Dorset Police
Committed to a Safer Dorset for You

Police Officer Recruitment Brochure
Police Officer Recruitment

Introduction from Chief Constable Debbie Simpson and Police and Crime Commissioner Martyn Underhill

Dorset police officers operate at the heart of the community, ensuring safety and security to those who work, live and visit the county.

It is right that we bring new officers into the policing family. We are striving to provide a more visible force, with an emphasis on neighbourhood policing.

A police officer’s role is about more than working to reduce crime. It is now just as much about reducing the fear of crime, working in partnership with communities to make a real difference and improve quality of life for everyone.

Forging close relationships, building trust and understanding the issues within Dorset’s different communities all form part of the fundamental platform on which effective, credible policing is built.

As a result, we must continue to recruit the right people from every background and use the full spectrum of their skills, knowledge and experience to make Dorset safer for everybody.

Martyn Underhill  
Police and Crime Commissioner

Debbie Simpson  
Chief Constable
Introduction to Application Process

This document sets out to provide you with an understanding of the recruitment process to become a student police officer with Dorset Police and about working for the Force.

Due to the expected volume of applications we will not be able to answer telephone calls. However, we will aim to respond to emails within 48 hours during normal office hours, Monday to Thursday 9.00am – 5.00pm and Friday 9.00am – 4.00pm.

If you have a query, before contacting us please ensure that you have read this document carefully and you have followed all of the online instructions.

There are different stages of the recruitment process and therefore it is important you understand what this entails, how long you have to complete each stage and when you will be informed if you have been successful to progress to the next stage. The first part of the recruitment process is an online registration and assessment. Our initial communications with you will be via email. If you do not find the answer to your question within this document, then you can email our dedicated recruitment team on: PoliceOfficerRecruitment@dorset.pnn.police.uk.

Dorset Police will open access to each element of the online assessment for seven consecutive days. We will open access from 9.30am on Wednesday 30 October 2013 for the initial application stage.

Access to the online assessment can be made at any time during the day or night during each period and from any location that has internet access. This document will remain available to access on the 'joining Dorset Police constable section of our Internet pages

Dorset Police is committed to fairness towards all members of the community. We need people from diverse backgrounds with skills and experiences to help us deliver excellence in local policing across Dorset. We would particularly welcome applicants from women, black & minority ethnic (BME) backgrounds and individuals that identify as lesbian, gay, bisexual and/or transgender as well as individuals from any variety of religions and beliefs.

Please read this document carefully and in full, in readiness should you wish to make an application to become a Police Officer within Dorset Police.
Becoming a Police Officer with Dorset Police

What we offer:

♦ On appointment your starting salary will be £19,000
♦ Annual Leave of 22 days increasing with length of service
♦ Police pension
♦ Training and development opportunities
♦ Employee assistance programme (EAP) covering a range of health, wellbeing and lifestyle issues
♦ Support and advice from our Occupational Health Support Unit and a range of staff associations and access to a range of services including Charitable Trust and Police Mutual
♦ Childcare Vouchers. You can use the vouchers to pay for registered or approved childcare, this includes nurseries, child minders, breakfast and after school clubs, and can be used for children up to the age of 16
♦ Access to established staff support groups for all members of the policing family

Recruitment Timeline

Below we have set out some important dates that you may wish to make a note of which sets out the timeframe for this recruitment process.

At the end of each stage of the recruitment process you will be notified whether or not you have been successful and therefore eligible to proceed to the next stage. For the online application process this will be by email.

<table>
<thead>
<tr>
<th>Stages</th>
<th>Opening Date and Time</th>
<th>Closing Date and Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration, realistic job preview, eligibility assessment</td>
<td>Wednesday 30 October 2013 at 9.30am</td>
<td>Tuesday 5 November 2013 at 4.00pm</td>
</tr>
<tr>
<td>Behaviour styles questionnaire</td>
<td>Tuesday 19 November 2013 at 9.30am</td>
<td>Monday 25 November 2013 at 9.30am</td>
</tr>
<tr>
<td>Situational judgement test</td>
<td>Tuesday 3 December 2013 at 9.30am</td>
<td>Monday 9 December 2013 at 9.30am</td>
</tr>
<tr>
<td>Random de-selection</td>
<td>Tuesday 10 December 2013</td>
<td>Sunday 15 December 2013</td>
</tr>
<tr>
<td>Application form sent to successful applicants</td>
<td>Tuesday 17 December 2013</td>
<td>Tuesday 14 January 2014</td>
</tr>
<tr>
<td>Assessment centre</td>
<td>W/C 28 April 2014</td>
<td></td>
</tr>
<tr>
<td>Second interview</td>
<td>June 2014</td>
<td></td>
</tr>
<tr>
<td>1st Intake 2014/15</td>
<td>13 October 2014</td>
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</tbody>
</table>

If you cannot attend/be available for these dates you may wish to reconsider applying to Dorset Police for this campaign.

