



Information pack
for Police Constable
Entry Programme
(PCEP)



Cheshire
Constabulary

CONTENTS

03

WELCOME FROM
CHIEF CONSTABLE

04

CHESHIRE AT
A GLANCE

05

MAP OF CHESHIRE
/ POSTINGS

06

ABOUT THE ROLE

07

JOB DESCRIPTION

09

BENEFITS

10

POLICE CONSTABLE
ENTRY PROGRAMME

13

SUPPORT

14

RECRUITMENT
TIMELINE

15

ELIGIBILITY
REQUIREMENTS

18

SELECTION PROCESS

24

FAQ'S

27

USEFUL LINKS



INTRODUCTION FROM THE CHIEF CONSTABLE

I would like to thank you for your interest in the post of Police Constable at Cheshire Constabulary.

Cheshire Constabulary is a first class organisation that is committed to achieving our ambition of 'Making Cheshire Even Safer'. In order to achieve our ambition, we must employ police officers and staff that are professional, dedicated and committed to serving the public.

This pack is intended to provide prospective candidates general information on Cheshire Constabulary, in addition to specific guidance that is intended to help you to understand the role that you have applied for and complete the application form.

Serving the public is at the heart of everything that we do, and our policing model is Neighbourhood Policing, where officers and staff will be connected with, based within and accessible to our communities. As a police officer in Cheshire Constabulary, you must treat everyone with respect and fairness, upholding the highest standards of integrity in order to secure the respect, trust and confidence of our communities.

We are an ambitious Constabulary and lead the way in adopting an innovative and problem solving approach, working with communities and partners to prevent crime and anti-social behaviour. We will ensure that you receive the necessary, training, support and equipment to enable you to meet the challenges of policing in the 21st century.

This is a unique opportunity for you to join a progressive Constabulary, work with a highly motivated and dedicated team, and achieve the satisfaction of making a real difference in serving the public and helping to make Cheshire even safer. Successful candidates will help Cheshire Constabulary to achieve my vision that; ***police officers, staff and partners will work together, as a team, to protect people that need us and serve our communities.***

I am delighted to provide recruitment opportunities to the wider community which enables Cheshire Constabulary to increase our diverse and representative workforce. Cheshire Constabulary is committed to Equality & Diversity and is keen to recruit people with a wide range of skills and experiences. We are particularly encouraging females, black and other minority ethnic, LGBT+ and those with a disability, who are currently under-represented within Cheshire Constabulary, to apply to join us.

Thank you for the interest, and I wish you every success with your application.

Mark Roberts

Chief Constable, Cheshire Constabulary



CHESHIRE AT A GLANCE

Cheshire has a population of just over one million people

The policing area of Cheshire covers 919 square miles with a strategic crossroads in the national motorway infrastructure

Cheshire consists of four unitary Borough Councils: Cheshire East, Cheshire West & Chester, Halton and Warrington

There are 440,000 households in the County with an average of 2.33 people per household

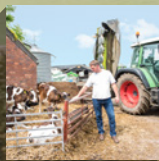
Whilst Cheshire has some highly affluent areas, there are also areas of multiple deprivation with pockets of deprivation in each of the four council areas

The population of Cheshire is predicted to rise by approximately 60,000 in the next fifteen years

