



Joining Guide

Choose a rewarding career
with Thames Valley Police

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Welcome from the Chief Constable

Thank you for your interest in joining Thames Valley Police.

Policing offers a wide range of career opportunities regardless of whether you apply as a police officer or member of police staff. No matter what role you undertake, you will be making a difference and helping protect our communities. Ensuring we treat everyone with fairness and respect in every interaction, both within our communities and our organisation, is one of our core values.

Having worked in several forces throughout my career, I can honestly say that Thames Valley Police (TVP) is the best because of our people.

New digital technologies and ways of working are transforming the way we deliver our service, and to do so at the highest standard means we require the very best talent to join our TVP family.

This is your opportunity to take on a role with pride and confidence, inspiring change so we can become an excellent police force trusted by all our communities.



“We are proud to be Thames Valley Police and you will be too.”

Jason Hogg, Chief Constable

About Thames Valley Police

We protect the communities of Berkshire, Buckinghamshire and Oxfordshire.

Thames Valley Police covers **2,200 sq. miles** and **196 miles** of motorway across the counties of Berkshire, Buckinghamshire and Oxfordshire. Several of the highest population growth areas of the UK are found within our boundaries, with **2.5 million people** now calling our area home, and we have **6 million visitors** each year.

Our patch is as diverse as they come, from thriving cities to vast rural spaces. There are four football league clubs and annual high-profile events including Royal Ascot, Reading Festival and Henley Royal Regatta to look after. Windsor Castle and the Prime Minister's country residence, Chequers, sit within our area – we are home to a Protection Group of armed officers second only in size to the Metropolitan Police.

We often rise to unique challenges including Royal events and Presidential visits, with millions of people around the world watching.



As a force, we strive to improve every day, evolving with the new challenges we face. Our commitment requires us all to be courageous and do the right thing and cannot be achieved by any one person alone. It relies upon a team of over **8,000 officers, staff** and **volunteers**, working alongside partner agencies and the public.



From thriving cities to vast rural spaces

Berkshire | Buckinghamshire | Oxfordshire

2,200mi²



covered across Berkshire, Buckinghamshire and Oxfordshire



2.5 million

citizens protected in our area

365

days a year
24/7



4,650

police officers



3,700

police staff and
volunteers

Working together to protect our communities



6 million

visitors each year



196

miles of motorway
covered

Mission, Vision and Values

Protecting our communities. This is our mission.



Our vision is to be an excellent police force trusted by all our communities.

Policing is fundamentally about working with people. Ensuring we treat everyone with fairness and respect in every interaction, both within our communities and our organisation, is one of our core values.

Different people bring different perspectives which helps develop better understanding and learning, leading to new ideas and solutions to the challenging social issues we face daily. Together, we are

committed to improving trust and confidence with all our communities in the Thames Valley.

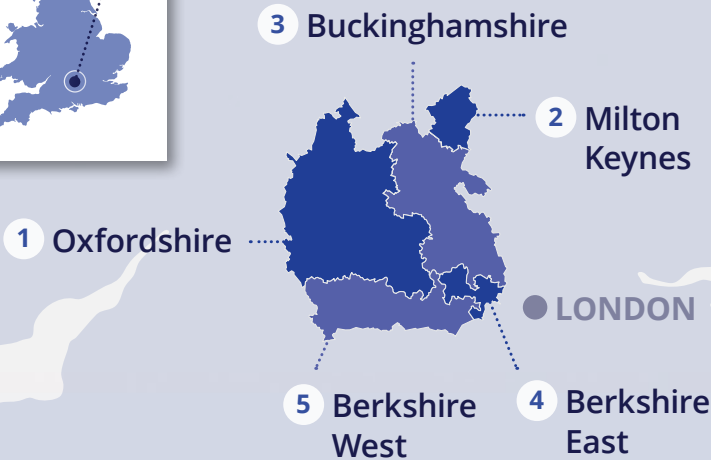
Our region is increasingly diverse, and it is important our workforce reflects this, ensuring our officers, staff and volunteers are approachable and relatable to our communities, helping build trust and confidence fundamental for our legitimacy.

