



South Wales Police Graduate Scheme

Terms of Reference

People really matter at South Wales Police (SWP). With a team of over 5,700 employees, and up to 300 volunteers, our people are our biggest asset and central to delivering our mission of keeping South Wales safe. Our people do incredible things every day and we are proud of the professionalism and positive contributions we make 24/7, all year round.

Understanding and responding to the needs of our organisation and workforce will enable us to achieve our vision of being the best at understanding and responding to the needs of our communities.

As a force, we provide opportunities for graduates to work for the organisation and continue in their development, enabling them to gain an insight and understanding of working within a specific business area across the force.

On appointment, the following conditions will apply:

- All graduates will commence their programme in September, on a 2-year programme
- During the programme all graduates will attend and complete all training and development that has been arranged. This development is twofold:
 - Organisationally led (development and training specific to SWP or national policing)
 - Department led, (development and training specific to the role)
- All graduates will have a probationary period of 6 months and a probationary review must take place every month, followed by the end review confirming performance.
- All graduates will have access to perform and will be expected to engage and complete all Check ins and the annual review process, confirming performance
- All graduates must have a development plan and clear objectives set of training/development expected during their placement. All of which must be detailed in their PERFORM record
- All graduates will have an opportunity for a mentor/buddy to be assigned to them for their development.
- All graduates will be appointed on a 2 year contract on to the SWP graduate scheme at a Scale 6/SO1

It is the aim of SWP to retain all graduates in SWP on completion of the 2-year Graduate programme. If the Graduate(s) successfully meets the below criteria, their contract will be made permanent at the end of their Graduate placement. This permanency will be confirmed 1 month before the end of the graduate programme (beginning of August),

Criteria for permanency

The Graduate must have:

- Attended and completed all training and development sessions arranged.
- Been confirmed as satisfactory performance in their probationary period.
- Met all objectives in their PERFORM reflecting the development plan required for the graduate position
- Been confirmed as satisfactory performance in their PERFORM annual review
- Continued rights to work in the UK.

On permanent appointment, graduates will be appointed in a permanent Scale 6/SO1 post in the department they have completed their graduate programme.

