

Police Officer Recruitment



LINCOLNSHIRE POLICE

Policing with PRIDE

About Lincolnshire Police

The region covered by Lincolnshire Police is one of the largest force areas in England and Wales. With an area of 2,284 square miles, Lincolnshire is one of the largest geographical counties in England. The main city is Lincoln, a city with a population of over 100,000 and, with its cathedral, castle and history - a busy tourist area.

Lincolnshire is as diverse a county as it is geographically large. Much of the county is rural in nature, consisting of both remote countryside and coastal areas. The county includes the world-renowned Lincoln cathedral and hosts an annual Christmas market, which attracts thousands of visitors from around the UK and beyond every year. Those who enjoy a day at the races often visit Market Rasen racecourse, while Lincolnshire Agricultural Show draws in crowds of 30,000 a day. On the coast lies Skegness, a seaside town famous for its leisure attractions and holidays, with its population increasing dramatically over the summer months.

The objectives of the organisation are to:

- Reduce crime
- Provide a fair deal for the people of Lincolnshire
- Provide police and services that are there when you need them

Reassuring the public is paramount in this and we try to make our uniformed officers as visible and accessible as possible. We therefore look for individuals who share our passion and commitment to keep the residents of Lincolnshire safe.

Lincolnshire Police also continues to work together with a variety of other agencies including Social Services, the Crown Prosecution Service, County and District Councils, other Police Forces, the Highways Agency, G4S and the Probation Service to name just a few.

For Police purposes, Lincolnshire is divided into local policing sectors. These reflect local geographic communities and give the police the opportunity to address local problems at source.



Lincolnshire Police Recruitment

Lincolnshire is a force that is committed to working in partnership with the community. We demand very high standards from all our staff in order to maintain and improve the service we offer to the people of Lincolnshire. Opportunities, which are afforded to police officers are great – but so are the responsibilities.

Eligibility Criteria for Police Officers

In order to be eligible to apply to become a police officer, you must consider the following:

Age – Applicants must be at least 18 years of age to apply.

Qualifications – Applicants must have either:

- i. At least a Level 3 Qualification, (equivalent to an A Level); or,
- ii. A policing qualification recognised by the Sector Skills Council or Skills for Justice; or,
- iii. Be a serving Police Community Support Officer or member of the Special Constabulary, and have completed your initial training, and then a further six months service at the time of applying.

Height & Weight – There are no limitations but applicants must have a reasonable height/weight ratio (determined by the Force Occupational Health Unit)

Eyesight – Applicants must have good eyesight. Uncorrected visual acuity must be 6/36 or better, binocularly.

Medical Fitness – Applicants must complete a medical history questionnaire and then attend a medical examination.

Physical Fitness – Applicants complete and pass an Endurance fitness test. Applicants are required to run between 2 markers, 15m apart to a pace set by a bleep sound which increases in speed. (The aim is to cover the 15m in time with the bleep until you can no longer keep up) The level you will need to reach is 5.4.

Residency – To allow for sufficient vetting checks to be conducted, applicants must have an unbroken checkable UK history for a minimum of 3 years prior to submitting an application.

Previous Convictions – We cannot recruit individuals with certain cautions or convictions which may call into question the Force's integrity. Any convictions you have will need to be disclosed.

Tattoos – Tattoos must meet the Lincolnshire Police Standards of Appearance Policy. If you wish to find out more, a copy can be obtained from the Resourcing Team.

Debts – You must not have any wilfully undischarged debts (e.g. County Court Judgements/Bankruptcy). This does NOT include mortgages, hire purchase, student loans or other loans. You must not have any existing County Court Judgements (CCJs) outstanding and must not be the subject of a current Individual Voluntary Agreement (IVA).

BNP – If you are or have been a member of the BNP or a similar organisation your application may be rejected.

Driving Licence – You must hold a full UK/EU manual valid driving licence at the point of application. Should you hold a Full EU licence, this must be converted to a UK licence before we can make any formal offer of employment. Also as Lincolnshire police actively supports road safety initiatives and the robust enforcement of road traffic legislation, candidates must **not** have nine penalty points or more at the time of submitting an application form or at any point throughout the recruitment process.

