



CORPORATE **INSIGHTS**

Student Placement Opportunities

SUMMARY DOCUMENT – 2025/26

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HAMPSHIRE & ISLE OF WIGHT

CONSTABULARY



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Overview

Research placements with Hampshire and Isle of Wight Constabulary (HIOWC) offer an exciting opportunity to work within the force and develop skills and experience in conducting research. Each opportunity outlined below refers to a specific research topic that has been identified as a priority project. The placements will promote the development of transferable skills whilst conducting research and working in an environment where no two days are the same. Students on placement with the force will also have the opportunity to network and spend time with colleagues who work in a wide variety of officer and staff roles.

Research placements with HIOWC are unpaid but are for a maximum of 25 hours per week to enable students to complete paid work alongside. The placements last for a minimum of 30 weeks. Although the placements allow hybrid working, students will be expected to spend some time in the working environment. The location for each placement is outlined below and feasibility of traveling to these locations will need to be considered ahead of submitting an application. Reasonable travel expenses will be reimbursed.

Eligibility: Please be aware that placements with HIOWC require vetting to NPPV level 3. Students need to have lived in the UK for the last 3 years prior to applying for vetting checks to be carried out.



Previous student's experience:

1. This student was based within the Organisational Learning and Partnerships team. The research required understanding the expansion and implementation of the psychological screening service from the perspective of service users. This involved attending external training from the psychological screening provider, conducting semi-structured interviews with policing colleagues and analysing data using Nvivo. Alongside this main body of work, the student received training on our crime management system (RMS) and assisted their team on a secondary project. This required them to conduct research on RMS on behalf of another team within the force, analysing the data and presenting the findings. The student also conducted interviews with policing colleagues who had completed research as part of an academic qualification. They wrote articles for an internal publication relating to evidence-based policing.

"I would certainly recommend pursuing a yearlong placement with Hampshire Constabulary as I have certainly retained some transferrable skills from my role which I believe will give me a really good head start when looking for a career after I finish with University. Although my time with the force was voluntary, I see this as more of an investment in myself as the experience will absolutely lend itself when I start looking for a career. I feel that this placement has greatly increased my chances of employability within my degree area and has certainly progressed my understanding of both the operational and organisational faces of policing".

Current student's experience:

1. This student was based within the Organisational Learning and Partnerships team. They have just completed a project which required them to conduct crime management system (RMS) research in relation to anti-social behaviour. The findings will be presented back to one of the operational board meetings. They are currently conducting RMS research in relation to young people who have received Out of Court Disposals and are due to start a joint project with other colleagues in the team in relation to retention of staff and officers. This will require them to conduct a survey and focus groups with policing colleagues, analysing the data using Nvivo.

"From this Placement, I have gained access to a multitude of different experiences. The role has helped network me to an invaluable group of people in the criminal justice system, which will be especially useful in the future for my remaining time at university as well as whatever career I decide to pursue in the future. Had I not taken this role, I wouldn't have acquired the real-world skills needed in a researcher and how to work within a team effectively which is what makes this experience stand out."

2. This student was based within the Chemical Treatment Unit in the Scientific Services Department.

"I have really enjoyed my time in the CTU (Chemical Treatment Unit), the hands-on approach has helped me understand the different treatment types for fingerprint development which directly correlates to my university studies. It is really rewarding to see my work having a real-life impact especially when an identification is made using marks I have developed. The staff here are amazing, supportive and encourage me to do my best, this an opportunity that you do not want to miss out on".



Research Placement Opportunities:

Research Evaluating the Changes in Approach to Missing Persons.

Anyone whose whereabouts cannot be established will be considered as missing until located, and their well-being or otherwise confirmed. A new plan is to be implemented which informs how HIOWC approach Missing Persons. This project requires a student to 1. Analyse data in order to measure the success of the plan's objectives. 2. Conduct a post implementation review and 3. Consider training requirements. Research has already been conducted in Dorset so the student will be expected to gain a clear understanding of that project and the findings.

- **Command:** Protecting Vulnerable People (PVP) – Missing Exploited & Trafficked (MET)
- **Working Arrangement:** Hybrid / Requirement to travel to various Hampshire locations. The MET Team are located at Park Gate. The Chief Inspector works out of Operational HQ (Winchester), Strategic HQ (Eastleigh), Andover Station and Romsey Station so is able to be flexible.
- **Experience and skills (specific to this placement):** Communication – Enthusiasm to learn – organised. Ability to conduct a literature review.
- **Experience and skills (general):**
 - Essential:**
 - Interest in researching and collating data.
 - Good verbal communication skills with the ability to deliver presentations to a police audience.
 - Good written communication skills with the ability to produce accurate and timely reports.
 - Demonstrate a good understanding of research processes and techniques.
 - Ability to use own initiative and possessing good time management skills.
 - Proven experience in or willingness to learn the use of Microsoft Office including Word, Excel and PowerPoint in order to present findings of research and evaluation.
 - Desirable:**
 - Knowledge and experience of research methodologies and analytical techniques, to include interviews, surveys, questionnaire design and focus groups.
- **Proposed Methodology (skills to learn and develop):** Conduct a literature review to develop knowledge on the current missing persons situation in the UK, data analysis of missing persons incidents on our crime management system (RMS) and of outcomes, identify areas of improvement, assist in coordinating policy/procedure changes.
- **Expected Output:** All students will be expected to write up their research and findings into a report. They will also be asked to present their research and findings to a small, appropriate audience of policing colleagues. This could be in person or via Teams.



Research Exploring the Impact of Force Development Programmes.