It is anticipated that Dorset Police will recruit an intake of 12–16 new officers on 13 October 2014 and a further 12–16 officers in 2015/16. However, this is subject to demand at the time of the intake.
Application Process

Stage 1 – Online Assessment

The start of the recruitment process for you will be completing the online assessment tool. It is important that you are open and honest with your responses so that you gain the most benefit from the questions. The online assessment will be divided into three elements. The first element comprises applicant registration, a realistic job preview and eligibility assessment. The second element is a behavioural styles questionnaire and the third element a situational judgment test. Dorset Police will open access to each element of the online tool for seven days. We will open access to stage 1 from 9.30am on Wednesday 30 October 2013 and close access at 4pm Tuesday 5 November 2013. Access to the online assessment can be made at any time during the day or night for each element and from any location that has internet access.

The system is designed to enable you to complete each element of the online process without timing you out. We recommend that you complete each element in one sitting. Whilst the online tool remains open you can take the assessment at any time during that period. If however, you do not allow yourself enough time before the closing deadline you will not be able to complete your application. If you have a query, before contacting us, please ensure that you have read this document carefully and you have followed all of the online instructions. Due to the expected volume of applications we will not be able to answer telephone calls. However, we will aim to respond to emails within 48 hours if you have a query.

The online assessment tool consists of:

1. **Registration (30 October – 5 November 2013)**
   
   This is where you enter your personal details such as your full name, full residential address, driving licence details and your national insurance number. You will also be required to provide proof of these details later on in the application process.

2. **Realistic Job Preview Questionnaire (30 October – 5 November 2013)**
   
   The purpose of this section is to give you a real view of what it is like to undertake the work of a police officer and decide whether or not it is right for you. You will be asked to give your open and honest responses to different situations. There is no right or wrong answer. At the end of the questionnaire, the system will give you an overall rating of your suitability for the role of police officer based on your responses. You can then make a decision if you would like to continue with the application.

3. **Eligibility Screen (30 October – 5 November 2013)**
   
   This screen checks your eligibility in line with the national recruitment standards. You will be advised at the end of the questionnaire if you have met all the eligibility criteria and then able to progress to the behaviour styles questionnaire. If you are referred as a result of any of your answers, a member of the recruitment team will contact you to let you know the outcome. The eligibility criteria are set out in the appendices of this document.

   
   This questionnaire invites you to review a number of statements and indicate which statement you completely agree with or completely disagree with on a sliding scale. In order to progress to the next stage, you must pass the behaviour styles questionnaire. At the end of this questionnaire you will be advised of the result and a feedback report.

5. **Situational Judgement Test (3 December – 9 December 2013)**
If you have passed the behaviour styles questionnaire you will be asked to complete the situational judgement test. This is the final stage of the online process. You will be presented with a number of different situations that you might face as a police officer with a choice of different actions that might be taken. You will be asked to identify which action will result in an effective or counterproductive outcome. You will be provided with a feedback report and if you are successful, you will then be invited to complete an application form.

Random De-selection

Random de-selection may be used as part of this recruitment process due to high volumes of applications. In these circumstances, there is equal opportunity to be de-selected and a fair process for de-selection exists. There is also the opportunity for the Force to review any de-selection to ensure that no disproportionality exists. This will be carried out by the Force lead for equality to ensure fairness has been applied through the de-selection process. In using an automated process, Dorset Police can monitor and review the process at every stage in order to be confident that a fair process is being applied. The process/product that has been used has been fully tested and a full equality impact assessment has been carried out by the provider.

Stage 2 – Application Form

If selected to receive a Dorset Police application form this will be sent via email attachment. The application form will be prepopulated with the personal information you included in the registration section of the online assessment tool such as your name, address and contact details. To complete the application form, you will be asked to provide your education and full work history. It is very important that you follow the instructions as incomplete forms will not be accepted.

