Deprivation Statistics

- The most deprived 10% of areas in England had crime rates 83% higher than the most affluent areas.
- If a boy has a father with a criminal conviction, there's a 70 percent chance he'll end up with one too. And if it's a mother and daughter, the chances are higher.
- Nearly one in three people aged 65+ worry about being affected by crime.
- Children growing up in social housing are 37% more likely to become victims of crime.
Police Now National Graduate Leadership Programme

• We place graduates as a fully warranted and attested Neighbourhood Police Officer in an area that is most likely to be challenging and deprived for the duration of the two years.

• A two-year programme for graduates who have received, or are predicted to receive a 2:2 starting in July 2019.
Our Mission

Police Now’s mission is to transform communities, reduce crime and increase the public’s confidence in policing, by recruiting and developing an outstanding and diverse group of individuals to be leaders in society and on the policing frontline.
Key facts about Police Now

- Police Now is not a fast track scheme – it is a leadership programme
- Participants stay in the same role as a neighbourhood police officer for two years
- The basic starting salary is usually £23,124 with some forces up to £29,859 depending on where they are geographically placed.
- Police Now officers are not on a two year fixed-term contract
Who are our partner forces for 2019?

- Avon & Somerset Constabulary
- Cambridgeshire Constabulary
- Derbyshire Constabulary
- Essex Police
- Greater Manchester Police
- Hertfordshire Constabulary
- Kent Police
- Merseyside Police
- Metropolitan Police Service
- Northumbria Police
- South Wales Police
- Staffordshire Police
- Surrey Police
- Sussex Police
- Thames Valley Police
- Warwickshire and West Mercia Police
- West Midlands Police
The Programme: Learning and Development
Summer Academy

• 6 week intensive training course
• 25 Assessments completed over the duration of the Summer Academy
• Fast paced, dynamic and intense
• Visiting Fellows
• Training the whole person
• Adult Adult learning environment
• Train through the event, not to the event
28 Day Immersion Period

- Each Police Now participant will be paired with a PC mentor who is selected by the force.

- The mentor will support them during this critical transition period on a one-to-one every shift.

- The participant will work with their mentor to develop their ability and confidence and general policing skills.

- A checklist will need to be completed by Police Now participants during this period.
Leadership Development Officer

- Supports, coaches and guides participants through the programme
- Meets with their participants at least every 4 months to complete their Personal Development Plan
- Main point of contact for participant’s line manager and wider police family
- Co-ordinates skills sessions and 100 Day Impact Events
Personal Development Plans

- Written record of the participant’s strategic objectives and agreed actions
- Encourages participants to deliver on ambitious and innovative plans for their communities
- Participants are held to account on the delivery of measurable outcomes
- Identity's participant’s strengths and areas for development
100 Day Impact

• This work focuses on the most impactful thing they have done in their neighbourhood

• Each participant showcases their work through a variety of formats including presentations, videos and blogs

• The events provide an opportunity to share best practice with colleagues and the wider policing community
Beyond The Programme

Remain as Neighbourhood Constables

Lateral Transfer or Consider Promotion.

Exit Policing and Act As Ambassadors

POLICE NOW ALUMNI
What makes us different?

- Marketing, diversity and inclusion strategy, recruitment process and training programme are all award winning. We have received 20 awards in total!
- Leadership Development Officers; mentoring, coaching, development and support to participants for the duration of the two years. Skills session and 100 day impact events which are assessed, help participants to self-assess their progression.
- Access to a peer network of colleagues and previous cohorts of Police Now officers, who can support and teach each other with innovative and evidence-based policing skills and tactics.
What makes us different?

• Six-week intensive training course, taught by serving front-line police officers and subject matter experts, so what you learn in the classroom is the most accurate and up-to-date information available, straight from the front-line.

• The opportunity to train alongside, and learn from, police colleagues from a number of police forces around England & Wales, where innovation and best practice can be shared and discussed.

• Two year probation in Neighbourhoods.

• Secondment opportunities – different industries and interests. Corporate, government and areas of the Police.

• Unique opportunities after you complete the two year programme, such as support and mentoring for the fast-track Inspector scheme, qualifying as a DC, Flight 15.
Our selection process 2018-2019
What are we assessing against?

College of Policing Competency and Value Framework

- We are innovative and open-minded
- We are emotionally aware
- We take ownership
- We collaborate
- We deliver, support and inspire
- Transparency
- Public service
- Integrity
- Impartiality
The Recruitment Process 2018-2019

August - March

- Application form and Situational Judgement Test
- Numerical and Verbal Reasoning Testing
- Screening
- Video & Job Insight
- Coaching
- Assessment Centre

November - June

- Medical assessments
- Fitness tests
- Vetting checks
- Spring Induction
- References
- Final Offer
The Recruitment Process 2018-2019

- GCSE grade C or above in English Language (or equivalent)
- No UCAS points requirements
- Working towards or have achieved a 2.2 at undergraduate degree
- Resided in the UK for the last three years (year abroad exempt)
- Indefinite leave to remain and work in the UK
- Force specific eligibility criteria
- Situational judgement test
The Recruitment Process 2018-2019

- Adaptive content to mirror performance
- No time limit per question
- Improved candidate experience
- Proven to have no adverse impact on gender
The Recruitment Process 2018-2019

- Online scenario-based assessment, designed around the strengths required to be successful as a Neighbourhood Police Officer and to provide a realistic preview into the role

- What is a strength? By definition, a strength is something you do regularly, well and enjoy. Focuses on genuine motivation and energy

- Every candidate must watch a coaching video before they complete the video & job insight with hints and tips
The Recruitment Process 2018-2019

Question 1 of 6

You are patrolling the high street in the central street of your neighbourhood. You notice someone sitting in the doorway of the local supermarket. The individual is in scruffy clothing and sitting in a sleeping bag. You suspect they may be begging for change from passers-by.

What would you do?

Multiple Choice

- [ ] Speak to the staff in the supermarket before addressing the individual. You want to warn them that you are aware of this individual or known subject.
- [ ] Don’t take any immediate action but make a note to check if the individual is still there tomorrow.
- [ ] Immediately talk to the individual to find out why they are sitting in front of the supermarket. If you can offer them any help.
- [ ] Leave them alone for now. There haven’t been any reports made about the individual and they don’t seem to be disturbing the customer.
- [ ] Return to your station and ask colleagues if they are aware of this individual. You don’t want to disturb the individual if a Police Officer has already spoken to him.
The Recruitment Process 2018-2019

- Half day (AM or PM)
- Located in Liverpool St, London
- Expenses for travel/accommodation
- Breakfast or afternoon tea
- Coaching
- Role play
- Strengths-based interview
- Virtual reality
The Recruitment Process 2018-2019

- Begin pre-employment checks straight after conditional offer
- Medicals and fitness undertaken in each force
- Security vetting online by force
- References taken from April by Police Now
- Post-offer engagement plan
Contact us graduates@policenow.org.uk