We treat everyone with fairness and respect

We are courageous and do the right thing

We strive to improve every day

We are proud to be Thames Valley Police



TVP has a five-area command model. These are known as **Local Command Units** or LCUs. Our LCU structure includes Incident and Crime Response (ICR), Criminal Investigation Department (CID), Priority Crime Teams (PCT), Harm Reduction Units (HRU) and Neighbourhood Teams. New officers are posted to a main station within one of our LCUs, as here:

1

Oxfordshire LCU

Abingdon
Banbury
Bicester
Cowley
Didcot
Witney

2

Milton Keynes LCU

Milton Keynes

3

Buckinghamshire LCU

Amersham
Aylesbury
High Wycombe

4

Berkshire East LCU

Bracknell
Maidenhead
Slough

5

Berkshire West LCU

Loddon Valley
Newbury
Reading



Shifts cover
24 hours a day,
365 days a year

Your Policing Career

As a police officer, you will work across an increasingly diverse community and face an ever-changing criminal landscape.

Whether working as a uniformed officer or detective, you will develop the skills and knowledge to deal with new and emerging types of crime. This could include cybercrime, as well as priority crime such as burglary and anti-social behaviour, through to high harm offences like rape and domestic abuse.

As a student officer you will spend a portion of your probation working in uniform on Incident and Crime Response (ICR), responding to calls from the public. Many enjoy this unpredictable aspect of policing,

as there is much police 'craft' to be learned and no two situations you attend will ever be the same.

We serve a **24/7 economy, 365 days a year**, so that means shift working. A typical pattern on ICR would be two earlies (am start), two lates (pm start) and two night shifts (evening start) followed by four rest days.

Crime does not clock on and off, so you need to be prepared for shifts over weekends, shifts that run over or last-minute duty changes. This can be disruptive to family and social lives, but it is something we accept as part of the commitment we make to protect our communities.



Is Policing Right for You?

Working on ICR you could find yourself:

- responding to emergency calls
- investigating reported crimes
- apprehending, arresting and interviewing suspects
- securing crime scenes and searching for evidence
- dealing with accidents and incidents
- supporting victims and witnesses of domestic abuse
- report writing and building case files
- working with partner organisations and emergency services colleagues from the Ambulance Service and Fire & Rescue Service

Communication

We rely on clear, direct communication to build community confidence.



Empathy

Understanding diverse perspectives fosters trust, collaboration, and effective community policing.



Resilience

Strong mental wellbeing is crucial for police officers to manage the demands of their job.



Do you think you have what it takes? Have a go at this quiz to see if policing is the right career choice for you.

joiningthepolice.co.uk/is-policing-right-for-me



Career Development, Roles and Opportunities

There are many opportunities to develop your career within Thames Valley Police.



Being a police officer with TVP opens the door to many roles, such as joining a specialist team, training to become a detective or promotion through the ranks. Specialisms include:

Detective

**Neighbour-
hood Teams**

**Roads
Policing**

**Mounted
Police**

Dog Unit

Firearms

**Rural Crime
Taskforce**

**Public
Order**



Once officially appointed as a police constable, a variety of specialised paths and avenues for advancement become accessible for all. For those inclined towards investigative work, the option to become a Detective is available, while those more operationally oriented can explore roles within units such as Armed Response, the Dog Unit, or our Rural Crime Taskforce.

While most officers typically start their journey at the constable rank, there are avenues for those aspiring to leadership roles, with opportunities to progress into management positions. The hierarchical structure of police ranks offers a diverse range of career trajectories, fostering professional development and enabling individuals to enact meaningful change within our communities.

Visit our website to view the range of roles available:

[tvpcareers.co.uk/roles](https://www.tvpcareers.co.uk/roles)

Police Officer Ranks

All UK police officers begin their careers at the rank of constable. Police constables are assigned a warrant number, which is worn on their shoulder epaulettes. Below are the ranks of police officers in order of ascending seniority:



**Police
Constable**



**Police
Sergeant**



Inspector



**Chief
Inspector**



Superintendent



**Chief
Superintendent**



**Assistant Chief
Constable**



**Deputy Chief
Constable**



**Chief
Constable**

Life as a Student Officer

Initial Training



Our comprehensive foundation training programme is designed to equip you with the knowledge and skills to effectively protect and serve our communities.



