). Our founder, Peter Kelleher MSc., has long experience of providing careers advice to colleagues in the Metropolitan Police Service and designed a selection board preparation programme that is still being used successfully today. Having 'endured' around 20 promotion

assessment tools that will help you understand your motivation for a new career and consider whether what you are proposing to do will be a good fit in reality, before you make the leap into the unknown. You can find out more about our products and services that can help you on our main site at www.careersadvicecentre.com

structured around 25 promotion or selection boards over a 30 year career – and having passed about half and failed about half (but never really understood why!) – it wasn't until he was sent on a course to select people for his team that 'the penny dropped' and he realised what was required. Apart from running www.jobs4expolice.co.uk, Peter now lectures on employability skills at his local college.

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

[CONTACT US](#)

If you are still unsure about which way to do, don't sit there wondering.

Pick up the phone and give us a call on **01727 226494** – or drop us an email to ask@Jobs4ExPolice.co.uk – and we will be very happy to help you move forward.

to help you move forward. And if a new job is what you are after, don't forget to download our free step-by-step CV builder on the home page and let us get to work to help you transition into the next stage of your life!





3D Printing is the fastest growing manufacturing sector on the planet and will change how things are made.

3 D printing (or Additive Manufacturing) is currently the fastest growing manufacturing sector on the planet and is the future of manufacturing.

IMPORTANCE OF 3D PRINTING

3D Printing has been identified as a major UK skills gap and the UK government have invested millions into funding Rapid Upskilling courses to address these key digital manufacturing skills gaps

INTRODUCTION TO 3D 360 AND WHY CHOOSE US FOR TRAINING
3D 360 was born out of industry and because of our extensive knowledge of design and digital manufacturing, 3D 360 were approached to advise the UK government on how to quickly address the major skills shortages in digital manufacturing and how the UK can provide trained employees to support industry 4.0

HIGH VALUE MANUFACTURING CATAPULT (HVMC)

3D 360 worked with the HVMC to deliver the UK's first Emerging Skills Project training courses in Additive Manufacturing. 3D 360 delivered the entire AM UK pilot scheme and half of the Electric Vehicle programme. 3D 360 is currently the only UK training provider delivering the ESP short rapidly upskilling courses in AM.

Employed and Live or Work in Greater Manchester? Get Fully funded training with a Free 3D Printer

**GREATER MANCHESTER
DIGITAL CAREERS UPSKILL PROGRAMME (DCUP)**
2021 - DCUP scheme was rolled out in Manchester to up skill the GMCA workforce in digital skills.

3D 360 were privileged in being selected to deliver fully funded 3D printing and 3D CAD training to the workforce of Greater Manchester. Our "Seems too good to be true" Full funded course in 3D Printing and 3D CAD offers the following

- **2,3 or 5 days of face to face, fully funded training**
- Free Creality Ender 3, 3D printer for every learner
- Plus, free Lunch too.

Learners pay nothing for training, 3D printer or sandwiches!



**GREAT MANCHESTER
DIGITAL CAREERS UPSKILL PROGRAMME (DCUP)**

3D 360 is also the only training provider delivering fully funded 3D printing and 3D CAD training courses to the workforce of Greater Manchester and since starting in November 2021 have trained over 200 people.

Over 65 of these being teachers and each teacher got a printer to take back to school to educate the next generation in digital manufacturing and 3D printing

DCUP is funded by the European Social Fund, this initiative is open to any employees working or living within the GMCA region.

The Wigan sensory team who provides care for blind people of Wigan took advantage of the training and sent 10 of their team on the course. The team now use 3D printers to print Brail tablets, Brail dice and other training objects.

SKILLS BOOTCAMPS ARE COMING SOON!
3D 360 currently have 4 industry supported skills bootcamp bids awaiting final stage conformation with the GMCA and a further 2 with Cumbria.

The Bootcamps are a 60-hour, 10-week training programme. The courses are subsidised dependent on situation. Unemployed or self-employed receive fully funded training, SME's under 250 employees - 90% funded OEM's over 250 employees - 70% Funded

RETAIL AND TECHNICAL
3D 360 also sell, repair and upgrade 3D printers. Implementation of 3D printing into production and printer cell and farms specialists.

HOW ARE THE US MILITARY USING 3D PRINTING
3D printing pods housed inside a standard shipping container for easy transportation are designed to be deployed in combat zones and disaster relief areas.



3D PRINTED SUBMARINE

In July of 2020 the US military revealed their first 3D printed submarine hull. It was made in four weeks as opposed to the 5 months it would take to build one otherwise, and cut production costs by 90%.



