



Police Constable Recruitment – 2020 Recruitment

Updates to the recruitment process

The PSNI recruitment process is kept under constant review, both at strategic and operational level. We listen to feedback from stakeholders and former candidates. The aim is to make the recruitment process as straightforward as possible for candidates.

This document is intended to update you on the changes that are proposed for the 2020 recruitment campaign, (N.B. applications accepted between 4th February 2020 and 25th February 2020 (at noon) via www.joinpsni.co.uk).

We would encourage you to familiarise yourself with these matters so that you are prepared for when you apply.

If you have any questions please feel free to get in touch via info@joinpsni.co.uk and we will do our best to advise.

Age criteria

For the 2020 recruitment process, the age at which you can apply has been lowered: -

To apply you can be aged 17. However, on appointment, you must have reached the age of 18 years and be no more than 57 years.

The cut-off date on which this age criteria will apply will be 25th February 2020.

Education Criteria

For the 2020 recruitment process, the requirement to have a Maths GCSE has been removed: -

To apply you are required to have a minimum of 5 GCSEs (or equivalent) at A*-C, including English Language.

Process for checking the Education Criteria

For the 2020 recruitment process, the process by which candidates provide evidence to meet the education criteria has been enhanced, and the opportunity for candidates to follow-up and resolve issues will provide limited leeway or opportunity for deadline extension: -

Previously candidates had to supply evidence later in the recruitment process (i.e. at Assessment Centre stage).

In your 2020 application form, you will confirm that you meet the minimum education criteria and that you can provide full and final evidence of that position when asked.

You will then be required to provide the necessary evidence as part of application stage, i.e. earlier than in previous campaigns.

The process will involve submitting evidence of your education qualifications via an online Evidence Uploader, which will be available between 26th February 2020 and 24th March 2020. We will communicate exact instructions in advance.

Please make sure that you prepare now and have your paperwork in order so that you can demonstrate eligibility when asked. (You should be aware that we ask to see final certificates or final certifying statements of results and generally school reports or 'results-day' information slips are not accepted).

You should be aware that processing of replacement certificates can take up to 6 weeks (depending on the Exam Board), thus we strongly recommend that you order replacements now (if required) so that you are ready to present your evidence when required. We would encourage you to check [here](#) (and follow the tab entitled Education Qualifications) for further information on the education criteria.



Competencies being assessed in the recruitment process

For the 2020 recruitment process, the criteria against which candidates will be assessed has changed: -

Previously candidates were assessed against the *personal behaviours* for a constable.

For the 2020 recruitment process candidates will be assessed against the Competency Values Framework (CVF) for Policing Professionals*.

At Assessment Centre candidates will participate in a series of written exercises and role plays set in a policing context.

These exercises will be designed against nationally recognised behaviours and values for police officers:

Values:

- Impartiality
- Integrity
- Public Service
- Transparency

Competency Clusters / Behaviours:

Resolute, compassionate and committed

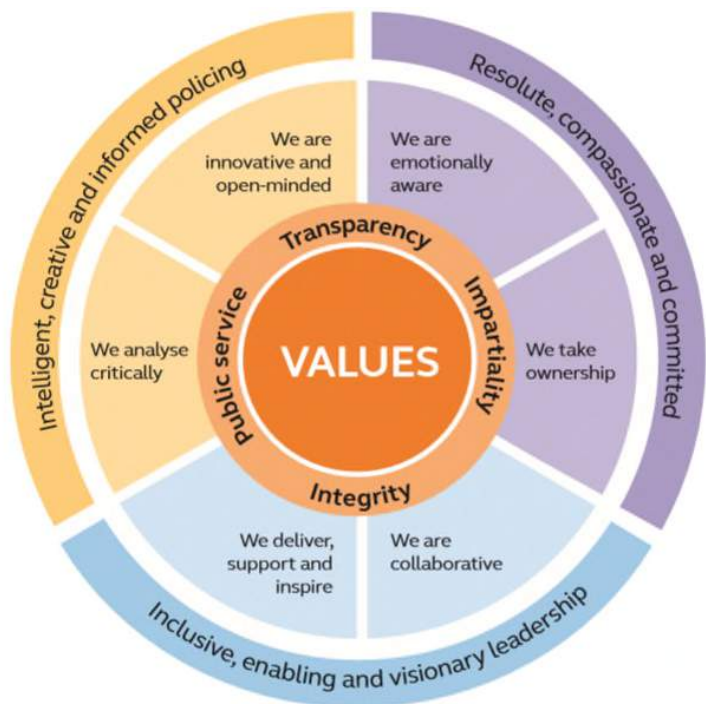
- We are emotionally aware
- We take ownership

Inclusive, enabling and visionary leadership

- We are collaborative
- We deliver, support and inspire

Intelligent, creative and informed policing

- We analyse critically
- We are innovative and open-minded



(Further details will be provided in advance of the Assessment Centre stage of the recruitment process). For now, we recommend you considering information available via the [UK College of Policing](https://www.collegeofpolicing.org.uk/) website, which sets out detail on the CVF.

*Source: [College of Policing Ltd.](https://www.collegeofpolicing.org.uk/)

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