



# **Why join our force?**

**The rewards of joining Cleveland Police  
Guidance for applying**

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## **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 Constable or Detective Constable 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 extensive 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.

This 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 experience 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 1500** 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) for Police Constables and Police Detectives**
- **Degree Holder Entry Programme (DHEP) for Police Constables and Police Detectives**
- **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 join the Police



Decide your route



Apply



National Sift



Online Assessment Centre



Final Interview



Pre-employment checks



# 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 constable or detective constable:

- 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 Constable**, 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.
- When you become a **Detective Constable**, you'll typically work on varied investigations.
- You'll be part of 'volume and priority' investigations such as theft and burglaries, domestic abuse and hate crime incidents, knife crime and missing persons.
- That's a huge part of what makes policing such a challenging and exciting career.



**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.
- For those who complete the DHEP you'll be awarded a recognised in a graduate diploma in professional policing practice when you complete your probation.
- For those joining as a Detective you'll complete PIP 2 training leading up to taking the national investigators exam prior to completing year 2.



# A wealth of benefits

You'll enjoy a comprehensive range of generous benefits:

- Typical starting salary – **£26,682**, potentially rising to **£43,032**
- Annual pay rise in line with national pay scales
- Opportunities for overtime, e.g. unsociable hours payments, double time on Bank Holidays
- Generous Pension (incl. the option to retire at 60)
- Annual leave allowance starting at 22 days
- Maternity, paternity and adoption leave
- Access to private healthcare at an additional cost
- Emergency services/Police Federation discounts
- Access to staff support networks



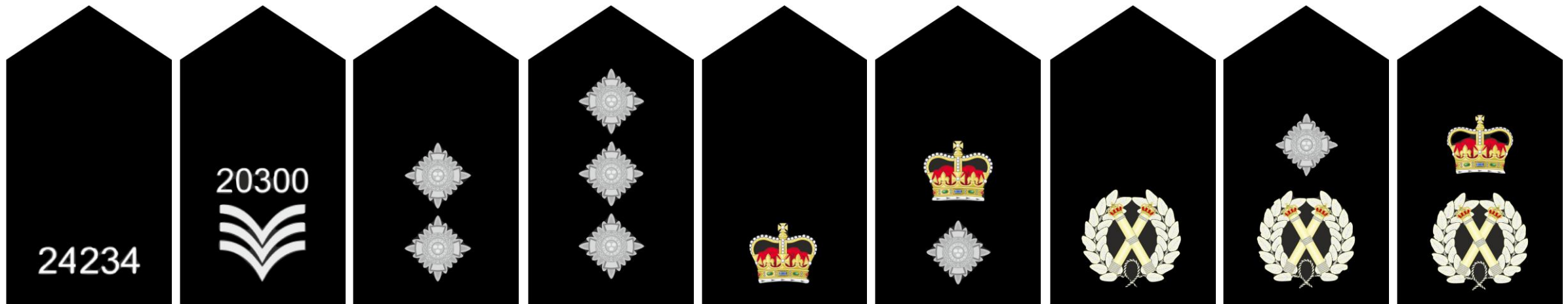
# Career progression

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

# Rank



Why join our force?



## Constable

Starting rank for police officers.

## Sergeant

First supervisory rank. Typically responsible for a team of constables.

## Inspector

Oversees a shift of constables and sergeants. Also takes charge of major incidents in their force area.

## Chief Inspector

Typically acts as senior police officer in larger towns, overseeing large teams such as investigations or operations.

## Superintendent

Snr management rank. Usually in charge of a section of a Command.

## Chief Superintendent

Typically responsible for policing of a geographical area of their force.

## Assistant Chief Constable

Mainly responsible for a specific function or area within their police force e.g. Investigation or Operations.

## Deputy Chief Constable

Supporting role to their Chief Constable, handling the running of the force.

## Chief Constable

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.

If you have any protected characteristics, you could be offered additional support with your application as part of our Positive Action Strategy. Please contact us at [hr.recruitment@cleveland.police.uk](mailto:hr.recruitment@cleveland.police.uk) for more information.



# Neurodiversity

We are an inclusive and supportive employer and will do our very best to support you with any neurodiverse conditions, any other disabilities or special learning difficulties. It is important to be open and honest about any conditions so we can fully support you at every stage of your recruitment journey. This support will continue throughout your career within the force. We will ensure you have any reasonable adjustments in place and work with you to get you the support you need.

If you are joining under the PCDA programme, you will also have access to Student Support Services who provide reasonable adjustments within the University setting to fully enable and support you with your academic work.



# Cleveland Police staff networks

Once you have joined the Cleveland Police family you will have access to a whole host of local staff networks as well as national policing networks.

- **LGBT+ Network**
- **Women in Policing Network**
- **Autism Association Network**
- **Vegan Network**
- **Support Association for Minority Ethnic staff**
- **Disability Support Network**
- **Christian Police Association**



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.

# **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](mailto:hr.recruitment@Cleveland.police.uk)