Previous applications - You must not have been unsuccessful at a Police SEARCH assessment centre with any Police Force within the last six months at the point of application- if you have been unsuccessful you must wait six months from the date of your assessment centre before you can apply again.

The Recruitment and Selection Process

There are seven stages of the recruitment process which all applicants must go through. Each is detailed below:

Stage 1 Application

You are required to complete an application, which will be assessed in line with Home Office criteria.

Stage 2 Assessment Centre

If successful at the application stage, you will be invited to attend a one day assessment centre which is usually held at a Regional Assessment Centre in Coventry.

Stage 3 Interview

If you meet the required pass mark at the Assessment Centre you will be invited for an interview. The interview panel will be serving members of the police force.

Stage 4 Fitness Test

If successful at the interview stage you will be invited to attend a fitness test at Headquarters.

Stage 5 Medical Examination

If successful at the Fitness Test you will be invited to a compulsory medical examination at our Occupational Health Service.

Stage 6 Vetting & References

Should you meet the medical requirements we will conduct vetting and security checks on you and your close family. You will also be required to provide a DNA sample and have your fingerprints taken, which will be screened on the National Database. This is known as 'Biometric Vetting'. We will also obtain references covering the previous ten years of employment/education history.

Stage 7 Offer of Appointment

Once you have satisfied all the required criteria we will be in a position to offer you an appointment to the Force, on an upcoming intake.

Drug Testing

Please note candidates may be subject to random drug testing at any point throughout the process.

Please note that the whole recruitment process can take 9 months on average. However, there are times when the process incurs long waiting periods due to available assessment centre dates and intake start dates.

Remuneration Package

The payscale for police constables is as follows:

Pay Point	Salary
0	£22,155*
1	£22,896*
2	£23,981
3	£24,975
4	£26,016
5	£28,098
6	£32,292

***New constables will start on a salary of between £22,155 and £22,896 depending on skills, experience and local recruitment needs.**

Posting on Appointment

If you are successful through the selection stages you will be required to serve anywhere in the County. You will be posted to a station where there is a vacancy at the time of appointment and you will be required to serve your two year probationary period at this station.

Uniform

You will be provided with a full uniform by Lincolnshire Police once you have been offered an appointment. Uniforms are available which reflect an individual's faith and culture. You will be expected to provide your own footwear, and you will be issued with guidance on what is appropriate footwear.

Shift Work

All officers will be required to work shifts once appointed, which total an average of 40 hours per week over a ten week period. Shift patterns consist of early, late and night shifts, and the first four weeks of an example shift pattern can be found on the next page.

Week	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
1	07:00 – 17:00	07:00 – 17:00	16:00 – 02:00	16:00 – 02:00	21:00 – 07:00	21:00 – 07:00	RD
2	RD	RD	RD	07:00 – 17:00	07:00 – 17:00	17:00 – 04:00	16:00 – 02:00
3	23:00 – 07:00	23:00 – 07:00	RD	RD	RD	RD	07:00 – 17:00
4	07:00 – 17:00	16:00 – 01:00	16:00 – 02:00	23:00 – 07:00	21:00 – 07:00	RD	RD

The timings are shown on a 24 hour basis and RD illustrates a Rest Day (non-working day). Please note that this is a sample only and does not necessarily reflect the shift pattern that you would work, should you be successful.

Training

The Initial Police Learning and Development Programme (IPLDP) is completed over 2 years and is known to Student Officers as their probationary period. The programme has been quality assured by independent assessors and to National Standards, which is then delivered locally in Lincolnshire.

The Student Officers are trained in knowledge and understanding during this programme against 22 National Occupational Standards and then assessed against 10 units in the Diploma in Policing in the operational workplace. The programme is both community focussed and appropriate training is given to develop skills and knowledge in order to become a competent Police Officer.

The programme is broken down as follows:

Phase 1 (2 weeks)

During this phase officers will learn about the Police Service and policing issues, including being formally attested as a Constable. This is a formal evening event, when officers' families and friends will have the opportunity to attend.

Phase 2 (4 weeks)

During this phase officers will gain an understanding of community policing and some relevant legislation. Officers will also benefit from a one-week community placement, where they will gain a valuable insight into community groups, partner agencies and identify how we can assist each other in our respective roles.

