

Be a force for good. Be a police officer.



Be a #Forceforgood

Have you ever considered making a real difference in the community and to people's lives? Being a police officer allows you to make a difference each and every day.

Northamptonshire Police now offers a route into the force that doesn't require you to have a degree. We can offer you a pathway where you will join us on a professional programme where you will be a police officer from the first day, earn a competitive starting salary of £18,912 with the potential to earn up to £41,130 in just seven years.

We will provide you with the academic knowledge required in the policing role too. That means, you will gain a degree you don't have to pay for, while working as a police officer. You will receive practical on-the-job training alongside academic theory and knowledge while earning.

To help you achieve your full potential and work efficiently, we will also provide you with the latest technology, including a laptop and mobile phone.

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We have a strong commitment to equality and diversity, striving to employ a workforce that reflects the diverse communities we serve.

We are actively encouraging individuals from minority backgrounds and women to consider applying. The positive action team are available to support and offer advice through the application and wider recruitment process.

For further information contact positiveaction@northants.pnn.police.uk

A career as diverse as you make it



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An increasingly diverse County relies on us to keep them safe, so we need a diverse workforce that reflects our communities so that we can better understand and meet their needs.

We encourage applications from people from different backgrounds and are especially keen to increase the number of women officers, officers from black, Asian and minority ethnic communities and candidates from the LGBT+ community.

We know that often people from these communities are reluctant to apply and may have many reservations and barriers. This is why we offer specialist support, should you wish to access it. From just an initial conversation to guidance through interviews, you can contact the positive action team on positiveaction@northants.pnn.police.uk

We know that this is a life changing role and we want to help you through the recruitment process as much as possible. We have a range of support services available to help you, which we encourage you to take advantage of.

We also have a series of workshops that you can attend. These include:

- What is the Police Constable Degree Apprenticeship and how to complete an application form
- Interview preparation
- Assessment Centre preparation

For further details on these workshops or to attend, search Northamptonshire Police on www.eventbrite.co.uk

We want the very best individuals to join us, those that are determined to uphold the law, act with compassion and the highest degree of integrity. We want those that are fair, honest and ethical in their actions. We cannot teach you these things. But we can offer you an exciting career with extraordinary opportunities that will not only transform your career but also your life.

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A career to inspire you and others

There are also a number of benefits we offer:

- No tuition fees and no student loans means no debt
- You will start earning a salary of £18,912 from day one, progressing to £41,130 in just seven years
- Access to one of the best pension schemes available and option to retire at 60
- Heavily discounted private healthcare via the Police Mutual discretionary healthcare scheme
- 22 days annual leave, in addition to public holidays, rising to 30 days after five years' service
- Generous maternity and paternity leave
- Access to a wide range of discounts offered by retailers, restaurants and other businesses through the Blue Light Card
- An active Sports and Social Club with gym facilities and Wellbeing Zone
- Continuous career development and progression with opportunities to specialise in a variety of policing areas

What to expect from the programme

From day one of your training you are a warranted police officer. You will undergo an enhanced police training programme that is jointly delivered by Northamptonshire Police and the University of Northampton.

On successful completion of the programme and your probation, your learning will be accredited with a BA Hons Degree in Professional Policing Practice.

This is a three-year professional degree programme combining on-the-job practical learning and operational competence with academic learning. We are currently recruiting police officers through this route and it is called the Police Constable Degree Apprenticeship (PCDA).

Recruitment process

The process from initial application through to start date can take six to ten months. To find out more about the recruitment process, eligibility, frequently asked questions and the application form, please visit www.northants.police.uk/policeofficer

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Our training programme

Year one

Education and development during this year is at academic level 4, your training is incorporated into nine modules. The aim is to prepare you for operational deployment with the support of a tutor or mentor. You will work towards achieving independent patrol status (IPS), which must happen by the end of year one.

Year two

The second year will see you take a significant step forward in the development of a highly skilled, multi competent police constable – academic level 5.

You will undertake further learning across five areas while working on your portfolio to show you have reached full operational competence:

- Response policing
- Community policing
- Policing the roads
- Information and intelligence
- Conducting investigations

Year three

This is the final year of your probation and your study. You will undertake advanced learning, development and professional practice at academic level 6. You will further develop your knowledge in evidence-based policing, develop your leadership, mentoring and assessment skills.

Your development both academically and professionally will centre around a research project associated within a chosen specialism from the five areas of professional practice covered in year two.

This will lead you to the End Point Assessment (EPA) process which concludes your qualification.



Search Northamptonshire Police jobs today

northants.police.uk/policeofficer