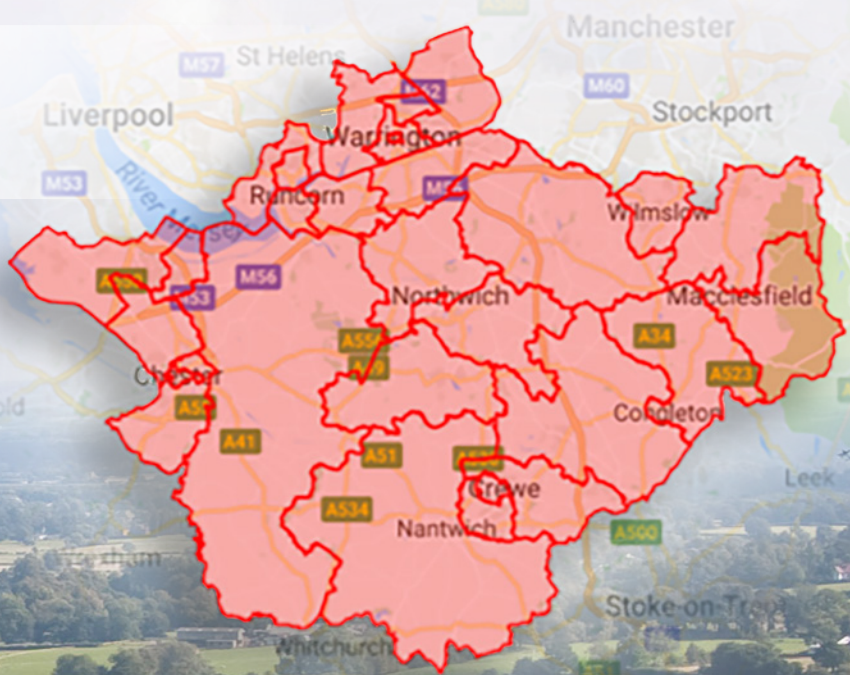
The county is home to 53,108 students

The average age of residents is 40.4 years

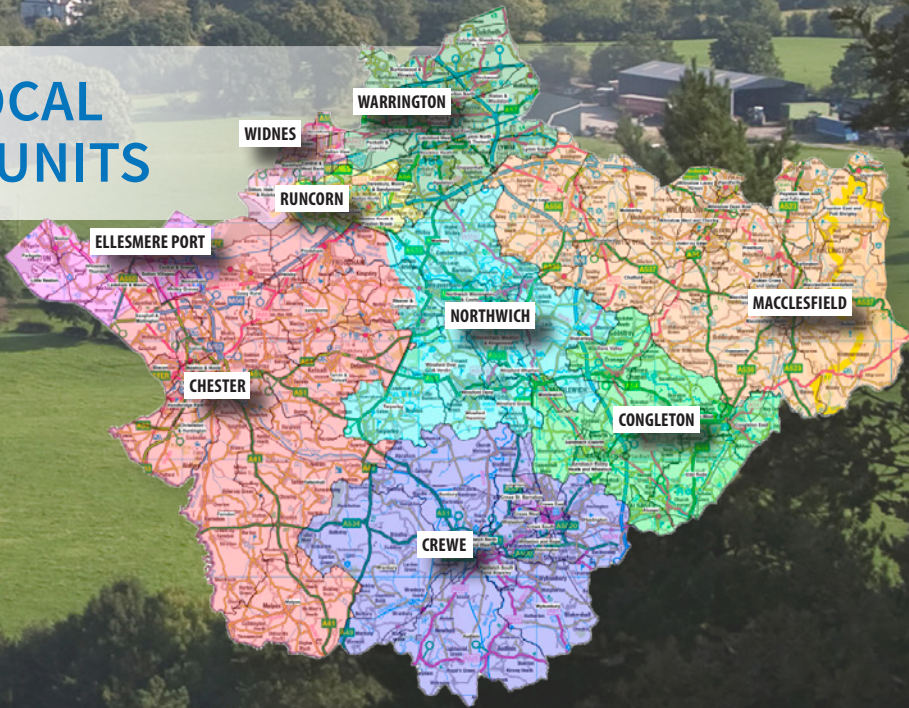
Cheshire covers an area of great diversity, with large rural expanses, areas of extensive heavy industry and a number of urban areas



MAP OF CHESHIRE



MAP OF LOCAL POLICING UNITS



ABOUT THE ROLE

The front line of the criminal justice system is a challenging place to be. Could you be there when Cheshire's communities need you?

By joining us you can help us make a difference – simply by being the individual that you are.

No two days are the same for our officers

Another shift, another incident. Thanks to their training and the support they receive as part of the Cheshire Constabulary family, our officers have the confidence to deal with whatever the next call brings.

It could be a crime, fear of crime, public disorder, community tensions, family feuds, a missing person, a sudden death, abuse of adults or children - and many more occasions where people need the reassurance that police officers provide.

Professionalism with the human touch

You'll also have a key role in guiding and protecting victims or witnesses who may well have had a distressing experience.

To handle all these demands effectively, officers must have empathy - understanding the points of view of a diverse range of communities and to address their particular needs.

What makes a good police constable?

Our officers come from a wide range of backgrounds, but they all share certain characteristics. Could you say 'yes' to all these?

Cheshire officers are...

- ✓ Honest people who believe in doing the right thing
- ✓ Determined to do their job well
- ✓ Physically fit – offenders have a habit of running away
- ✓ Caring enough to deal with people sensitively and tactfully
- ✓ Confident communicators
- ✓ Quick to understand situations when making decisions
- ✓ Team players who can also work independently when needed



JOB DESCRIPTION

POLICING PROFESSIONAL PROFILE

POLICE CONSTABLE

ROLE PURPOSE

Constables play a critical front-line role in the prevention and detection of crime and the criminal justice system. Constables work in partnership on a day-to-day basis with local communities, stakeholders and colleagues in order to promote law and order, reduce the fear of crime, provide reassurance and build confidence to improve the quality of life for citizens.

