

POLICE OFFICER SELF-ASSESSMENT QUESTIONNAIRE

Considering the important role and nature of work you are applying for, it is essential West Mercia Police (WMP) ensures specific entry criteria are met. This form has been designed to assist you to understand our requirements and answer any concerns you may have. It is important that you disclose all information as **failure to disclose can result in applicants failing vetting checks.**

Am I eligible?

There are four sections to this self-assessment questionnaire. Any red answers (in Section 1) will stop your application from proceeding. Amber answers (in Sections 2 and 3) may stop your application from proceeding or may delay your application whilst further investigation takes place. **This questionnaire is for your personal use only and does not need to be completed or returned to us.**

SECTION 1

Vetting checks are a necessary part of the recruitment process. Following a provisional offer for the role of police officer, you will be required to complete a vetting application. Vetting clearances must be granted before an individual is appointed.

However, because these checks are carried out later in the recruitment process, we ask for you to answer these self-assessment questions now before submitting an application. This will also assist in terms of managing your expectations and awareness of the recruitment and vetting process.

If you tick a **red** box answer to any of the following questions, you are unfortunately ineligible to apply for the role of police officer.

Vetting questions: In answering these questions, please include 'spent convictions' under the Rehabilitation of Offenders Act 1974, and traffic convictions (other than parking fines).

✓ ×

As an adult or a juvenile, have you ever committed an offence that has resulted in a prison sentence (including custodial, suspended or deferred sentence and sentences served at a young offenders' institution or community home)?

Are you a registered sex offender or subject to a registration requirement in respect of any other conviction?

Are you under any investigation in your place of work? Or have a live warning?

Other questions:

✓ ×

Are you a member of the British National Party (BNP), Combat 18, National Front or any similar organisations?

Do you take an active part in politics and intend to continue these activities if successful with your application to become a police officer?

Are you 17 years old or over?

You must be at least 17 in order to apply for the role of police officer, though you cannot start in the role of police officer until you are 18 years old. There is no upper age limit for applying to the police service. But please bear in mind that the normal retirement age for police officers is 60 years and that new recruits are required to undertake a two-year probationary period.		
Have you previously submitted an application, either with West Mercia Police or any other police force in England and Wales for the role of police officer, and been rejected within the last six months?		
Are you either a British citizen or have Indefinite Leave to Remain in the UK? To be eligible for appointment you must be a British citizen or have Indefinite Leave to Remain (ILR) in the UK or Settled status under the EU Settlement Scheme. If you are an EU/EE citizen, a Commonwealth citizen or a foreign national, you will be required to provide proof that you have ILR or Settled status and that you have no restrictions on your right to remain in the UK.		
In the last three years, have you spent any continuous period of over one month outside of the UK? Time spent abroad may not be a bar to recruitment, but you may be asked to supply certificates of good conduct from the local police authorities of the countries you have visited. From experience, this may take some time and involve some cost to you. We reserve the right to ask for certificates from any of the other countries visited if necessary. Degree Holder Entry Programme (DHEP) applicants only - If you have not held residency in the UK for at least 12 months within the last three years, we will not be able to process a DHEP application from you. Police Constable Degree Apprenticeship (PCDA) applicants only - To comply with Apprenticeship funding rules, for the PCDA, you are required to have been a resident of the UK for the last 3 years. There are some exceptions allowed (e.g. periods of being overseas travelling or working, armed forces etc.) which will be considered on a case-by-case basis.		
Degree Holder Entry Programme (DHEP) applicants only – Do you hold a Level 6 degree qualification or are you in the final year of studying for it?		
Police Constable Degree Apprenticeship (PCDA) applicants only - Do you hold two A Levels grade A-E qualification or the equivalent (or higher)? OR If an applicant with only one or no A levels - Do you have relevant professional experience (demonstrating the capability and confidence to study to degree level)? All applicants must have passes in both English and Mathematics at GCSE (A*-C/9-4) or equivalent.		
Do you meet the eyesight standards for police officers?		

SECTION 2		
If you tick an amber answer to any of the following questions, you are not automatically ruled out from becoming a police officer, but your application may need to be checked by the vetting department before proceeding.		
Vetting questions: In answering these questions, please include 'spent convictions' under the Rehabilitation of Offenders Act, and traffic convictions (other than parking fines).	✓	×
Have you ever been cautioned or convicted of a criminal offence?		
Have you been charged or summonsed for an offence that has not yet been dealt with?		
Have you ever been a suspect in any offences where vulnerable were targeted (including characteristics relating to gender, race or sexual orientation)?		
Have you ever been a suspect in any offences motivated by hate or discrimination?		
Have you ever been a suspect in any offences relating to domestic abuse?		
Have you ever been a suspect in any offences relating to dishonesty?		
Have you ever been a suspect in any offences relating to corrupt practice?		
Have you ever been a suspect in any offences relating to violence?		
Have you been charged or summonsed for an offence that has not yet been dealt with?		
Are you currently subject to an Individual Voluntary Agreement (IVA)?		
Do you have an existing County Court/Tribunal Judgment (CCJ) made against you?		
Have you been registered bankrupt and your bankruptcy debts discharged within the last three years or your bankruptcy debts have not been discharged?		
Do you have any relative or associate (including co-resident) whom you know or have reason to believe has criminal convictions (excluding traffic convictions), OR is engaged in criminal activities, OR is a person who associates regularly with such persons?		
Do you intend on continuing with any other employment for hire or gain or any other business interest when you apply to become a police officer? This is unlikely to be a bar to recruitment (unless there is a conflict of interest), but you will need to complete a business interest application form once recruited.		
Do you or your spouse (unless separated) or close relative living with you have a financial interest in any license or permit relating to liquor, betting or gaming or the regulation of places of entertainment? This is unlikely to be a bar to recruitment, but you will need to complete a business interest application form once recruited.		
Do you have any tattoos or piercings? Tattoos (or piercings) are not a bar to appointment, but some tattoos (or piercings) could potentially offend members of the public or colleagues, or could bring discredit to the police service - it depends on their size, nature, location and sometimes on the extent.		
Do you have a full manual UK or EEA driving licence? If not, this is required before you are given a formal offer of appointment.		

Is your Body Mass Index (BMI) between 18 and 30?

This can be determined if you know your weight and your height. The actual calculation is your weight (in kilograms) divided by your height (in metres squared). Guidance and easy to use charts on how to calculate your BMI can be found on the NHS website.

SECTION 3 – ROLE CONSIDERATIONS

Before committing to the application process, and a career as a police officer, here are some aspects of the role that you are strongly advised to consider:

Section 3 questions

✓ x

Where you will serve and your accommodation

Are you ready to be very flexible regarding your work location to fulfil your obligations as a police officer?

The accommodation in which you live has to be approved by West Mercia Police. Generally speaking it must be within 40 miles (as the crow flies) of your place of duty.

If you wish to change your address from that which was approved at the time of your appointment or subsequently, you must also seek permission. Only after permission has been granted should officers proceed to contractual stages. Remember, if this is not done you could be committing an offence under the Misconduct Code.

Academic commitment

Both the DHEP and PCDA routes of entry will require significant commitment to the academic element of the qualifications. Are you willing and able to commit to ensure the academic demands and deadlines are met?