

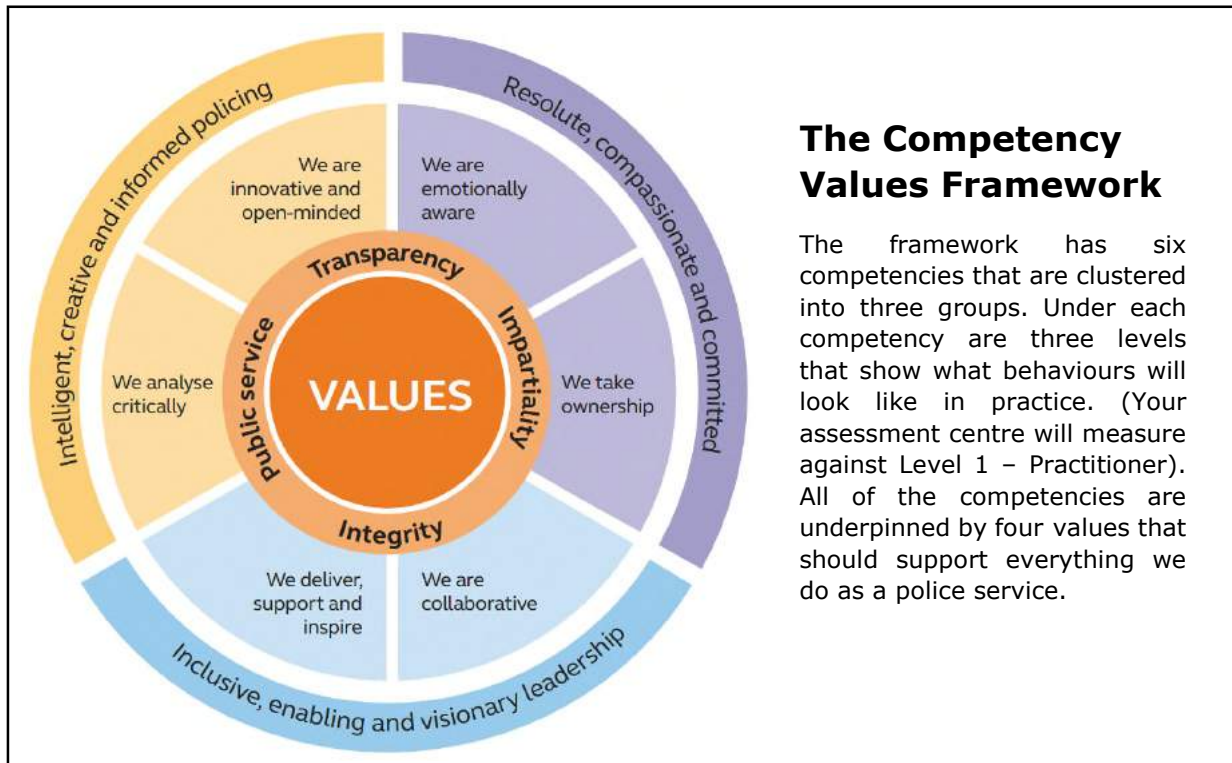


Details on the Assessment Centre

If you pass the Initial Selection Test, you will be given an appointment to attend an Assessment Centre.

Please note that if you are invited to attend an Assessment centre you will be given specific instructions on certain documentation (including Photographic ID) that you will be required to bring with you. Please follow all instructions carefully.

The Assessment Centre consists of a number of different exercises (including written exercises and role plays). You will be tested against the **Competency Values Framework (CVF) for Policing Professionals*** in a simulated policing environment. Your competence in computer literacy will also be checked. The Assessment Centre will include a re-test of the IST.



In preparation for your Assessment Centre you should study the information provided by the [College of Policing](#) in relation to the CVF. Think about how you will demonstrate these values and behaviours to assessors at your Assessment Centre. (Please note that your assessment will measure against Level 1 – Practitioner Level of the CVF).

For further **general information on the Competency Values Framework**, please visit The College of Policing's website:

- <https://www.college.police.uk/What-we-do/Development/competency-and-values-framework/Pages/Competency-and-Values-framework.aspx>

More detailed information outlining the **key elements of the CVF** against which you will be assessed are included via the following link. The information includes a list of behaviours which you should aspire to and demonstrate during your Assessment Centre:

- https://www.college.police.uk/What-we-do/Development/competency-and-values-framework/Documents/Competency-and-Values-Framework-for-Policing_4.11.16.pdf

While preparing focus your attention on this document as follows:

- **CVF Values:** Pages 5-6
- **CVF Clusters / Competencies:** Pages 7-18

At the Assessment Centre, professional assessors and lay assessors will assess you for defined values and behaviours during exercises. They will independently mark and then agree your rating for the exercise being examined. Their decision is final.

How to prepare for the Assessment Centre

Before the session

- Do not share information about Assessment Centre dates or venues via social media sites such as Facebook, Twitter or any other online forum. Sharing such information is prohibited.
- It is important that you familiarise yourself with your Unique Identity Number (UID) which is noted at the top of your invite email, beginning with the digits 2002... (followed by several digits specific to you).
- Be prepared and know what you are required to bring along to your Assessment Centre e.g. copy of invite email, ID etc.
- The Assessment Centre is based within a police setting, and you will be asked to assume the role of a constable. Therefore read the information provided on the joinpsni.co.uk website about the role and about the PSNI. In addition, you may want to carry out research on your own regarding the objectives and priorities for the PSNI over the next couple of years.
- Familiarise yourself with the CVF, which you will be assessed against, and think about how you will demonstrate the various values and behaviours to assessors.
- Plan your outfit the night before and get plenty of sleep. (There is no strict dress code, but many candidates choose to wear business attire).
- Bring your own wrist watch or stop watch as elements of the Assessment Centre are timed and it is your responsibility to manage your own time. You may **not** use a mobile phone or any smart device for timekeeping purposes – mobile phones are **not** permitted in the Assessment Centres.
- If you wear glasses, be sure to take them with you.
- Plan your journey and give yourself plenty of time to get to the session - you must arrive for the session **30 minutes before the scheduled time** for registration purposes.
- Take directions and contact details with you to avoid delays and last minute panic.
- You may wish to bring some refreshments with you as the Assessment Centre may last up to 5 hours with some periods of waiting time between exercises.

Please note: The PSNI selection process (including the Assessment Centre) is a bespoke design which is delivered by and copyright to Deloitte. Please be cautious of unofficial training providers engaged in tutoring potential applicants on elements of the process. These training providers are not endorsed. N.B. no one outside of the Deloitte design team has the appropriate knowledge to help applicants prepare.

At the session

- Listen carefully to instructions.
- Do exactly as you are told.
- Don't be afraid to ask questions.
- Don't be discouraged if you find the exercises difficult.
- Focus on your own performance and not those around you.
- Try as hard as you can.
- Relax, be yourself and let your personality shine through.

Assessment Centre Scheduling

The Assessment Centres are held in locations in and around Belfast. These sessions are held during weekdays and consist of morning and afternoon sessions.

Rescheduling Assessment Centres

Given the large number of candidates it will not always be possible to reschedule allocated appointments. If you cannot make the appointment you have initially been scheduled to, you should contact the Recruitment Team immediately via info@joinpsni.co.uk to enquire if an alternative slot is available. However, please be aware that there may not always be any free slots to accommodate your request.

*Source: College of Policing Ltd

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