This role carries legal powers to enable the maintenance of law and order and bears responsibility for making autonomous decisions in accordance with the National Decision Model and Code of Ethics, exercising professional discretion, as appropriate to the role, in line with legal frameworks and policy guidelines.

Constables are required to meet and maintain the highest professional standards required of their role, by conducting all actions in a legal, balanced, proportionate and justifiable manner to uphold the law and achieve the best outcomes in a wide range of situations/incidents.

KEY ACCOUNTABILITIES

- Provide appropriate initial and ongoing frontline response to a wide range of incidents that may include complex and confrontational situations, assessing immediate risk, threat and harm to determine a proportionate response in line with the law, policy and guidance.
- Take a leading role in establishing effective localised partnerships to problem solve, engage with, reassure and support organisations, groups and individuals across communities in line with the force's planned approach.
- Effectively engage with victims, witnesses, suspects and the vulnerable, in accordance with equality, diversity and human rights considerations, to provide initial support, direct towards relevant services, establish relationships and gather information that prevents and reduces crimes.
- Maintain awareness of potential and actual risks to individuals, taking appropriate action to protect and support those in need of public protection to pre-empt or effectively address safety / vulnerability issues.



KEY ACCOUNTABILITIES

- Conduct effective and efficient priority and high volume investigations as requested in line with standards of investigation to inform the development of high quality case files and initiation of criminal justice proceedings.
- Gather and handle information, intelligence, and evidence, from a variety of sources, in line with legislation, policies and guidance, taking the appropriate action to support investigations, law enforcement and criminal justice proceedings.
- Interview victims, witnesses and suspects in relation to appropriate crimes and investigations, to gather information that has the potential to support law enforcement objectives.
- Conduct first line analysis of information, intelligence and evidence to determine significance, generate lines of enquiry, inform decision making and support evidence based policing.
- Justify and professionally account for actions to ensure adherence to legal frameworks and key working principles, policies and guidance.
- Identify opportunities for and support the exploration of new ways of working and innovation in policing, applying critical thinking to identify solutions to problems in line with evidence based practice within own area of work.
- Support the implementation of evidence based policing initiatives by championing and applying relevant approaches to own, the team's and/or stakeholder practice.



BENEFITS

Cheshire Constabulary is proud to offer a benefits package that provides a range of opportunities and options for all, some are detailed below.

Further information can be found at www.cheshire.police.uk/jobs

Salary

Starting salary of £31,164, potentially rising to £50,256 within your first seven years.

Leave

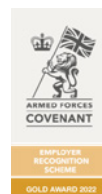
The starting annual leave entitlement is 25 days per year rising to 30 days depending on your length of service. The leave period for Cheshire is April - March. You can also expect other forms of leave including maternity, paternity, parental and special leave.

Police Pension

As a new constable you will be automatically enrolled to become a member of the police pension scheme. This isn't compulsory so you can opt out if you want to.

Other benefits include

- Occupational Health provider at HQ
- Sports and Social Club
- On-site gym facilities
- Wellbeing Zone - professional health & fitness programmes
- Blue Light Card discounts with dozens of online and high street brands
- Membership of the police pension scheme
- Continuing professional development (CPD)



THE POLICE CONSTABLE ENTRY PROGRAMME (PCEP)

To support you in training to become an independent Police Constable and provide you with the foundations you require for your career in policing, Cheshire Constabulary have developed a two year Police Constable Entry Programme.

The two-year programme is a combination of classroom-based training and working within the operational policing environment. You will be supported throughout this time by your trainers, tutors and the student management team as well as your peers and supervisors based at the Local Policing Unit that you will be posted to.

YEAR ONE

For the first 20 weeks of training, you will be based at force headquarters in Winsford Monday-Friday 08:30 - 16:30 (slight deviations may be required but you will be given notice of this).

This is an intensive training period and as such it is extremely unlikely that any leave can be accommodated during this time.

MODULE	CONTENT				
Responding to Crime and Policing Incidents	Response Policing	Policing the Roads			
Public Protection, Vulnerability + Risk	Protecting the Public	Victims + Witnesses	Suspect Offender Management		
Conducting Investigations	Conducting investigations	Criminal Justice System			
Policing Communities	Community Policing + Partnership Working	Prevention + Problem Solving	Information, Intelligence + Evidence		
Criminal Justice + the Modern Police Service	The Police Constable Role + Professional Standards	Valuing Diversity + Inclusion	Wellbeing + Resilience	Communication Skills	Decision Making + Discretion

Upon successful completion of your initial training phase you will enter the operational tutoring phase of the programme. You will be posted to one of our Local Policing Units and work on response with a tutor constable for a period of 12 weeks to achieve operational competency and Independent Patrol Status (IPS).

