

FAQs
DC Degree Holder Entry Programme (DHEP)

We appreciate that applying to become a police officer with Staffordshire Police is a big decision and you may have lots of questions. We have provided answers to the most frequently asked questions below.

Q – How old do you have to be?

A – You will need to be at least 18 to apply to be a police officer.

Q – Are there height restrictions?

A – No, there is no minimum or maximum height requirements.

Q – Do I need to hold a full driving licence?

A – Yes, as you will be based across all of the Staffordshire and your role will mean you need to respond to incidents.

Q – I've already passed the SEARCH / Day One assessment centre through my application to another police force, can I transfer my score?

A – You will need to apply in the normal way and pass the online assessment; once you reach this point we are able to accept your SEARCH score. Please note scores are only valid for 24 months.

Q – I don't have the certificates for my qualifications, is this OK?

A – You will need to evidence your qualifications on your application. We are able to accept print outs from your University in the initial stages – if you are successful you must provide your certificates for your degree. If you are unable to find your certificates please contact your university for information on how to request duplicates.

Q – I already have an application to become a police officer with another force, is that okay?

A – You can apply to more than one police force/service at a time however you can only progress to the SEARCH Assessment with one force.

Q – I have a student visa, is that sufficient for me to apply?

A – No, international students are not able to apply.

Q – Will you apply for a working visa for me?

A – No, you would need to have status of indefinite leave to remain and work in the UK to apply.

Q – I have a criminal conviction or caution, can I still work for the police?

A – This will depend on the nature of the conviction or caution. There is a section to complete on the application form. Please provide full details in the space provided to assist our vetting department in making a decision.

PLEASE NOTE: You must declare all convictions and cautions. Failure to declare certain details will seriously undermine your integrity and credibility and is likely to prevent you from appointment, regardless of the nature / seriousness of the offence/s.

Q – In the past I have been arrested but not charged, do I still need to declare this?

A – Yes, you must declare if you have ever been subject of a criminal investigation whether or not this led to a prosecution. Failure to make such declarations will lead to your application being rejected.

Q – Do I need to declare motoring offences?

A – Yes, you must declare all offences including penalty notices. Your application will not be automatically rejected for minor offences; consideration will be given to repeat offending, behaviour, age, the actual offence committed and length of time since the offence.

Q – I have a relative who has convictions, can I still apply?

Yes. If your friends or family members have convictions, this must be disclosed. Your application will not be automatically rejected; consideration will be given as to how close the association is and the level of criminality involved etc.

Q – Can I apply if I have been bankrupt?

A – Yes, you can apply but only if it is three years after the bankruptcy debts have been discharged.

Q – Can I apply if I have a County Court Judgment (CCJ)?

A – Yes, if the judgement has been discharged, you can be considered. If you have an existing judgment, your application cannot be considered.

Q – Can I apply if I have an Independent Voluntary Agreement (IVA)?

A – Applicants with a current Independent Voluntary Agreement (IVA) will not be considered. However, if it has been discharged, you may be considered.

Q – Can I continue with my other business interests?

A – You must declare any other employment for hire or gain or any other business interests that you intend to maintain, when you apply to become a police constable. A decision on whether you meet the eligibility criteria will be made on the basis of the full information provided during the recruitment and selection process and whether it is considered that your business interests are compatible with performing the role of a police officer.

This also includes if you, or one of your close relatives, holds a licence or permit relating to alcohol licensing, refreshment houses or betting and gaming or regulating places of entertainment in the force area.

Q – I already work as police staff at Staffordshire Police, or another force, is the process the same for me?

A – Yes, the recruitment and selection process is consistent for all.

Q – I am involved in politics, is this OK?

A – Police officers are not permitted to take an active part in politics.

Q – Will I be expected to work night shifts?

A – Yes, police officers work on a rota system which includes both day and night shifts, including weekends and public/bank holidays.

Q – When can I take holidays and time off work?

A - You will not be able to book any time off during the initial training. Your annual leave will be set for you, therefore if you have any pre booked holiday, please let us know at time of application.

You are entitled to 22 days paid annual holiday, rising to 30 days a year depending on your length of service. This is on top of public holidays.

Q – Can I work part time?

A – You will have to work full time during your probation period (2 years), you may apply for part time working once this is completed. It should be noted there is no guarantee of part time working being granted; requests are considered based on operational need.

Q – Can I choose where I work?

A – No, you will need to be prepared to work across Staffordshire, you will be posted within a 30 mile radius of your home address.

Q – I live outside of Staffordshire, can I still apply?

A – Yes, we welcome applications from outside the force area, however, please consider that you will need to be prepared to work across all locations within Staffordshire.

Q – Once I have passed my probation, are there opportunities for career development and promotion?

A – Yes, you will be supported to develop throughout your career. There are a wealth of opportunities as a police officer including promotions through the ranks or lateral moves into specialist teams.

Q – What is the current starting salary?

A – The current starting salary for the DC DHEP route is £22,550 per annum, rising with service to £40,128.

Q – What benefits does Staffordshire Police offer?

A – There are many benefits, these include:

- securing a diploma in Professional Policing
- receiving extensive training and development throughout your career
- having access to a generous pension scheme
- a minimum of 22 days annual leave; rising with service to 30 days
- access to Occupational health/welfare support and onsite gyms
- access to additional schemes such as employee assistance programmes, police federation, and employee discount schemes.

Q – Will I be paid whilst I am training to be a police officer and studying?

A – Yes, you will be paid from you commencement date.

Q – Will I have to deal with confrontation?

A – Yes, you will encounter stressful situations that include dealing with confrontation. Candidates should ideally be emotionally resilient but we will provide you with extensive training and support you to be ready to handle conflict.

Q - I am not academic. Can I still join through another route?

A - Unfortunately not to be a detective, this route is only open to degree holders. However, you can apply to be a police constable and study for a degree under our Police Constable Degree Apprenticeship route of entry.

Q - Do I have to attend a university for lectures?

A - You will be required to attend university however your learning is a mix of face to face learning along with distance learning.

Q - How often will I have to study?

A - Your study will be ongoing however you will be required to use approximately 20% of your work time for off the job learning.

Q - Is the Postgraduate Diploma free or do I have to pay part of it?

A - Your diploma will be fully funded by Staffordshire Police.

Q - Why is the salary lower than it used to be?

A - The salary is set nationally based on the average pay levels for apprenticeships, currently the commencing salary is £22,550, however Staffordshire Police will be funding your diploma meaning that you will not have to pay back a student loan.

Q - Why change the process? Why do police officers need a postgraduate diploma?

A - The diploma has been introduced nationally to recognise the enormously high level of skills, learning and professionalism required to become a police officer and to carry out the role.

Q - Will I have to study for exams?

A - Yes, around nine months into your course you will be required to take the National Investigators Exam. You will be supported through this, and will be required to pass by the end of year two.

Q - Will I still need to complete the usual in-house training?

A - Yes, you will still need to be taught all the skills of a detective constable, in particular points of law, powers of arrest community engagement, diversity and inclusion, fairness in policing and personal safety.

Q - How will I be expected to learn policing/the law on the job?

A - You will do this in the same way that police officers have done for many years, we will provide as much support as you need to achieve the required outcomes.

Q - Do I have to apply for a university place separately to the police application?

A - No, as part of the recruitment process, we work closely with Staffordshire University and will secure your enrolment.