During initial training, which is typically 24 weeks, you will experience a blend of classroom instruction, e-learning modules, and practical exercises. The curriculum covers a range of topics including operational guidance, legislative powers, TVP mandated policies/ systems, and focuses on areas such as vulnerability and risk, investigations and criminal justice.

Training days will typically involve classroom sessions in the morning, followed by practical application of learned concepts in the afternoon. For instance, you may spend the morning learning about stop and search powers and then participate in role-play scenarios to apply this knowledge in the afternoon.

We have two state-of-the-art training facilities within our force: our main centre in Sulhamstead, Berkshire, and Headquarters North in Kidlington, Oxfordshire.

Our training team comprises over 40 dedicated foundation trainers with diverse experience from within policing, they are keen to share their knowledge and expertise to mentor and guide you.



On the Job

Upon completing initial training, you will typically move on to your Local Command Unit (LCU), continuing your learning on an Incident and Crime Response (ICR) team.

Initially you will spend at least 10 weeks working with a tutor towards attaining your independent patrol status (IPS) - irrespective of entry route this period will be in uniform.

Independent patrol status is a prerequisite before officers can progress from the tutorship phase. Upon achieving this milestone, officers will have opportunities to work individually and alongside experienced colleagues responding to incidents. This exposure allows officers to gain valuable experience and fulfil the requirements of their policing portfolio.

Your day-to-day work will involve a diverse range of tasks, from engaging with the community and attending incidents, to conducting investigations and completing related paperwork.

You will experience the worst and best of society. It's important to recognise the emotional challenges of the job which can include supporting vulnerable people, delivering distressing news and managing conflict. Throughout this period you will be supported by mentors, your team and wider force resources to help you navigate these aspects of the role effectively, building your confidence as a police constable.

Entry Routes

There are a number of different entry routes to becoming a Thames Valley Police Officer, depending on your previous employment and educational qualifications.

Police Constable Entry Programme (PCEP)

This is our main police officer entry route, with **80% of new joiners** choosing this 2-year programme to start their career.



Across all entry routes, on successful completion of your probation, you will be confirmed in post as a **police constable**.

POLICE CONSTABLE ENTRY PROGRAMME (PCEP)

- ✓ For both degree and non-degree holders
- ✓ Two-year programme of learning
- ✓ 24 weeks initial training
- ✓ Blend of practical experience and classroom-based learning
- ✓ 10 weeks of individual coached patrol and tutoring followed by work-based learning at your local command unit

All student officers, irrespective of entry route, start on the same salary, which is inclusive of a **South-East Allowance**.

POLICE CONSTABLE DEGREE APPRENTICESHIP (PCDA)

- ✓ Open to degree and non-degree holders*
- ✓ Three-year programme of learning
- ✓ 21 weeks initial training
- ✓ Blend of practical experience and classroom-based learning
- ✓ 10 weeks of individual coached patrol and tutoring followed by work-based learning at your local command unit
- ✓ Attain L6 accreditation in BSc Professional Policing Practice

PROFESSIONAL POLICING DEGREE (PPD)

- ✓ For those with a degree in Professional Policing
- ✓ Two-year programme of learning
- ✓ 10-14 weeks initial training
- ✓ Blend of practical experience and classroom-based learning
- ✓ 10 weeks of individual coached patrol and tutoring followed by work-based learning at your local command unit

DETECTIVE CONSTABLE ENTRY PROGRAMME (DCEP)

- ✓ For both degree and non-degree holders
- ✓ Two-year programme of learning
- ✓ 25 weeks initial training
- ✓ Blend of practical experience and classroom-based learning
- ✓ 10-14 weeks of individual coached patrol and tutoring followed by work-based learning at your local command unit

Already serving? TVP welcome transferees from other forces and those looking to re-join the service. Find out more about continuing your policing career with us:

tvpcareers.co.uk/roles/transferees-re-joiners



*Except those who have a degree in Professional Policing

Eligibility

For all our entry routes you will need to meet our standard eligibility criteria.

Residency

Be a British citizen or an EU/EEA national, Commonwealth citizen, or foreign national with Indefinite Leave to Remain or Pre-Settled/Settled status and no UK stay restrictions.

Have been a UK resident for the last three years (exemptions can apply e.g. HMF postings).