On achieving IPS you will complete another 4 weeks on response, you will then carry out operational rotations, initially within neighbourhood policing working more closely with the local community to deal with the issues that matter most to them. This is usually a 5 week period.

You will then move to the Area Investigation Team (AIT) based at your LPU, each AIT is responsible for investigating volume crimes such as assaults, thefts, domestic abuse and public order. During this time you will carry a workload of cases which you will investigate. Experience in this area will help you to hone your investigative skills and see justice delivered for victims of crime.

YEAR TWO

During year 2 you will be working towards achieving Full Operational Competence (FOC) and completing your Occupational Competence Portfolio (OCP).

The majority of your time will be spent at your LPU working within Response, Neighbourhood and AIT depending upon your training needs and operational requirements.

You will also cover the following enhanced subject matter on year 2 of the programme:

- Leadership and Team Working
- The Police Constable Role and Professional Standards
- Community Policing and Partnership Working
- Information, intelligence and evidence

Upon achievement of FOC and OCP you will become a substantive Police Constable and at this time you may choose to remain within your LPU working on response, neighbourhood or AIT. You may also choose to specialise in one of the many areas available to you, including but not limited to:

- Roads and crime
- Dog handlers
- Firearms
- Detectives
- Forensics
- Intelligence

Or you might decide to rise up the ranks and become one Cheshire Constabulary's future leaders.

Go wherever your skills and interests take you.





STUDENT OFFICER SUPPORT

To be your best at work, there will be times when you require support. There are various support options available to student officers throughout the programme:

Force Trainer

Responsible for the delivery of the initial training programme.

Tutor

A trained experienced Police Officer who is responsible for developing practical skills and abilities within an operational environment during the 'in company' phase. They have key responsibility to support student officers to reach Independent Patrol Status, by assessing their operational competence against key skill areas.

Assessor

A Student Management Team Officer (SMT) conducts objective assessments of operational progress to confirm student officer competence in the role and attainment of Full Operational Competence. They will also provide student officers with additional welfare support throughout the duration of the programme.

Line Manager

Student officers can expect to have several line managers, usually a Sergeant throughout the course of the programme as they pass through various programme phases. They have overall responsibility for student officer welfare and performance, albeit day-to-day responsibility will sit with other key roles listed above.

Library

As an officer you can join the College of Policing library who have a wide range of journals and books to support you with your learning and future role as a police officer. Student Officer Support www.college.police.uk/library/join

Reasonable Adjustments and Accommodations

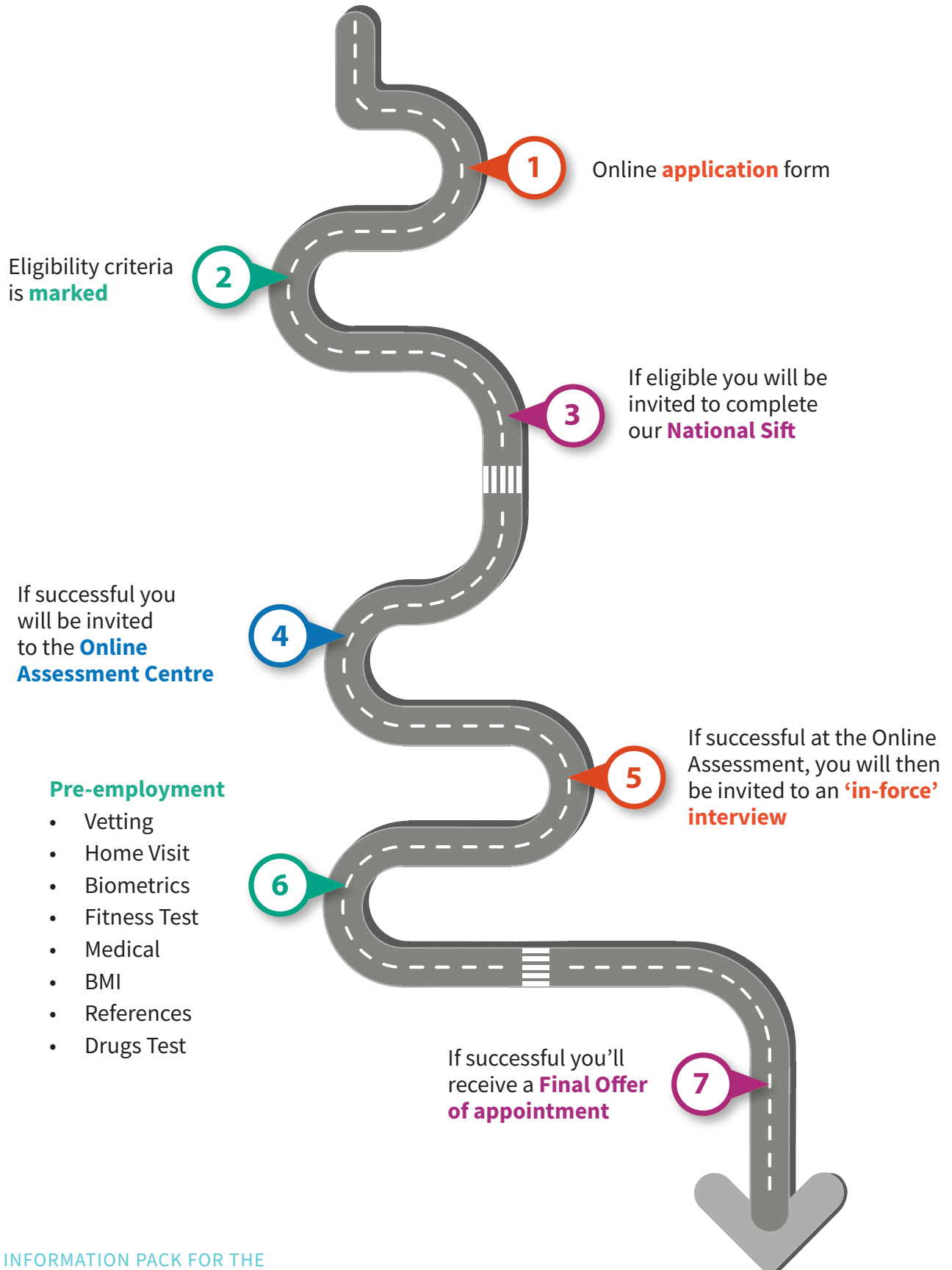
Throughout your training and career Cheshire Police are committed to providing you with the support you require.