Phase 3 (18 weeks)

This is the longest of the initial three phases and contains the required theoretical knowledge, with opportunities to apply learning in practical scenarios, some of which will be in community settings. During this phase, core policing skills will be developed as well as the supporting knowledge and understanding, linked into several knowledge checks.



Phase 4 – (13 weeks)

During this phase officers undertake a standard driving course and receive tutoring in their workplaces from experienced officers. This phase is practically based, consisting of street patrol and other relevant attachments. Independent patrol is reached once officers have demonstrated their ability to deal competently with a number of pre-defined actions from the Police Action Checklist (PAC).

After this phase 4 then splits into 4 sub-phases which are:

- Phase 4a- a week of teaching which focuses on enhanced law.
- Phase 4b – 6 days in other departments to include PPU, RPU and Op Emerald.
- Phase 4c – a 6 week attachment into CID
- Phase 4d – Undertaking initial pursuit driver training and a further 2 days of law training

As part of the training officers have to undertake 68 weeks independent patrol – when they have been signed off “safe and lawful” by their tutor and Sergeant, during which time they will also work towards gaining their Diploma in Policing.

To gain the Diploma, student officers have to provide evidence that they meet the standards required across 10 Diploma units including statement taking, arresting and communication.

Career Development

After you have completed your two-year probationary period and have successfully been confirmed into the role of police constable, you will be eligible to apply for more specialised roles or for promotion to the rank of Sergeant.

Example of these specialist roles are as follows:

- Authorised Firearms Officer
- Roads Policing Unit
- Dog Handler
- Tactical Support Team
- Collision Investigation
- Public Protection
- Economic Crime
- Intelligence
- Domestic Abuse
- Community Beat Manager
- Criminal Investigation (CID)
- Cyber Crime



Frequently Asked Questions (FAQs)

I have a criminal conviction. Will this affect my application?

Unfortunately there isn't a definitive list of what will and won't affect an application to the Police Service; each individual case will be treated on its own merits. Consideration will be given to what the offence was, the individual's age at the time of an offence and the circumstances surrounding the offence.

Can I apply to more than one Force at a time?

No, Home Office Guidelines state that you can only apply to one Force at a time.

Can I transfer an application from another Force?

If a recruitment campaign is open, then yes you can transfer your application from another Force as long as you meet certain criteria. You should contact the Resourcing Team to discuss your individual circumstances.

Can I apply for the role of Special Constable and police officer at the same time?

Yes, the two processes are separate so you can apply for both roles at the same time.

Can I choose where I will be posted?

You will be asked which District of Lincolnshire you would prefer to be posted to, however we cannot guarantee that this is where you will be offered. Postings are allocated according to the operational needs of the Force at the time of recruiting. You will remain posted to the station you are allocated throughout your two year probationary period.

Where does the training take place?

For the first three phases of your training, you will be posted to Force Headquarters in Nettleham, just outside Lincoln. Following your

initial training at Force Headquarters, you will then be posted to your station during your tutor phase.

I have a medical condition, will I be rejected?

Police Officers are covered by the Equality Act 2010, and we welcome applications from individuals who may have a medical condition or disability. You must however be able to perform the role of police constable, which will be determined by the Occupational Health service. If you are successful at all stages of the selection process, you will be invited for a medical appointment where your individual circumstances can be discussed in more detail with a medical professional.

When will I be starting with the Force?

Once you have been successful at all stages of the selection process, you will be placed in a 'pool' which will be drawn from for upcoming intakes. Priority will be given to those who have shown preference to areas where there are vacancies, which is normally the East of the County.

The police officer role is not for me - what other opportunities are there to join Lincolnshire Police?

There are a number of police staff roles within Lincolnshire Police, and a whole host of volunteer opportunities including the Special Constabulary, Volunteer Police Community Support Officers and Police Staff Volunteers. More information can be found on our website.

How can I find out more information?

More information about the roles available, current vacancies and the recruitment process can be found on our website at <https://www.lincs.police.uk/about-us/join-us/>

If you have any questions about joining Lincolnshire Police, the Resourcing Team can be contacted on 01522 558235 or at resourcing@lincs.pnn.police.uk