



Police Service
of Northern Ireland

Deloitte.

Police Constable Recruitment – 2021

Updates to the recruitment process

The Police Service of Northern Ireland 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 upcoming recruitment campaign due to be advertised in November 2021.

We would encourage you to familiarise yourself with these matters so that you can be best prepared for when recruitment opens again.

If you have any questions, please feel free to get in touch and we will do our best to advise you.

Reasonable Adjustment Request Process

We welcome applicants from all. Applicants with a disability or condition (including hidden disabilities such as Autism Spectrum Disorder (ASD), and specific learning difficulties such as Dyslexia) are welcome to tell us of any adjustment needs that may allow them to participate in the recruitment process. We will carefully consider all such requests.

For the 2021 recruitment process, the process you should follow to request an adjustment relating to disabilities or other conditions has been updated: -

You must declare any reasonable adjustment needs in your application form and follow up by supplying supporting diagnostic evidence, addressing exam adjustment needs, as soon as possible after applying. The final deadline for receipt of complete evidence is 3pm on 19th November 2021.

Please get your paperwork in order now in readiness to send it by the deadline. Full Guidance on submitting evidence is available [here](#).

Initial Selection Test

For the 2021 recruitment process, we will move into the Initial Selection Test (IST) phase of the recruitment process more quickly than in previous campaigns: -

The IST will be conducted 24th November to 8th December 2021.

It is expected that results of the IST will be issued before the Christmas period.

Education Criteria

For the 2021 recruitment process, the Education Criteria remains the same as last campaign, but we would like to emphasise that **if you do not have GCSEs – equivalent can be considered**. We recognise that there are a wide variety of routes to gaining qualifications. As such, it should be noted that we do consider alternative qualifications to GCSEs.

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

Please check [here](#) for further information on the education criteria. You will find some information on comparing equivalent qualifications if you do not have GCSEs.

Process for checking the Education Criteria

For the 2021 recruitment process, the formal process by which candidates provide evidence to meet the education criteria has been updated and will occur later: -

In applying, you will confirm that you meet the minimum education criteria and that you can provide full and final evidence of that position when asked. Later in the recruitment process, you will be required to upload your evidence via an online Evidence Uploader. During this recruitment campaign, only candidates who are successful in the Initial Selection Test will be required to present evidence using the Evidence Uploader.

Please make sure that you prepare now and have your paperwork in order so that you can demonstrate eligibility when asked. Due to the timing of the education review there will be very limited opportunity for leeway or deadline extension.

If you have lost your original GCSE (or equivalent) certificates we recommend that you contact your examination board NOW, in order to request either replacement certificates, or a Final Certifying Statement of Results. While candidates may present accredited school reports, 'results-day' information slips or other similar documentation as evidence, we encourage the use of formal certificates or a Final Certifying Statements of Results as these are the most straightforward means to prove eligibility.

Opportunity to achieve a Graduate Level Award

Applicants recruited from this campaign will have the benefit of a new and enhanced Probationary Officer Development Programme: -

Jointly delivered with Ulster University; the programme will lead to the award of a BSc (Hons) Policing and Criminology (Applied Practice) for undergraduate applicants, or a Graduate Certificate in Policing and Criminology (Applied Practice) for those applicants who already hold an honours degree.

You will be continually supported to enable you to complete your probationary period and achieve the graduate level award.