Must live within 30 crow miles or 40 road miles of two main TVP police stations by formal offer (flexibility expected in postings which are based on organisational needs within policy parameters).

Age

17 years old upon application, 18 years old by appointment (no upper age limit).

Driving

Must hold a full manual UK or EU driving licence by the time of formal offer.

Criminal History

No prison or youth detention history. A criminal conviction may result in application rejection (date, nature of offence, and evidence of good character since the offence will be considered).

Educational Qualifications and Relevant Experience

Each of our police officer entry routes require a certain level of qualification or relevant professional experience.

	PCEP	PCDA	PPD	DCEP
English GCSE*	✓	✓	✓	✓
Maths GCSE*		✓		
Two A-Levels or Professional Experience	✓	✓		✓
Degree in Professional Policing			✓	

Relevant Professional Experience

For PCEP, DCEP and PCDA if you do not have A-Levels but do have at least one year of relevant professional work experience we encourage you to apply. Relevant experience could include Armed Forces, Border Force, Health/Social Care, Prison service, professional services/project management, teaching and youth work. A full list is available on our careers website under Eligibility.



For more information on entry routes and eligibility:
[tvpcareers.co.uk](https://www.tvpcareers.co.uk)

GCSE (A-C/9-4) or an equivalent Level 2 qualification (e.g. Functional Skills, O-Level or CSE Grade 1)



Becoming a Police Officer at Thames Valley Police

The path to becoming a police officer involves a comprehensive recruitment process, which requires more time compared to other professions.

Typically, your journey from initial application to start date can take **six to nine months**. While the process may seem lengthy, it is designed to ensure that candidates are thoroughly vetted and prepared for the demands of the role.

Our recruitment team is here to assist you every step of the way.

Change Needs You

Policing is committed to better reflecting the communities we serve. We encourage those from under-represented communities, including all ethnic or faith backgrounds, LGBTQ+ and women to join us, and be the difference you want to see.

Police officer enquiries: recruitmentpoliceoff@thamesvalley.police.uk

Eligibility and Assessment

Step 1

Self-assessment and Eligibility

We encourage all applicants to **self-assess** your eligibility prior to applying.



Step 2

Application Form

Get prepared to apply and complete the application form.



Step 3

National Sift Assessment

Questions about the competencies and values important for policing.

Approx. 1 hour

Step 4

Online Assessment and Written Exercise

Further tests on your key values and competencies.

Approx. 3 hours

Interview and Provisional Offer

Steps 5 and 6

Interview and Provisional Offer

Some candidates will receive an offer before their interview, while others will have an interview first and then receive an offer.

Pre-Employment Checks

Step 7

Employment/ Character Referencing

Follow up on references.

Step 8

Fitness Test

Job related fitness test



Step 9

Medical Assessment Health review



Step 10

National Police Vetting Security checks



Final Offer and Start Date

Step 11

Induction Event

Online or in-person.

Step 12

Formal Offer

Training start date and posting location confirmed.

Step 13

Candidate Gives Notice





Staff Roles at Thames Valley Police

Joining TVP means becoming part of a team where every individual has a role to play in protecting our communities.

Working alongside our officers are a large number of police staff. Some work to support our operational activity and service delivery, while others work within our enabling and support functions.

Police staff roles are incredibly varied. From our detail-oriented administrators who are indispensable to the smooth running of the force, or our motor vehicle technicians who ensure our fleet remains at peak operational readiness, to our

skilled communications officers who expertly advise and guide how we communicate with our people, partners and the public. The list is endless and each is essential in its own capacity.

As a member of police staff working in a challenging and ever-changing environment, belonging to a team where your contribution matters will give you an enormous sense of pride. Explore what part you could play.

Police Community Support Officer (PCSO)

Policing at the heart of our communities.

PCSOs play an integral role in delivering effective neighbourhood policing and maintaining a visible and reassuring policing presence on the streets. PCSOs do not make arrests or carry handcuffs but rely on their communication, relationship-building, and problem-solving skills to address community concerns, maintain public safety and build trust.

Core Functions:

- increase community resilience to reduce local crime
- safeguard vulnerable members of society
- provide disruptive patrols at crime/ASB hotspots
- gather community based intelligence
- organise and participate in problem solving

Find out more:
tvpcareers.co.uk/pcso



“There are countless ways to make a difference as a PCSO. It's about being a visible presence, investing time in the community, and connecting with people.

