

# TVP CCMT Paper & Impact Assessment

## CCMT PAPER DETAILS

---

<b>Title of CCMT Paper</b>	Recruit Assessment Day
<b>Date</b>	20 <sup>th</sup> June 2023
<b>Chief Officer</b>	ACO Christine Kirby
<b>Strategic Plan Objective/ TVP 2025</b>	Building Trust, Fighting Crime, Valuing our people, serving victims

## WHAT IS THE IMPACT ON ENABLING DEPARTMENTS?

---

Department	Resource Required (Y/N)	Resource Impact
<i>People Directorate</i>	Y	Will be managed within current recruitment team.  PST will need to hold additional fitness test for recruits
<i>ICT</i>	N	
<i>Procurement</i>	N	
<i>Change Delivery</i>	N	
<i>Service Improvement (Data)</i>	N	
<i>Corporate Communications</i>	N	
<i>JIMU</i>	N	
<i>Estates</i>	Yes	Will need full access to Hodgson House each Tuesday for Assessment Day including the classroom.

## OVERVIEW

---

*Please consider:*

- Finance & savings, demand and resourcing impacts and governance arrangements.
- Please outline the risks and benefits of your proposal.
- What decision are you requesting?
- Proposed implementation date & key milestones.

**Context:**

I have previously submitted a paper to CCMT in relation to the Recruit Assessment Centre and the issues we are facing as a result of what the College of Policing (CoP) does not test for on the Online Assessment Centre (OAC). As

a result CC Hogg has written to the CoP in relation to this. At the same time, CC Hogg gave permission for me to look at designing our own assessment centre to test recruits.

I have been scoping what this would look like, but feel that to get something designed, approved, implemented, tested and up and running could take up to a year, this time frame seems too long and I believe TVP would continue to be at risk in relation to the quality of new recruits entering the force if we do not put something in place.

To that end, I have a proposal which I seek permission from CCMT to implement. This would be a TVP Assessment Day, in addition to the national CoP OAC.

### **Assessment Day Content:**

This would take place on our fitness test days, these are normally on Tuesdays and Thursdays, but for this process we will now use only Tuesdays for Police Officers. The Day would consist of two sessions with 10 candidates on each, it will follow the below plan;

- 0800 – 0815 Arrival and registration
- 0815 – 0900 Fitness test and BMI check
- 0900 – 1030 Back at Hodgson House, documentation so fingerprints, DNA etc.
- During the above process candidates would also undertake the current Interview we perform but with updated questions which can be found at [Annex A](#). Each question targets three criteria, one of the CVF, one of the Force Values and one of the Force objectives. As well as the interview, they will conduct a reading test where they will read a paragraph to test communication, English as an additional language (EAL), and Neurodiversity issues.
- 1030-1100 Candidates will undertake a dictation test, similar to the one we currently use for Special Constables. Again the idea is to highlight any communicative, EAL, Neurodiversity issues.
- 1100-1200 Candidates will undertake a briefing exercise. This will consist of being given a scenario and an initial question. They can make notes and will then go to one of the rooms within Hodgson house where a member of my team will ask a series of questions on that scenario. This will allow us to test our candidates on their decision making, and I believe will highlight any warning signs in relation to their beliefs and values etc. [Annex B](#) shows an example of the sort of scenario we will use.

We will then break for lunch for my team and start again with the second group of 10 candidates at 1300 but using the same timetable as above.

### **Other Considerations:**

I have considered just doing full interviews, however as reported in the previous CCMT paper this would be both resource intensive, costly and difficult to maintain due to operational commitments. Also, I believe that whilst people can prepare for interviews, it's difficult to prepare for scenarios and the types of questions we will ask which I believe will expose those who should not be joining the Police or those who simply need further assistance before joining TVP. An interview alone is not sufficient to ascertain if a candidate is the right fit for Thames Valley or to flag any warning signs.

I have liaised with the Federation and they are supportive of this paper and the new Assessment Day and Interview proposed.

### **Requirements:**

At present it is not anticipated that it would require any additional resources to implement the Assessment Day. However, there may be a requirement in the future if the Specials Recruitment programme really takes off but this will have to be assessed at the time as we do not know how resource intensive this will actually be until we trial it.

