

# HUMBERSIDE POLICE: A FORCE WITH BIG AMBITION



Serving our communities to  
make them safer and stronger

**WANT TO JOIN THE FAMILY?  
WELCOME TO TEAM HUMBERSIDE**

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**A GUIDE TO OUR FORCE**

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**SET YOURSELF APART**  
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# WELCOME TO HUMBERSIDE

**Whether you already live here or you're considering a move to the area, our corner of the country is a bit of a hidden gem.**

From rural East Riding and North Lincolnshire, along the coast from Bridlington down to North East Lincolnshire and the city of Hull, the area our force covers is pretty unique.

Whether you love spending time by the sea, getting outside to explore the countryside or prefer the vibrancy of city living, you'll find it all right here.

We're proud to be one of the region's biggest employers. Whatever your strengths, we have a role for you.

Policing is a meaningful and valued career, helping to protect people, communities and ultimately changing lives.

We understand it's a really big decision to take up a new role and move to a new organisation like the Police. But we think you'll like what we've got to offer you.

Not only are we leading the way across UK policing, featuring as the top Force in a number of categories, we have some of the highest levels of staff morale too.

We strive to be an employer of choice, recruiting exceptional people and reflecting the communities we serve.



# SERVING OUR COMMUNITIES TO MAKE THEM SAFER AND STRONGER

Everything we work towards at Humberside Police fits on our Plan on a Page. It's that simple. The plan is the foundation of our organisation, underpinned by our culture, values and behaviour. It drives everything we do and has people at its heart.

It sets out our key priorities, which every individual, team, department and command work towards delivering, playing their own unique role.

We always act with fairness, integrity and respect and deliver policing with professionalism, compassion and a strong victim-focus. Our people are the key to our success and we're passionate about attracting those who share our values, enabling us to serve our communities to make them safer and stronger.

## To deliver our mission we will:

- Ensure Humberside Police is a place where our people feel engaged, can be themselves and are proud to work for an organisation that our communities trust.
- Help our staff and communities to feel they have a voice which is listened to and that can make a difference.
- Encourage innovation.





## Our Plan on a Page sets out how we deliver this mission.



**People:** We prioritise the health and wellbeing of our staff, retain and develop the best people and aim to be an employer of choice.

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**Resources:** To enable us to continuously improve we will optimise the use of our resources to deliver victim focussed outcomes, be innovative and transformational and apply organisational learning.

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**Partnerships:** To deliver the right services we will be accessible, engage and work effectively with our partners, understand and prioritise the needs and demands in our communities.

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**Communities:** To serve our communities to make them safer and stronger we will deliver a visible and accessible police service. Prevent, reduce and investigate crime and anti-social behaviour, build trust and confidence.

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**Our promise to you.** We strive to create a working environment where you feel empowered, valued, trusted and optimistic.

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To find out more about our Plan on a Page, visit our website [here](#).



# WHY CHOOSE HUMBERSIDE POLICE?

Policing has changed greatly over the years and so have we, building a culture we're incredibly proud of.

Visible in the heart of our communities, we protect the most vulnerable and work tirelessly to catch the perpetrators of crime. Our people are essential to our mission. Ensuring we attract, retain and develop the right talent is vital to our success and the safety of those we serve.

Our aim is to look after you really well. We're really passionate about your wellbeing. Why? Because when you feel good at work, you feel valued and motivated and that's exactly how we want everyone who works at Humberside Police to feel. From personal development to agile working, we want you to have the best possible experience throughout your Humberside Police career.

## When you join our team, you can expect:

- **A great place to work:** A place to be yourself with the support and nurture mechanisms to thrive.
- **An employer of choice:** An inclusive workplace that values people.
- **Excellent resources:** The tools and individual support you need to help you thrive.
- **Continuous learning and development:** Empowering lifelong learning and development.

