

## PSNI Education Criteria – Presenting Evidence – Key matters to consider

Applicants to the Police Service of Northern Ireland are required to have a minimum of 5 GCSEs (or equivalent) at A\*-C, including English Language.

As part of the recruitment process, applicants will be required to provide evidence of how they meet this education eligibility criteria via an online evidence uploader (which will be open between 26<sup>th</sup> February and 24<sup>th</sup> March 2020). We will communicate exact instructions on that process in advance. Please check your email inbox (including 'junk folders') for instructions. We intend to issue these instructions by end-of-day on 26<sup>th</sup> February 2020.

Please make sure that you prepare now and have your paperwork in order so that you can demonstrate eligibility. 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 – please visit the [Education FAQs](#) on our website for further details (once on the 'FAQs' page, please refer to the 'Education' pod).

Those applicants with straightforward GCSE A\*-C grades in five subjects including English Language (or equivalent), and with certificates or final certifying statements of results to prove this, should have no problems proving eligibility. (N.B. The name on the evidence must match the name featured on the PSNI application).

We realise that some applicants may find it more difficult to prove that they meet the education criteria than others. Please note that qualifications achieved at Level 2 or higher (on the Regulated Qualifications Framework) may enable you to prove equivalency – check [here](#) for guidance on qualification levels.

We know that certain cases may not be quite so straightforward; therefore, we have developed this document to provide additional support to help you to determine the comparability of your qualifications and to highlight issues / scenarios we frequently encounter. Please see below for some preliminary advice relating to these frequently seen matters:

Frequently seen issue / scenario	Suggested Resolution
<p>The following evidence (only) presented:</p> <ul style="list-style-type: none"> <li>Statement of <i>provisional</i> results</li> <li>A letter from school listing results</li> <li>'Results-day' information slip</li> <li>Other unclear/incomplete examination certificate evidence presented</li> </ul> <p>-OR-</p> <ul style="list-style-type: none"> <li>Original certificate is lost</li> </ul>	<p>Candidate to contact relevant exam board <b>immediately</b> (e.g. CCEA, AQA, City &amp; Guilds, Pearson Edexcel, OCR, WJEC, SQA, State Examinations Commission of Ireland etc.) and acquire 'Certified Statement of Results'.</p> <p>N.B. Please take action immediately to resolve this matter as the process can take several weeks.</p>
<p>Education equivalency not proven</p> <p>E.g. Qualifications presented sit below GCSE (A*-C) standard</p>	<p>Candidate to research how equivalency can be proven.</p> <p>We suggest that the Candidate starts by visiting <a href="https://www.gov.uk/what-different-qualification-levels-mean">https://www.gov.uk/what-different-qualification-levels-mean</a> OR <a href="https://www.qaa.ac.uk/docs/qaa/quality-code/qualifications-can-cross-boundaries.pdf?sfvrsn=a852f981_12">https://www.qaa.ac.uk/docs/qaa/quality-code/qualifications-can-cross-boundaries.pdf?sfvrsn=a852f981_12</a></p> <p>It is also recommended that the Candidate acquire written evidence from the relevant education / awarding body to prove that the qualification is equivalent.</p> <p>Written evidence must be verifiable by Deloitte and provided on the verifying organisation's headed paper or via the organisation's email system.</p> <p>Written evidence to outline how qualification meets equivalency. (E.g. "The qualification is equivalent to or of higher value than a Level 2 (RQF) qualification..." or "The qualification is equivalent to an English Language GCSE A*-C both in academic content and learning outcome..." etc.</p> <p>Any formal sources of information used to substantiate statement to be cited in the written statement.</p>
<p>Candidate is just short of being able to prove equivalency or there is a gap in their academic record that cannot be reconciled</p>	<p>Candidate to investigate options that may allow them to achieve equivalency immediately. E.g., Local Further Education Colleges offer fast-track Level 2 courses such as Essential Skills Literacy / Communication, Level 2 Essential Skills Numeracy / Application of Number or Level 2 Essential Skills ICT. These could be completed to make up any gap. The education certification deadline for the 2020 campaign will be 24<sup>th</sup> March 2020, i.e. qualifications must be dated on or before 24<sup>th</sup> March 2020. In exceptional cases, where the qualification has only recently been completed (e.g. during late 2019 / early 2020), but not yet certified, exceptions to the certification date may be considered, providing formal supporting evidence is available.</p>
<p>Non-UK or Ireland certificates presented, with no supporting evidence from NAIRC</p>	<p>Candidate to contact UK NARIC in order to acquire 'Statement of Comparability'. <a href="https://www.naric.org.uk/naric/individuals/">https://www.naric.org.uk/naric/individuals/</a></p> <p>N.B. Please take action immediately to resolve this matter as the process can several weeks.</p>
<p>Name on certificates does not match the current name of the applicant used on the PSNI application form</p>	<p>Candidate to provide evidence to clarify, such as marriage certificate or deed of name change. (Other formal evidence to clarify such matters considered on a case-by-case basis).</p>

**Please remember to upload evidence of your education qualifications (to meet the criteria) between 26<sup>th</sup> February and 24<sup>th</sup> March 2020.** Whilst during that period, we will be unable to confirm specifically on the acceptability of what you have uploaded, it is very important that you take action during that window of opportunity to upload some evidence to prove your eligibility. (Failure to co-operate in the process of presenting acceptable evidence in relation to your education qualifications may lead to your application to the PSNI being discontinued).

If, having considered all of the advice provided on our website, you are still not sure how to demonstrate that your education qualifications are equivalent to the requirements, you are welcome to email us and we will do our best to direct you.

**Recruitment Team**  
**Deloitte MCS Ltd.**