



SOUTH WALES POLICE

Pre-Join Degree Entry Route

We work 24 hours a day, seven days a week, understanding and responding to our communities' needs. It's a job but where no two days are the same – and it offers a variety of fulfilling and exciting career opportunities. Join us.

Why us?

South Wales Police is the largest police force in Wales and although geographically small, covering around 812 square miles and equating to just 10% of the geographical area of Wales, South Wales Police provides a policing service to 1.3 million people (42% of the country's population). South Wales is a diverse region, boasting urban, rural and coastal areas and featuring the two largest cities in Wales – Swansea and the capital city, Cardiff. The force also serves 63 of the 100 most deprived communities in Wales.

The force has over 3150 police officers and 2180 police staff, including around 390 Police Community Support Officers (PCSOs). As well as this we have a fantastic team of dedicated volunteers that includes Special Constables, Police Support Volunteers and Police Youth Volunteers. We are committed to developing our staff and providing them with the best support and resources to enable them to effectively support our local communities.

Why now?

As a force we are investing heavily in the latest technology and the welfare of staff and officers. When the time for promotion or specialisation is right; you will find South Wales Police a supportive employer and we will provide the opportunity for your aspirations and ability to be recognised. Our unique Talent Management Programme was launched in 2020, offering additional development routes for exceptional officers. A career path for police officers exists up to the rank of Chief Superintendent.

Why the Pre-Join Degree route?

On joining South Wales Police through the pre-join route, you will undergo a two-year training programme, during which time you will complete mandatory training designed to help operational policing skills. You will have 13 weeks in initial Police training, which will support and build on learning gained through your Professional Policing degree. Following initial training you will complete a period of tutoring within response policing where you will achieve independent patrol status and subsequently demonstrate full operational competence to achieve confirmation in rank.

South Wales Police Pre-join entry route requirements and eligibility

Eligibility

To apply for the role of Police Officer (pre-join) you must either be in the final year of your Professional Policing degree or have completed your Professional Policing degree within the last five years. Any other degrees, regardless of discipline, will be ineligible for this entry route.

Successful completion of the Professional Policing Degree does not guarantee your acceptance into this Police Entry route. Candidates will still be required to fulfil all force eligibility requirements for the role of police officer and successfully pass all pre-employment and vetting checks. South Wales Police reserves the right to only advance the strongest applicants into a post.

South Wales Police entry requirements for Police Officers require applicants to:

- Be 17 years of age or over at the time of applying. You will only be appointed at the age of 18.
- Be a British citizen or a citizen of a country that is a member of the European Economic Area, or Switzerland. Commonwealth citizens and foreign nationals who are resident in the UK and free from restrictions are also eligible to apply.
- Have been a resident of the United Kingdom for the last 3 years – Applicants are reminded that they must have been continually resident in the UK for the three-year period immediately before an application is made. This is to satisfy the requirement to vet all applicants in an equitable manner. Applicants, who cannot be vetted, cannot be appointed.
- Not be registered bankrupt with outstanding debts, have outstanding county court judgements against you, or be subject to a current Individual Voluntary Arrangement (IVA).
- Have no more than 3 motoring convictions in the last 5 years OR be currently disqualified from driving.
- Not have any tattoos that could cause offence. Tattoos on the neck, face or hands are deemed to be unacceptable but consideration may be given in some circumstances considering the size, nature and prominence of the tattoo.

Ideally, applicants should not have a criminal record owing to the nature of our work. If you have a conviction as an adult or juvenile it is unlikely that you will be suitable, but some minor offences and cautions may not exclude you. This includes anyone who has received a formal caution in the last five years, committed a violent crime or public order offence.

The Police Service has a policy of prohibiting any of their officers or staff from becoming members of the British National Party (BNP), Combat 18 or the National Front, whose aims, objectives, or pronouncements may contradict the duty to promote race equality. Membership of any such organisation will disqualify you from making an application with South Wales Police.

Process

The application process for the Police Officer route with South Wales Police involves:

- Successful completion of an online Behavioural Style Questionnaire
- Successful completion of an online Situational Judgement Test
- Proof of eligibility PASS
- Successful completion of an online assessment centre
- An interview based on the organisational values of South Wales Police

The application process for Police Officers is rigorous and will take several months.

South Wales Police will accept the following as part of this process:

- Previous Behavioural Style Questionnaire PASS, if sat through one of the four Welsh forces

- Previous Situational Judgement Test PASS, if sat through one of the four Welsh forces
- Previous online assessment centre PASS, if achieved within a 24-month period. You will be unable to sit an online assessment centre with us if you have completed one in the three months prior to application.

The four Welsh forces are: Dyfed-Powys, Gwent, North Wales Police and South Wales Police.

Pre-employment checks

Owing to the nature of policing it is essential that we carry out thorough checks on all applicants before they can commence service with us. These checks are:

- A medical questionnaire and examination (including eye test where required)
- Body Mass Index review
- Drugs testing
- Biometric vetting
- Fitness testing
- Security vetting screening
- Employment references (current and previous)

Appointment is conditional to all these checks being completed satisfactorily.