The application form includes a competency based questionnaire (CBQ) which is designed to obtain real evidence of the qualities you already have or may develop to enable you to carry out the role of a Police Officer. Your application will then go through an initial rigorous paper-sift and CBQ marking. If the force needs to speak to you about any of the information you have provided, a member of the Organisational Development, HR Support Team will make contact with you. All applicants will be notified by email if they have been successful or unsuccessful at this stage approximately 4 weeks after the closing date for applications.

Application forms must be printed and then handwritten. Typed or electronically completed forms will only be accepted should you have a specified learning difficulty*.

*Specified Learning Difficulty

If you require an adjustment to the recruitment process in relation to a Specified Learning Difficulty e.g. dyslexia, confirmation via a relevant report or medical certification will need to be provided along with the application form.

If you believe you have a Specified Learning Difficulty that has not been assessed to date you would be required to source and undertake an assessment (at your own expense) in order that we are able to consider reasonable adjustments at the application and assessment centre stage (if applicable). The adjustment applied at the application form stage is that it can be typed in text Arial in no less than Font 10

All candidates will be required to submit your original application and a photocopy. All applications received will be acknowledged by email.
Stage 3 – Assessment Centre

Following successful completion of the competency based application, as spaces within Dorset Police are limited, only the highest scoring candidates will be selected to attend a national SEARCH (structured entrance assessment for recruiting constables holistically) assessment centre. These are generally held at Hampshire Constabulary.

The date of the assessment centre will be week commencing 28 April 2014. It is very important when deciding to apply for the role of a student police officer that you can attend the assessment centre date as no further opportunity will be offered for this campaign.

The assessment centre consists of:

- 20 minute competency based interview
- Two written exercises
- Four role play exercises
- Numerical reasoning questionnaire and a verbal logical reasoning test

These exercises are designed to test your ability to think on your feet, make quick decisions based on sound judgement and also measure your basic numeracy and literacy standards. You will be required to bring two forms of identification with you to the assessment centre (including one photo ID). If you do not bring these with you, you will not be allowed to progress any further with the application process. You should receive your results approximately three weeks later. Highest scoring candidates, who are successful at this stage, will then be invited to attend a second interview at Police Headquarters, Winfrith.

Stage 4 – Second Interview

Highest scoring candidates who have successfully passed the assessment centre will be invited to a second interview. These interviews will be competency based on the Dorset Police values and police professional framework and so the sorts of things we will be focusing on may include:

- Integrity
- Professionalism
- Fairness
- Respect

We will ask you to tell us what you have done that supports our values. Dates for the interviews will be confirmed at a later stage but they are likely to take place in June 2014. It is important that you can make these dates as no others will be available.

Stage 5 – Pre-employment checks

This element will only be progressed if we have made you a conditional offer of appointment.

References

We send reference requests to all your previous employers in the last 5 years but only once we have made you a conditional offer of appointment. If you haven’t been employed for 5 years, we will ask for a character reference or an educational reference.
Vetting Checks

We will carry out security checks on you and your:

- Spouse/partner
- Paternal father
- Step father/mother’s partner
- Paternal mother
- Stepmother/father’s partner
- Brothers/sisters (full/half/step)
- Children/children of your partner (only those age 10 years and over)
- Any other adult living at your address
- **Financial circumstances** – Applicants will have their financial status checked. These checks are carried out because police officers/staff have access to privileged information, which may make them vulnerable to corruption. Applicants with outstanding county court judgements, individual voluntary agreements (IVAs) or who have been registered bankrupt with outstanding debts, will be rejected. If you have discharged bankruptcy debts then you will need to provide a certificate of satisfaction with your application. At least three years will need to have passed since the date of discharge. Applicants with cautions/convictions/reprimands, other than some motoring offences, will not be accepted.

Biometric Vetting Checks

We will need to take your fingerprints and DNA samples to carry out some final vetting checks against our databases. As part of the recruitment process you will be asked to sign a consent form for this to take place.

Medical Assessment

The role of a Police Officer is demanding. During the application and selection process we will be assessing your mental and physical fitness to undertake the role. You will be required to complete a medical history questionnaire and a medical assessment will be carried out by our Occupational Health provider.