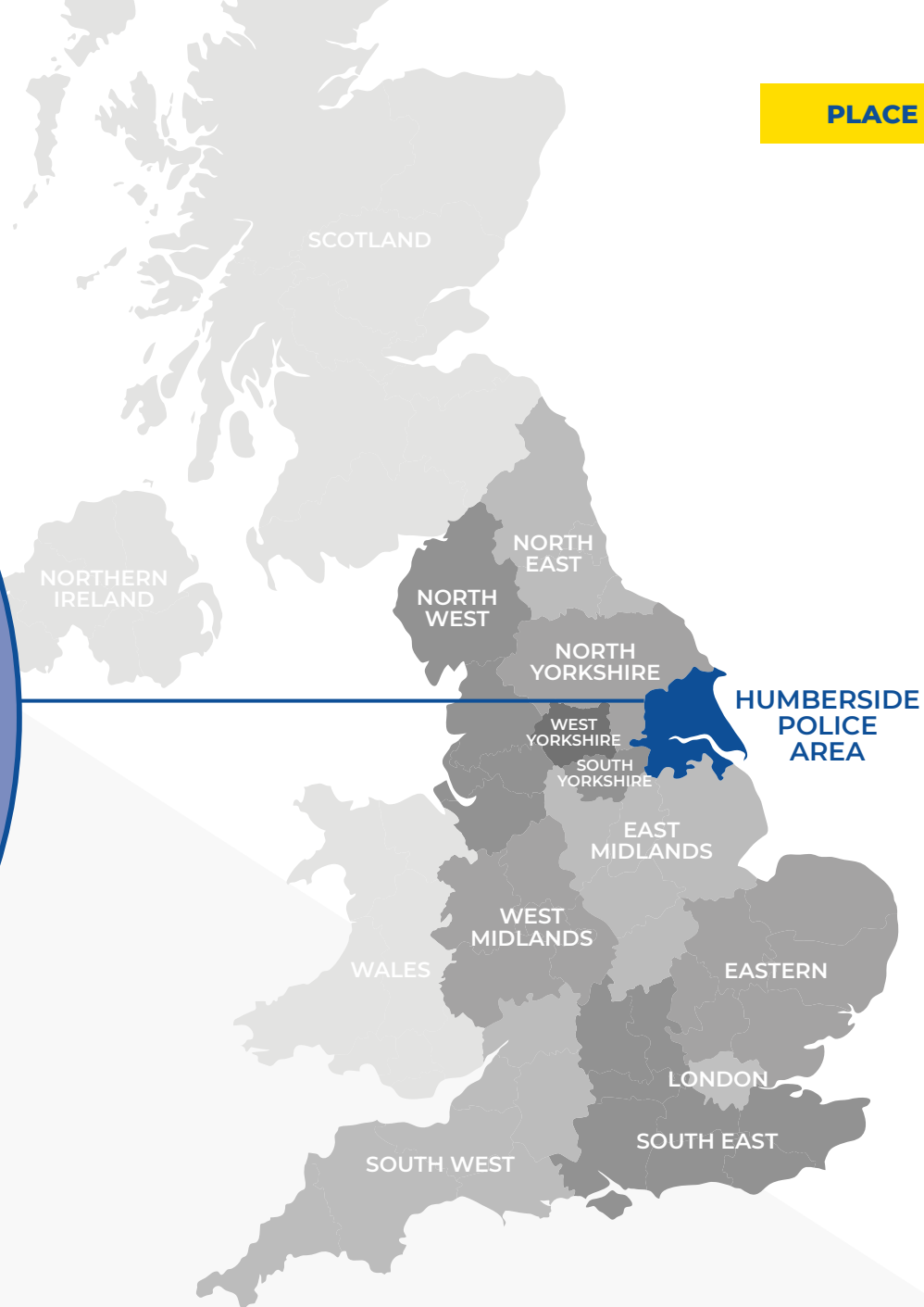
## Our approach to policing is:

- **Collaborative:** We work with people inside and outside of policing for the benefits of our people.
- **Proactive:** We take a proactive approach and seek to continuously improve our service.
- **With integrity:** We act ethically with fairness and transparency.
- **Ambitious:** We are innovative and ambitious in digital solutions.

**If we sound like your kind of employer we would love to hear from you.**

# WHERE WE ARE

PLACE



# WHY WORK AND LIVE IN HUMBERSIDE?

## A great work/life balance.

Our beautiful corner of the country has got areas of natural beauty, history and heritage, alongside a thriving cultural scene. You may remember Hull was UK City of Culture in 2017, a title we're still riding high on.

Reasonable property prices may mean you can get the home and lifestyle you want and deserve.

Whether you live here or outside the area, the good news is we're well connected. The majestic Humber Bridge connects the North and South banks of the Humber Estuary, and the M62 and M1 provide easy access to the whole country. Not to mention the direct rail services, an international airport and ferry port with daily crossings to mainland Europe.



## PLACE

## From families to fish! There's no place like Humberside.

It's a great area to raise a family, with excellent schools, colleges and The University of Hull and The University of Lincoln right on your doorstep.

Beverley, one of our East Riding market towns, was recently voted one of The Sunday Times' top places to live.

You'll never be short of ideas for days out, from sunny beach days to rainy museum days, there's a host of free fun. Not to mention The Deep, one of the UK's biggest and best aquariums.

Into cycling? We've got miles of country lanes to explore, the Tour de Yorkshire and Tour of Britain even roll through our patch.

Sounds good right?

Having said that, some of our roles support a blend of home and on site working. So if you don't want to relocate, there could still be an opportunity for you.





**We've built a culture we're incredibly proud of and are leading the way across UK policing, featuring as the top Force in a number of categories.**

Don't just take our word for it. Since 2017 we've made vast improvements and are proud to have some of the highest levels of staff morale of any force in the country.

In our latest staff survey, we made incredible strides in areas such as supportive leadership, clarity about our force vision, organisational support, motivation and pride.

Year on year, our officers and staff tell us they feel proud to work for Humberside Police serving our communities and we have one of the lowest figures of staff who want to leave the force or who don't recommend working for the police.

We're incredibly proud of how far we've come and will continue to make further improvements. Our aim is to create a workplace where every member of our team feels supported at each stage of their journey with us. That includes you.



# WE'RE AS DIVERSE AS THE COMMUNITIES WE SERVE

## We celebrate and recognise individuality, it's what sets us apart.

Committed to diversity, equality and inclusion, we promote an inclusive culture for all officers and staff. Our aim is to reflect the communities we serve.

Each and every one of us is unique. That's why we're passionate about promoting a supportive, inclusive and diverse organisation.

We work with our communities by building trust. We have many groups and networks helping us have honest discussions and identifying the areas where we need to improve. While our officers and staff come from every walk of life, there's always room for us to improve and better represent diverse communities.

The more diverse our staff and police officers, the easier it is for us to connect with and understand the needs of all the people we serve.

An effective police service is one that can help anyone, whatever their age, gender, ethnicity, disability, sexual orientation, gender identity and sex, faith, relationship or parental status.