David, PCSO

CORE SKILLS

- ✓ Empathy
- ✓ Communication
- ✓ Adaptability
- ✓ Proactive problem solver

Detention Officer (DO)

Providing support and care for those in custody.

DOs are the first point of contact for police officers and detainees upon entry into custody, ensuring the safe and secure management of individuals following arrest. They oversee detainee care, including DNA sampling, fingerprinting, and arrest documentation, while also providing compassionate support and guidance to detainees in need.

In custody, our DOs work closely with Custody Sergeants, investigating officers and healthcare professionals to maintain a safe and secure environment. Custody is integral to upholding individuals' rights and ensuring fair treatment for all.

As a DO, you will play a vital role in this process.

Find out more:

typcareers.co.uk/detention-officer



“ It takes someone who approaches every situation with respect, patience and a positive mindset. You'll support vulnerable people, maintain safety and treat everyone respect - every day is different.

Richard, Detention Officer

CORE SKILLS

- ✓ Strong interpersonal skills
- ✓ Non-judgemental
- ✓ Conflict resolution
- ✓ Team player
- ✓ Resilience

Contact Management

The first point of contact for those needing help.

Contact Management is a collaborative department between TVP and Hampshire & Isle of Wight Constabulary, serving as the primary point of contact for the public. This includes responding to emergency (999) or non-emergency (101) calls from the public or assisting people at the front counter of a police station. Our Contact Management team includes three key roles:

Contact Management Centre Officer (999/101 Call handler):

Based in one of our contact centres, responding to calls from the public providing critical assistance and support to callers in need.

Police Controller (Control Room Radio Operator):

Responsible for operating the control room radio, ensuring efficient communication and coordination of officer deployment during emergencies.

Police Contact Enquiry Officer:

Providing support and guidance to visitors at police station front counters.

Find out more:

tvpcareers.co.uk/contact-management



“ I have been working for Thames Valley Police for 20 years, and that speaks for itself! If you want a challenging career where no two days are the same, I would highly recommend joining the team.

Ann, Contact Management Centre Officer

CORE SKILLS

- ✓ Empathy
- ✓ Resilience
- ✓ Ability to remain calm under pressure
- ✓ Reliability
- ✓ Initiative and problem solving

Forensics

Gathering, logging and analysing vital evidence.

Our Forensic Investigation Unit (FIU) employs over 200 staff members across the force in a diverse range of departments.

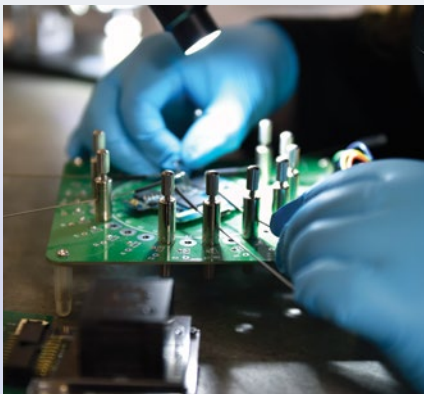
Specialisms include Crime Scene Investigation (CSI), Digital Forensics, Analytical Forensic Services, plus Accreditation and Standards.

Contrary to what you might think, whilst a scientific knowledge base can be useful, many roles do not require a degree or qualification in forensics.



“ *This isn't a job for people who want Monday to Friday, 9-5 - but it is a job for people who want to expect the unexpected.* ”

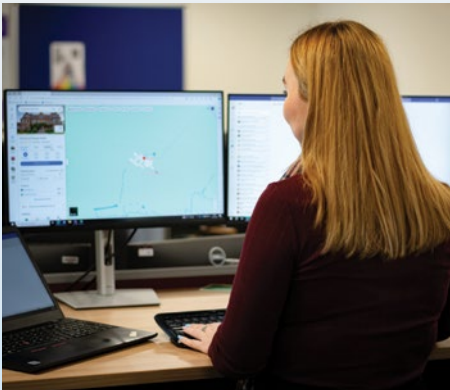
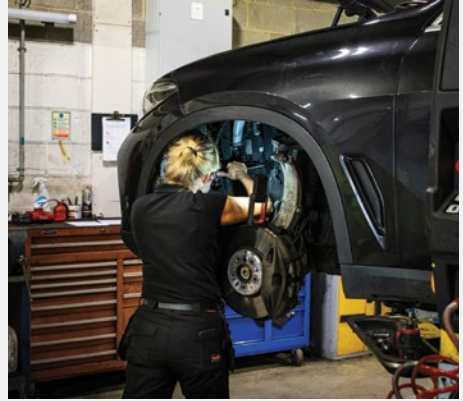
Abbie, Tier 3 CSI



