



# Why join our force?

**Amy Stanton**

Positive Action Recruitment Advisor

# A career in changing lives

Joining the police force is truly life changing. Not just for you – but for all the people and communities you serve.

## As a police officer:

- you'll have the power to make a real difference in your community
- you'll help make life safer and happier for the people you serve
- you'll help prevent young people from engaging in a life of crime.



# People with honesty and integrity

- Who are truthful and trustworthy
- And who always do the right thing

# People who are understanding and empathetic

- Who always treat people with respect
- And who always act in the public interest



# People who act fairly and objectively

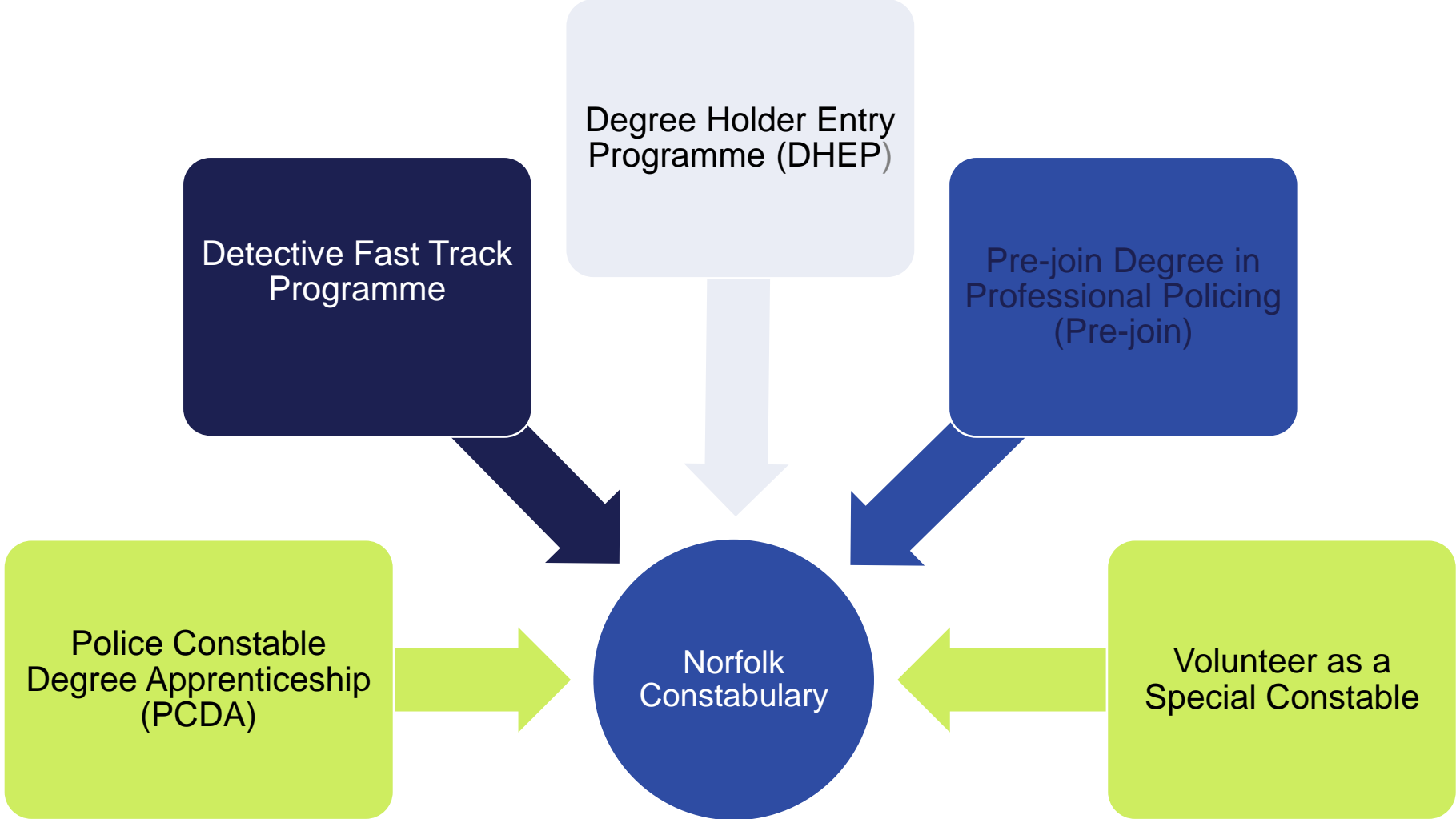
- Who make decisions on evidence and good judgement
- Who are open and transparent in their decision-making and actions
- And who always take ownership of their actions