We value difference and are passionate about representing diverse communities. To nurture a culture of genuine inclusion we have to be cognisant and respectful of our differences.

## Positive Action

Positive Action is about encouraging and getting candidates to an equal playing field. In Humberside Police we recruit and promote based on merit and equality of opportunity.

We have a range of internal networks to help support our employees, to view the full list click [here](#) to visit our wellbeing booklet or alternatively drop the team an email on [positiveaction@humberside.pnn.police.uk](mailto:positiveaction@humberside.pnn.police.uk)

DIVERSITY





# YOU'RE IN GOOD HANDS

We're really passionate about your wellbeing. Why? Because when you feel good at work, you feel valued and motivated and that's exactly how we want everyone who works at Humberside Police to feel. Ultimately this will ensure you love coming to work and offer a great service to the public.

We understand that sometimes challenges arise and you may need some extra help. Don't worry, we've got an exceptional team with specialist skills and experience to help if you need them. Our Occupational Health team is always on hand to listen to you in confidence and talk about your physical and mental health.

We've also recently implemented an Employee Assistance Programme (EAP), designed to help our officers and staff with both personal and professional problems that may be impacting their home or work life, alongside their health and general wellbeing.

Put simply, the EAP is a programme to give you the support you need, whenever you may need it. We're proud to deliver this important, confidential service to provide a complete support network with expert advice and compassionate guidance available 24/7.

We're here to support you, all you need to do is let us know.

**For more information about our wellbeing support click [here](#) to go to our Wellbeing booklet.**

# PERKS OF THE JOB

## WELLBEING

From great perks to agile working and professional development, we want you to have the best possible experience throughout your Humberside Police career.

Our staff work extremely hard, which is why we're proud to offer a host of reward and recognition schemes. Whether it's a cycle-to-work scheme, generous annual leave entitlement and gym or health schemes, we've got perks ready for you to benefit from.

### So if you...

- Feel positive, passionate and are motivated by public service
- Are patient, caring, empathetic and motivated
- Feel excited by our offer and all that Humberside has as a place to live, work and play
- Take pride in your work and want to feel proud about the work you do as part of a team
- Want to be part of a team that supports each other and works together to make a difference
- Want to help people and improve the lives of others
- Are ready for a challenge and willing to work hard

**We want to hear from you.**



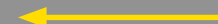
**Click the tabs below for more  
information on each role**



## **OUR ROLES**



**Click to navigate  
the document**



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# BECOMING A POLICE OFFICER

## POLICE OFFICER

### We've got big ambitions. Have you?

Joining the police and becoming a police officer is a big decision. It's not a 9-5 job where you can expect the same thing day in day out.

If you're looking for a meaningful and valued career and want to help protect people, communities and ultimately change lives, it could be the career for you.

As a Humberside Police Officer, you'll have a wealth of progression opportunities to consider. Whether you choose to specialise in areas such as firearms, traffic, major crime or protecting our vulnerable people or becoming a senior leader, we'll support you to progress.

#### Is becoming a Police Officer for you?

- Do you thrive on two days never being the same?
- Are you willing to run toward danger instead of away from it?
- Do you see yourself patrolling the streets, apprehending criminals and helping victims?
- Are you a problem solver, a challenger, a motivator?
- Do you like to be part of a team, with a bit of banter and make friends for life?
- Are you ready to work for a force that's ambitious and aspirational?

**If you're answering yes, you're in the right place.**

We strive to be an employer of choice for exceptional people and are passionate about recruiting Police Officers who are equally as passionate and who reflect the communities we serve.

Every member of our team plays a part in creating safe and strong communities.