Before you commence your training we will make contact to find out if you have any reasonable adjustments or accommodations that the training team can support you with.

At your Welcome Evening you will be introduced to Wellbeing, Engagement and Inclusion team who will outline the support they offer to those with neurodiverse conditions including dyslexia assessments. You will meet them again during your training to address any issues and discuss wellbeing in the role.



RECRUITMENT TIMELINE



ELIGIBILITY REQUIREMENTS

During the eligibility stage we will check that you meet certain criteria before continuing with your application; these will include:

- Qualifications
- Tattoos
- Residency
- Convictions
- Finances
- Driving Licence

If you do not meet the eligibility criteria your application will not be progressed with and you will be withdrawn from the recruitment process. Further information about eligibility criteria can be found on the College of Policing website: www.college.police.uk.

QUALIFICATION REQUIREMENTS

The minimum eligibility requirement to apply to be a Police Constable with Cheshire Constabulary is a level 3 qualification (2x A Level grade A* - D) or equivalent level 3 at the time of applying.

We will also consider equivalent, relevant experience so please include as much information as possible regarding your career history on your application form.

AGE REQUIREMENTS

You can apply at age 17 years, however you must have attained the age of 18 years to receive a formal offer.



CONVICTIONS

Cheshire Constabulary will undertake vetting prior to an offer of employment, you should be transparent and include **any crime, caution, road traffic offence, speeding ticket etc.** There are some offences that will lead to mandatory rejection, offences committed as an adult or a juvenile which resulted in a custodial, suspended or deferred sentence and sentences served at a young offenders' institution or community home; or the applicant is a registered sex offender or is subject to a registration requirement in respect of any other conviction.

If an applicant declares any of the following convictions or security-vetting checks reveal them, the application will be rejected:

- Offences of domestic abuse.
- Offences of dishonesty, corrupt practice or violence.
- Offences where vulnerable people were targeted.
- Offences motivated by hate or discrimination.

Offences dealt with by way of fixed penalties for minor motoring offences should not in themselves be a barrier to recruitment unless the applicant is a persistent offender. Each application will be dealt with on a case-by-case basis.

FINANCIAL STATUS

Cheshire Constabulary will conduct financial checks prior to an offer of employment, if you have outstanding County Court Judgements or have been registered bankrupt with outstanding debts you will be rejected.

If you have discharged bankruptcy debts you will need to provide a Certificate of Satisfaction.

TATTOOS

All face, hand and neck tattoos will be reviewed prior to your application being progressed.

Tattoos visible and/or on the body which may be considered discriminatory, violent, intimidating, aggressive, related to death, homophobic, offensive and/or indicate attitudes or views inconsistent with the College of Policing's Code of Ethics and the Standards of Professional Behaviour will not proceed through the recruitment process.

