

Attracting, Retaining and Hiring Talent



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Policy aim

To achieve our vision to be an outstanding police force and a great place to work we aim to be an employer of choice, to attract, hire and retain a talented diverse workforce with the right skills, experience, attitudes and behaviours.

This policy sets out how we will do this.

Who is this for?

All serving, and prospective police officers, police staff and volunteers.

Policy statement

We recognise that at Northumbria Police our people are fundamental to our success. A capable and diverse workforce allows us to continue responding to the needs of our communities, further developing trust, building confidence and increasing satisfaction.

We recognise that everyone within Northumbria Police is fundamental to our success. As such we look to attract the best talent, retain and develop our people to realise their potential, and empower everyone to be their best.

We do this through fair recruitment processes aligned to the Code of Ethics, providing a wide range of entry routes into the force and having an effective and flexible resourcing model.

Recruitment

It is vital our workforce fully reflects the community it serves. We are committed to recruiting a broad and diverse range of committed people with a range of backgrounds for a more representative force.

We seek to achieve this through:

- A future focussed talent attraction strategy, designed to ensure Northumbria Police is seen as an employer of choice within the region and beyond.
- A fair and transparent selection process designed to identify and select the best candidates whilst minimising bias throughout the process.
- A positive and engaging onboarding process which welcomes new starters to the policing family and supports success within the force.

Applicants are invited to provide equal opportunities data as part of their application form for monitoring purposes. The information supplied is treated in the strictest confidence. We analyse the protected characteristics of applicants, and the wider workforce, to identify areas of underrepresentation and take positive action directed activity to increase representation through attraction, development and retention initiatives.

All recruitment activity is managed by the Talent Acquisition Team via the recruitment system. Vacancies are advertised internally, on our website, and on third party job boards. Police officer recruitment includes offering multiple paths of entry for new entrants and transfer and re-joiner opportunities for experienced officers. Vacancies provide full details of the role and application requirements. Police staff roles have a specific role profile attached.

In line with our focus on internal talent development and career pathways, some roles will be advertised internally only, to maximise the opportunities for our current staff and officers. This approach will also be utilised to support organisational change.

Attraction and Retention

We support the attraction and retention of our people by promoting a wide range of benefits and rewards. These include:

- Generous pension contributions.
- Enhanced annual leave allowance.
- A wide range of flexible family-friendly and work-life balance options.
- Enhanced pay for sickness.
- A range of development opportunities and career pathways

We will continuously review the benefits and rewards that we make available to officers and staff.

Our Reward Panel has responsibility for decisions and/or oversight relating to any additional rewards to staff and officers which are requested in addition to basic salary and/or outside standard policy and procedure.

The purpose is to ensure a fair, consistent, and transparent approach to the assessment and decision making in relation to any additional awards made to police officers and staff.

Volunteering

We promote a positive volunteering culture. Volunteers support us in our mission to keep Northumbria one of the safest places to live, work and visit and make a real difference to policing in our region.

Volunteers are essential and we take pride in our extensive volunteering network and those who generously give their time to make a significant positive impact on their communities.

Our aim is to continue to support and empower our volunteers to thrive within Northumbria Police. We recognise the importance of their skills and dedication, and volunteers are an integral part of the policing environment, and valued members of our team.

By providing leadership, guidance, and opportunities for growth, we aim to help our volunteers reach their full potential, just as we strive to do for our police officers and staff. We recognise, celebrate, and reward the contribution that volunteers make and seek to identify new and innovative volunteering roles.

We offer the following volunteering opportunities:

- Joining the Special Constabulary
- Becoming a Volunteer Police Cadet
- Becoming a Police Support Volunteer

Resourcing

The structure of the Force allows us to operate effectively, adapting to meet demand, enhancing performance whilst also planning for the future.

Through the development of a responsive resourcing model, we ensure our police officers, police staff, special constables, cadets, and police support volunteers are deployed where they are needed most.

We have clear procedures which set out how we resource police officer posts including recruitment and selection into both core and specialist posts to ensure resources are aligned to meet organisational demand.