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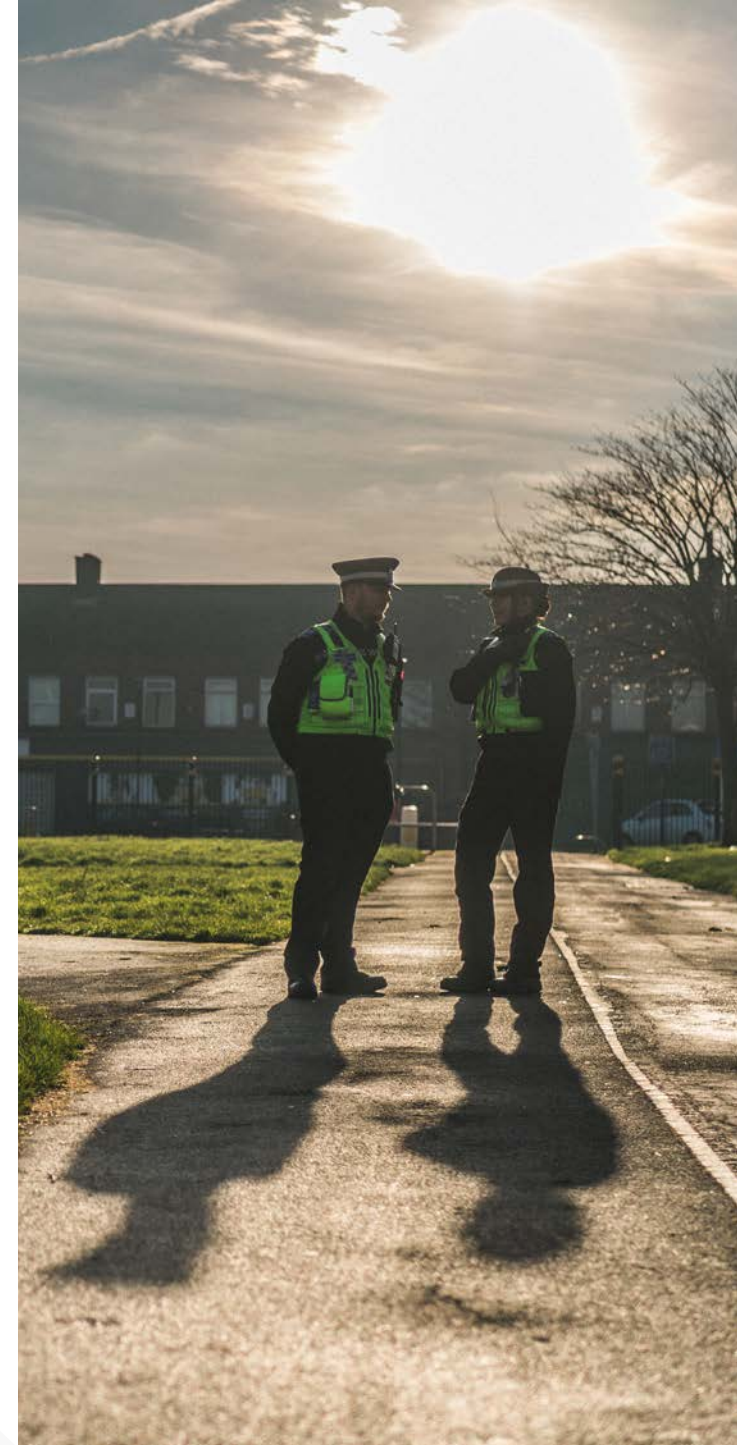
# CHECK IF YOU'RE ELIGIBLE TO BECOME A POLICE OFFICER

- ✓ **AGE:** You must be 17 years of age or over to apply and 18 years of age by time of appointment.
- ✓ **NATIONALITY:** You must either be a British Citizen, a citizen of the EU or other states in the EEA, or a Commonwealth citizen or foreign national with indefinite leave to remain in the UK.
- ✓ **RESIDENCY:** You must have resided in the UK for three continuous years immediately prior to application. Any period of travel needs to be less than one year. Your application will still be considered if you've been abroad during the last three years while serving in the UK Armed Forces or working for the UK Government.
- ✓ **DRIVING LICENCE:** Ideally you should hold a full, valid manual EU/UK driving licence. If you do not currently hold a full manual UK/EU driving licence, you must hold one by the end of year 1 (from the date of your appointment).
- ✓ **MEMBERSHIPS:** The Police Service strictly prohibits any of their officers or staff from becoming members of organisations whose aims and objectives may contradict the duty to promote race and equality. E.g. the BNP, National Front or Combat 18. If you are, or have been a member of such an organisation, you are not eligible to apply. Police Officers are not permitted to take part in active politics.
- ✓ **ACADEMIC QUALIFICATION:** Whilst it's desirable for our applicants to have a level 2 qualification in Maths and English, where this isn't the case, you'll be required to complete the level 2 qualification alongside your apprenticeship.
- ✓ **POLICE CONSTABLE DEGREE APPRENTICESHIP (PCDA):** During your training you'll be required to undertake study towards a BA (HONS) in Professional Policing Practice. Based on this requirement, applicants must hold a level 3 qualification. This can be either an A level (or equivalent) in two subjects or an NVQ/BTEC at level 3.





- ✓ **DEGREE HOLDER ENTRY PROGRAMME (DHEP):** This programme is designed for those who already have an existing level 6 honours degree in any subject (or overseas equivalent).
- ✓ **PRE-JOIN:** This programme is designed for those who already completed their Professional Policing practice degree and want to take that leap into operational policing
- ✓ **ARMED FORCES:** Humberside Police and York St John University are part of the Armed Forces Covenant scheme. In line with this scheme, applicants must have served for at least 4 years.
- ✓ **TATTOOS:** Tattoos are not acceptable if they are particularly prominent, garish and offensive or undermine the dignity and authority of the role. Tattoos on the face or head are not permitted and tattoos on hands and neck will be assessed on a case by case basis. If you have a tattoo, you'll be asked to provide a brief description and photographs of the tattoo at the time of your application.
- ✓ **CAUTIONS & CONVICTIONS:** This will not necessarily prevent you from becoming a Police Officer, it will depend on the nature and the circumstances of the offence. All applicants will undergo a comprehensive vetting check at the point of pre-employment stage.
- ✓ **FINANCIAL POSITION:** All applicants have their financial status verified as Police Officers have access to privileged and highly sensitive data, which could result in them being vulnerable to corruption. You're not eligible to apply if you have outstanding County Court Judgements (CCJs) or have been registered bankrupt with outstanding debts.
- ✓ **BUSINESS INTEREST:** You must declare any other employment or business interests you intend to maintain in order for this to be reviewed to ensure there's no conflict of interest with your role as a police officer.
- ✓ **PREVIOUS APPLICATIONS:** A candidate unsuccessful at Assessment Centre with College of Policing is required to wait 6 months before being eligible to attend again.
- ✓ **FITNESS TEST:** We test endurance through a fitness shuttle run commonly known as the bleep test to level 5.4.
- ✓ **MEDICAL ASSESSMENT:** Police Officers encounter stressful situations, trauma, physical confrontation and work long hours on shifts. Applicants must therefore be in good health mentally and physically to undertake police duties and be resilient enough to cope with the demands and pressures of police work.