Other examples of unacceptable tattoos are:

- Tattoos which could cause offence or be construed as inappropriate to members of the public or colleagues
- Tattoos that undermine or detract from the dignity, authority or professional image of the force
- Tattoos that are rude, lewd, crude, racist, sexist, sectarian, homophobic, violent or intimidating
- Tattoos that display unacceptable attitudes towards women, minority groups or any other section of the community
- Tattoos aligned with particular groups e.g. BNP, Combat 18, English Defence League or the National Front

All tattoos will be reviewed on a case by case basis by the Talent Acquisition Team at the eligibility checking stage of the recruitment process. To prevent any delays please ensure you attach clear photographs of your tattoos to your online application form.

DRIVING LICENCE

Applicants must possess a full UK manual driving licence.



SELECTION PROCESS

REASONABLE ADJUSTMENTS AND ACCOMMODATIONS

It is important that you consider if you would like to request arrangements that will assist you in completing the selection process. For example, in relation to disability, dyslexia, learning difficulties, pregnancy, injury etc. Any requests for reasonable adjustments will be considered and arranged where possible. This information will be treated with the utmost confidence. If you require any support or further information please email hr.talent.acquisition@cheshire.police.uk at the earliest opportunity.

APPLICATION

You are required to complete an online application form. The application form consists of personal information, education, employment history, criminal conviction, financial information and details about where you live.

The selection criteria for PCEP has been set by the College of Policing and are in line with the Police Regulations 2003 Act.

NATIONAL SIFT AND ONLINE ASSESSMENT

The next two stages of the process are a national requirement for all of those being recruited for the role of police constable. They are administered by the College of Policing and are done via their online assessment system AIMS.

Be prepared that you will need access to a tablet or laptop and stable internet connection to complete these stages of the process. You will also need to provide yourself with sufficient time and a quiet room in which you will not be disturbed to ensure you complete these stages to the best of your ability.

NATIONAL SIFT

This is stage one of the online assessment centre, and you will need to pass this before you are able to progress to the next stages, which will take place on a different day.

The National Sift measures your ability to choose the appropriate action in situations similar to those you are likely to face as a police constable. This test will measure your judgement and ability to make effective decisions against the Competency and Values Framework (CVF).

ONLINE ASSESSMENT

The Assessment will consist of:

- **Stage 1** - National Sift (completed at previous stage)
- **Stage 2** - Competency-based video interview
- **Stage 3** - Written exercise
- **Stage 4** - Briefing exercise

You will receive an information pack prior to the assessment taking place. This will contain all the information you need to prepare yourself for the assessment centre process. Further information can be found on the College of Policing's website.

INTERVIEW

Once you have successfully passed the online assessment you will be invited to an in-force interview at force headquarters in Winsford.

The interview panel will consist of two people: a police officer of Sergeant rank or higher and a member of police staff. Both will have received training in fair assessment methods and standards of practice. The interview will be assessed against the Competency and Values Framework (CVF) which is a framework used for all police recruitment, it defines competencies and values relevant to working as a police officer or member of police staff. A link to this is provided on the Useful Links page of this document.

The interview panel will also be looking for your motivations, awareness of the role and standards required of a police officer.

The interview panel are there to guide you through the interview and get the best out of your responses. The best way to prepare is to practice answering questions in a structured way and prepare examples of times when you have demonstrated the competencies and values required of a police officer.

PRE-EMPLOYMENT CHECKS

Candidates who are progressed with will receive a Conditional Offer and will be invited to complete the following checks:

- **Fitness test**
- **Drug screening test** - *(samples taken on pre-employment day)*
- **Biometrics**
 - DNA *(samples taken on pre-employment day)*
 - Fingerprints *(samples taken on pre-employment day)*
- **Medical**
 - GP Declaration Form *(fees payable by applicant)*
 - Opticians *(fees payable by applicant)*
 - Occupational Health *(medical appointment)*
 - BMI Screening
- **Vetting and Home Visit**
- **References**

FITNESS AND MEDICAL REQUIREMENTS

Applicants must pass a fitness test consisting of a 15m multi-stage shuttle run (bleep test) to level 5.4 (3 minutes and 40 seconds).

They must also satisfy the current medical requirements where individuals are assessed in terms of ability based on the role, functions and activities of an operational constable and their fitness to work. Advice is also given on potential accommodations for disability; each case is considered on an individual basis.

The medical requirements include height and weight to ascertain the applicants BMI, hearing, eyesight tests and previous medical history which is scrutinised by the occupational health nurse and Doctor.