**FULLY FUNDED, FREE
3D PRINTER & 3D CAD TRAINING** 

To Qualify for ESF GMCA Funded training you must
(European Social Fund) (Greater Manchester Combined Authority)

- **Live or work in the GMCA**
Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Stockport, Tameside, Trafford and Wigan
- **Not received any other ESF funded training**
- **Be in Employment**
- **Be over 16**


Creality
Ender 3


**FREE
3D PRINTER
For every learner
On All 3D Printer
Courses**

Available GMCA Funded courses

2 & 3 Day - 3D Printer Build & Operator
3 Day - 3D CAD Design Using Fusion 360
5 Day - 3D Printer & 3D CAD Combination

For details on Dates, Availability & Courses
Email training@3d360printer.co.uk or call us on 01942 901 360

DELIVERED BY
serco
ON BEHALF OF
SKILLS FOR GROWTH
RUNNED BY
 **European Union**
TRAINED BY
 **3D 360**

US MARINES TRAIN IN BASIC COMPUTER AIDED DESIGN AND 3D PRINTING

The US Marine Corps is training Marines to use 3D printing, equipping them with the skills to quickly fix equipment malfunctions on the battlefield and allowing them to produce custom parts on-demand.

3D 360 have the ability and technical knowledge to educate current military personnel or service leavers on the benefits on 3D printing and digital manufacturing. 3D 360 also offer engineering design services and training on how to design components for 3D printing. For more details go to www.3d360printer.co.uk

Winter 2022 Police Resettlement Magazine 17

16 Police Resettlement Magazine Winter 2022



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 members of Sava 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 (RICS). The course is structured to allow learners to

continue to work full time whilst studying if they wish as the course is delivered with 12 months of part-time training, involving 2 training days a month. This is followed by 12 months of assessment which is carried out in your own time. The course teaches you everything you need to know to become a competent surveyor and no prior knowledge, experience or qualifications are needed.

Once qualified, Sava graduates are eligible for direct entry into RICS at Associate member level, meaning they can offer RICS products such as HomeBuyer Reports and valuations, as well as having the prestigious AssocRICS designation after their name.

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

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



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.
- **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.
- **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.

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 open days 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

Sava
MAKING BUILDINGS BETTER

01908 442244 | hello@sava.co.uk | www.sava.co.uk/resettlement/

Licking in to a Secure Future

Locksmiths provide a range of services relating to access and entry to secured objects and premises, changing, maintaining and fitting locking devices for public and private clients.

They may work from a store, on a travelling basis or for a company network, and may work to actually construct locks using metal work skills, although the majority of work is now completed by changing pre-made parts.

Joe Silver, a highly experienced locksmith and a director of Lockmasters Ltd in Hampshire believes that ex-service and police personnel are ideally suited to the trade. He said: "In the past when I ran a large franchise operation many of our people came from the forces. They have integrity, they

are reliable and happy to work hard and are not deterred by unsociable hours. Loyalty and honesty also play an important part and that is inherent in the make-up of most servicemen and women."

BEING A LOCKSMITH INVOLVES A RANGE OF ACTIVITIES. COMMON TASKS WOULD INCLUDE:

- Operating a service through a freelance or store-based business
- Answering telephone calls and giving quotes to customers
- Travelling with equipment to carry out work

SALARY

Some locksmiths are employed by larger companies on a set salary, starting at £12,000 to 14,000 and increasing with experience but most work on a freelance, self-employed basis and therefore earn variable remuneration, depending on the amount and type of business they are able to take on. Different jobs attract different fees, and in many cases locksmiths will give a quote for a specific job, based on the information they are given by a customer. In some cases, however, (if a job has lots of unknown variables for example) the locksmith may opt to charge an hourly rate. This can be anything from £30 to £80 and perhaps more, depending on transport costs, call-out times and other factors.

RESPONSIBILITIES

Locksmiths complete courses which allow them to gain access to most forms of secure doors and therefore have a responsibility to use their knowledge in their clients' best interest and not allow information or tools to fall into the wrong hands. In addition, gaining access to secure systems for clients can be destructive and skill is required to gain entry without causing undue damage (by picking rather than destroying a lock for example).

- Using tools to complete jobs such as changing locks
- Researching and practising with different mechanisms
- Being on call to respond to emergency situations
- Marketing a service through different media channels and word of mouth
- Servicing door hardware such as hinges
- Keeping account of sales transactions.

