

I would like to request the structure of your current police officer recruitment process, and the order in which the stages progress.

Could you also please include whether the stages are being run inside of force, or outsourced to other organisations (which organisation is not important).

Could you also include if those stages are designed internally, or if you have used external consultants or agencies to assist with their design (again, which companies are not important).

I am not seeking details on the content of the exercises, just the actual structure of the process itself. An example would be:

Stage 1 - Application Form, run by Human Resources, designed in-service

Stage 2 etc.

Stage 1 – Advert - Application Form, run by and designed by Recruitment

Stage 2 – Sift – Review Tattoos, residency, right to work, age, qualifications – run by Recruitment

Stage 3 – National Sift – run by the College of Policing

Stage 4 – Invite to Assessment Centre and Invite to 1:1 Outreach Support or A/C Workshop with Recruitment Outreach team run by and designed by Recruitment

Stage 5 – Assessment Centre – run by the College of Policing

Stage 6 – Invite to in-force Interview – run by Recruitment Team – Interview questions designed internally with use of the College of Policing Competency and Values Framework (CVF)

Stage 7 – Attend in-force interview run internally

Stage 8 – Background checks – run by Recruitment (references), Vetting, Health and Fitness Team and Occupational Health