We will check:

- BMI
- Eye sight test*
- Colour Vision*
- Lung function
- Hearing
- Drugs Testing

*Eyesight Requirements

You may have seen a chart like the diagram opposite at your opticians. The actual chart is much larger and is read from a distance of six metres. Each line equates to a standard. The standard you need to meet either with or without spectacles or contact lenses is:
Distance vision

6/12 or better with either your right or left eye 6/6 with both eyes together.

<table>
<thead>
<tr>
<th>A</th>
<th>6/60</th>
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<tbody>
<tr>
<td>BC</td>
<td>6/36</td>
</tr>
<tr>
<td>DEFG</td>
<td>6/24</td>
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<tr>
<td>HIJKLM</td>
<td>6/18</td>
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<td>NOPORSTU</td>
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<td>VWXYZABCD</td>
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<tr>
<td>EFGHIJKLMNOPQ</td>
<td>6/6</td>
</tr>
<tr>
<td>RSTUWVXYZABCDEF</td>
<td>6/5</td>
</tr>
</tbody>
</table>

If you wear spectacles or contact lenses you also need to reach 6/36 without your spectacles or lenses.

Near vision

6/9 with both eyes together (aided).

Colour vision

The use of colour-correcting lenses is not acceptable. Severe colour vision deficiencies (monochromacy) are not acceptable. Mild anomalous trichromacy is acceptable. Severe anomalous dichromacy or trichromacy is also acceptable but you will need to be aware of the deficiency and make appropriate adjustments.

Eye surgery

Radial keratotomy, arcuate keratotomy or corneal grafts are not acceptable. Other forms of refractive surgery such as LASIK, LASEK, PRK, ICRS and epiflap are all acceptable provided that six weeks have elapsed since surgery, there are no residual side effects and the other eyesight standards are met.

Fitness Test

The Job Related Fitness Test consists of two elements designed to test your endurance and dynamic strength.

Test 1: Endurance Test (multi stage shuttle run)

Commonly called the bleep test, you will be asked to keep running between two points which are 15 metres apart. The speed you must run is dictated by a bleep, and the time allowed to run one shuttle will get shorter as the level increases.

You must reach level 5.4 to pass.

Test 2: Dynamic Strength

The dynamic strength test mimics a seated bench press action and a seated rowing action. You will be asked to perform 5 repetitions on the push and 5 repetitions on the pull. The machine works out the average of each set of 5 repetitions to give you your score.

You must Push 34 Kg and Pull 35 Kg to pass.
How to Prepare:

- Practice seated rows and bench presses. Ideally train using a whole body approach to ensure muscle balance, prevent injury and receive optimum gains.
- You are training to perform 5 repetitions at a maximal level. For best strength gains you need to train using heavy weights and approximately a maximum of 6 - 8 repetitions. A good guide is to lift a weight that you struggle to perform six or eight repetitions. You also need to ensure a rest of at least 2 minutes between sets to ensure your body refuels itself for maximal training benefits (A set being completion of 6-8 reps). As you get stronger increase the weight so you always reach maximal effort in 6-8 reps.
- Ask for advice if you are unsure of how to perform this exercise.

Download the 'Fit To Pass - The job related fitness test' information document (104kb PDF)

If you have a disability that you believe would prevent you from undertaking or passing this test, reasonable adjustments, in the form of an alternative testing method can be considered to establish your fitness to undertake the role of a Police Officer/to undertake personal safety training whilst in the role.

A fitness test will be arranged after the medical assessment has been carried out and you have been deemed fit to do the fitness test.

**Formal Offer of Appointment**

After successfully completing the pre-employment checks you will be formally offered a start date. You will begin on a 20-week initial course as a probationary Police Officer, developing the practical aspects of policing. This is followed by 10 weeks tutored patrol with your allocated team to attain independent patrol status. During this phase of training you will complete a range of tasks using all the skills and knowledge built up so far.
Frequently Asked Questions

1. How do I contact Dorset Police about my application?

All the answers that you need to know about your stage of the recruitment process are contained within this booklet. If you still have questions then you can email us at PoliceOfficerRecruitment@Dorset.pnn.police.uk and we will try to respond to you within 48 hours during normal office hours, Monday to Thursday 9am – 5pm and Friday 9am – 4pm.

Unfortunately due to the volume of applications we will not be able to take telephone calls during the period the online assessment is open to applicants.

