

OFFICIAL



**Police Scotland LGBT+ focused recruitment event
Saturday 17th February 2024**

OFFICIAL



OFFICIAL

OFFICIAL

Statistics (as 31st March 2023)



Sexual Orientation	Police Officers		Police Staff		Special Constables	
	%	No:	%	No:	%	No:
Lesbian/Gay/Bisexual (LGB)	4%	734	4%	221	7%	28
Heterosexual	82%	13806	85%	4838	70%	288
Choose not to Disclose	11%	1887	9%	489	6%	26
Not Recorded	3%	456	2%	125	16%	67

†

Transgender Identity	All Staff Groups	
	%	No:
Yes	<1%	23
No	89%	21071
Choose not to Disclose	5%	1230
Not Recorded	3%	641



Superintendent

Police Scotland Recruitment & Selection

OFFICIAL

Running order



- Superintendent welcome
- Police Officer recruitment
- Special Constables
- Police Staff recruitment
- Scottish LGBTI Police Association
- Lived experience
- Questions
- Superintendent close
- Tea and coffee and meet our teams

 POLICE SCOTLAND | POILEAS ALBA

OFFICIAL



Police Officer recruitment

 POLICE SCOTLAND | POILEAS ALBA

OFFICIAL

OFFICIAL

OFFICIAL

Officer Eligibility



- 17.5 to apply, 18 to be appointed
- No formal qualifications
- Full manual driving license
- Resident in UK for 3 years, with right to work
- Meet fitness standard
- Meet medical requirements

 POLICE SCOTLAND | POILEAS ALBA

OFFICIAL

Officer Recruitment process



- Application form
- Standard Entrance Test
- Fitness Assessment
- Assessment Day
- Substance Misuse Testing
- Medical
- Vetting
- References

 POLICE SCOTLAND | POILEAS ALBA

OFFICIAL

OFFICIAL

OFFICIAL

Training and Probation



- 13 weeks initial training at Scottish Police College, Tulliallan, Alloa
- 2 year Probationary period, ongoing fitness assessments and exams
- Starting salary £30,039
- £32,685 at 1 year of service
- £35,330 on completion of 2 years' service
- 28 days annual leave

 POLICE SCOTLAND | POILEAS ALBA

OFFICIAL



Special Constables

 POLICE SCOTLAND | POILEAS ALBA

OFFICIAL

OFFICIAL

Specials Eligibility



- 17.5 to apply, 18 to be appointed
- No formal qualifications
- Resident in UK for 3 years, with right to work
- Meet fitness standard
- Meet medical requirements
- **No driving license required**

Specials Recruitment process



- Application form
- Standard Entrance Test
- Fitness
- Assessment Day (different from regulars)
- Substance Misuse Testing
- Medical
- Vetting
- References

OFFICIAL



Police Staff recruitment

 POLICE SCOTLAND | POILEAS ALBA

OFFICIAL

Staff Eligibility



- Must be a British citizen, a member of the EU or other states in the EEA, a Commonwealth citizen or a foreign national free of restrictions.
- Must also have been resident in the UK for a minimum of three years immediately prior to application. For vacancies that require Management Vetting, minimum will be 5 years.
- Must be at least 16 years old.

 POLICE SCOTLAND | POILEAS ALBA

OFFICIAL

OFFICIAL

Recruitment process



- To create an account to access our e-recruitment portal you must read through the sections highlighted on the advert for the role.
- Once you're ready, press apply.
- This will re-direct you to create and register an account with us (if you have not done so already).
- Thereafter you will complete a form with information about you.
- Please take note of your log-in details used as your account can be temporarily locked if you try to register a 2nd account with the same personal information.

Home Recruitment events Police Scotland Current Vacancies Recruitment help Log in Register

Register

[Log in or create account](#)

To create a new account so that you can apply for roles and book onto our events please enter your personal details below. You will also be able to sign up for job and event alerts. Please use an email address that you will have permanent access to, as our main method of contact with you will be via email. During the application process you will be given the opportunity to inform us of any reasonable adjustments you may require at interview or assessment stage or an appointment if your application is successful.

