



Why join our force?

**The rewards of being a police officer
Guidance for applying**

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CLEVELAND POLICE

Your Guide

The guide sets out to provide you with an understanding of the force, area, role and recruitment process to assist you in applying for the role of Police Officer with Cleveland Police.

The guide should also give you an understanding of what is needed prior to applying and what is important throughout the process.

Rather than make the document extensive we have developed an excellent selection of frequently asked questions (FAQs) for you to view. Please view these alongside the guide to help gain an understanding of the full process.

The guide has been developed by Cleveland Police who are committed to fairness towards all members of the community. We need people from diverse backgrounds with skills and experiences to help us deliver excellence in local policing across Cleveland and we look forward to welcoming new recruits.

About our force



Why join our force?



We have **around 1450** police officers

The area's landscape combines industrial sites alongside sites of outstanding beauty and those of special scientific interest.

The Force is supported by around 100 Police Community Support Officers and 950 members of police staff. Providing a wide range of operational policing services to the local community.

Response, Crime and Justice and Neighbourhood Policing units are supported by Cleveland Specialist Operations teams, which include the Dog Section, Firearms, Road Policing and Emergency Planning.

We work closely with partner agencies to deliver a quality service to our local community, and we continue to achieve high levels of public confidence and satisfaction whilst reducing crime and anti-social behaviour and maintaining a high detection rate.



Our force covers **230** square miles and a population of **560,000**



We typically deal with, on average, **610** incidents every day

Our mission statement

The Chief Constable has set a clear mission to:

- Protect people
- Protect communities
- Tackle criminals
- Be the best you can be



The Recruitment Process



Why join our force?



Routes into Policing with Cleveland

- **Police Constable Degree Apprenticeship (PCDA)**
- **Initial Police Learning and Development Programme plus (IPLDP plus)**
- **Professional Policing Degree Holder (Pre-join)**

The main entry routes are founded on effective work performance with academic achievement. They cover areas that are critical to effective policing in the 21st century, such as evidence-based policing, supporting vulnerable people, dealing with cybercrime and crime prevention.

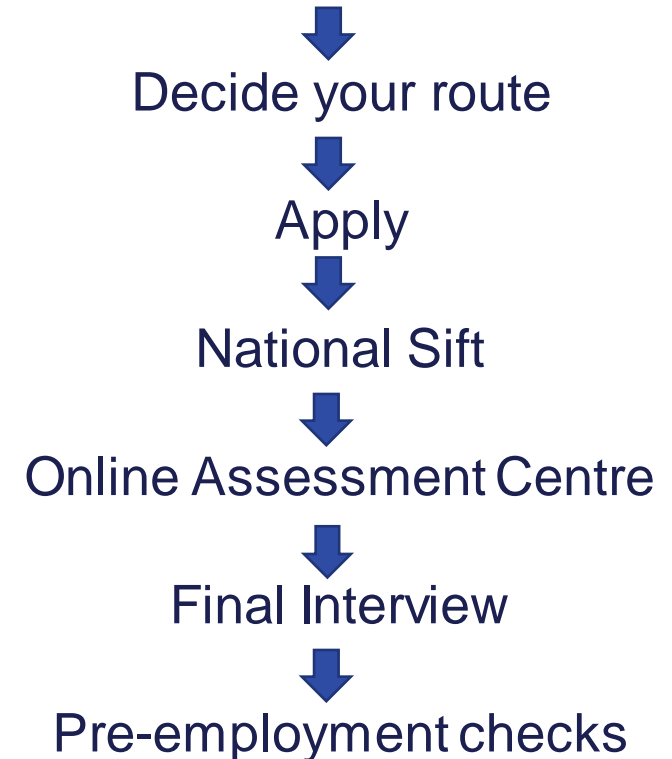
Eligibility criteria to be a Police Officer:
[Download detailed information](#)

More information can be found on the advert for the eligibility specific routes.



You will follow the national process to become a Police Officer:

Self Assessment on meeting the requirements to be a Police Officer





A career in changing lives

Joining the police force is truly life changing. Not just for you – but for all the people and communities you serve.

As a police officer:

- you'll have the power to make a real difference in your community
- you'll help make life safer and happier for the people you serve
- you'll help prevent young people from engaging in a life of crime.



New challenges every day



Why join our force?

New challenges every day

- When you become a police officer, no two days are ever the same.
- You'll be investigating crime, patrolling the local community, helping vulnerable people, interviewing suspects, giving evidence in court, keeping the peace at events, educating young people.
- That's a huge part of what makes policing such a challenging and exciting career.

Beth's story





Skills for life



Why join our force?

Skills for life

To ensure you're fully equipped to do your job safely and confidently, you'll receive world-class training.

- You'll develop personally and professionally, learning new skills for life that will serve you well as your career progresses.
- You'll receive a mix of classroom and on-the-job training, letting you earn while you learn.
- For those who complete the PCDA you'll be awarded a Degree in Professional Policing Practice.



A wealth of benefits

You'll enjoy a comprehensive range of generous benefits:

- Typical starting salary – **£24,780**, potentially rising to **£41,130** for Police Constables
- Annual pay rise
- Opportunities for overtime, e.g. unsociable hours payments, double time on Bank Holidays
- Generous Pension (incl. the option to retire at 60)
- 22 days Annual leave
- Maternity/paternity leave
- Healthcare
- Emergency services/Police Federation discounts
- Access to staff support networks



Career progression

The opportunities for career progression in policing are outstanding, both in and out of uniform.

Rank



Why join our force?

Police Constable	Sergeant	Inspector	Chief Inspector	Superintendent	Chief Superintendent	Assistant Chief Constable	Deputy Chief Constable	Chief Constable
Starting rank for police officers.	First supervisory rank. Typically responsible for a team of constables.	Oversees a shift of constables and sergeants. Also takes charge of major incidents in their force area.	Typically acts as senior police officer in larger towns, overseeing large teams such as investigations or operations.	Snr management rank. Usually in charge of a section of a Command.	Typically responsible for policing of a geographical area of their force.	Mainly responsible for a specific function or area within their police force e.g. Investigation or Operations.	Supporting role to their Chief Constable, handling the running of the force.	Responsible for the effective running of their force.



What could your career look like?

Once you've successfully completed your probation period, you can apply to work in a huge variety of roles and specialist units, including:

- **Community policing** - covers roles like neighbourhood policing, response policing and roads policing.
- **Intelligence** - roles include surveillance analysts, covert operatives and communications data investigators.
- **Investigation** - ranges from detectives and crime scene investigators to forensics and domestic abuse investigators.
- **Operational Support** - roles range from control centre and custody officers, to more specialist roles like dog handler, firearms officer and football spotter.



A diverse police force



Why join our force?

For our force to be as **effective** as it can be:

- We need to represent the communities we serve.
- Our officers need to come from those communities and be part of them, not separate from them.



Why join our force?

For our force to be **trusted**:

- The public need to see a wider range of officers on the front line, representing their communities, acting in their interests and keeping them safe.
- People of all backgrounds, skills and experiences have a part to play in 21st century policing.

Join us and you can be confident you'll be part of a modern, progressive police service.

Being an officer



Make your difference

Ultimately, a career in policing is one you can be proud of.

A role where you can make a positive difference in the lives of the people and communities you serve from day one.

Take the first step in your police career today.

POLICE



Thank you

For more information : hr.recruitment@Cleveland.police.uk