



POLICE CONSTABLE: PCDA AND DHEP ENTRY ROUTES

#TeamNP



**NORTHUMBRIA
POLICE**

There has never been a more rewarding time to be part of policing and the public service it provides. Northumbria Police are looking for individuals who share our vision to deliver an outstanding police service; working with our communities to prevent crime and disorder and protect the most vulnerable people from harm.

There is no doubt that officers, staff and volunteers are currently working during challenging times. But challenges inevitably bring opportunities and add to the adventure of a role that is anything but boring, much needed and

hugely rewarding. It is a real privilege to serve the communities of the North East and we want people who are passionate about making a real difference to come and work with us.

Recent public insight shows trust and confidence in Northumbria Police is extremely high and we have long been a national leader in this essential assessment of effectiveness. As part of our local policing family, successful applicants will have the ability to play an active and very personal part in ensuring we provide all the communities we serve with an outstanding service.

If you want to lead the way in a Force that is committed to delivering the highest levels of public service and the highest levels of support and wellbeing to its workforce, then a career in Northumbria Police could well be the place for you.

Good luck and very best wishes to anyone who seeks to take their first steps on the journey towards a hugely worthwhile career in policing.

Chief Constable
Winton Keenen


INTRODUCTION

“

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We're incredibly proud to serve a population of 1.5 million in Northumbria. Within our 2,000 square mile region we've more than 100 miles of award-winning coastline, vast areas of countryside and two vibrant cities.

There is nowhere quite like it to live and work.

OUR REGION



NORTHUMBRIA POLICE

Northumbria Police is one of the largest and top performing police forces in the country, serving a population of 1.5 million people from a wide range of various communities, covering an area of more than 2,000 square miles.

Northumbria Police is dedicated to working with communities and preventing harm in the communities within the North East of England.

There are around 5,390 people working at Northumbria Police and 420 more who contribute by volunteering for one of our various volunteer schemes. All work together to form one professional team who are dedicated to reducing crime across the North East and committed to working with partner organisations and the public to make a real difference in local communities.

AREA COMMANDS

Northumbria Police provides a comprehensive policing service to communities across the North East via three Area Commands – Northern, Central and Southern. Between them, they cover the local authority areas of Newcastle, Gateshead, South Tyneside, North Tyneside and Sunderland – which are all predominantly urban – as well as Northumberland, which has both urban and rural areas.

Each area command has a Chief Superintendent who operates at a strategic level, working with partners, and is divided into policing sectors which have both response and neighbourhood policing teams.

OUR MISSION, VISION & VALUES

OUR PURPOSE

Keep people safe and fight crime.

OUR VISION

**Deliver an outstanding police service;
working with communities to prevent crime and disorder
and protect the most vulnerable people from harm.**

OUR VALUES

Determined.

Nobody is more determined than us to keep our communities safe.

01



Supportive.

A supportive, inclusive culture is everything to us. Full stop.

02



Passionate.

Our region is amazing. It's in our DNA to be passionate about what we do.

03



Dynamic.

We are brave and bold. We are dynamic in our thinking so bring on innovation!

04



Proud.

We are a team like no other. Proud of who we are and what we do.

05



IN A TYPICAL DAY

Northumbria
Police:

Handles
629
"999" calls

Records
154
sets of fingerprints

Deals with
1539
incidents

Travels
44000
miles

takes
39
DNA samples

Makes
187
arrests

Investigates
207
crimes

Receives
3395
phone calls

MEET SOME OF THE TEAM



PC Joshua - Logan Ross

These courses give you the balance of learning the theory and knowledge needed on the job but also giving you the chance to put that training into action in communities.

Personally I learn better from doing a role than in a classroom so the balance is perfect for me and the fact I get paid a full-time salary whilst learning is even better.

You're an officer from day one of the course and instantly part of the team, helping catch criminals and supporting victims and the public.

Having a degree at the end and already being embedded within the organisation and the role and be able to continue my development throughout my career – is fantastic.



PC Edwin Raja

Having these two entry routes provides officers with a great opportunity, you can earn while you learn on both. You start helping people straight away and is a fantastic hands-on way of picking up the role.

There is a lot to learn on the courses but you get a great amount of support along the way from the team and wider organisation.

Knowing you are going to come out of it with a qualification and none of the debt as well as having trained in all the skills needed to be a police officer is amazing.

It is a great way to start your policing career.



PC Rina Varghese

I made the decision to become a police officer a little bit later in life than most but that hasn't held me back.

Having entry routes like the PCDA or the DHEP course enables officers to get the training they need for the role while still earning money to provide for themselves and their family.

In Northumbria Police you're really encouraged to bring your whole self to the role. I speak a number of languages and this really helps me engage with the communities we serve and provide them with the best possible service and support.

WELLBEING

In Northumbria we are passionate about where we live, what we do and the strong sense of belonging our communities share.

We believe an inclusive workforce with people from diverse backgrounds and diverse skills and knowledge makes us stronger. We have a range of opportunities to suit you and your needs and we take work-life balance seriously here at Northumbria Police. Creating a great place to work is fundamental for us and our support associations are part of this wider commitment.

