

## Police Constable - Degree Holder Entry Programme (DHEP)

<ul style="list-style-type: none"> <li>• Employer</li> </ul>	<p><b>Metropolitan Police</b></p>
<ul style="list-style-type: none"> <li>• Role</li> </ul>	<p><b>Police Constable (Degree Holder Entry Programme)</b>  <b>– 2 year work based programme</b></p>
<ul style="list-style-type: none"> <li>• Salary &amp; hours</li> </ul>	<p><b>STARTING SALARY:</b> £31,020 per annum* (Includes London weighting)</p> <p>(*Initially begins £31,020 (including London allowances) increasing to circa £34,314</p> <p>This then rises to a current maximum of £47,000.</p> <p><b>FULL-TIME:</b> 40 hours per week (Including weekends)  Shift rota basis</p>
<ul style="list-style-type: none"> <li>• Location</li> </ul>	<p>London wide</p>
<ul style="list-style-type: none"> <li>• Internal Recruitment Process</li> </ul>	<ol style="list-style-type: none"> <li>1. Check and confirm details</li> <li>2. Book to RPM –</li> <li>3. Tele Phone screening</li> <li>4. Online Application Link sent to shortlisted candidates</li> <li>5. Assessment Centres –</li> <li>6. Interview</li> </ol> <p><b>PLEASE NOTE</b> (*Candidates will need to be IT competent and have access to a PC for - online webinars using portals such as Microsoft Teams/ Zoom / Skype)</p>
<ul style="list-style-type: none"> <li>• Essential criteria</li> </ul>	<p><b>*Academic Qualifications</b></p> <p>To be eligible for recruitment as a Police Constable Degree Apprenticeship in the Met, you must hold a <b>Level 2 qualification in English Language</b> at a GCSE grade C or above, or grades 4-9.</p> <p>If you do not have this qualification, we will also consider a higher level academic attainment <b>(Level 3 or above) in a UK qualification or an English Language equivalent overseas qualification.</b> Please note you will be asked to provide evidence of this at a later stage.</p> <p><b>All Applicants MUST HAVE of the following;</b></p> <ul style="list-style-type: none"> <li>• <b>Achieved a degree (level 6) qualification</b> or above, in any subject area, from a UK higher education institute</li> <li>• or be in the final year of study for your level 6</li> </ul>

qualification at the point of application.

**The Degree Holder Entry Programme (DHEP)**

2 year work-based programme that combines academic learning, based on a national policing curriculum, with practical “on the job” training.

- ✚ Your training will start with an initial period of learning at a London University (normally recruits will get assigned the university nearest to them), before undertaking the majority of your training on the frontline alongside your experienced colleagues.
- ✚ Universities: UEL, Anglia Ruskin, Brunel West London
- ✚ You'll be fully supported in putting your classroom based learning into practice as part of your operational duties.
- ✚ Your learning will cover a wide range of policing topics including officer safety training, emergency life support, safeguarding, crime investigation and operational policing skills.
- ✚ Upon successfully completing all elements of the DHEP, including operational and academic assessments, you'll be awarded a Graduate Diploma in Professional Policing Practice and will become a fully qualified substantive police officer.

**Age – 18 to 57**

You must be 18 or over when you apply to be a new Police Constable. The upper age limit is, typically, 57. This is three years less than the compulsory retirement age of 60 and allows for the two year probationary period and the expectation of a minimum of one year of service following probation.

**Cautions, Convictions and Vetting**

Ideally, you shouldn't have a criminal conviction or cautions record. If you do have one, acceptance will depend on the age and nature of the offence. The Met is unable to state whether your convictions record will affect your application before you apply. This will be determined from the full and confidential information provided during the recruitment and selection process.

If you don't tell us about any cautions, investigations or criminal convictions that may be linked to you at an early stage, your application could be refused simply because you weren't being open and up front. It might have been accepted if you were. So if in doubt, disclose. To assist we have produced a short guide about cautions, convictions

and vetting which you can download here.