# HOW TO BECOME A POLICE OFFICER

There are many ways to become a Police Officer at Humberside Police.



# POLICE CONSTABLE DEGREE APPRENTICE PROGRAMME

**DON'T ALREADY  
HAVE A DEGREE?  
NOT A PROBLEM.**

Our student officers are the foundation of our force. Our entry level Police Constable Degree Apprentice (PCDA) Programme in partnership with York St John University, is the perfect way to begin your policing career with us at Humberside Police.

**Even better you get to earn while you learn.**

Founded in 1841, York St John University has been at the forefront of education for over 175 years. For an apprentice they provide the opportunity to combine studies with valuable workplace experience, giving you a debt-free route to a degree qualification as you earn while you're learning.

We're proud to partner with the University to deliver the training element of our student officers. You'll combine your practical police officer training course with studies - a considered approach to equipping police officers of the future.

You'll work towards your Bachelor of Arts honours degree in Professional Police Practice, graduating after three years.

The qualification directly relates to the role of a police officer and as an apprentice, you'll learn law, policy and procedure as well as a range of interpersonal, educational and importantly, operational skills to support our communities.

The programmes combine expertise from across the University alongside our operational policing training team based at our Force Training Centre in Hull.

Teaching is integrated into police training and includes workshops, group work, general teaching and activity.



**More of a nocturnal learner?  
All learning material is  
available online 24/7.**



# DEGREE HOLDER ENTRY PROGRAMME

## ALREADY GOT A DEGREE? STEP THIS WAY.

If you're considering joining Humberside Police as a Police Officer and you already have a degree, the Degree Holder Entry Programme (DHEP) is for you.

You'll be a police officer from day one, earning while you learn. You'll spend two years building on your existing academic qualification to achieve a Graduate Diploma in Professional Policing Practice from York St John University. As a student officer, you'll follow a work based training programme that integrates your training and the achievement of Occupational Competence.

Like the PCDA, this programme combines expertise in criminology, police studies, psychology and education. Upon successful completion of your training period you will achieve a Graduate Diploma in Professional Policing Practice from York St John University.

These new entry routes are part of a wider police education and qualification framework approved nationally to raise education levels for all policing roles to reflect the skills and capabilities required for future policing challenges.

All learning material is available online 24/7. Teaching is integrated into police training and includes workshops, group work, general teaching and activity.

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# PRE-JOIN DEGREE

## WANT TO STUDY FIRST? NO PROBLEM.

If your ambition is to join a police service in England or Wales but you want to study first, applying for a three-year degree in Professional Policing could be the course for you.

The pre-join degree is a professional academic knowledge-based degree, based on the national curriculum for the police constable role. Completed at your own expense either at York St John University or a university of your choice, the topics you'll cover, the way you'll be taught and how you're assessed will focus on developing skills directly related to a Police Officer's work.

The pre-join degree in Professional Policing can only be offered by universities licensed and validated by the College of Policing.

Click [here](#) to view the full list.

Once you've completed your studies and have your degree, you can apply to become a police constable.

When your application is successful and you've joined us as a probationer, you'll follow a shorter on-the-job training programme. **You'll need to:**

- ✓ undertake further practice-based learning and assessment in your force
- ✓ demonstrate competence in the police constable role
- ✓ complete the two-year probationary period, in line with police regulations

What you learn during the degree will be put into practice and assessed during your probation. If you wish to use a pre-join degree as your entry route to the police service, you must apply to join a police force within five years of your graduation.

During your course, there may be an option to join as a special constable enabling you to gain practical experience alongside their degree. This makes it much more likely that they will also gain a probationary police constable place at the end of the degree.

The pre-join degree may also be of interest or benefit to you if you're considering a career in other roles within policing, seeking to understand how society is policed, have an interest in law enforcement or want to enter the wider justice sector.

## How to apply

Once you've graduated with a pre-join degree, you'll need to apply to join as a probationary police constable within 5 years of your graduation date and meet all of the recruitment criteria (have a look at page 14 and 15 for more details).



# POLICE OFFICER TRANSFEREE OPPORTUNITIES

Like what you've read so far and fancy transferring to Humberside Police? We understand it's a big decision, choosing to move for the job you love.

## You'll need to ask yourself a few important questions:

- Do you want to be part of a team that values your opinion, gives you the ability to specialise and has good promotion opportunities?
- Do you want your family to live in a low crime area, surrounded by good schools?
- Are you someone who loves a good independent café and bar scene, access to free museums and a vibrant nightlife?
- Can you see yourself exploring the rolling hills of the Yorkshire Wolds or the sandy beach at Cleethorpes Pier?

**If you answered yes, you should think about joining Humberside Police.**

From rural living and cultured cities to beautiful rivers and coasts, we've got it all. Everything you need to bring up a family, with excellent schools, colleges and The University of Hull on the doorstep.

House prices in the area are favourable and with so many different places to choose from, whether you want to live by the sea, in the countryside or in the city, our area has something for everyone.

If you live outside the force area, ask us about our relocation package.

## Are you eligible?

- ☒ Are you transferring from a Home Office police force?
- ☒ Have you successfully completed the full IPDLP/PCDA/DHEP programme?
- ☒ Have you successfully completed your probationary period?