SKILLS

- Being a locksmith requires a range of skills, including:
- Manual dexterity and practical thinking
- A good understanding of lock and security mechanisms
- The ability to market and run an independent business
- Being able to drive in order to be able to reach clients
- An interest in locks and keys
- Good customer service skills
- The ability to use a range of specialist tools

WORKING CONDITIONS

Locksmiths generally work in safe conditions but may have to travel fairly extensively to complete different jobs. Hours of work may be fairly antisocial, as being on call is an important way to make money. In addition, some jobs may require potentially dangerous activity in gaining access to buildings, if someone is locked out of a house for example. Using manual tools such as screwdrivers and hammers will also be a likely part of the job.

EXPERIENCE

Experience of the trade is often extremely important, hence the fact that most locksmiths complete apprenticeships with

more experienced tradesmen to gain vital practical tips. Formal qualifications are more useful for gaining certification and finding out what it is necessary to learn, rather than how to actually complete different tasks. This is something that can only really be achieved through practice, gaining experience of different mechanisms and honing skills to a high level.

Joe Silver believes that the most successful operators are those who specialise. He continued: "There are locksmiths who specialise in safes, door entry, cars and other areas."

Joe has used his own experience and skills to develop

Lifelock, a small portable device that enables travellers to secure themselves in a hotel room so that the lock cannot be overridden by a master key. It is being used by defence and law enforcement agencies worldwide and many police forces recommend them for vulnerable people under threat of domestic violence for use in their homes.

"One of the problems of the business is that there is no real regulating body that controls qualifications and professional practice. Anyone who owns a hammer and a screwdriver can call himself a locksmith."

QUALIFICATIONS
Qualifications in the world of locksmithing are something of a grey area as there is no single national governing body for the trade, and indeed no single qualification which is essential in order to operate in the professional capacity.

A number of different guilds exist, offering courses at a variety of levels, and the level of credibility in each case depends largely on the reputation and track record of the organisation in question. A certificate of qualification in locksmithing can be gained from a training centre in a matter of weeks, but the practical knowledge and experience are harder to attain and ultimately more important to carrying out work, beyond the reassurance that a qualification or guild membership will provide a client.

As a result of this, the trade is fairly traditional and most trainee locksmiths complete a significant period in an apprenticeship to learn the practical skills and get the experience required to operate independently.

The Master Locksmiths' Association is addressing this situation. Comprising four sectors, The British Locksmith's Institute, the Membership Sector, Affiliate Members and the Guild of Key Cutters.

The Association offers a range of courses and continuous professional development. The establishment of a training centre at head office enabled a basic locksmith training course programme in 1992. This has proved very successful and is now renowned throughout the locksmithing industry as the only formal locksmithing accreditation.

Having a long history of providing training to locksmiths (either those who are starting off in the trade or those who want to further their knowledge in specific technical areas), the MLA has been awarded the prestigious City & Guilds "Approved Centre" status (No. 027758) enabling the association to offer a tailored City & Guilds award in Basic Locksmithing (No. 1841) which is based on its entry exam.

Full information with advice on how to start as a locksmith is available on www.locksmiths.co.uk.





Ask the Police

ABOUT US

'Ask the Police' is an official police resource that provides Q&A's to a wide variety of the general public's most frequently asked policing questions. It offers an alternative online option, reducing calls to the police, freeing up resources and saving money. The website provides links to relevant national organisations PLUS the facility to rate the answer and email a specific question directly which will be answered within 48 working hours by our legal team. Police forces are able to input additional local police information and advice for the benefit of their communities.

Ask the Police website is also available to download as an app.

The 'Ask the Police' website was created by PNLD* as a result of a thematic inspection of call handling within the police service by Her Majesty's Inspectorate of Constabulary (HMIC).

*The PNLD (Police National Legal Database) is a not for profit business service of the Police and Crime Commissioner for West Yorkshire. For over 20 years PNLD has been providing up to date, accurate online criminal law information, including legislative guidance, case law and national standard offence wordings to the police service of England and Wales. PNLD subscriptions are available to support all those with an interest in criminal law, for more information please visit www.pnld.co.uk

The PNLD website contains current information on a wide range of topics, here is an example of the kind of news feeds that are available (Published on the 18th June from www.gov.uk)

Home Office allocates £35 million to police forces for violence reduction units

Sajid Javid announced he has provisionally allocated £35 million to Police and Crime Commissioners in 18 local areas to set up violence reduction units.