### **Eyesight Requirements**

The standard you need to meet either with or without spectacles or contact lenses is:

#### **Distance vision**

6/12 or better with either your right or left eye

6/6 with both eyes together

If you wear spectacles or contact lenses you also need to reach 6/36 without your spectacles or lenses.

#### **Near vision**

6/9 with both eyes together [aided].

#### **Colour vision**

The use of colour correcting lenses is not acceptable. Severe colour vision deficiencies (monochromacy) are not acceptable. Mild anomalous trichromacy is acceptable. Severe anomalous dichromacy or trichromacy is also acceptable but you will need to be aware of the deficiency and make appropriate adjustments.

#### **Eye surgery**

Radial keratotomy, arcuate keratotomy or corneal grafts are not acceptable. Other forms of refractive surgery such as LASIK, LASEK, PRK, ICRS and epiflap are all acceptable provided that six weeks have elapsed since surgery, there are no residual side effects and the other eyesight standards are met. You may be asked to provide a report from an optician.

You may have seen a chart like the diagram below at your optician's. The actual chart is much larger and is read from a distance of six metres. Each line equates to a standard.

#### **Financial Position**

It's important that you're not under pressure from un-discharged debts or liabilities and that you can manage loans and debts sensibly.

#### **Health & Fitness**

While you don't need to be an Olympic athlete to be a Police Constable, you must be able to cope with the physical and mental demands of the job. Certain medical conditions may prevent this. To find out more, please download our Fit for the Job guide.

### **Membership to BNP or similar groups**

We won't accept applications from anyone who is, or has been, a member of the BNP or similar organisations.

### **Nationality**

If you're from outside the EEA, it's essential that you have leave to enter or to remain in the UK for an indefinite period.

### **Other Applications**

You're only able to apply to one police force/service at a time. Your application will not be accepted if you have previously applied unsuccessfully, in the last six months, to another police force/service in England and Wales that requires candidates to undertake the Police SEARCH Recruit Assessment Centre.

### **Residency**

You must have resided in the United Kingdom for a minimum of three years prior to applying. If you've lived abroad due to serving in the British armed forces or on UK Government Service, you're considered to have been resident in the UK. We ordinarily have a residency criteria that means our Police Constables need to have lived in London for a minimum of three years, within the last six. We are temporarily extending the opportunity to join the Met and 'Do Something Real' to non-Londoners, as part of our drive to recruit more than 2,500 officers. This provides a real opportunity for those living outside of London to fulfil their ambition of working for the Met. This will be a time limited opportunity, and will run in parallel to our existing drive to encourage more Londoners to join.

### **Substance Misuse**

This contradicts everything the role of a police officer stands for - if you are currently using any illegal drugs, this will rule you out of the recruitment process automatically. If

you have any previous drugs related cautions or convictions, please look at the Cautions, Convictions and Vetting section on this page.

### **Tattoos**

This tattoo policy is new from October 2018, and significantly different to our previous policy. If you weren't eligible to work with us in the past because of your tattoos, you may now be allowed to work for the Met and consider applying for roles.

Some tattoos will stop you working for the Met. You can't work for the Met if you have tattoos on:

the sides and front of your neck above the collar line  
your face

You will be allowed to work for the Met if you have tattoos:

on your hands  
on the back of your neck  
below your collar line  
on your ears  
behind your ears

Sometimes we'll require you to cover up these tattoos for policing events such as state funerals or ceremonial events.

Even if you have tattoos in the allowed places, we can't allow you to join the Met if any of the tattoos could be considered:

- discriminatory
- offensive
- violent
- rude
- lewd
- crude
- racist
- sexist
- sectarian
- homophobic
- intimidating
- political in nature

Tattoos like this aren't compatible with the values of the

Met.

If you apply for a role with us, we'll ask you to declare information about your tattoos. When we meet we'll check that you comply with our tattoo policy.

This won't be an intrusive check, but we will need to see your tattoos and talk to you about them as part of the recruitment process.

- **Deadline for submissions**

Thursday 7<sup>th</sup> May 2020

- **Number of positions**

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