Hampshire & Isle of Wight Constabulary's Learning and Professional Development department offer a range of development programmes across force to encourage and drive an efficient promotions process. Some of which include the 'Fastrack to Inspector Programme' and the 'Advance Programme'. All opportunities are aimed at ensuring fair access to development opportunities. This project asks the student to explore how these force development programmes have impacted the employees who have completed them? Where are they now and what have they achieved as a result?

The student would be required to build an evidence base and an eventual blueprint that the Force can continue to use to identify areas for improvement and measure impacts of the programmes.

- **Command:** People & Development Services – Learning & Professional Development
- **Working Arrangement:** Hybrid / 1 day a week in Strategic HQ (Eastleigh).
- **Experience and skills (specific to this placement):** Sincere commitment and understanding of Equality & Inclusion – Impartiality – Inquisitive (use effective lines of questioning in focus group/interview settings)
- **Experience and skills (general):**
 - Essential:**
 - Ability to work cohesively in a team.
 - Ability to also work independently and self-motivate.
 - Interest in researching and collating data. Conduct data analysis (qualitative and quantitative).
 - Good verbal communication skills with the ability to deliver presentations to a police audience.
 - Good written communication skills with the ability to produce accurate and timely reports.
 - Demonstrate a good understanding of research processes and techniques.
 - Ability to use own initiative and possessing good time management skills.
 - Proven experience in or willingness to learn the use of Microsoft Office including Word, Excel and PowerPoint in order to present findings of research and evaluation.
 - Desirable:**
 - Knowledge and experience of research methodologies and analytical techniques, to include interviews, surveys, and questionnaire design and focus groups.
 - **Proposed Methodology (skills to learn and develop):** to conduct a review of current development programmes. To obtain the views of past alumni and current users (both officers and staff) either through surveys, interviews or focus groups. To conduct qualitative analysis (using Nvivo). To use this evidence base to develop a methodology/blueprint to measure future impact.
 - **Expected Output:** All students will be expected to write up their research and findings into a report. They will also be asked to present their research and findings to a small, appropriate audience of policing colleagues. This could be in person or via Teams.



Research Evaluating Current Reward and Recognition Approaches within the Workforce.

Hampshire & Isle of Wight Constabulary have recently introduced a new crime academy model with leaders taking on responsibilities for a number of areas. One of these areas is reward and recognition. The aim of this piece of work is to influence our strategy for reward and recognition for our investigative teams going forward. The student would review current reward and recognition approaches within the workforce and then do a scoping of other organisations both in and out of policing, alongside collating other good practice from those within the command to provide suggestions of different approaches which could be adopted.

- **Command:** Criminal Justice - Investigations Workforce Development Team / Crime Academy
- **Working Arrangement:** Hybrid / Southampton Central
- **Experience and skills (specific to this placement):** Communication – Ability to host focus groups - Ability to conduct a literature review.
- **Experience and skills (general):**
 - Essential:**
 - Interest in researching and collating data.
 - Good verbal communication skills with the ability to deliver presentations to a police audience.
 - Good written communication skills with the ability to produce accurate and timely reports.
 - Demonstrate a good understanding of research processes and techniques.
 - Proven experience in or willingness to learn the use of Microsoft Office including Word, Excel and PowerPoint in order to present findings of research and evaluation.
 - Desirable:**
 - Knowledge and experience of research methodologies and analytical techniques, to include interviews, surveys, questionnaire design and focus groups.
 - **Proposed Methodology (skills to learn and develop):** Evaluation of the reward and recognition strategy through a combination of literature reviews, focus groups/interviews and surveys. Findings will then be analysed and presented to the force with recommendations.
 - **Expected Output:** All students will be expected to write up their research and findings into a report. They will also be asked to present their research and findings to a small, appropriate audience of policing colleagues. This could be in person or via Teams.

For further information on any of these placements or for an informal discussion please contact our mailbox: research.requests@hampshire.police.uk.



Additional Information:

- Appropriate training will be provided where necessary.
- All placements have agreed to hybrid working. This means that the student will be provided with a laptop and will be able to spend some time working from home. There is an expectation that students will also be able to travel to locations as outlined above either for training or work purposes. It is essential that some time is spent surrounded by the relevant team, especially whilst the induction is completed.

How to Apply:

To apply for one (or more) of our opportunities, click on the 'Apply Now' button submit an online application form. You can put yourself forward for a maximum of three placements, and can rank them in order of your preference. You will be asked to answer the following questions as part of your application:

1. What interests you in this research placement and working within Hampshire and Isle of Wight Constabulary? 2. What do you think you could bring to this placement? 3. What do you hope to take away and learn from this experience? You will be asked to answer the following questions as part of your application:

1. What interests you in this research placement and working within Hampshire and Isle of Wight Constabulary?
2. What do you think you could bring to this placement?
3. What do you hope to take away and learn from this experience?

Possible Work Locations:

Location	Parking	Is there a train station?	Additional Information
Operational HQ	Charged parking available locally	Yes - walking distance	(SO23 8ZD, Winchester)
Strategic HQ	Free parking on site	Yes - walking distance	(SO50 9SJ, Eastleigh)
Training HQ	Free parking on site	Yes - walking distance	(SO31 4TS, Netley)
Northern Police Investigation Centre (PIC) - Basingstoke	Free parking on site	Yes but not walking distance	(RG22 4BS, Basingstoke)
Eastern Police Investigation Centre (PIC) - Portsmouth	Free parking on site	Yes - walking distance	(PO3 5GE, Portsmouth)
Western Police Investigation Centre (PIC) - Southampton	Free parking on site	Yes - walking distance	(SO15 1AN, Southampton)
Andover Police Station	Limited free parking on site	Yes - walking distance	(SP10 2ED, Andover)



Romsey Police Station	Charged parking available locally	Yes - walking distance	(SO51 8BY, Romsey)
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*Bus routes can be discussed further and found online.