

Police Officer Recruitment 2020

The way we recruit police officers is changing!

The recruitment and training process for police officers in Bedfordshire, Cambridgeshire and Hertfordshire will change as of spring 2020. The new entry requirements to policing means all joining officers will be required to have a degree level qualification. However this does not mean you need a degree to join as a student officer, we will be offering two new routes to prepare student officers for the police constable role. These are the Police Constable Degree Apprenticeship (PCDA) and the Degree Holder Entry Programme (DHEP).

This new approach to recruitment and training is part of the Policing Education Qualifications Framework (PEQF). This aims to introduce a national standard level of education and training within the police service which reflects the current and future challenges we face.

The Police Constable Degree Apprenticeship (PCDA)

This is a great opportunity for those who have not studied at a degree level to be entered onto a three-year degree apprenticeship which involves a combination of in class learning and on the job experience. A modern degree-based education is no longer purely academic, there is now a strong emphasis on the development and application of professional practice in the workplace which this route provides.

The tuition fees for the degree will be covered by the force, you will also receive a salary of £19,500 upon joining, increasing to £23,586 after your first 12 months. Essentially you will earn while you learn and by the end of your probationary period you would have achieved a degree whilst also being paid a competitive salary. We welcome applications from all backgrounds and this opportunity is open to all who do not have a degree.

To apply for this route you must have a level 2 Maths and English (GCSE grade A*-C / 9-4) and either a level 3 qualification or equivalent work experience/training. If you have not completed a level 2 qualification there are options to complete this free of charge through local adult education providers. If you are interested in finding out more information regarding adult education please follow [this](#) link.

The Degree Holder Entry Programme (DHEP)

This opportunity is aimed towards those who already hold a degree in any subject except for a degree in policing. It is a 2 year programme which allows for a conversion of your degree to a graduate diploma in Professional Policing Practice. These two years will also count as your probationary period as a student officer and after the two years you will graduate from both the diploma and your probation. You will also start on a competitive salary of £23,585 alongside an excellent range of employee benefits and support networks.

This opportunity is open to all who hold a degree and is not just limited to recent graduates.

If you are interested in either route to policing and would like to be the first to hear when applications are open please complete this form and email to apprenticeships@bch.pnn.police.uk