**What is the best entry route for me?**

# Overview of entry routes



# Police Constable Degree Apprenticeship (PCDA)

The new national entry route for police officers. You join the force on the PCDA:

- For a minimum of three years
- Earning while you learn
- Gaining a (Level 6) Degree in Professional Policing Practice
- Potential to specialise in your third year

Educationally you'll need:

- A Level (or equivalent) in at least **two** subjects which equals **64 UCAS points**.
- GCSE/Level 2 in Maths and English (C/4)

Where else can you get a full degree for free?!

## **Degree Holder Entry programme (DHEP)**

- For those who already have a degree in any discipline (other than the Professional Policing Degree from the College of Policing).
  - A two-year work-based training programme supported by off-the-job learning.
  - You'll focus on a specialist area of study from either Investigation, Intelligence, Community, Roads or Response policing.
  - You'll earn a **Level 6 Graduate Diploma in Professional Policing Practice.**
- Educationally you will need:
- A full Level 6 degree with honours
  - GCSE/Level 2 in Maths and English (C/4)

## The Pre-join Degree in Professional Policing (Pre-join)

- Completed *before* applying to join the police.
- Lets you focus on studying for the best degree result, rather than working full time alongside studying.
- Three-year or two-year versions.
- You'll pay for the course yourself.

## Detective Fast Track programme

- 2 year training route – 6 months in uniform and the remainder as a DC.
- Very similar to the traditional training Programme - learning is biased towards an investigative perspective.
- More intense programme - you need to successfully complete the National Investigators Examination and meet PIP2 assessment criteria in order to become a Professionalising Investigation Programme Level 2 accredited detective.



**Are you Eligible?**

# Eligibility

- Be between 17 and 57 years of age
- Two A levels at C or above/Level 3 qualification that equates to a minimum of 64 UCAS tariff points\*
- You must have minimum of a Level 2 qualification (or equivalent) in English language and Mathematics -grade C/4
- You must hold a full UK manual driving licence upon application
- UK Citizen or legal right to enter or leave to remain in the UK (lived in the UK for at least 3 years)
- Tattoos which are discriminatory, offensive or provocative will not be accepted.
- Medical conditions will be assessed throughout the recruitment process, including eye tests and fitness tests.
- Background security check upon application



# Salary

For Police Constables, all applicants will start on a salary which increases in increments every 12 months over of £26,682 a 7-year period up to £43,032.

Year 1 £26,682  
Year 2 £27,804  
Year 3 £28,932  
Year 4 £30,060  
Year 5 £32,313  
Year 6 £36,852  
Year 7 £43,032

*(plus paid overtime/unsociable hours)*

If you were to work your way up the ranks, sergeants start on £45,867, inspectors on £54,600 and chief inspectors £60,234. All officers and police staff's pay automatically increases in increments every 12 months, not performance related.

