West Yorkshire Police
Careers Opportunities

Enforcing the Law: Degree or Apprenticeship?

PCDA & DHEP

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Positive Action Team
Agenda

- WYP – Background, Purpose & Values
- Departments and Roles
- Being a Police Officer
- Entry Pathways: PCDA & DHEP
- Entry Requirements
- Training
- Recruitment Process
- Application – Hints & Tips
- Eligibility
- Benefits
- Q & A
West Yorkshire Police

5 Districts
2.2 Million People
10,300 officers & Staff
4th Largest Force
Diverse Population
Departments
Our Purpose

Make our communities safer and feel safer by delivering excellent Specialist Support Services to the communities of West Yorkshire.
Our Values

• Values: Influence our ideas, behaviours and actions
• The public and you: What to expect from the police

Honesty
Openness
Respect
Selflessness
Integrity

Fairness
Accountability
Leadership
Objectivity
Departments & Roles within WYP

Your career journey with us…
Departments & Roles within WYP

- **Frontline** Response
  Neighbourhood Policing Teams

- **CID** Safeguarding, Domestic Abuse Team, Public Protection Unit, Custody, Prisoner Handling Teams

- **Specialist Departments**
  Homicide and Major Enquiry Team, Counter Terrorism, Economic Crime Unit, Fraud, Surveillance, Cyber Crime, Prison Teams
Departments & Roles within WYP continued…

• **Ops Support**

• **Police Staff**
What it is like being a Police Officer?

• Variety of days
• Make a difference
• Working hours
• Exciting
• Career progression
• A day in the life of a Police Officer…
West Yorkshire Police Apprenticeships - PCDA

• PC Degree Apprenticeship – 3 year programme
• Study at Leeds Trinity University and Carrgate, Wakefield
• Starting salary £20,879 rising to £26,371 then £39,150
• On completion of the course will achieve a **BA Hons in Professional Policing Practice**
• No fees
West Yorkshire Police - DHEP

- Degree Holder Entry Programme – 2 year programme
- Study at Leeds Trinity University and Carrgate, Wakefield
- Starting salary £24,176 £26,371 then £39,150
- On completion of the course achieve a Graduate Diploma in Professional Policing Practice.
- No fees
Entry Requirements

PCDA
• Level 3 (A Level, BTEC or NVQ) – Any subject
• 80 UCAS points
• *(Academic assessment carried out during application process if below required UCAS points)*

Plus Level 2 English and Maths

DHEP
• Level 6 Degree Qualification or equivalent (Any Hons Degree in any subject field)
Training (PCDA & DHEP)

YEAR ONE – Research (70/30)

• A short induction (around 2 weeks) with WYP and LTU – to understand basics of Code of Ethics and research requirements
• Attestation (In house)
• Lots of core learning in first year – (lectures/classroom/self learning)
• Some of the modules are likely to include: Police & academic learning, exposure to policing environments, mentored response patrol, work placements, etc.
• Short tutor period: ‘mentored response’ (10 weeks)
• Attachments (SGU & NPT)
• Study periods and tutorials
• Essays, knowledge checks and exams
• At the end of one year the aim is to be at Independent Patrol Status
• Professional discussion (Investigation, community or response)
Training (PCDA)

YEAR 2 – Analyse (30/70)

- Continue with learning blocks (Criminology, psychology & advanced policing skills)
- Response patrol – Working towards ‘Full Operational Competence”
- Mixture of study leave, LTU and district work (Shift work)
Training (PCDA & DHEP)

YEAR 3 – Critique (80/20)

• Achieved FOC
• Attachments within departments
• Dissertation on elective work based project – I.e. NPT, response or investigations
• Advanced learning in specialism
• Study periods and tutorials
• End point assessment: Presentation and portfolio to an independent panel
Recruitment Process

Application Form ➔ Sift ➔ Comp. Based Shortlisting

Assessment Centre ➔ Written Academic Assessment

In-Force Interview ➔ Physical Fitness Test

Security Vetting ➔ Medical

Employment Checks ➔ Confirmation of Appointment
Application – Hints & Tips

• Applications are marked against the COP CVF
• Work experience
• Research online and contact
• PA workshops – Increasing diversity
• Vacancies and openings
Eligibility

- 18 years and over
- UK/EEA national or foreign national with indefinite leave to remain
- 3 years consecutive UK residency
- Driving licence not required
- Vetting requirements - Disclose all cautions or charges
- Tattoo policy
- Medical & Drugs test
- Fitness test
- Biometrics Vetting
- Reference checks / Digital footprint checks
- Meet attendance standard
Benefits

- Reputable Organisation
- Pension
- Discounts
- Family Orientated
- Job Security
- Debt Free
- Flexible Working
- Sports & Social Clubs
Lastly...

- www.westyorkshire.police.uk for openings, further vacancies or to register EOI

- Email the **Positive Action Team** mailbox if you have any queries.
  www.positive.action@westyorkshire.police.uk
Questions

Thank you.