Available to all of our staff and volunteers they are here to support your wellbeing and assist in pursuing your career ambition. They include Women in Policing, the LGBT+ Association, the Northumbria Police Ethnic Minorities Association, the Christian Police Association and the Disability Association.

Likewise, taking care of your physical and mental wellbeing is incredibly important for us. We continue to invest in trained mental health first aiders onsite, an employee advice service offering 24/7 access to trained counsellors and a peer-led support programme. We have a keen focus on continuous professional and personal development.

The decision is therefore yours as to how far a career with us can take you.



POLICE CONSTABLE DEGREE APPRENTICESHIP (PCDA)

What is it?

The Police Constable Degree Apprenticeship (PCDA) is an academic and professional programme jointly delivered by officers from Northumbria Police and academic staff from Northumbria University. You'll receive practical on-the-job learning alongside academic theory and knowledge while earning a wage. What's more, you'll be a police officer from your first day on the job.

What will I earn and cost?

The academic costs of this degree are covered by Northumbria Police.

Whilst you are studying you will also be paid a salary of £24,780.

This will rise each year as you gain the relevant skills and experience, for more information please refer to the pay and benefits page

What's involved in the PCDA?

This three year work-based programme combines practical "on the job" with training academic learning, based on a national policing curriculum.

Your training will start with an initial period of classroom-based learning at Northumbria University before undertaking the majority of your training on the frontline alongside your experienced colleagues. You'll be fully supported in putting your classroom based learning into practice as part of your operational duties.

Your learning will cover a wide range of policing topics including officer safety training, emergency life support, safeguarding, crime investigation and operational policing skills.

Upon successfully completing all elements of the PCDA, including operational and academic assessments, you'll be awarded a BSc (Hons) degree in Professional Policing Practice and will become a fully qualified substantive police officer.

What hours will I be working?

Whilst studying at the university you will work Monday-Friday 9am to 5pm, and when you are deployed in one of our area commands you will work a variety of shift patterns in line with our requirements for 40 hours a week.

Your career opportunities after the PCDA

After you have successfully completed your PCDA you have the opportunity to specialise, whether this be in a Neighbourhood Policing Team where a more collaborative community approach is required or as a detective, investigating more complex crime.

The detective role is varied and includes Major Crime Investigation (Homicide, & Cyber Crime), Intelligence (Priority & Organised Crime and Special Branch) and Safeguarding (Child Abuse/ Protection of Vulnerable adults, Rape and Multi Agency Risk Assessment roles).

Other specialist roles could also include Motor Patrols, Firearms, Mounted, Marine, Airport Policing and Dog Handler.



DEGREE HOLDER ENTRY PROGRAMME (DHEP)

Who is it aimed at?

Degree holders – or students within the final year of study for a degree – can apply to our Degree Holder Entry Programme. You can have a degree in any subject area.

In addition to the general requirements to join as an officer, applicants for the DHEP programme must have Level 2 qualifications in both English and Maths. For example a GCSE or iGCSE at grade C (level 4) or above, Functional Skills Level 2, Key Skills Level 2 (Communication and / or Literacy) or Adult Numeracy / Literacy Plus.

What is it?

The DHEP is another entry route through which you can become a qualified police constable. At the end of the two year practical programme, you can earn a Graduate Diploma in Professional Policing Practice whilst embarking on a rewarding career with #TeamNP.

DHEP is a level 6 programme, jointly delivered by Northumbria officers and academic teams at Northumbria University. This partnership gives you practical on-the-job learning alongside academic theory.

You will be employed as an officer from day one, making a difference to our communities, and earning whilst you're learning.

What will I earn and cost?

The academic costs of this programme are covered by Northumbria Police.

Whilst you are studying you will also be paid a salary of £24,780.

This will rise each year as you gain the relevant skills and experience, for more information please refer to the pay and benefits page

What's involved in the DHEP?

Your training will start with an initial period of learning at Northumbria University, before undertaking the majority of your training on the frontline alongside your experienced colleagues. You'll be fully supported in putting your classroom based learning into practice as part of your operational duties.

Your learning will cover a wide range of policing topics including officer safety training, emergency life support, safeguarding, crime investigation and operational policing skills.

To help you navigate the challenges of 21st century policing, you'll also look at issues like:

- Evidence-based policing
- Decision making and discretion
- Criminology and crime prevention
- Pro-active approaches to vulnerability, risk and public protection; and modern policing trends such as digital policing.

You will be contracted to 40 hours per week.

Upon successfully completing all elements of the DHEP, including operational and academic assessments, you'll be awarded a Graduate Diploma in Professional Policing Practice and will become a fully qualified substantive police officer.