Violence reduction units will take a multi-agency approach, bringing



together

police,

local

gov-

ern-

ment,

health,

commu-

nity

lead-

ers and

other

key

par-

ners to

tackle

violent

crime

and its

underly-

ing

causes.

The cash is in addition to the recent £63.4 million surge funding to forces across England and Wales that are worst affected by serious violence and knife crime.

Violence reduction units will be responsible for identifying the drivers of serious violence locally and developing a coordinated response to tackle them.

Local areas across England and Wales are starting to take a public health approach to prevent serious violence by addressing the issues that cause violent behaviour in the first place. Home Secretary Sajid Javid said: Knife crime is taking too many young lives and it's vital that all parts of society work together to stop this senseless bloodshed.

Violence reduction units will help do this - bringing together police, local government, health professionals, community leaders and other key partners to tackle the root causes of serious violence.

National Police Chiefs' Council Chair Martin Hewitt said: I have consistently made the case that serious violence on our streets is something the police cannot tackle alone. Forces across the country are putting significant effort into addressing the problem, and we are starting to see some positive outcomes.

It is widely agreed that prevention must be the priority, and evidence shows that violence reduction units work in contributing to this effort. The extra funding being provided to Police and Crime Commissioners is therefore welcomed.

The additional investment comes from the £100 million serious violence fund announced by the government in March as part of its continued action to set up violence reduction units.

Violence reduction units will take a multi-agency approach, bringing

The 18 local areas will set out plans demonstrating how they will use their provisional allocation to build a public health approach delivering both short and long-term action ahead of being awarded the funding in the coming weeks.

The Home Office will work closely with the violence reduction units to assess how the funding is being used to strengthen the response to serious violence.

Introducing new violence reduction units is part of the government's focus on early intervention, as set out in the Serious Violence Strategy which was published in April last year. In addition to the £22 million Early Intervention Youth Fund, the government has recently launched a £200 million 10-year Youth Endowment Fund, which will identify and support organisations with a proven track record of diverting vulnerable young people away from violent crime.

The government has also made it easier for officers in seven areas most affected by knife crime to use Section 60 stop and search powers. Section 60 powers allow the police to search people in a designated area without suspicion, where serious violence is anticipated.

A consultation on a new public health duty recently took place and the results will be published in due course. The new public health duty would mean a range of agencies such as police, education and health partners, local authorities, offender management, housing, youth and victim services you would include (features) but also use your achievements to highlight the results (benefits). Ask people, "What three words describe me?"

your personal brand

When marketing yourself to a prospective employer, it's important to consider what makes you unique. Why should the employer choose you above the other applicants?

"TELL ME ABOUT YOURSELF"

Think of your favourite brand. What stands out about it? What makes that brand stand out for you? Why would you purchase that brand over the alternatives in the market?

An employer is your consumer. You are the product they are purchasing. Why should they purchase you over that cheaper or different brand? What is it about YOU that makes you stand out?

When entering the job market,

you need to think about how you are marketing yourself and start developing a Unique Selling Point – you are your own advert.

YOUR PERSONAL BRAND

Your personal brand is made up of all the talents that make you unique. Your brand and reputation is derived from the different stories people tell about you.

Think about people you admire and respect. Why do you feel that about them? What brand attributes do they display? Which ones do you share? Examine your online profile. Google yourself to see what comes up. What are the results saying about you?

2. Communicate it

Be consistent and clear in all you do professionally. Be proactive and manage your visibility.

Highlight your key brand attributes when networking and in interviews. Your CV summary and online profiles are obvious vehicles to get your brand across. Practise your personal statement or 'elevator pitch' so it becomes natural in conversation. Ask people to recommend you on LinkedIn to establish your credibility in your area of expertise.

3. Manage it

Use social media networking to establish and manage your brand - but be aware that when it is up there, it is out there. Make sure your profiles are consistent and connected.

Authenticity is the key word for building a personal brand. It's no use making assertions that don't stack up. 'Demonstrate; don't declare'





Less Talk More Action

There has never been a better time to become a fully qualified Close Protection Operative in both Executive and Hostile Environment.

- UCP Group celebrate 20 years in business and have been delivering Close Protection and Hostile Environment training courses since 2003.
- Lead Instructor with over 30 years of CP Experience, Course Development and Authored courses for HECPO, PSC, PMC and Firearms.
- Instructors with UKSF Military Backgrounds in Reconnaissance, Sniper 1st Class and 2 Para to mention a few.
- For over a decade, UCP Group have been an approved ELCAS MOD training Provider (5011)



Live EP exercise in London part of the CPO course.

Live Firearms part of the Level 3 weapons proficiency course.

