



Leicestershire Police

Recruitment, Deployment and Planning Policy

Policy Owner:	Head of HR
Department Responsible:	Human Resources Department
Chief Officer Approval:	ACO, People
Date of Next Review:	February 2029

This policy has been reviewed against all relevant procedures

This document has been produced in conjunction with the Leicestershire Police Legislative Compliance Pack

Review log

Date	Minor / Major / No change	Section	Author
June 2017	Live		Carol Hever
Nov 2017	Minor	Alter Title	Magda Allen
June 2018	Minor		Carol Hever
July 2021	Minor		Alex Stacey-Midgley
February 2024	Minor		Louisa de Souza

Statement

At Leicestershire Police and the Office of the Policing and Crime Commissioner we strive to build trust, confidence and transparency in our service. We are keen to reflect the communities we serve and be an 'employer of choice', with a motivated, engaged, supported and inclusive workforce. We know that our most valuable asset is our exceptional people and so our strategic priorities include having the right mix of skills and capabilities with leaders who develop a positive and supportive culture.

This policy supports the Leicestershire Police Pledge and the Enabling Strategies 2024, particularly the Team Leicestershire People Strategy 2021-2025. In turn it is supported by a number of procedures and guidance notes, Police Regulations and Police Staff Pay and Conditions of Service and other initiatives on topics including recruitment, deployment, promotion, retirements, dismissal and redundancy though this list is not exhaustive.

Aims

The key aims of the policy are:

- To develop a talent pipeline to ensure the incoming flow of innovation and community representation.
- To attract, select and recruit exceptional candidates as swiftly as possible with the right knowledge, skills and attributes from diverse backgrounds into policing.
- Once recruited, to engage, motivate, develop and retain those people.
- To provide flexible and effective processes for tailored and targeted career progression including lateral progression, promotion and succession planning, which support the needs and values of the organisation by having the right skills in the right place at the right time.
- To create and support processes which provide for a dignified exit for leavers.
- To uphold the principles of fairness and equality and comply with all legal requirements.

Scope

The policy:

- Applies to all police officers, police staff employees and volunteers of Leicestershire Police and the Police and Crime Commissioner.
- Covers all corporately sanctioned recruitment and career management initiatives.

Legal Basis

All prevailing employment legislation is taken into account when producing or reviewing the policy and associated procedures and guidance. Key aspects of legislation are the Employment Rights Act 1996, Employment Relations Act 1999, Working Time Regulations 1998, Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002, Agency Workers Regulation 2010 and Collective Redundancies, Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2014 and The Children and Families Act 2014.

This Policy takes into account the Equality Act 2010, including Public Sector Equality Duty, and Disability Equality Duty 2006 and exists to ensure equality, fairness, consistency and transparency.

Reference is also made to Police Regulations, Police Pensions Regulations and the Police Staff Pay and Conditions of Service, Local Government Pension Scheme as well as Police Advisory Board (PAB) and PSC circulars and Home Office Guidance.

Monitoring

It is the responsibility of the HR Department to

- Regularly review this policy and commission reviews of the constituent procedures for equality of access, relevance and application against legal and quality assurance standards.
- Monitor fair and consistent application of the policy and its procedures and to ensure aims are being achieved.