

Case Study

The Company- Derbyshire Constabulary:

The Challenge:

Derbyshire Constabulary recruit all year round into many operational and staff roles. They aim for the workforce to reflect the diverse communities in Derbyshire. Derby Jobs activity has enabled new opportunities to access residents who may not know about the recruitment or who may have previously thought policing wasn't for them.

Derbyshire Constabulary is responsible for Policing the County of Derbyshire. The Force covers an area of 1000 Square miles Policing a population of just under 1 million people

The Degree Holder Entry Programme (DHEP) is for people who already have a bachelor's degree (or equivalent level 6 qualification) or in your final year of study in any subject and would like to be trained to be a first-class police officer

Support Received

Derby Jobs Supported the recruitment of Police Officers for the Degree Holder Entry Programme via the Derby Jobs live Webinar in September 2022. This was attended by 23 local residents of which 5 residents progressed the applications forward and are in the process of gaining employment as Police Officers.

Derby Jobs support has enabled Derbyshire Constabulary to access local residents and new partner organisations including attending the University of Derby Law Division and discussing the vacancies with undergraduate and post graduate students.

Derbyshire Constabulary attended the Derby Jobs Café Recruitment event at Derby City Mission in Normanton in November 2022 gaining 8 valuable referrals on the day which are in the application process stage. Derby Jobs have also brokered contact with Radio Derby to showcase the vacancies within the Force.

Other support has included links with local Community organisations. As a result of the Webinar DBC training now provide Maths and English support for Derbyshire Constabulary for candidates requiring the Functional Skills qualification.

The Result / Impact:

Diversity within the workforce is now growing, and the recruitment outreach is expanding due to the impact of working with Derby Jobs.

We intend to maintain the high levels of recruitment outreach we are currently achieving, and we are keen to work further with Derby Jobs . We are nurturing new partnerships within the communities we serve and we are able to show more people where a career in policing can really take them.

Police careers are broad and our aim is to continue to make them as accessible as possible to a diverse audience.

Here at Derbyshire Constabulary we have built up a great working partnership with Derby Jobs through 2022 and are looking forward to partnering up throughout 2023.

Derby Jobs have opened doors for our organisation in terms of introductions to new partners, new audiences, new recruitment opportunities and new methods of recruitment outreach. Among the opportunities Derby Jobs have shared with us, we have hosted operational policing opportunities on Derby Jobs Live and we have also hosted a successful interview on career opportunities in Policing on Radio Derby.

Our recruitment strategy is one of inclusion, equality and fairness, and we aim to reflect the diversity of our Derbyshire communities in our workforce. Our partnership with Derby Jobs is very much supporting us to achieve this, and we very much enjoy working with the Derby Jobs team.