2. I have a problem using the online assessment tool. Who should I contact?

As this is a web-based assessment if you are experiencing difficulties, it may be associated with your own web browser capability. The minimum internet browser requirement to use the assessment will be:

- Internet Explorer 7
- Firefox 3.6
- Google Chrome 8
- Safari 5 (Mac and PC)

Your browser should also have Javascript and Cookies enabled. You can also access a help menu within the assessment. Please note, the tool is not currently compatible for use on mobile devices or tablets, therefore please only attempt to access the system via a PC. If you are unable to find the answer within the help menu, then you can email PoliceOfficerRecruitment@dorset.pnn.police.uk.

3. I will be 18 on the date of the Assessment Centre. Can I still apply to join Dorset Police?

No. To be eligible to apply, you must be age 18 years or over by 1 November 2013.

4. When does the online application process start?

Wednesday 30 October 2013 at 9.30am.

5. When does the online process finish?

This will vary according to the stage of the online assessment that you are at. You should refer to the table of key dates on page 5 of this document.

6. I have not received an email confirming if I have passed or failed. What should I do?

At the end of each element of the online process you will receive an email from the Apollo system. If you have not received an email you should check your junk mail / filter settings in case the email/s get filtered by your spam software.

7. I have a medical condition but does that prevent me from joining Dorset Police?

It will depend upon the nature of the medical condition. We require that all our new officers undergo a medical assessment with our Occupational Health Support Unit. You will need to pass the medical assessment to be eligible to join Dorset Police.

8. I have tattoos. Will this stop me becoming a Police Officer?

Not necessarily. If you have tattoos you will need to make a declaration at the time of application. We will ask you to send in two digital pictures of each tattoo. One distance photograph clearly showing where on
the above body area the tattoo is located and a second close up photograph that we can use to assess this against our standards.

9. I am not a British citizen. Can I still apply to join Dorset Police as an officer?

Yes. If you are a Foreign National or Commonwealth Citizen you must have leave to enter or leave to remain in the UK for an indefinite period. Most EEA and Swiss Nationals have the right to reside in the UK and so will not need to demonstrate this, applicants must have resided in the UK for three continuous years immediately prior to application. However Bulgarian and Romanian Citizens are not automatically entitled to remain in the United Kingdom and will require leave to enter and leave to remain in the UK for an indefinite period.

10. Do I need a driving licence to apply?

Whilst you can still apply, a full manual driving licence will be required prior to appointment.

11. I have a motoring offence(s). Can I still apply to become an officer?

Dorset Police will need to assess the motoring offences. However, if you have more than 6 penalty points on your driving licence and/or two or more motoring offences within the three years prior to the application date you may not be eligible to apply to join Dorset Police as a student officer.

12. I have a criminal record. Can I still apply to become an officer?

Eligibility will depend on the nature and circumstances of the offence. It is not possible to set out a full list of convictions that will preclude a person from becoming a Police Officer. Each case will be considered on its own merits, and if the offence is deemed sufficiently serious a person will be rejected irrespective of age at time of offending. There may be circumstances where an individual does not fall within the criteria, but whose suspected involvement in crime, or criminal associations make an offer of employment inappropriate. Click here for National Conviction Guidelines.

13. I have a Police Officer application to another force – can I transfer this to Dorset?

Dorset Police are not accepting any request to transfer an existing Police Officer application with another force during a recruitment campaign.

14. I have previously been unsuccessful in my application to become a Police Officer in another Force, can I still apply?

If you have been unsuccessful at shortlisting or at a SEARCH assessment centre within the last 6 months (based on the date you were notified of the outcome of the process) you will be unable to apply on this occasion.

15. I am a serving PCSO or Special Constable, can I transfer to become a Police Officer?

No, you would have to go through the official recruitment process like all other applicants in order to qualify as a Police Officer.

16. I would like to become a firearms officer/dog handler/detective/air observer etc. If my application is successful can I join the unit straight away?

No. All newly recruited Police Officers must undergo a two year probationary period, so you could not apply for any specialist posts within Dorset Police until you have completed at least two years’ service.

17. Can you become a Police Officer if you wear glasses or contact lenses?

As part of the recruitment process you will need to undergo an eye test. New recruits must have at least 6/12 vision in the right or left eye, or at least 6/6 vision in both eyes. Those who wear glasses or contact
lenses must have at least 6/36 unaided vision in both eyes. For further information please refer to the eligibility criteria.