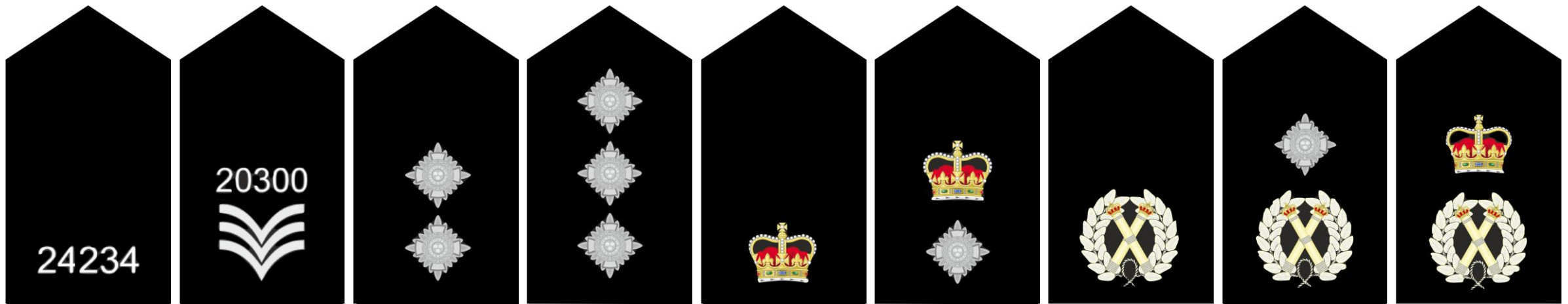




# Career progression

The opportunities for career progression in policing are outstanding, both in and out of uniform.

# Rank



**Police Constable**

Starting rank for police officers.

**Sergeant**

First supervisory rank. Typically responsible for a team of constables.

**Inspector**

Oversees a shift of constables and sergeants. Also takes charge of major incidents in their force area.

**Chief Inspector**

Typically acts as senior police officer in larger towns, overseeing large teams such as investigations or operations.

**Superintendent**

Snr management rank. Usually in charge of a section of a Command.

**Chief Superintendent**

Typically responsible for policing of a geographical area of their force.

**Assistant Chief Constable**

Mainly responsible for a specific function or area within their police force e.g. Investigation or Operations.

**Deputy Chief Constable**

Supporting role to their Chief Constable, handling the running of the force.

**Chief Constable**

Responsible for the effective running of their force.

# What could your career look like?

Once you've successfully completed your probation period, you can apply to work in a huge variety of roles and specialist units, including:

- **Community policing** - covers roles like neighbourhood policing, response policing and roads policing. The Sentinels are Suffolk's police interceptor team!
- **Investigation** - ranges from detectives and crime scene investigators to forensics and domestic abuse investigators. We have CID, Safeguarding, murder investigation teams.
- **Intelligence** - roles include surveillance analysts, covert operatives and communications data investigators, covert operatives, counter terrorism, organised crime groups, cybercrime, and communications data investigators.
- **Operational Support** - roles range from control centre and custody officers, to more specialist roles like dog handler, mounted police, police diver, firearms officer and football spotter.

# Looking for something different, but equally as worthwhile?

The constabularies are made up of more than just police officers and there are many different roles that support those on the frontline.

Police staff roles are varied and so we look to attract people from a wide range of backgrounds, with varying experience and a wealth of different abilities.

[Current vacancies | Norfolk Constabulary](#)

**Norfolk Constabulary employs approximately 1921 police officers, 1226 members of police staff, and 279 Special Constables and volunteers.**

**Lets take a look at the different departments you could work in...**



# Contact and Control Room:

Our Contact and Control Room is more than just where we answer 999 calls. We are a small team made up of Police Staff and Police Officers and we deal with a huge variety of demands with reporting crime and dispatching officers.

- all 999 emergency calls for Norfolk
- all non-emergency enquiries via telephone
- all digital contact via email, online reporting and live chat (launching 2022)
- dispatching officers throughout the county

In one year alone we received over 350,000 calls in to the Norfolk CCR which is over **237** '999' calls and **722** '101' calls a day on average.

# Protective Services

Our team of detectives in the Intelligence Directorate seeks to gather, assess and develop information.

The Norfolk and Suffolk Joint Major Investigation Team is responsible for investigating some of the most serious crimes, including:

- homicide (murder and manslaughter)
- rape investigations where the offender is unknown
- kidnap
- extortion
- work-related deaths
- other investigations of a sensitive nature.