Please be aware recruitment for this role is highly competitive. South Wales Police reserves the right to advance the strongest candidates only. Successful completion of all components of the recruitment process does not guarantee continuation in this process.

Applying to multiple forces

You will only be able to sit a maximum of two assessment centres within a 12-month period: for unsuccessful candidates there is a mandatory three month period before you can re-sit the online assessment centre. The online assessment centre is hosted externally by the College of Policing. Therefore, it is important you consider which Force you are wanting to apply to before submitting an application, as you will be unable to sit simultaneous assessment centres with multiple forces.

For each recruitment campaign, candidates should be aware that the force through which they sit the assessment centre is the force they are committing to continue in that process with. You will not be able to direct transfer to another campaign or force at any point during your application, training or probation – you will need to reapply when these opportunities reopen. If you gain an assessment centre pass as part of your application, you will be able to use this pass with another Force, or for a different recruitment campaign with South Wales Police when they are open for application.

I am currently completing my Professional Policing Degree, how can I start to prepare for my application to South Wales Police?

Owing to the large volume of applications South Wales receives for their Police Officer vacancies, the period they remain open for is short. As such it is useful to be prepared for when the vacancy goes live.

It is important you have ready for your application form:

- An electronic copy of your degree certificate OR an electronic copy of confirmation you are in your second year of the Professional Policing degree programme including module scoring
- An electronic copy of proof for the right to remain in the United Kingdom (where appropriate)
- An electronic copy of your driver's license, front and back (where appropriate)
- A full adult diagnostic report should you require reasonable adjustments

It is important to have consideration of the following before submitting an application, and throughout the application process:

- **References**

In support of your application, you will need to provide at least two references. These should include your most recent employer and any previous employers. In the case you have not had any previous employment South Wales Police will accept an academic reference and a character reference. A character reference should not be a family member OR a serving Police Officer. It is worth considering who would be suitable references.

- **Fitness**

Policing can be physically demanding, so you will need to be in good physical condition to pass the fitness test which forms part of your application. Maintaining a good level of fitness is crucial to being able to carry out the role of Police Officer; you will continue to be tested for fitness annually if appointed. This is something that can take time to build and so it may be useful introducing exercise into your routine as early as possible to begin improving your overall fitness level.

- **BMI**

Your weight range will be assessed as part of your medical assessment. The healthy weight range is based on a measurement known as your body mass index (BMI). This can be determined if you know your weight and your height: the actual calculation is your weight (in kilograms) divided by your height (in metres squared). Guidance and easy to use charts on how to calculate your BMI can be found on the NHS website. The NHS advises that a BMI of 18.5 to 24.9 suggest a normal healthy weight. This means your body is not at risk of weight-related disease.

The acceptance limit for BMI set by South Wales Police is 18 - 32.

- **Good conduct**

By joining South Wales Police, you are agreeing to abide by the Policing Code of Ethics. It is important that all Officers and Staff maintain the highest level of integrity in all they do. This includes, but is not limited to, social media activity, involvement in criminal activity, consumption of illegal substances e.g., steroids. Applicants are encouraged to be mindful of their behaviour throughout the recruitment process as appointment will be subject to continued good character.

- *Driving*

It is not a current requirement for Police Officer applicants to hold a driving licence, though you will be required to obtain one during your probation period. Applicants wishing to join South Wales Police may consider learning to drive prior to application as it can be a lengthy process.

Please be aware if you do not hold a driving licence owing to a driving disqualification you will not be eligible to join South Wales Police.

Welsh Language requirements

As an organisation we actively encourage the use of Welsh internally, to increase opportunities to see, hear and use the language when conducting our business. While you can apply to join the force with no Welsh ability, it is expected that all Police Officer recruits will achieve level 2 Welsh by the end of their probation. Support will be provided for applicants to achieve this.

The Welsh Language (Wales) Measure 2011 replaced the Welsh Language Act 1993 and as part of the new legislation, in Wales the Welsh language has equal legal status with English and must not be treated less favourably. Public bodies no longer need to develop and implement Welsh language schemes but instead now must comply with a set of national Welsh language standards.

Representative Workforce

We have a strong commitment to equality and diversity both within the organisation and in the service we provide. Our aim is to promote and achieve a fully inclusive workforce to reflect the communities we serve. We recognise and value individuals' unique differences, and we want South Wales Police to continue to develop as an organisation which represents and reflects our communities.

In order to provide a high level of service, we encourage applications from under-represented groups and we are proud to pursue a policy of 'positive action' in an attempt to achieve this. 'Positive action' refers to a range of measures and initiatives that employers can lawfully take to actively encourage individuals from under-represented groups to apply.

Please note: Our selection procedure itself is no different and is based solely on merit. 'Positive action' does not seek to remove competition and South Wales Police will always take the best applicants.

If you would like to speak with someone about opportunities and support available to you, please contact our representative workforce team at Joinus@south-wales.pnn.police.uk.