VETTING AND HOME VISIT

You will be subject to vetting checks and as such will be asked to provide information regarding your current and previous addresses, your family, partner and/or people that you live with. You will also be asked to detail any previous convictions or dealings with the police as well as information regarding your finances.

We will also arrange a visit to your home during the pre-employment period, at a time that is convenient to you. The purpose of this visit will be to complete final verification checks regarding your application and your motivations to be a police officer.

REFERENCES

Satisfactory employment and / or educational references must be obtained covering a period of five years.

OFFER OF EMPLOYMENT

Once all satisfactory pre-employment checks have been received you will be sent a formal offer of employment. **Candidates are advised not to hand in their notice until they have received a formal offer of employment. A place on an intake is only guaranteed once a formal offer has been issued.** Intakes will be determined by the readiness of the candidate. Those who successfully complete their pre-employment checks will be progressed; any delay in this stage of the process will result in candidates being progressed to the next available intake.

Delays are caused by:

- The candidate being unable to comply with the timeline due to holidays, work or other commitments
 - Additional medical information required
 - Needing to complete a second or third fitness test due to not meeting the required standard
 - Incorrectly completing their vetting/medical forms
 - Further investigation at the vetting/medical stage being required
 - Missing pre-employment check appointments
 - Outstanding references
-

UNIFORM FITTING

Once you have received your formal offer of employment you will need to book a uniform fitting with our Stores department at Winsford headquarters. This usually takes place in the two weeks following formal offers to ensure that you have the correct uniform and kit for your first day in the job.

WELCOME EVENING

Once you have received your formal offer of employment and in the lead up to your start date with us you will be invited to attend a welcome evening at force headquarters. This will be an opportunity for you to meet your fellow students, your trainers and other key people and departments that will be of assistance during your training period.

POSTING

When you start with us as a Police Constable, you will be located at Cheshire Constabulary Headquarters so that you can complete your initial training. By week 10 of your initial training, we will let you know which Local Policing Unit (LPU) you will be allocated to once your initial training finishes. This is known as your 'posting'. Your posting will be to one of our Local Policing Areas across the county.

How we decide about where you will be posted during your two year probation period is detailed below:

- 1 Community** - ensure that our workforce can meet the community needs in the first instance.
- 2 Organisation** - we consider where we locate individuals and their specific skills and experience, along with workforce mix and the capacity of the force.
- 3 Individual** - where possible, we aim to take in to account individual circumstances we aim to post you no more than 30 miles from your home address, which in most cases we are able to do. In general, during your 2-year probationary period we will not post you to your local LPU, this is to avoid you policing in the area that you live in.



The training and support our officers receive gives them the confidence to deal with whatever the next call brings.





FAQ'S

How do I contact Cheshire Constabulary about my application?

You can contact the Talent Acquisition team about your application by emailing hr.talent.acquisition@cheshire.police.uk or call **01606 366900**

Monday - Thursday 08:30 - 17:00 and Friday 08:30-16:30. Candidates are advised not to call 999 or 101 in relation to their application.

Can I transfer my assessment score to Cheshire Constabulary?

As part of the recruitment process, Cheshire Constabulary will consider applications from individuals who have achieved a national pass mark at online assessment within the past 24 months. The national pass mark will be detailed in your Personal Feedback Report. You must also meet the Cheshire Constabulary eligibility criteria.

I turn 18 after the closing date for applications, can I still apply to become a Police Constable for Cheshire Constabulary?

You can be 17 at the point of application, but must be 18 at the point of appointment in order to apply to be a Police Constable.

Is there a maximum age limit on applications?

There is no maximum age limit on applications, candidates are required to be both physically fit and healthy to perform policing duties safely and effectively.

Can I receive feedback at any stage of the recruitment process?

Due to the large volume of applications we anticipate, Cheshire Constabulary will not be in a position to provide specific feedback on your application at any stage of the process.

I currently have a live application to join with another Police Force, can I apply to Cheshire?

Yes, you are still able to apply to Cheshire if you have a live application with another force. Please bear in mind that other forces have different eligibility criteria so please check before you apply.

Will I be rejected if I have tattoos?

Any candidates with tattoos which could be construed as being offensive to any religion or belief, is in any way discriminatory, violent or intimidating, will not be accepted to join Cheshire Constabulary. If you do have tattoos you are required to declare this at point of application as well as providing a brief description of these tattoos along with clear photographs at the point of application.

Will I be posted to an area close to where I live?

Successful candidates can be posted to any local policing unit (LPU) across Cheshire. However, you will be sent a posting form at point of formal offer where you can make note of any exceptional circumstances that will need to be considered when reviewing your posting. This will then be reviewed by our workforce planning team who will work to accommodate these requests as best as they can.