Covert Carry Weapons CCW part of the EP course.

Reconnaissance and CTR part of the HECPO course.

Armed Ambush drills part of the HECPO course (force on force).

Industry feeling: Since April 2022 the security and the CPO industry rules changed from the SIA 'UK Right to Work' and higher English language level due to many incidents from poorly English-speaking security licensed operatives. As such, the industry has a high demand for well trained CPO professionals with the correct certification and knowledge. Ex-Military are always selection favourites for the clients.

INDUSTRY LEADING COURSE DEVELOPMENT
UCP Group have put together one of the best packages in the industry, designed for ex-military thinking of transitioning into the private security industry.

28 DAY CPO COURSE PLUS PRIOR LEARNING
Level 3 RQF FAW (Medic)
Level 3 RQF Working as a Close Protection Operative (CPO) New 7 Units.
Level 4/6 RQF Hostile Environment Close Protection (HECPO)
Full package only £3600 for UK Military only (normal price £7450) and you can claim the CPO Level 3 and/or HECPO Level 6 through ELCAS 5011.

MOD Approved
ELC Provider Number 5011

www.policeresettlement.com

Career Opportunities for serving and retired police officers

Winter 2022 Police Resettlement Magazine 25

SOCIAL MEDIA

- www.group.com
- [UCPGroup](https://facebook.com/UCPGroup)
- [UCPGroup](https://twitter.com/UCPGroup)
- [UCPGroup](https://instagram.com/UCPGroup)

CONTACT US

Contact@ucp-group.com

Talk to us

Mob. 07966176129 –

Freephone - 0800-195-1644

Visit us www.ucp-group.com



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



PC Nicola Hughes Memorial Fund

On 17th September 2012 I had driven over to my daughter's house to see her for no particular reason other than to see her.



We spent 15 minutes or so just chatting and because it was late, and I was due to be on an early shift at the Prison where I worked, we said goodnight and I drove home and my daughter returned to the house.

The following day was a normal day other than I was attending a promotion interview at work. Interview went well although I felt slightly distracted during it and didn't feel comfortable.

At around 2pm once the interview was over, I set off to return home and go through my interview in my head while driving, for some reason I didn't

have the radio on in the car like I would have done normally.

It was at this point that my life changed forever, 18th September 2012 I had a call on my phone, "is that Bryn Hughes?" yes I replied, "its DCI... from Greater Manchester Police and I'm outside your house and need to speak to you"..." 30 seconds of what's happened and I hear the words, "there's no easy way to say this".

My daughter, PC Nicola Hughes, aged just 23 had been killed in a gun and grenade attack by a wanted criminal.

Fast forward to 2014 and I'm training for my first marathon to raise funds for a couple of charities that helped me through the previous 18 months. My first ever marathon taking place at the North Pole of all places!

It's a cold harsh environment and the only way to survive is by putting one foot in front of the other. This made me think about children that have lost a parent, a large percentage due to Dad killing Mum, and what a cold harsh environment they must be experiencing having lost both parents through violent crimes such as murder.

This is when I decided that my fundraising days would continue and I would establish

a charity in Nicola's name and continue helping people the way she would have wanted.

March 2014 saw the birth of the PC Nicola Hughes Memorial Fund. A fund that provides practical help and support for those children that now find their futures unsure and difficult to say the least.

We have funded; school uniform, IT equipment, iPad's for homework, driving lessons, drum therapy, equine therapy, transport costs to college, away days to scatter ashes, outdoor clothing for DoE schemes.. the list goes on and will continue to go on.

The fundraising usually involves me continuing to run marathons (Dad run) in various places with a hardcore dedicated group of people that are Police Officers and staff from nearly every force on the country at one stage.

New York marathon three times, Berlin marathon, Chicago marathon, Manchester, Edinburgh, Leeds, in fact you name it we have people running it for us.

The thank you messages we receive from those children all comment how much it means to know that Police Officers are still raising money and providing support for them. For many of them the first contact they will have had with the Police is when they either knock on the door to deliver the dreadful news or to attend at their home when domestic incidents have taken that horrible turn for the worse.

Our plans for the coming year are; a few more marathons, a trip around the three peaks, our annual Blue Lights Horse show and who knows what's next!

The sacrifice that Nicola and her colleague Fiona paid that day, along with many other Police Officers that have been murdered or killed on duty, as yet receives no formal recognition from the State.

Since April 2022 I have, with the support of the Police Federation of England & Wales, and the Police Superintendents Association, have been campaigning for a posthumous award to be presented to the families of those Officers in the name of their loved ones.