The Cyber & Serious Crime Directorate provides an effective response to the threat risk and harm posed by cyber and organised crime including drug supply, complex enquiries into organised criminal groups, and cybercrime.





# Specialist Operations

The joint Specialist Operations department supports front line policing and the policing of major and critical incidents.

## **Roads Policing and Firearms Operations Unit includes:**

Armed Response Vehicles (ARV)  
Motorcyclists  
Convoy/special escort drivers/riders  
Vehicle examiners  
Taser trained officers  
Family Liaison Officers (FLO).  
Firearms Training  
Firearms Licencing

**Dog Handling:** Norfolk and Suffolk have 25 Dog Handlers who use their dogs for tracking or searching for missing people or criminals

- searching for items of property which have been recently discarded
- the detention of a suspect

# Professional Standards Department

Public confidence in the police depends upon police officers, police staff and contractors working for the police demonstrating the highest level of personal and professional standards of behaviour and our Professional Standards Department works in a variety of ways to make sure the public can have faith in us.

Roles in this team include:

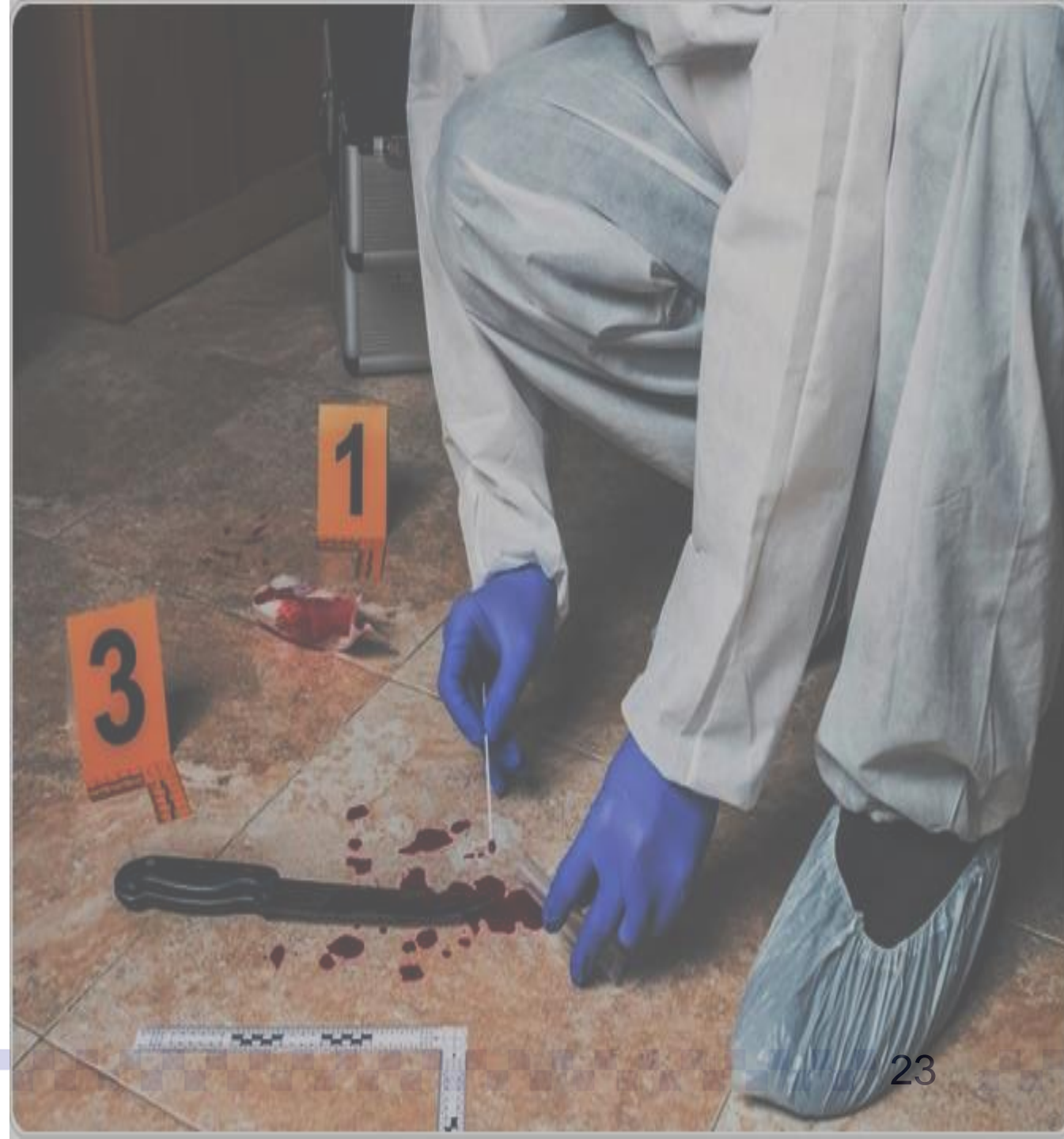
Anti-Corruption and Intelligence Unit (responsible for investigating suspected corrupt, dishonest and unethical behaviour involving police officers and police staff)

