

SPECIAL CONSTABULARY RECRUITMENT TIMELINE



STEP ONE

Submitting an application is your first step to joining our policing family.

STEP TWO

Once you have submitted your application we'll check eligibility and process your application.

STEP THREE

Everyone that passes our shortlisting will then be invited to this next stage.

STEP FOUR

You will be invited to attend an in-force interview which would take place on a weekday or evening.

STEP FIVE

Once allocated to progress for an intake, you will be required to complete Vetting, Occupational Health, Fitness Test, Biometrics, Substance Misuse, References and a Tattoo Panel.

STEP SIX

Once checks are completed successfully, we are able to offer a starting date.

APPLY

SHORTLISTING

**NATIONAL
PRE-SIFT**

**IN-FORCE
INTERVIEW**

**PRE
EMPLOYMENT
CHECKS**

OFFER

An eligibility workshop will be held during this stage.

We will update our recruitment system throughout the process.

Candidates will be able to use this system to track their progress.

A support with interview workshop will be held ahead of the in-force interview.

We will check in with all candidates during this stage.

Offer ready for intake in early 2026.