18. Can you become a Police Officer if you are colour blind?

Those with colour blindness are eligible to become Police Officers, but would be restricted from fulfilling certain posts, such as traffic officer or firearms officer. If your colour blindness is monochrome, you would be unable to apply.

19. If I have a disability can I apply to become a Police Officer?

Dorset Police welcomes applications from people with disabilities as defined by the Equality Act 2010 i.e. a person is disabled under this Act if they have a physical or mental impairment which has a substantial and long-term (over 12 months) adverse effect on their ability to carry out normal day to day tasks.

If you consider yourself to have a disability, please inform us of the type of reasonable adjustments you might need to assist you in participating in the recruitment and selection process. Dorset Police will try to make reasonable adjustments required where practicable. Please email PoliceOfficerRecruitment@dorset.pnn.police.uk.

20. I have epilepsy. Can I still apply?

You can still apply to become a Police Officer. We will look at each case on its merits and take guidance from our Occupational Health Support Unit.

21. I have diabetes. Can I still apply?

You can still apply to become a Police Officer. We will look at each case on its merits and take guidance from our Occupational Health Support Unit.

22. Is there a height restriction for Police Officers?

No. There is no minimum or maximum height restriction.

23. What qualifications do I need to apply?

At this time Dorset Police are not looking at specific formal academic qualifications needed to become a police officer although this will change in future campaigns as per the commendation outlines in the Winsor report. Applicants will be requested to produce any original certificates of degree qualifications/professional membership during the selection process if they have been listed on the application form.

24. How much will I be paid?

Our starting pay for student officers is detailed below. On appointment with no previous experience - £19,000 Those who are a current serving special constable, or have previously served in the last two years, who have been signed off for independent patrol status or a PCSO (full-time or part-time) who has been in post for at least 18 months at the time of application and been assessed by your line manager as fully competent in the role- £22,000.

The new pay scales for Police Constables is laid out below:-

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<th>PAT Award</th>
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<td>£19,000</td>
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<tr>
<td>1</td>
<td>£22,000</td>
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<td>3</td>
<td>£24,000</td>
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<tr>
<td>4</td>
<td>£25,000</td>
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</table>
25. If I am successful where I am likely to be posted?

You must fully appreciate that you may be posted anywhere in the County in accordance with current policy. However at the present time it is the likelihood that an officer’s first deployment is likely to be in the Bournemouth and Poole area.

26. How long does the whole recruitment process take?

The first planned intake for student officers is 13 October 2014. You should refer to the table of key dates on page 5 of this document for key dates.

27. How many vacancies are Dorset Police anticipating in 2013/14?

It is anticipated that Dorset Police will recruit an intake of 12–16 new officers on 13 October 2014 and a further 12–16 officers in 2015/16 however this is subject to demand at the time of the intake.

28. As I have got children/ caring responsibilities I am not sure it is a career for me?

An important consideration for every applicant is that you WILL have to work shifts as a police officer, covering a 24-hour period. There are many different shift patterns but generally they cover 8-10 hours Monday to Sunday (earlies, lates and nights) incorporated with rest days. Upon completion of a two-year probationary period, unpaid career breaks of between three months to five years are also currently available. Additionally, Dorset Police has several family-friendly policies such as a generous maternity leave scheme, paternity leave, child-care vouchers as well as part-time working which is also available in the probationary period.

Whilst on probation you must work at least 24 hours per week (or 1,248 hours per year). However, initial training must be completed on a full-time basis (approximately first 31 weeks). Salary, leave entitlement etc would be calculated on a pro-rata basis. If you decided to apply as a part timer it would be really helpful if you indicated your intentions ideally on the application form or at the earliest opportunity. Importantly though, a request to work part-time will not affect or influence your application in any way, as a decision will be solely based on your evidenced application and subsequent performance over various assessments.

29. I applied to another force via the Pre-Assessment tool but did not progress to the application stage. Can I apply?

Dorset Police will allow any candidate who has been unsuccessful through the pre-assessment tool in another Force to register their interest for this campaign.

Thank you for your interest in joining Dorset Police as a Police Constable, we wish you every success in your future career choices.

Organisational Development, Recruitment Team
Dorset Police