This award would be a similar award to the one awarded to the military (the Elizabeth Cross) which recognises the sacrifice they have made while serving their country. Our approach is why is it Police Officers that are serving their country and protecting the public are not equally recognised for the sacrifice they have made?

The award we are asking for would be named The Elizabeth Medal (due to the campaign starting before the death of

Her Majesty the Queen), an emblem that would be presented to the family of any emergency service worker that is killed during operational duties.

So far, we have gained huge political support from numerous cross-party MP's that have openly supported and called for this award to be progressed through the Honours system.

Myself and the members of the National PFEW board have appeared on national news channels calling for and highlighting the need for this award.

We also recently held a meet and greet at the House of Commons with over 60 MP's attending all offering their continued support and pledging to put pressure on the Home Office to formally recognise the campaign.

As I write this article a discussion is taking place at Westminster with various MP's again calling for the Government to recommend this award to the Royal House.

Nicola and Fiona went to work that morning wearing and defending the crown, it's only fitting that the crown now recognises the sacrifice they both made and their families continue to do so.



The Demand for Tutoring Services is Rising

The Global Private Tutoring market is projected to reach \$200 billion by 2026, this is no surprise as we see more and more parents turn to tutoring to supplement their kids' education.

Tutor Doctor is the fastest growing tutoring franchise in the world. After another successful year, the brand has started the year strong, welcoming 7 new franchisees and 14 locations into the UK network alone. But what do these ambitious professionals all have in common? With a passion for the autonomy of business ownership, each recognised the ever-growing opportunity in the education sector and the ability to make a genuine difference in their own communities.

At Tutor Doctor we're deeply committed to our mission of changing the trajectory of students' lives; this is accomplished by utilising a personalised one-to-one tutoring approach that matches students with professional tutors

based upon the students' individual needs. Our approach to education enables any child of any age to get help on any subject – whether they require remedial attention or academic enrichment.

This ability to instill confidence in students and change their attitudes towards their educational potential is what makes Tutor Doctor stand out. While other supplemental education brands are creating curriculums from standardised best practices, Tutor Doctor is making learning personal in person. The brand's tutors work with students one-to-one in their homes or online and tailor their educational strategies to each child's unique set of challenges, strengths and assignments, ensuring that every student receives the exact

amount of attention and the type of help that they need to excel.

Mainstream education is often restricted by education policies, making change a mammoth task to implement. Student needs, driven by global demands for 21st century skills, are far easier to meet with the help of a private tutor. For instance, at Tutor Doctor we've seen an increase in demand for our X-Skills program, which focuses on executive functioning skills students need in order to thrive in a 21st century knowledge economy.



A unique business model, combined with growing demand in the supplemental education industry as a whole, makes it a strong investment opportunity for franchisees. Since the business model isn't curriculum based, there is no limitation as to where Tutor Doctor locations can open up because students across the globe are all working on their own homework with different pain points that require our help.

Franchisees manage a team of tutors and work closely with families to identify the needs of students. As a successful business owner at the heart of their local community, franchisees help children to achieve their potential and change the trajectory of their lives through education. For a truly bespoke, person-centred service, Tutor Doctor franchisees match students with the right tutor based on personality, learning style and subject matter. Tutors work with students one-to-one, in-home or online, and customise tutoring



sessions to the unique needs and interests of the student.

Tutor Doctor has always been committed to going above and beyond to help its network succeed. Once franchisees join the network, they attend an intensive training programme called Road to Home Office Training (HOT) which takes new recruits through the very foundations needed to build a successful tutoring business, including e-learning courses and live training with subject matter experts. Further to this, once training is complete, franchisees work with a business coach on a strict mentoring scheme for the life of their business and have regular regional meetings, webinars and calls with their field support team. The annual conference is also an opportunity to bring the whole network together to learn, celebrate and plan for the future.

The Tutor Doctor opportunity offers a low-risk model with a high ROI. Franchisees can work from home for added flexibility and all tutors work on a self-employed basis so, there's no need to worry about the usual costly overheads. As a management franchise, a large percentage of franchisees eventually employ a team of staff, including education consultants and admin assistants, giving them more time and freedom to focus on business development and growth.



executive functions. It is also working more closely with schools to supply targeted support for their students who have suffered from the pandemic learning loss.