If you require any support in completing an application form please visit [contact us](#) in advance.

If you have already created an online job account with us please select 'log in' at the bottom of the page. You can use the same account for all of your applications and events.

First name

Last name

Email

Confirm email address

Choose password (min 15 characters)

Confirm password

Log in or create account 

The information you provide on this form will be used to progress your application for employment and, if your application is successful, to administer your personnel record. Before starting your online application [please read our Privacy Statement](#) that sets out the terms of use of the site. This contains details of our data collection policies and use of personal data.

I agree to the above terms and conditions

[Submit registration](#) Log in

Competency Value Framework



The CVF has been introduced to ensure that there are clear expectations of everyone working in policing.

A guidance booklet will be attached to the job advert.

The 3 clusters highlight ways of working that then create the 6 competencies.

The 4 values are core to Police Scotland and set the standard for all individuals contributing to policing.

A number of the 6 competencies are assessed at interview stage and the CVF Level depends on the role you are applying for, e.g. Service Advisor's are assessed at CVF level 1.

At application stage we only assess the values section discussed in the guidance booklet.

Service Advisor

Job Type: Recruitment

Location: Forth Road, Forth, Fife

Number of posts: 10

Division: 01 - Operations

Section: Recruitment, Recruitment Services

Grade: 1

Salary: 21,000

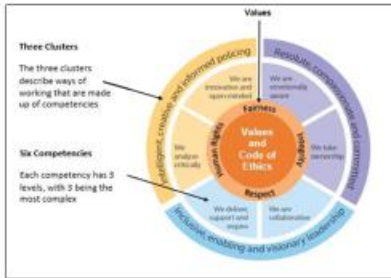
Job ID: 2022-00000000000000000000

Job Description: An exciting opportunity to join our team of Service Advisors. You will be responsible for providing a high quality recruitment service to our candidates and employers. You will be working closely with our Recruitment Officers and will be responsible for the day to day administration of the recruitment process. You will be responsible for the day to day administration of the recruitment process, including the preparation of job descriptions, person specifications, and the management of the recruitment process from start to finish. You will be responsible for the day to day administration of the recruitment process, including the preparation of job descriptions, person specifications, and the management of the recruitment process from start to finish.

Key Skills:

- Customer service
- Communication
- Teamwork
- Attention to detail
- Problem solving
- Time management
- Organisational skills
- Flexibility
- Resilience
- Stress management
- Self-motivation
- Initiative
- Proactive
- Adaptability
- Flexibility
- Resilience
- Stress management
- Self-motivation
- Initiative
- Proactive
- Adaptability

Police Scotland
Contact Command and Control Division
Recruiting for Service Advisors



OFFICIAL

Recent staff opportunities



- Service Advisor
- Public Enquiry and Support Assistant
- E-recruitment Integration Lead
- Housing Manager
- Finance Business Partner
- Head of Portfolio Management
- Recruitment Officer
- Learning Technologies Trainer

 POLICE SCOTLAND | POILEAS ALBA

OFFICIAL

Scottish LGBTI Police Association

Representing the needs and interests of LGBTQ+ police officers and staff in Scotland



 POLICE SCOTLAND | POILEAS ALBA

OFFICIAL

OFFICIAL

Why is the association needed?

LGBTQ+ people are still under-represented in policing. We still face discrimination and there are still barriers.

LGBT+ people are an invisible minority.

The association is here to:

- Advance LGBTQ+ equality, inclusion and support throughout policing in Scotland and within the communities we serve.
- Provide a voice for LGBTQ+ officers and staff.
- Support and educate staff and the community.
- Mentor and support.
- Advance policies to be more inclusive.



Follow Us



@LGBTpoliceScot



lgbt_policescot



Scottish LGBT Police Association



Scottish LGBTI Police Association



Questions

OFFICIAL



Close

Superintendent

Police Scotland Recruitment & Selection

 **POLICE SCOTLAND | POILEAS ALBA**

OFFICIAL

OFFICIAL