



YOU COULD HAVE THE
**SKILLS TO
SERVE**



CHIEF CONSTABLE OLIVIA PINKNEY

Policing is a career like no other. And it takes all kinds of people and skills to build an effective team. Our police officers, police staff and volunteers show courage, teamwork and compassion on a daily basis to make a real difference to people's lives in the communities they serve. Today, brains and people skills matter just as much as handling physical challenges. Hampshire Constabulary is an innovative and ambitious force, frequently recognised for its originality, for partnering with other emergency services and for constantly striving to find new ways of providing a better service to the public.





We work across an increasingly diverse community and face an ever-changing criminal landscape. To do this, we need a diverse workforce, from a variety of backgrounds. A workforce that has the skills and knowledge to deal with new and emerging types of crime, such as cybercrime, as well as high-harm offences like rape and domestic abuse. And to be the best we can be, we need to attract the best people.

If you're successful, you'll get to do something that really matters. You'll work in one of our brilliant teams to deliver safer communities. It's a tough but rewarding job and we work hard to ensure we give every member of the team the genuine support they need to succeed. We don't just look after your physical health, we look after every aspect of your wellbeing. Helping you to be mentally and emotionally ready for the challenges ahead. Because only a looked after officer can give the public the best possible protection.

Thank you for your interest in Hampshire Constabulary. Maybe you are new to policing? Maybe you want to transfer home to the force, or maybe you are serving elsewhere? If you share our values and desire to protect people, we'd like to speak to you about the roles and opportunities we have. You can even sign up to get alerts as new opportunities arise.

Whatever you decide to do, I wish you every success for the future.

CHIEF CONSTABLE
OLIVIA PINKNEY

THE BENEFITS OF WORKING FOR US

Working for Hampshire Constabulary is already a rewarding experience, but you'll also have access to a wide range of benefits and opportunities.

What we offer:



Childcare vouchers



Attractive pension schemes



Membership to Hampshire Police Leisure and Sport, providing a whole range of benefits and sporting activities



Regular cycle-to-work schemes



On-site gym facilities at a number of our buildings



Training and development opportunities



Support and advice from a range of staff associations and services

HAMPSHIRE AND THE ISLE OF WIGHT AT A GLANCE



1.45
MILLION VOTERS



2
AIRPORTS



85%
RURAL

1,603
MILES' POLICING AREA

4
UNIVERSITIES



19
MPS

2
NATIONAL PARKS

BASINGSTOKE

SOUTHAMPTON

230
MILES OF COASTLINE



4
LOCAL
AUTHORITIES,
PLUS DISTRICT
COUNCILS

PORTSMOUTH

2 MILLION
PEOPLE



2
MAJOR PORTS



4
MOTORWAYS

DIVERSITY AND INCLUSION

At Hampshire Constabulary we want everyone to feel included, because we know we get the best results when different people with different Skills to Serve come together. It's why we have a wide range of recruitment opportunities for every possible community, and we champion diversity and inclusion in the force.

We are focused on attracting, recruiting and retaining talented people, and look for a wide range of skills and experiences and an understanding of different cultural issues.

We can offer flexible working for candidates with caring responsibilities and reasonable adjustments for anyone with a disability. We also have a number of staff support networks that are available to officers, staff and volunteers:

- Black, Ethnic And Minority (BEAM) support group
- Lesbian, Gay, Bisexual & Transgender (LGBT) resource group
- Inspire network for Women
- A new Men's Health Forum
- Disability Support Network
- Multi-faith Chaplaincy network

In order to truly reflect the communities we serve, we're particularly keen to recruit those with language skills, people from black, Asian and other minority ethnic backgrounds, and other under-represented groups. If you meet this criteria we can help, supporting you with your application and recruitment. Email us at

positive.action@hampshire.pnn.police.uk

YOU COULD HAVE THE
**SKILLS TO
SERVE**



KEY ATTRIBUTES WE'RE LOOKING FOR

RESPECT

It's what a people person like you shows, without thinking twice. You're the ones that bring everyone together, for the good and the bad. And we need people just like you. Because here, building relationships matters as much as intervention. We need to make everyone feel included, because we get the best results when different people come together.

COMPASSION

You might have developed it when helping a friend through tough times. It's one of many qualities we look for at Hampshire Constabulary, because it takes all kinds of people to protect the public. We have to be at our most aware to handle sensitive situations.

RESILIENCE

Perhaps you proved yours on those unforgiving winter runs. Wherever it comes from, we're interested. At Hampshire Constabulary, we need your staying power to get the justice our community deserves. In fact, we look for all kinds of skills, because it takes all types of people to protect the public.



YOU COULD HAVE THE
**SKILLS TO
SERVE**

TEAMWORK

You may have honed yours by helping your friends conquer their Everest. It's one of many qualities we look for because it requires all kinds of people, working in different teams, to achieve our common goal – protecting the public. And if you've served before, that's an added bonus.



**PROBLEM
SOLVING**

Maybe you honed your skills when developing an app. At Hampshire Constabulary, we'll show you how you can use them to stay one step ahead of crime. In fact, we look for all kinds of skills, because it takes all types of people to protect the public.



COURAGE

You know how it feels. When you stand up to someone who needs to change their ways. And wherever you've shown it, we want it. Because our job is to sort right from wrong, and sometimes that means stepping towards the danger when others turn the other way.



OUR JOINING PATHWAY POLICE OFFICERS

APPLICATION TO CONDITIONAL OFFER

1

Application

2

Eligibility
check

3

On-line
assessments

4

Interview

5

Search
Assessment
Centre

PRE-EMPLOYMENT CHECKS

9

National
Police Vetting
(including
biometrics)

8

Employment
referencing

7

ID &
qualifications
verification

6

Conditional
offer

10

Job related
fitness test

11

Occupational
Health
Screening

FINAL OFFER AND START DATE CONFIRMED

12

Final offer
(unconditional)

13

Set training
course start
date

14

Candidate
can give
notice

YOU COULD HAVE THE
**SKILLS TO
SERVE**



Search “**Hampshire Police Careers**”

We look for all kinds of skills, because it takes all kinds of people in all sorts of roles to protect the public.



POLICE OFFICERS



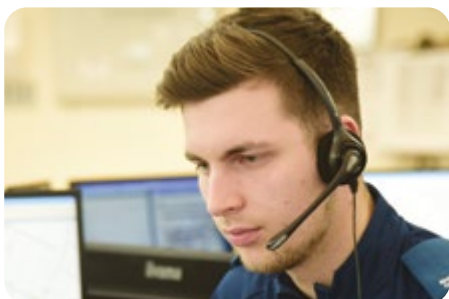
POLICE STAFF



PCSOs



SPECIALS & VOLUNTEERS



CALL HANDLERS



POLICE STAFF INVESTIGATORS