The past 24 months have presented a challenge, but it didn't stop the global tutoring franchise adapting and working with clients to provide a vital, seamless service. Tutor Doctor has been able to grow from a development and sales standpoint by prioritising a people-focused approach to business, and as a result, has been able to reach more students and more communities with quality, in-home and online tutoring services. We will continue to improve our services and business model, from the educational experience to the global operations.

Across the country, more and more people are recognising the benefits of one-to-one tutoring, meaning hotspots of potential customers are simply waiting for franchisees to arrive. As demand for its services continues to rise, so does the opportunity to build a scalable business with Tutor Doctor. In West London, David Boddy tripled the number of his territories, from three to nine, purely to meet growing demand. A business that provides a much-needed solution to an ongoing problem, Tutor Doctor presents a real opportunity for enthusiastic,

people-orientated professionals to create a booming business.

Tutor Doctor is looking for a specific kind of franchisee as it aims to bring those feelings of confidence and high-esteem to more students across the UK. Owners who find the most success with the brand have a strong desire to build and grow a business, and are excited about the opportunity to be actively involved in their communities. They also want to make a difference in the lives of students and feel passionate about Tutor Doctor's mission: To change the trajectory of students' lives.



Investment level: from £33,000
Number of franchises: 81 franchisees/162 franchise units

Sector: Education
Year Established: 2000

Telephone: 0208 1333 525
Email: nmayne@tutordoc.com
Website: www.tutordocfranchise.com

OUR FRANCHISEES LOVE TUTOR DOCTOR

Join Our Family!

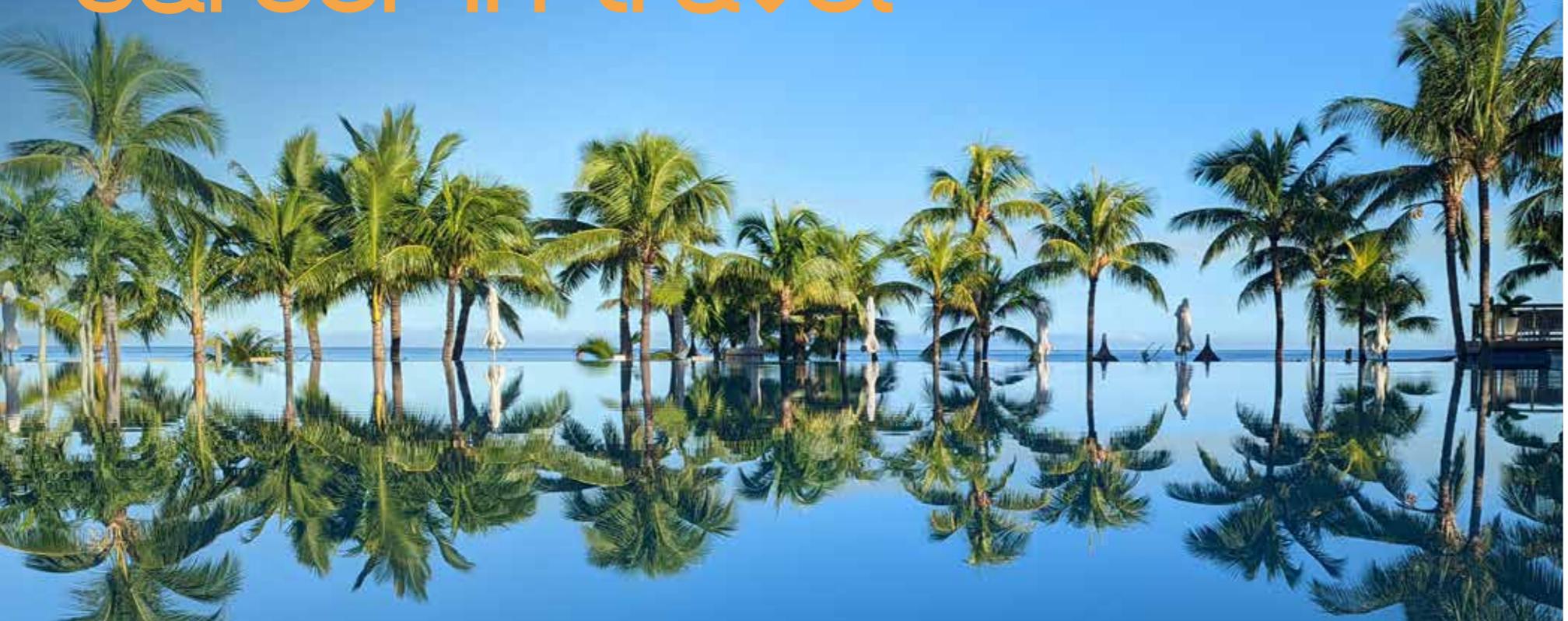
- ➔ Work from home
- ➔ Work-life balance
- ➔ Supportive franchisee community
- ➔ 12-month launch support programme
- ➔ Semi-absentee model available

For more info, call 020.8133.3525 or visit

tutordocfranchise.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.