As well as recruiting transferees for our uniformed functions, we also welcome applications from Officers, Sergeants, Detectives and Inspectors in the following roles:

- **Roads Policing**
- **Serious and Organised Crime**
- **Internet Sex Offenders Team**
- **Counter Terrorism Border Policing**
- **PVP Domestic Abuse**
- **Motorcycle Surveillance**
- **Crime Support Surveillance**
- **Cyber Crime**
- **Major Crime Team - Modern Slavery**

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# POLICE STAFF

## WE'VE GOT MORE THAN JUST POLICE OFFICER ROLES

Whatever your interest, skills or passion, we probably have the job for you. Whether you become the voice in our Control Room, a finance officer managing budgets or get involved in planning, logistics and estates, the opportunities are varied and rewarding.

There's a wealth of progression opportunities and specialisms available to you here. Whatever your interest, our talent team will support you to progress, making a real difference to you and the people you serve.

**Our staff roles are broken down into different job families.** →

### Our staff roles include:

#### OPERATIONAL SUPPORT FAMILY

- 999/101 call handling
- Logistics and Planning
- Central Ticket Office
- Firearms Licensing
- Speed Enforcement administration

#### BUSINESS SUPPORT FAMILY

- Finance and Business
- Legal
- People Services
- Learning and Development
- Professional Standards
- Estates
- Corporate Communications

#### COMMUNITY POLICING FAMILY:

- Police Community Support Officers (PCSOs)
- Community Safety
- Custody
- Enquiry Office

#### INTELLIGENCE FAMILY

- Information analysis
- Business Intelligence and Performance
- Digital Forensic Lab
- Technical Support team

#### INVESTIGATION FAMILY

- Economic Financial Crime
- Witness Care
- Warrants

**All of our staff roles are advertised [here](#).**

STAFF



# OPERATIONAL SUPPORT FAMILY

## KEEPING HUMBERSIDE POLICE MOVING

Our Operational Support family helps keep the Force operational - from our Force Control Room to Logistics and Planning to Central Ticket Office.

Many people often think of frontline police as the boots on the ground, patrolling our cities, towns and streets to keep us safe.

However, often it's the staff in our Force Control Room who are the voice of Humberside Police. They're the first and last resort for vulnerable people, dealing with almost half a million calls each year.

Our logistics and planning team keep the Force moving in the right direction while the behind the scenes work of Counter Terrorism Operations plays a pivotal role in keeping our communities safe.

**From entry level administration and call handler roles to specialised senior roles.**

- Do you want to make your voice count?
- Have you got what it takes to make life saving and life changing decisions?
- Can you keep your cool under pressure and handle volatile situations?
- Are you a planner with excellent organisational skills?
- Ready to play an operational role in an organisation that's ambitious and aspirational?
- Looking for a role where no two days are the same?

**If the answer is yes, we want to hear from you.**

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# BUSINESS SUPPORT FAMILY

## FROM FINANCE TO MANAGING ESTATES, WHATEVER YOUR STRENGTHS, WHY NOT USE IT TO HELP FIGHT CRIME?

It's all police business. Our Business Support family helps keep the Force running - from the maintenance of our police stations and headquarters to our finance, legal, learning and development teams.

It includes the following departments:

- Finance and Business
- Legal
- People Services
- Learning and Development
- Professional Standards
- Estates
- Corporate Communications

At Humberside Police everyone has a role to play to make our communities safer and stronger. This means our finance team is just as vital as our firearms officers in ensuring we offer the best possible service to our public.

**From apprenticeship and graduate schemes to positions of all levels - all of our business support roles are advertised [here](#).**

- Do you want to make a difference and feel rewarded everyday?
- Have you got professional and people skills?
- Looking for an organisation that will support your progression?
- Looking for a job where you can work flexibly?
- Ready to play an operational role in an organisation that's ambitious and aspirational?
- Looking for a role where no two days are the same?



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# COMMUNITY POLICING FAMILY

## READY TO BE THE EYES AND EARS OF HUMBERSIDE POLICE?

Our Community Policing family is the eyes and ears of our communities. Helping tackle local issues, by dealing with anti-social behaviour and engaging with different groups of people.

Police Community Support Officers (PCSOs) are an integral part of our frontline team, patrolling the streets and working in the community with designated powers.

Our Front Counter Officers are the initial point of support to members of the public attending our police stations for everything from reporting bail and foreign national registration to verifying documents or needing help and advice. A varied role where no two days are the same.

Our Community Engagement team proactively works with younger members of our community, helping them have a positive experience and perception of the police. Projects include The Night Challenge and Lifestyle summer project.

### **This could be the role for you.**

- Looking for a job where no two days are the same?
- Do you have a genuine interest in helping people?
- Are you ready to make a real difference in the community?
- Are you a people person with an open mind who loves working with people from all backgrounds?
- Are you a problem solver with good intuition?

**It's a role that makes a real difference. But don't just take our word for it, why not look at what some of our PCSOs say about the role.**

PCSOs



# DON'T JUST TAKE OUR WORD FOR IT



What I like about my job is the variety of work, people and the versatility of being able to do a variety of tasks. I find my job challenging but very rewarding, every day is different and each day there is a sense of accomplishment. My supervision believes in me and pushes me to endeavour on projects I thought were beyond my abilities and knowledge. I am very grateful for her insistence as this has helped me grow as a person. Everyone in the office is dedicated to Humberside Police and this creates a family environment where everybody is there for each other. I wouldn't want to work anywhere else.

