

# Police Officer Recruitment



**Help make a difference in our communities.**

**Join Us**

**#findyourbeat**



Find  
your  
beat

# Our Organisation

- Formed in 1974, covers 647 square km and population of around 1.5 million people
- Areas covered include Liverpool, Sefton, Wirral, St Helens, Knowsley
- Over 6,000 staff across varied disciplines in the following areas:-
  - *Investigations and Intelligence*
  - *Response and Resolution*
  - *Local Policing and Criminal Justice*
  - *People Services – often known as Human Resources*
  - *Resources – Finance, Procurement, Estates, Vehicle and Fleet Management, ICT*



*Find  
your  
beat*

***Working as ONE TEAM to put the needs of our communities first  
in everything we do***

- ***Preventing Crime***
- ***Protecting People***
- ***Pursuing Offenders***

# Our Benefits

- A competitive salary and local government pension scheme
- Job Security
- A competitive annual leave entitlement, rising in line with length of service
- A full range of family leave such as Maternity, Shared Parental, Adoption leave and Paternity pay subject to eligibility
- Policies that support a healthy work life balance such as Flexible working, Flexi time, Career break and Flexible retirement
- A first class Health and Wellbeing provision offering services such as : Occupational Health, Counselling, Mindfulness Programme
- Culture of personal development by providing a clear framework and CPD opportunities to support progression of our future leaders
- Option to join a Trade Union
- Salary Sacrifice Schemes such as : Tusker car scheme, Childcare vouchers , Cycle to work scheme
- Lifestyle benefits such as : Blue Light Discount Card Scheme, O2 benefits & discounts , Free eye test & glasses discount (will write more), Emergency Services discount
- Opportunity to join Networks, associations and support services

# Initial Sift by Recruitment

When your application is received we will check the following areas:

- **Residency Status** – Applications must pass our 3 year residency rule to enable us to vet you. You must also be free to live and work in the UK without restriction.
- **Travel** - Applicants who have travelled during the previous 3 years for up to period of 12 months must have had a permanent UK address during this time and provide details of their travel when asked. If an applicant has travelled for longer than 12 months in the last 3 years, although this may not automatically preclude you from applying your application would require further consideration.
- **Age** – Applicants must be at least Age 18 upon appointment – you can apply from the age of 17.
- **Membership to Unacceptable Groups** (i.e. BNP)
- **Financial Position / Cautions & Criminal Convictions**
- **Tattoos** – Any discriminatory, crude or offensive, or show alignment to an unacceptable groups will not be allowed. The placement of any other Tattoos will be considered.

# PEQF - New Entry Routes

**Apprenticeship**. • minimum qualifications required level 2 qualification in Maths and English (GCSE Grade 9 - 4 or equivalent) • three years probationary period • academic costs of a degree in Professional Policing Practice are covered • apprenticeship programme is provided by Liverpool John Moores University and Merseyside Police • starting salary will be £24,780

**Degree-holder entry**. must have achieved a degree level qualification in any subject area If you have a degree in any subject • two years probationary period • academic costs of a graduate diploma in professional policing practice covered • programme is provided by Liverpool John Moores University and Merseyside Police • starting salary will be £24,780

**Pre-join degree** (only available from 2022) If you want to study first, you can do a three year degree in professional policing at your own expense, and then apply to a force and follow a shorter on-the-job training programme.

**For all entry routes - you will work in the role of an operational police officer receiving on the job learning, whilst studying and earning a wage – this is demanding and you must be prepared for some hard work.**

# What is Positive Action?

**Positive action is a strategy which seeks to level the playing field for under represented groups.**

**Firstly and most importantly we recognise that everyone is different and therefore we will assist individuals according to their needs. Some examples of what we can provide includes:-**

- **Assistance with implementing Reasonable Adjustments.**
- **Advice and guidance with an application form.**
- **Insight into the Online Assessment for Police Officers**
- **Insight into the Interview process / practice.**

# Why is it important that we have a Diverse Workforce?

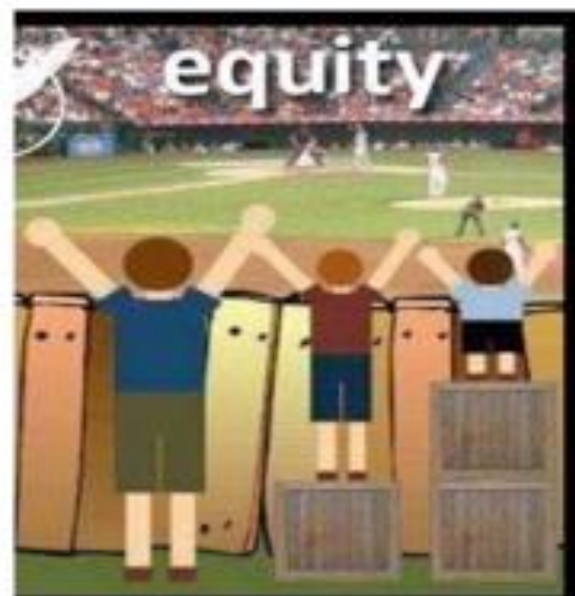
- **A diverse workforce which includes a range of perspectives can improve creativity and problem-solving, resulting in better decision making.**
- **Putting our community first – a diverse workforce will help us to understand the diverse needs of our communities and be able to adapt accordingly.**
- **Increased organisational reputation – Restore and improve public confidence – we start to represent those we protect**
- **A good reputation attracts talent from all communities and creates better community cohesion.**
- **Valuing Diversity will enable Merseyside Police to recruit and retain the best people for the job.**



# It's not about giving an unfair advantage



**Equality** Is about **sameness**  
promoting fairness by giving  
everybody the same thing



**Equity** Is about **fairness**  
making sure people have what they  
need to access to opportunities

*No applicant will ever get offered a position because they have had positive action support, they will only get the position because they are the **best candidate**.*

# Who is Eligible for Positive Action?

The Equality Act states that positive action can be used to address under-representation.

Within Merseyside Police the following groups / communities are under-represented in **Police Officer Roles**

- Females
- Black, Asian, Minority, Ethnic
- Disabled (If you have a disability which would still allow you to fulfil the role such as dyslexia)
- Gay/lesbian / bisexual,
- Transgender,
- Minority religions, e.g. Muslim, Hindu, Jewish, Sikh.

However in some roles/departments (mainly Police staff roles) Males are underrepresented and we use positive action here too.

**Constable Dawn Devanna, Diversity Equality and Inclusion Team**  
**Chief Inspector Cassie Cunningham, Diversity Equality and Inclusion Team**

**Please keep a check on our website for when the Police Officer Recruitment information**

[www.merseyside.police.uk](http://www.merseyside.police.uk)