



POLICE OFFICER RECRUITMENT

There are now more ways to become a Police Officer than ever before.

Stakeholder Guidance.

On 25th July 2018, South Wales Police will become one of the first in the country to introduce three new police constable entry routes. These new routes will replace the traditional method, which involved completing the Certificate in Knowledge of Policing through a College of Policing Approved Provider before undertaking the Initial Police Learning and Development Programme (IPLDP)

Through these new routes, we are hoping to attract talent from a broad range of backgrounds, with a range of skills who will help us achieve our vision; to be the best force in country at listening and responding effectively, to the needs of our communities.

We are also hopeful it will help us to achieve our ambition of a workforce that is truly representative of the communities that we serve.

More about the new Police constable entry routes.

Route 1

PRENTISIAETH APPRENTICESHIPS

The Police Constable Degree Apprenticeship (PCDA) is a 3-year professional degree apprenticeship. Upon completion, successful candidates will achieve a Degree in Professional Policing Practice. To apply for the PCDA entrants must have achieved a Level 3 qualification (A level or equivalent) or have successfully complete the online competency based assessment. The force covers all fees relating to this entry route.

Route 2

DEILIAD GRADD DEGREE HOLDER

The Degree Holder Entry Programme (DHEP) is for those who already hold a degree in any subject area. This is a two-year academic and practice-based programme. Upon completion, successful candidates will also achieve a Diploma in Professional Policing Practice. The force covers all fees relating to this entry route.

We anticipate that the first entrants for both of these new routes will join the force in September 2018.

Their training will cover areas that are critical to effective policing in the 21st century, such as evidence-based policing, supporting vulnerable people, and dealing with cybercrime and crime prevention.

Entrant must be aged between 18 and 55.

Those recruited onto either programme will be a police officer from their first day on the job.

Route 3

GRADD CYN YMUNO PRE JOIN DEGREE

Coming soon

The Pre-join Degree in Professional Policing Practice is for those who choose to complete the degree at a Higher Education Institution of their choosing, at their own cost. Candidates recruited via this route will also undertake academic and practice based training to develop specific skills, assessed against national assessment criteria and operational competence.

To assist potential providers of the pre-join degree and those who may be interested in following this route, the College of Policing have published a document, which answers many of the questions you may have relating to the process.

We will also publish more information concerning this particular route as it becomes available. We anticipate that universities will start to offer the pre-join undergraduate degree in policing from September 2019.

More information in relation to all of these entry routes is available on the College of Policing website or [here Policing Education Qualification Framework \(PEQF\)](#)

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How much will Apprentices and Degree Holders get paid?

The starting salary for both routes is £19,971. For Apprentices and degree holders this will increase incrementally each year to £25,224 at the point of qualification, with the potential to rise to £38,382 as a constable. Salary information may be subject to change.

More about the Police Education Qualification Framework.

Police Officers make difficult decisions, which affect the public every day. They face complex problems, often in dangerous situations, with growing demands from digital investigation and vulnerable people.

The new framework recognises constables operate at a level where they take personal responsibility for decisions in complex, unpredictable environments.

Existing serving officers operating at that level have learned on the job and completed additional training. We want that training to be formally recognised for the level of expertise they reflect.

That is why we are also working with all the main organisations in policing to introduce new recruit training programmes.

We will also be providing current serving officers with the opportunity to turn their prior learning into qualifications if they want to.

More information is available on the College of Policing Professional Development website.

How is this being funded?

The underlying funding arrangements for the PEQF is through the National Apprenticeship Levy and this remains the mechanism for Police Services based in England and potentially for those in Wales.

Through active discussions with Welsh Government and the Home Office, interim arrangements have been agreed, making available a special grant to cover the costs of implementation during 2018/19 along with a longer-term commitment going forward.

Your Questions Answered

We have tried to anticipate and respond to as many of the questions we think our partners and communities may have concerning these new routes. The answers to those frequently asked questions can be found on our website.

If you cannot find what you are looking for please feel free to email:

HR-RECRUITMENT@south-wales.pnn.police.uk

or contact us on 01656 655 555 ext 70123

Here's some more myth-busting facts

Here are some helpful answers to some of the most common myths concerning these new routes to join us.

- You do not need a degree to apply for the Apprenticeship.
- The Apprenticeship is not just for 18-year-old school leavers. We are particularly keen to attract individuals with more life experience, who may be from under represented BAME communities. Those who may have a background in working with vulnerable people, or who may have served in the Military. We would also strongly encourage those who are able to speak the Welsh language to apply.
- Existing officers and staff will not be required to gain an educational qualification in order to stay in their role. The Recognised Prior Learning process has however been introduced for those already working in policing, if they wish to gain recognised and transferable qualifications.

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