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.



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

the travel franchise

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

the travel franchise

Start a travel business
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

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.

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.



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 Handy Are You?



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

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

First launched with four handymen in Bromley in December 2013 the organisation now has over 80 Self Employed handymen serving over 30 branches across the UK. Blue exclusively recruits retired police officers to be handymen, providing peace of mind to a wide variety of domestic

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

The organisation links new



How Handy Are You?

Exclusively recruiting skilled retired police officers

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

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

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

www.trustinblue.com/careers

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

Kevin Trump in New Eltham enjoys being part of the team: "I can choose which type of jobs to accept therefore I'm

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

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

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 from the team about 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



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.

WE VALUE YOUR DETECTIVE SKILLS

www.essex.police.uk/detectives

ESSEX POLICE
Protecting and serving Essex

ESSEX POLICE DETECTIVE

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 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.

Cheshire Constabulary

Cheshire Constabulary was founded in 1857 and is now responsible for policing nearly a million people.

There are approximately 2,081 regular Police Officers, 220 Police Community Support Officers and 1,464 civilian Police Staff.

Someone who serves in Cheshire Constabulary joins an organisation with a proud and formidable history and would be expected to maintain the high esteem in which the public holds the Force. To work at Cheshire Constabulary, you will also have to uphold The Police Service Statement of Common Values.

Cheshire Constabulary is an innovative, ambitious and progressive force where energy, enthusiasm and a commitment to openness and willingness to drive change is essential.

POLICE OFFICERS - POLICE CONSTABLE AND DETECTIVE CONSTABLE TRANSFEREES - CHESHIRE

Closing Date
3 Feb 2019

Cheshire are seeking experienced high calibre Police Constable and Detective Constables to join our force. This is an opportunity for you to join a progressive force, with a continual programme of officer development to support talent through the organisation either laterally or through our future Sergeant Promotion process.

Cheshire Constabulary was founded in 1857 and serves a population of over one million people spread across a geographical area measuring 919 square miles and is leading the way to be the best in the country, making Cheshire the safest county to live in.

If you are an accredited Detective Constable, we would particularly love to hear from you. The eligibility criteria for any Constable wishing to apply are as follows;

- Be a serving police officer with a Home Office force and not subject to a probationary period
- Have a full driving license
- Have completed and passed the Initial Crime Investigators Development Programme (ICIDP) (DC only)
- Be an accredited Investigator at PIP level 2 (DC only)
- Have no outstanding discipline or integrity issues
- Meet the force attendance criteria and be committed to achieving high levels of attendance

This advert is open until the end of February 2019

If you require any support or further information please email Corporate.HR.Advisory.Team@cheshire.pnn.police.uk at the earliest opportunity. •



DV

Aerospace
Biometrics
Communications

SC

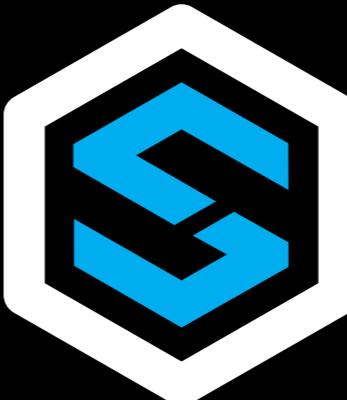
Cyber Security
Defence
Engineering

CTC

Forensic
Government
Information Technology

NATO

Intelligence
Nuclear
Telecoms



SCJ
SecurityCleared
Jobs.com

The definitive jobs portal for government, defence & nuclear sectors

Do you have Security Clearance?

Then join the UK's largest online job board for security cleared professionals, it's as easy as 1,2,3...

1. REGISTER

now to receive job alerts tailored to your skills.

2. UPLOAD

your C.V. now and be seen by 100's of recruiters... instantly.

3. RELAX

you're part of the biggest jobs portal for government, defence & nuclear sectors.

SecurityClearedJobs.com



Flint House

Police Rehabilitation

SUPPORT FOR RETIRED POLICE OFFICERS

A monthly donation of £5 makes you eligible to apply for world class physical rehabilitation treatment and mental health support if you're in receipt of a police pension; or a medical pension.

01491 874499 | flinthouse.co.uk