Vetting department, who is responsible for vetting all Constabulary staff, partner agencies and external contractors to ensure the professional standards, security, safety and integrity of the organisation are upheld.

# Forensic

Forensic Science plays a very important role in police work and solving crime. It has been popularised by TV dramas, but the reality of forensic work is far more complex than its portrayal on screen.

- **Fingerprint Bureau** offers the facility of taking fingerprints of anyone who requires them for overseas clearance, or for foreign passport renewal.
- **Fingerprint Development Laboratory** use specialised chemical and non-destructive treatments to detect fingerprints on objects retrieved from a crime scene by Crime Scene Investigators and police officers.
- **Forensic Photographer and Imaging** role is very varied. You could start the day by photographing bullet casings that were found at a murder scene and finish it by photographing VIPs.
- **Crime Scene Investigators** are responsible for investigating crime scenes and recovering and recording physical evidence that may help to solve a crime).



# Public Protection Department

Public Protection Officers are responsible for the daily management of potentially dangerous persons, registered sex offenders, and other sex offenders residing within the county.

The risks posed to the public by dangerous persons (both convicted and un-convicted) can never be completely eliminated but responsible authorities need to take all reasonable action to keep risk to a minimum.

The management of these offenders is undertaken by the way of Multi Agency Public Protection Arrangements (MAPPA). This is a process through which the police, probation and prison services work together with other agencies to manage the risks posed by violent and sexual offenders living in the community in order to protect the public.



## **Criminal Justice Services:**

Our Criminal Justice Service department brings together the work of operational police officers and our partners in the criminal justice process; The Crown Prosecution Service and His Majesty's Court Services.

Together we aim for the best possible conviction rates, the best possible care for witnesses and victims and the smooth administration of justice.

This includes teams who deal with Not Guilt Trial Files, Victim and Witness Services, Safety camera and ticket offices.

## **Other Departments:**

- 7 Forces Commercial Services
  - Public protection department
  - Criminal Justice Services
  - Media and Corporate Comms
  - Estates and Facilities
  - Finance
- Human Resourcing and Recruitment
  - Information Management
  - Strategic, Business and Operational Services
  - ICT

# Volunteering

- You don't need to join straight into a paid police officer role.
- You can volunteer as a Special Constable to see if policing is right for you.
- You'll undertake the same training as regular paid officers, committing to a minimum of four hours a week.
- You'll gain great insight into what it's like to be a police officer.
- You'll have full policing powers and do frontline policing, e.g. helping at the scene of an accident, dealing with anti-social behaviour, arresting offenders and giving evidence in court.
- Check out the [Volunteers | Norfolk Constabulary](#) page for more information.



# Question time

Ask us anything

[Amy.Stanton@norfolk.police.uk](mailto:Amy.Stanton@norfolk.police.uk)



# Thank you

For more information visit: [Homepage | Norfolk Constabulary](#)