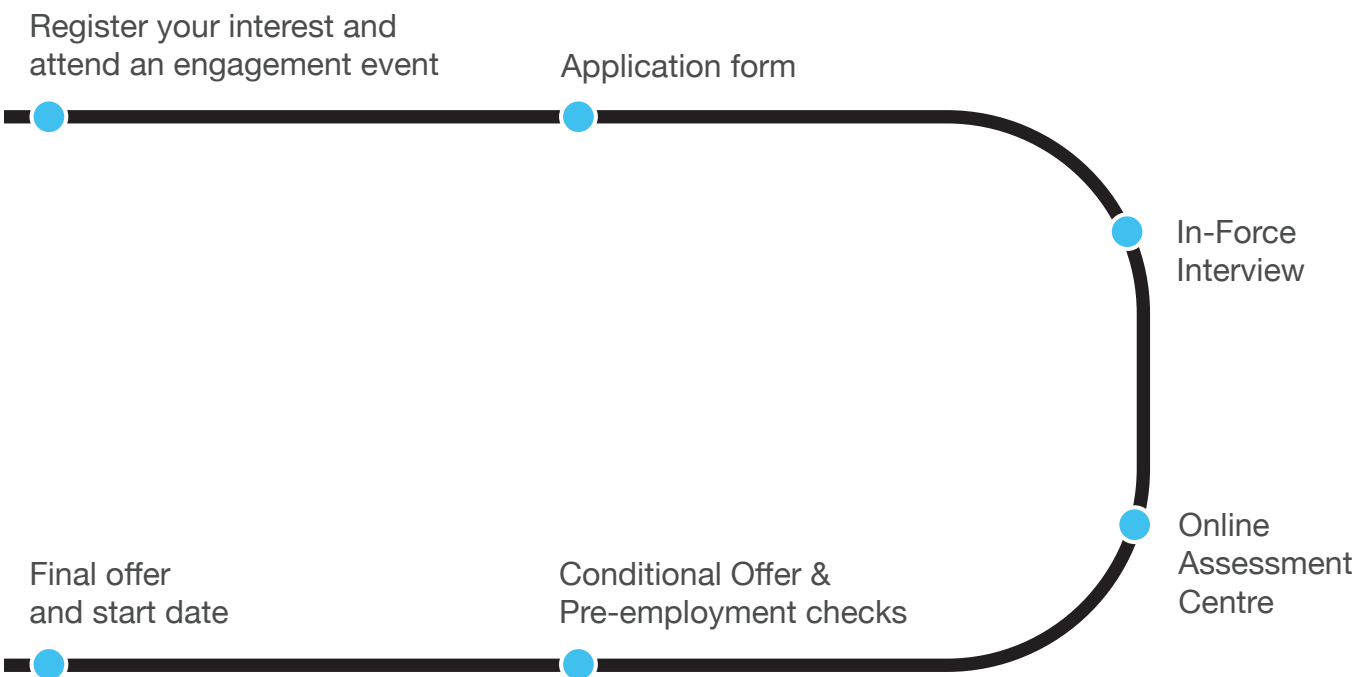
Your career opportunities after the DHEP

After you have successfully completed your DHEP you have the opportunity to specialise, whether this be in a Neighbourhood Policing Team where a more collaborative community approach is required or as a detective, investigating more complex crime.

The detective role is varied and includes Major Crime Investigation (Homicide, & Cyber Crime), Intelligence (Priority & Organised Crime and Special Branch) and Safeguarding (Child Abuse/ Protection of Vulnerable adults, Rape and Multi Agency Risk Assessment roles).

Other specialist roles could include Motor Patrols, Firearms, Mounted, Marine, Airport Policing and Dog Handler.

CANDIDATE TIMELINE



Register your interest and attend an engagement event

Our virtual engagement events will give you an insight into what working as a response officer on the frontline for Northumbria Police is really like. Speak to current serving officers and our recruitment team to find out everything you need to know ahead of submitting an application. The engagement events are held on different dates/times to ensure accessibility for all.

Application form

Our competency based application form will test how your current/prior work experience, education and life experience has prepared you for the role of a Police Officer with #TeamNP. Make sure you do your research about what makes us tick here at Northumbria and the values and behaviours that contribute to making a successful officer.

In-Force Interview

This is where we put your education, prior work experience and life experience to the test. It is also your opportunity to demonstrate what you would bring to the role and how you could make a difference if you were successful. As a force we run informative virtual sessions ahead of the in-force interview so you feel confident with the process.

Online Assessment Centre

The online assessment centre is administered by the College of Policing, you will conduct a series of virtual activities designed to test your ability to choose appropriate actions in situations that would be similar to those you may face as a Police Officer.

Conditional Offer & Pre-employment checks

Once you have passed all of the above stages, you will receive a conditional offer of employment, we will then guide you through the relevant pre-employment checks. This will include a fitness test, medical with our Occupational Health Unit, vetting checks, fingerprint & DNA samples and references. Our dedicated recruitment team will discuss and guide you through these checks in more detail.

Final offer and start date

Once all relevant pre-employment checks are completed we will discuss the start dates and the best entry route for you based on your education, qualifications and work experience, Northumbria Police has planned start dates for both the PCDA and DHEP entry routes across 2021 and 2022.



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