I have applied from an area that may be considered too far to commute, will this affect my application?

There is no catchment area requirement however successful candidates can be posted to any LPU across Cheshire. If you do not live in a commutable distance to Cheshire Constabulary you may need to consider moving to an area closer to work.

How fit do I have to be to become a Police Officer?

You must be physically fit and healthy to perform policing duties safely and effectively. You will need to pass a physical fitness test and a full medical examination as part of the recruitment process.

I currently have holidays booked, will they be honoured?

It is unlikely that we will be able to honour holidays that are booked within the training period. It is an intensive course and there will be no opportunity to catch up with any missed sessions. We may be able to accommodate a day or two but this cannot be guaranteed. Please contact the Talent Acquisition team as soon as possible if you require time off during the initial training period.

I have a previous caution as a minor, but can't remember dates. Would I need include this on my application form?

Include as much information as possible, including cautions and traffic offences regardless of how recent they are. Where you don't have specific dates, provide all the details that are available so this can be reviewed accurately.

Can I move into a specialist area such as Firearms or the Dog Unit within my probationary period?

You must have completed your 2 year probationary periods and be signed off as Fully Operationally Competent in order to apply for any specialist roles. Your first two years will be spent within local policing experiencing response, neighbourhood and area investigation teams.

Do I need to notify changes to my personal circumstances?

You must notify the Talent Acquisition team at the earliest opportunity of any significant changes in personal circumstances during your application, such as permanent partner, new residents at your home, change of address, arrests, cautions or convictions or association with criminals.

Will my medical history affect my application?

Your medical history will be reviewed by our Occupational Health team at your medical appointment. This will be carried out by a Nurse and if a further review is required you may need a follow up appointment with a Doctor. Each application is considered on an individual basis. Further information around the national medical standards can be found on the gov.uk website.

Should I hand my notice into my current employer at the Conditional Offer stage?

No, we strongly advise that candidates do not hand in their notice to their employer until they have received a formal offer of employment. Successful candidates will receive their formal offer of employment once all pre-employment checks have been successfully completed and an intake start date has been confirmed.

How will I be assigned to an intake?

You will be aware from the advert you apply to which intake we will be progressing you for, the advert will also detail the dates of key activity such as interviews and pre-employment days. In order to be assigned to the intake given on the advert you will need to comply with the key dates and have successfully passed all pre-employment checks. Whilst we will endeavour to assign you to the intake for which you apply it may be necessary to carry-over your application to the next intake, we will communicate with you as soon as we are able should this be the case.



What hours will I work?

Police officers are contracted to a 40-hour week, the hours you work will vary depending upon your posting and the team you are in. You should expect to be working a shift pattern covering 24 hours and 7 days a week this will consist of early, late and night shifts and you will be required to work weekends and bank holidays. Bear in mind that you may have leave and rest days cancelled at short notice should operational demands require this.

How long is the probationary period?

The probationary period for those on the PCEP route is two years.

Can I work part-time?

The initial two year probationary period is full-time. Once your probation has been confirmed a request for flexible working can be made.

How long is the application process?

Application Form: Duration 30 minutes

Eligibility Checks: Duration 2 weeks

Online Assessment Centre: Duration 2-4 Weeks

Face-to-face interviews: Duration 2-4 weeks

Pre-employment Checks: Duration 3-4 months

Fitness - Outcome Received: On the day

Medical - Outcome Received: 2-4 weeks

BMI - Outcome Received: 1-2 Days

Drugs - Outcome Received: 1-2 weeks

Biometrics - Outcome Received: 2-4 weeks

Vetting - Outcome Received: 6-8 weeks

References - Outcome Received: 1-2 weeks

USEFUL LINKS

Cheshire Constabulary website

www.cheshire.police.uk

Cheshire Constabulary Careers page

<https://cheshirepolice.tal.net/vx/lang-en-GB/mobile-0/channel-1/appcentre-External/brand-3/user-1001778/xf-2522e5969d15/wid-9/candidate/jobboard/vacancy/14/adv/>

College of Policing Website

www.college.police.uk

Competency and Values Framework - College of Policing Website

<https://www.college.police.uk/career-learning/competency-and-values-framework#147a7e88-baba-417e-9818-8b2fa24ae1f6>

Police Constable Eligibility

www.college.police.uk/career-learning/joining-police/joining-new-pc

Online Assessment Overview

www.college.police.uk/career-learning/joining-police/online-assessment-process

Online Assessment Candidate Guide

<https://www.college.police.uk/career-learning/joining-police/online-assessment-process/online-assessments-candidate-guide>



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Designed by Cheshire Constabulary. Last updated 25.11.25



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