Find out more:
tvpcareers.co.uk/forensics

CORE SKILLS

- ✓ Curiosity
- ✓ Attention to detail
- ✓ Problem-solving under pressure
- ✓ Effective collaboration
- ✓ Technical aptitude
- ✓ Communication



Roles also available in:

- Administration
- Analytics and Intelligence
- Communications and Marketing
- Finance and Procurement
- ICT
- Legal Services and Criminal Justice
- People (Human Resources)
- Project Management
- Property and Facilities
- Transport

All these roles are vital for the efficient functioning of Thames Valley Police. To find out more:

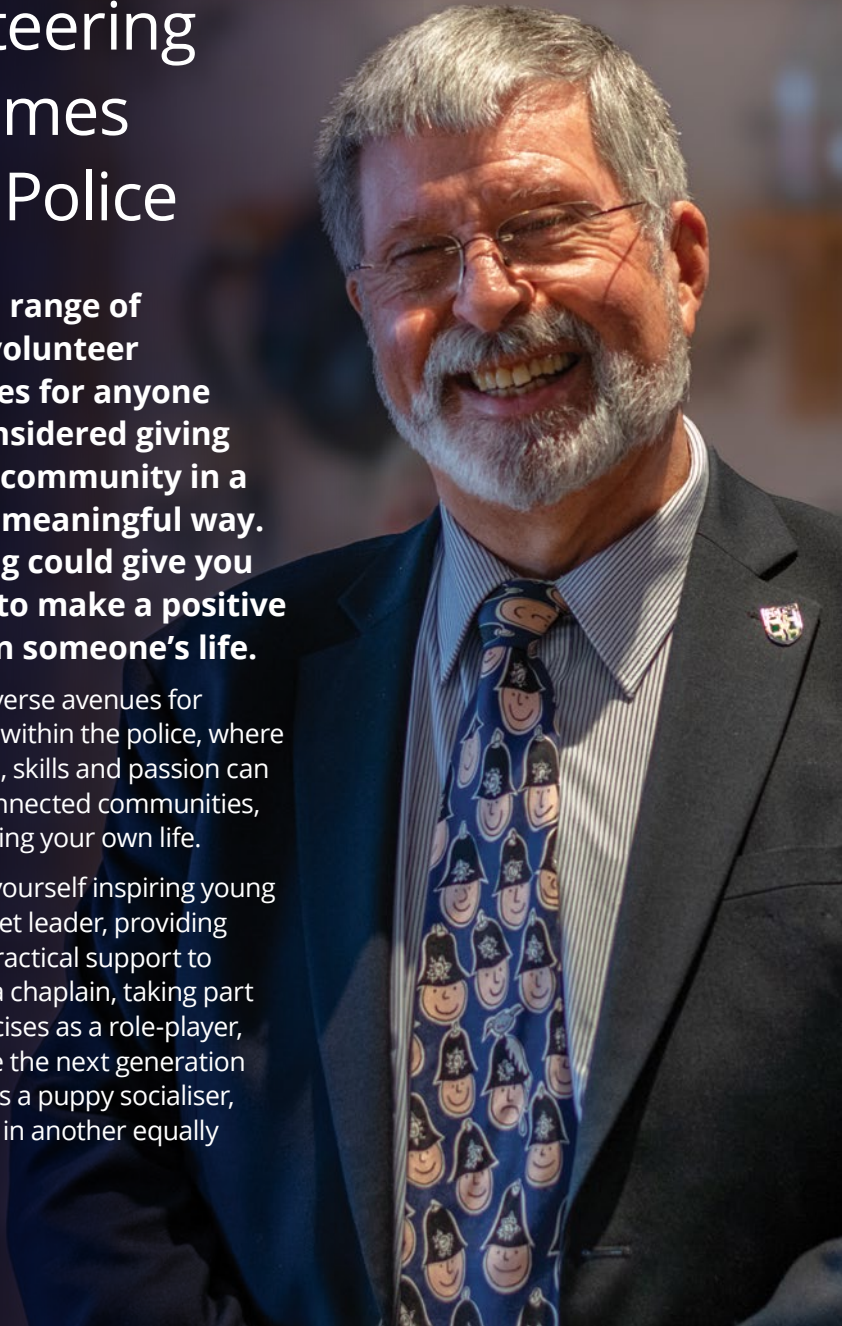
tvpcareers.co.uk/roles

Volunteering at Thames Valley Police

TVP offers a range of rewarding volunteer opportunities for anyone that has considered giving back to the community in a unique and meaningful way. Volunteering could give you the chance to make a positive difference in someone's life.

Discover the diverse avenues for volunteer work within the police, where your dedication, skills and passion can create more connected communities, all whilst enriching your own life.

You could find yourself inspiring young people as a cadet leader, providing personal and practical support to our officers as a chaplain, taking part in training exercises as a role-player, helping prepare the next generation of police dogs as a puppy socialiser, or volunteering in another equally rewarding role.



Cadets



Our Volunteer Police Cadet scheme gives young people (aged 13-18) the opportunity to develop their skills and qualities through learning and activities, enhancing the relationship between the public and the police.

The Cadet Scheme:

- promotes a practical understanding of policing
- encourages a spirit of adventure and good citizenship
- gives young people a chance to be heard
- inspires positive participation in their communities

Cadets are motivated to develop themselves, learn new skills and do something exciting and worthwhile. **Cadet leaders** are role models who inspire young people to develop and achieve more.



Find out more:
tvpcareers.co.uk/roles/cadets

Special Constable

Special Constables are Volunteer Police Officers.

As a Special, you wear the same uniform, carry the same equipment and hold the same power of arrest as your regular police officer colleagues.

In this unique role you will learn more about life and human nature than most people will ever see. You will need to contribute at least 18 hours per month, at times which fit around your life.