Name:  
**Michelle  
Sutherland**

Occupation:  
**Force Duties  
Manager, Logistics,  
Ops Support**

Length of Service:  
**9 years**

Location:  
**Melton**



Working for Humberside Police is very rewarding. I've been a Financial Investigator (Confiscator) for 13 years and every day is different. My role helps to disrupt and dismantle organised criminal groups and over the years my role has allowed me to help others enhance their criminal investigation, find missing people and assist with murder investigations. I've developed a multitude of skills in this role and it's especially rewarding when we can secure compensation to be repaid back to a victim of crime, reassuring the public that crime doesn't pay. I'm blessed to work with a wonderful team, everyone supports one another and works together to get the best outcome for our cases.

Name:  
**Tania  
Cottam**

Occupation:  
**Financial  
Investigator  
(Confiscator),  
Investigation  
team**

Length of Service:  
**13 years**

Location:  
**Scunthorpe**



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Nobody ever stood in class at school and uttered the words, “When I grow up, I want to be a Police payroller”, and many who do would candidly confess that they just fell into their role. But what they certainly won’t say is that they regret their move as it has never been dull. The things I enjoy the most about working in payroll is getting satisfaction of meeting deadlines and doing my job accurately every day to the best of my ability. I enjoy working within my team resolving enquiries, working together to solve them and the gratitude of helping solve staff’s concerns. The training and support that Humberside Police offers has developed my confidence and skill levels greatly.

Name:  
**Sayedis  
Mahfaz**

Occupation:  
**Payroll Assistant,  
Business Support**

Length of Service:  
**10 months**

Location:  
**Finance team,  
Police HQ**



I’ve worked in the Digital Forensics Unit for around 19 months and have loved every single minute of it. Working with mobile phones and computers is something that greatly interests me and in a forever evolving world of technology there’s always something new to learn. Digital evidence can largely affect the outcome of an investigation and it’s important to me to try and obtain best evidence to support victims of crime. One of the main reasons I love my job is my colleagues; each one of them is hard working and dedicated to their role and I’m proud to work within such a great team. Working for Humberside Police gives me a great sense of achievement.

Name:  
**Beth  
Upton**

Occupation:  
**Digital Forensic  
Analyst**

Length of Service:  
**3.5 years**

Location:  
**Police HQ**



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US**

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# INTELLIGENCE FAMILY

## LOVE LAW AND ORDER? IF IT'S A YES, WE NEED YOUR SKILLS.

Our intelligence team plays a pivotal role in keeping our operations running smoothly.

From analysing data, trends and forecasts to monitoring our performance, we're always looking for exceptional people to help keep us leading the way.



### Is this the team for you?

- Are you meticulous, motivated and good at solving problems?
- Do you enjoy finding simple solutions to complex problems?
- Want to work as part of a team to feel proud and satisfied after a day at work?
- Are you organised and meticulous?
- Good with data and calm under pressure?

**If your answer is yes, it's time to join team Humberside.**

**From apprenticeship and graduate schemes to positions of all levels - all of our Intelligence roles are advertised [here](#).**



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# INVESTIGATION FAMILY

From analysts and technical support officers to digital forensic technicians and lab systems administrators, the Investigation Family is pivotal in bringing offenders to justice.

Collecting and analysing data from computers and manual data sources relating to crime, incidents, intelligence, policing activities and other law enforcement matters, the Investigation Family provides an analytical and advice service to the Force.

Providing analytical support to all levels of investigation, gathering intelligence from digital sources and interrogating systems, we need data-driven people to assist officers in bringing offenders to justice.

## Is this the team for you?

- Do you love identifying, collecting and planning data collection?
- Like the idea of supporting the identification, assessment and management of Organised Crime Groups?
- Is monitoring and evaluating the significance of patterns and trends over time right up your street?
- Are you analytical, methodical and good at exercising judgement?

**If the answer is yes, this could be the perfect place for you.**



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# WE'RE LOOKING FOR SPECIALS LIKE YOU

Our Specials might not wear a cape but their attitude, high-vis jacket and helmet sets them apart.

Dedicating your spare time to volunteering takes real drive and commitment. It's a great way to gain experience and meet like minded people while playing a pivotal role in the community.

Our Specials are pretty special, they're dedicated to giving up their time to prevent and tackle crime in the place they call home helping to keep our communities safe.

It's a rewarding role to become a Special, if you have a minimum of 16 hours per month to give it could be just what you're looking for.

Duties performed by Specials are varied, but include carrying out high-visibility foot patrols to deter and detect criminals, confronting anti-social behaviour and presenting evidence in court to support the justice system in prosecuting offenders.

**It's a big decision, joining the police family. It's an even bigger one to do it for free. So you'll need to ask yourself a few questions.**

- Ready to play a role in an organisation that's ambitious and aspirational?
- Willing to run toward danger instead of away from it?
- Do you see yourself patrolling the streets, apprehending criminals and helping victims?
- Motivated and driven, with spare time to give back to your community?
- Want to be part of a team, enjoy a bit of banter and make friends for life?

**If you answer yes, then you're pretty special already.**

We've got our own website dedicated for Specials where you can find out more about the role, what's involved and how to apply.