We would also require the whole of Hodgson House every Tuesday including the classroom and all offices. This would mean the classroom would not be available to L&D on a Tuesday and those that hot desk would have to vacate on a Tuesday. I have already liaised with L&D and this would not impact on them as they rarely use the classroom and could move dates to accommodate.

We would also require the PT staff to undertake two fitness tests on a Tuesday rather than the one they currently facilitate. I have liaised with Danny Mothersole in relation to this and he is happy his team can accommodate this and is supportive of what we are trying to achieve.

Training for my team from Mark Taylor in relation to assessing so we can evidence consistency and competence in assessment if we were ever challenged. Mark is about to go on leave so we plan to meet on his return to discuss what this training would look like, it would likely be a variation on the Recruitment and Assessment Course already in place.

#### **Assessing the Dictation / Reading Test:**

My team would conduct the assessment on these tests and then, if we have candidates who have narrowly failed, where we feel with further training they could make both a good candidate and officer, the team will then signpost them to additional training/learning to assist them to be able to re-sit the assessment.

The actual wording for the dictation test and reading test is being developed. As stated previously, until we develop a new dictation test we can use the one we currently use for Special Constable applicants. I have been liaising with Lorraine Cameron and T/Chief Insp Pete Scott to help design our new dictation test, this work is ongoing and we will use the skills of companies that L&D are already working with helping current Student Officers and potentially we will reach out to BNU for assistance if required.

#### **Risks:**

Increased attrition, also candidates may be put off by the extra step TVP would have in the recruitment process. We will therefore need to communicate and market this with that in mind to try and mitigate this risk. The attrition is mitigated to some extent through the additional engagement this will give us with candidates through their recruitment journey, ensuring they feel part of the TVP family from an early stage, supported through communication post assessment centre up to joining on an intake.

#### **Advantages:**

Identify People who should not have started in the Police sooner and can manage that. Numerous face to face touch points in the process. Robust process attracting the best possible candidate's therefore increasing productivity, morale within the workforce and confidence in TVP by the public.

#### **Recommendation:**

It is respectfully recommended that CCMT approve that TVP adopt this new Assessment day to start ASAP. This would give assurance we are attracting the correct candidates, give face to face contact at vital parts of the recruitment process and increase public confidence. We would use the current Dictation test in place, and work to develop a new one along with the reading element. The reason I am asking for consent to start prior to us designing the new dictation test is that it will take time to set this up and we want to get this started ASAP, we are happy in the short interim our current test will suffice but it means once the new one is developed it would just need to be sighted by CCMT for approval and the process would be underway avoiding unnecessary delays.



Insp Andy Fiddler

Police Officer Recruitment Lead

Workforce Planning

**Recruit Interview**

	Question	TVP Values	TVP Strategic Plan	Competencies
1	How do your friends and family feel about you joining the Police?	Treat everyone with fairness and respect	Building Trust	Public Service Emotional Awareness Integrity
2	You will be dealing with the society's best and society's worst, how do you think you will ensure you treat them fairly?	Treat everyone with fairness and respect	Building Trust Serving Victims	Public Service Emotional Awareness Impartiality
3	What would you do if you witnessed a colleague make an inappropriate comment?	We are courageous and do the right thing	Fighting Crime	Integrity Emotional Awareness Taking Ownership
4	We use Continuous Professional Development to learn and develop through our careers, what have you done to prepare for the role of a Police Officer and joining TVP?	We strive to improve every day	Serving Victims	Taking Ownership Emotional Awareness Innovative & Open Minded Analyse Critically
5	How do you feel about being part of a team, working shifts, wearing a uniform and following rules?	We are proud to be Thames Valley Police	Valuing our People	Taking Ownership Public Service Deliver, Support & Inspire Collaborative

**Scenario Example**

It's a Saturday night, you are single crewed. You are dispatched to the town centre to reports of an assault. A female states that she has been attacked by her drunk partner. He is still in a nearby pub. The pub is busy; rowdy and you are aware of a hostile attitude towards the Police.

What are your thoughts? Considerations? Actions?

*We would then ask probing / additional questions such as:*

You become aware from the female that the suspect in the assault is a friend of yours.

What further considerations/thoughts do you have?

Do your actions differ?