Specials offer essential, valued support to regular officers. Typical duties include foot patrol, assisting at the scene of accidents, enforcing road safety initiatives, conducting house-to-house enquiries, providing security at major events, tackling anti-social behaviour, presenting evidence in court and more! There are also opportunities to specialise in areas such as rural crime or roads policing.



“ I’m going to look back and think “I did that”. They’ll be really proud moments for me to look back on.

Shamilah, Special Constable



For more information on eligibility and how to apply:
tvpcareers.co.uk/roles/special-constables

Is it time for you to do something Special?

Special Constable Idnan combines his own career as a pilot with making a positive impact in his community in a Thames Valley Police uniform.

“ There are weekends of intense training, learning legislation, and being taught techniques used to maintain law and order, but ultimately, it’s worth it for the pride gained in being able to make a real difference whilst working around your own personal circumstances.

Idnan, Special Constable

Vetting

When joining the police, vetting refers to the comprehensive background checking process that aims to assess an individual's suitability for any role in the police service.

This process involves examining an applicant's personal, criminal, and financial history, as well as their associations and activities. The purpose of vetting is to ensure that candidates meet the necessary standards of integrity, trustworthiness, and security covered by the Code of Ethics.

The extent of vetting required depends on your specific role within the police force. This dictates the thoroughness of the background checks conducted, which may extend to examining the backgrounds of your family, co-residents, and other associates. While the presence of a conviction or caution does not automatically result in a refusal, each case undergoes individual assessment.

Applicants are expected to disclose any information regarding negative police interactions or criminal activities involving their family or associates.

Given that personal circumstances can change over time, it is important to promptly notify the vetting unit of any significant changes, as these may impact your vetting status and ability to maintain security clearance.

What we check

Identity, address, police data, social media, finances and references.

Top Tips

- ✓ Always be honest; transparency is paramount.
- ✓ Take your time to provide accurate information.
- ✓ Declare all police contact and associates.

Vetting enquiries:
vetting@thamesvalley.police.uk

FAQs

Do I need a degree to work for TVP?

