Temporary, Police Staff and Volunteer Self-Assessment Questionnaire

Thank you for considering a role in Thames Valley Police. Taking into account the nature of our organisation, it is important for you to be aware of some of the specific entry criteria we require.

This form has been designed to assist you to understand our requirements and answer any concerns you may have. If you are asked to complete a vetting application during the recruitment process it is important that you disclose all information. Failure to disclose information can result in applicants failing vetting checks.

Am I eligible?

There are five sections to this self-assessment questionnaire. Any red answers will stop your application from proceeding. Yellow answers 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.

If any issues are identified on the third or fourth sections you should contact the Recruitment Team for advice RecruitmentPoliceStaff@thamesvalley.police.uk

Section 1

Vetting checks are a necessary part of the recruitment process. Following an offer of a post you will be required to complete a vetting form. Vetting clearances must be granted before an individual is appointed, but due to these checks being carried out later in the recruitment process, we ask for you to answer the self-assessment questions before submitting an application to assist in managing your expectations.

If you tick a red box answer to any of the following questions you are unfortunately ineligible to apply for the role of temporary/police staff/police volunteer.

Question	Yes	No
Vetting Questions: In answering these questions, please include 'unspent 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 a member of the British National Party (BNP), Combat 18, National Front or any similar organisations?		
Are you either a British citizen or residing in the UK free of restrictions with supporting evidence where necessary? To be eligible for appointment you must be a British citizen or member of the European Community or other states in the European Economic Area (EEA). Commonwealth citizens and foreign nationals are also eligible but only if they are resident in the UK free of restrictions, and can provide proof of this unrestricted UK residency.		

Question	Yes	No
Please see Section 4 below for PCSO-specific residency requirements		

Section 2

If you tick a yellow answer to any of the following questions you are not automatically ruled out from becoming a temporary/police staff member/police volunteer but your application may need to be checked by the Vetting Department before proceeding; you are advised to email vetting@thamesvalley.police.uk at the earliest opportunity.

Question	Yes	No
Vetting Questions: In answering these questions, please include 'unspent convictions' under the Rehabilitation of Offenders Act 1974 and traffic convictions (other than parking fines).		
Have you ever been a suspect in any offences where vulnerable individuals / persons 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) or Debt Management Plan (DMP)?		
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) who 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?		

Section 3 – Other Questions

Other Questions:	Yes	No
In the last three years, have you spent any continuous period of over three months outside of the UK? 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. Time spent abroad may not be a bar to recruitment however 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. **If you have not held residency in the UK for the last 3 years, we will not be able to process an application from you.**		
Do you intend on continuing with any other employment for hire or gain or any other business interest when you apply to become temporary/police staff/volunteer? This is unlikely to be a bar to recruitment (unless there is a conflict of interest) however you will need to complete a business interest application form once recruited.		
Do you or your spouse (unless separated), partner, significant other (whether living together or not) 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 however 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, however, 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.		
Are you 17 years old or over? You must be at least 17 in order to apply for a Police Staff role, though please note that you cannot start in the role until you are 18 years old.		

Section 4 – PCSOs Only

Question - This question is for Police Community Support Officer Applicants Only	Yes	No
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/EEA 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.		

Section 5 – Code of Ethics – Policing Principles

A Code of Ethics has been published by the College of Policing. (http://www.college.police.uk/en/20972.htm) This code sets out the principles and standards of behaviour we expect to see from police professionals. It applies to every individual who works in policing, whether a warranted officer (including Special Constable), temporary/police staff, volunteer or someone contracted to work in a police force.

If you tick any red answers or have any questions or doubts over whether you can comply with the principles and standards set out below then you should not submit an application.

Question	Yes	Maybe	No
Accountability Are you prepared to take ownership and full responsibility for your decisions, actions and omissions?			
Fairness and respect Can you act with self-control and tolerance, treating members of the public and colleagues with respect (including respect the rights of all individuals) and courtesy?			
Honesty and integrity Can you act with honesty and integrity at all times? This includes: • Being sincere and truthful • Showing courage in doing what you believe to be right • Ensuring your decisions are not influenced by improper considerations for personal gain			

If you have any questions or concerns, please contact the Staff Recruitment Team on RecruitmentPoliceStaff@thamesvalley.police.uk.

Thank you for your consideration.