**Check it out [here](#).**

**SPECIALS**





# HERE ARE SOME OF OUR SPECIALS

**Special Sergeant Katie Smith joined Humberside Police in 2008, based at Ashby Neighbourhood Policing Team on the Southbank. When she's not a Special, Katie's a Detention Officer.**

"I joined as a Special at 19 with dreams of being a full time police officer. I was very young with little life experience and saw it as a way to gain the experience and confidence to be a police officer. The more I learnt and the more I grew within the specials I discovered a fantastic team of people, with such a dedication and passion for policing. We're like a big family, very supportive of each other on and off duty.

"My advice to somebody joining would be to go for it! It's such a unique experience that nothing else can compare to. The sense of pride and achievement after a busy shift doesn't compare to anything else."

**Civil Servant Jonathan Dunning-Davies is a Special Constable based in Hedon in the South West Holderness Community Policing Team.**

"Initially, I joined out of curiosity and to find out what the role of a Police Officer was like for real, and also to add some challenge and reward to my (at the time) rather mundane existence.

"No duty is 'typical.' However, I predominantly work in community policing as this is the best role to achieve visible results.

"Becoming a Special Constable gives you something about which you can be really proud. It also gives you a first-hand view of real police work, better than any work experience, and you will find out if the role of a regular officer is for you. Do it, because you want to put something back, increase the challenges in your life, and work in an exciting, dynamic and diverse environment. It is not a hobby, but a job (albeit voluntary), and it is a job that must be taken very seriously."

**Chris Glover is Acting Special Chief Inspector based at Pocklington, he joined in 2004. His day job is in distribution where he's a head of department and a board member.**

"From a very early age I had always had an interest in policing and justice - I'm a strong believer in doing what's right. My career took the path it has done and although I considered moving into policing as a regular I have found that being a Special Constable fulfils my interest but enables me to continue my career in the 'day job'.

"Where Specials treat the role as a job, which it is, they become an integral part of the policing team and take huge satisfaction from making a contribution to the police and doing good within society in general."

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# VOLUNTEER POLICE CADETS

**Young people play an important role in our local communities and they're important to the future of our police service.**

The Volunteer Police Cadets is a national uniformed youth organisation which enables the voices of young people in our communities to be heard and gain experiences that will benefit them in the future.

Based in six locations around the Humberside Policing area - Grimsby, Hull, Bridlington, Goole, Beverley and Scunthorpe - we're committed to engaging with young people across our force area to make sure they have the opportunity to lead rewarding and productive lives.

Each year applications are open to young people aged 15 and 16 years old who'd like to join the wider policing family, learn more about the role the police play in our communities and help us give young people a voice.

**You don't need any formal qualifications to become a Volunteer Police Cadet, but you must:**

- ☒ Be enthusiastic
- ☒ Be dedicated and willing to commit to 2 hours a week (in term time only)
- ☒ Be willing to volunteer at least 3 hours a month to working alongside our full time colleagues and those in our communities
- ☒ Have lived in the UK for the last 3 years

Becoming a Volunteer Police Cadet will give you the opportunity to learn new skills, develop positive relationships with other organisations and local communities, whilst being an ambassador for Humberside Police.

If you want to become a Volunteer Police Cadet and your application is successful, you'll be provided with a full cadet uniform.

## Why become a Volunteer Police Cadet?

This could be the first step towards a career in the Police Force. Being a Volunteer Police Cadet will help you understand the basics about what it means to be a member of Humberside Police. When the time comes for you to move forward in your career, you'll have some great experience to apply for a role as a paid employee or as a volunteer to work with us alongside further and higher education or employment outside of the police.

### From the age of 18 you can:

- ☒ Apply to become a Special Constable – volunteer your time around your work or studies
- ☒ Become a Community Safety Volunteer – taking on one of the many roles including joining us as a Cadet Leader
- ☒ Join us as a paid police staff employee in one of the many diverse roles supporting all aspects of policing
- ☒ Apply to become an apprentice under the Police Constable Degree Apprenticeship Scheme

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# POLICE SUPPORT VOLUNTEERS

**Are you looking for a new challenge that'll give you a real sense of achievement?**

The Community Safety Volunteer scheme, run in partnership with the Humberside Fire and Rescue Service, encourages those living and working in the area to use their skills, experience and knowledge to assist and support Police Officers, Police Community Support Officers, Special Constables, Police Staff and Fire and Rescue teams to keep our communities safe and make them stronger.

## **By becoming a Community Safety Volunteer you will:**

- ✓ Enhance your CV
- ✓ Get involved in local community events
- ✓ Meet new people and make new friends
- ✓ Make a real difference to your community
- ✓ Get a real insight into policing and the fire and rescue service

There are many roles within Humberside Police and Humberside Fire and Rescue Service where you'd help. Here are some of the areas our Volunteers provide support:

- Crime Reduction
- Evidential Property Store
- Cyber Response
- Warrants Support
- Custody Support

## **To become a Community Safety Volunteer you:**

- ✓ Must be age 16+ and have left secondary education. There is no upper age limit.
- ✓ Need to have lived in the UK for more than three years to be eligible to apply.

You can claim expenses for travelling to and from your placement and we'll reimburse you for other expenses incurred whilst volunteering, provided it was relevant to the task.







Serving our communities to  
make them safer and stronger

Talent Acquisition Team  
People Services  
Priory Road Headquarters  
Hull  
HU5 5SF  
[recruiting@humberside.pnn.police.uk](mailto:recruiting@humberside.pnn.police.uk)

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[www.humberside.police.uk](http://www.humberside.police.uk)

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