Some roles require specific degrees or qualifications, but many do not. Check job adverts and descriptions for required knowledge, experience, and training. You can become a police officer with or without a degree.

I do not have my educational certificates; can I apply now?

Yes, you can apply now. You will need to provide your certificates during the recruitment process. We can provide further advice if you cannot find your certificates. You can also apply to be a police officer if you are in your final year of A-Levels or university.

I am learning to drive, when do I need to have passed my driving test?

To be a police officer, you must have a manual driving licence. Some staff roles do not require driving, as long as you can reliably use public transport to get to work. If driving is required for a staff role, it will be specified in the job description.

Can I apply for a job if I am 55 years of age?

Yes, there is no upper age limit for police officer or staff roles. Your life experience is hugely valuable. If you pass the required pre-employment checks (e.g. fitness test, medical) and meet the eligibility criteria, you can join.

I am not a British Citizen; can I still apply to work for TVP?

To be a police officer, PCSO or special constable you must have Indefinite Leave to Remain (ILR), Settled or Pre-Settled status under the EU Settlement Scheme and have no restrictions on your right to live and work in the UK. For all other roles you will need to demonstrate your right to work in the UK. For vetting clearance, candidates must have lived in the UK for three years, with some exemptions for studying abroad, military postings, etc.

Do I have to work weekends and evenings?

We provide a 24/7, 365 service. Police officers typically work shifts around the clock, including weekends and bank holidays, to ensure continuous coverage and emergency response.

Some staff roles require shift work at various hours, including nights, weekends, and bank holidays. If the role requires you to work a shift pattern, it will be specified in the advertisement or job description.

Do I need to pay for my uniform?

If you need to wear a uniform for your role, then TVP covers the cost of uniforms. You will be required to purchase your own suitable footwear.

Military Resettlement

Thames Valley Police welcomes individuals with prior service in His Majesty's Forces. Veterans can bring invaluable skills to policing including team work, discipline, mental resilience, physical robustness and motivation.

Contact the recruitment team:

recruitmentveterans@thamesvalley.police.uk



EMPLOYER
RECOGNITION
SCHEME

GOLD AWARD

“ Both the police and army are demanding jobs, but my time in the army really helped set me up for my career in the police and moulded me into who I am today.

Jacob, Police Constable



Military veterans transitioning directly into a policing career with TVP are eligible for a one-off resettlement payment of £2,500 (for police officers) or £1,500 (for staff roles).

Terms and conditions apply.

Find out more at: tvpcareers.co.uk/military-resettlement

Supporting You

We believe it is important that our officers and staff are supported to be the best they can be.

Whether that is through additional learning, support when things get tough, or through discounts to enjoy with family and friends away from the workplace - your wellbeing will always be our priority.

Financial Benefits

- starting salary for police officers is £34,164, inclusive of a £3,000 South East Living Allowance, typically rising to over £53,000 after seven years of service (correct as of September 2025)
- additional one-off payment for military veterans joining TVP (£2,500 Officers / £1,500 Staff)
- pension and group insurance schemes

Wellbeing

- annual holiday entitlement
- well-established Wellbeing department ensuring you receive support when you need it
- opportunity to join the Police Federation or Unison
- a variety of staff support networks, including our Women's Network, Support Association for Minority Ethnic staff (SAME), LGBT+ Support Association, Men's Forum, Menopause Action Group and others

Professional Development

- access to regular training courses including leadership development
- opportunities for career progression through promotion and/or specialisation
- continuous professional development including annual personal development reviews



Great discounts for retailers, restaurants, travel, tickets and more with **Thames Valley Police Reward** plus eligibility for **Blue Light Card** membership.

Notes

Get in Touch

If you would like any further information about working at Thames Valley Police, feel free to contact us:

Police officer enquiries:

recruitmentpoliceoff@thamesvalley.police.uk

Police staff and volunteering enquiries:

recruitmentpolicestaff@thamesvalley.police.uk

Special constable enquiries:

recruitmentspecialco@thamesvalley.police.uk

Transferee and re-joiner enquiries:

transferees@thamesvalley.police.uk

Military veteran enquiries:

recruitmentveterans@thamesvalley.police.uk





Rewarding careers with Thames Valley Police
tvpcareers.co.uk

