University of Manchester Q-Step Summer Project 2016

Ref: #23 UoMQStep 2016 College of Policing Recruitment Survey

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Organisation Name: College of Policing

Team / Department: Faculty of Professional Development and Integrity

Address: College of Policing, 10th Floor Riverside House, 2a Southwark Bridge Road, London, SE1 9HA

Provisional title for project: Direct Entry recruitment into policing: attracting candidates

100 word abstract of what the project would probably undertake, and any data to be used:

This Spring, the College of Policing is launching a new "Direct Entry to Inspector" scheme, alongside recruiting the next cohort of "Direct Entry to Superintendent" programme members. An online survey will be sent to everyone that registers an interest in applying to either scheme, gathering basic demographic data and data on their reasons for applying or not and how they heard about the programme. The Q-Step intern would analyse the results of this survey and potentially, results from a small trial of different marketing messages that were sent to registrants before they applied, aimed at attracting people from diverse groups.

Key words (up to 12):

Marketing Attraction Survey Data Analysis diversity

Essential and desirable skills that the student would need to have:

Essential:

Experience of analysing large, quantitative data sets. Report writing skills, and good communication skills to present data clearly will be essential.

Desirable:
SPSS

Where the work would be carried out:

One of the following College locations: London (Riverside House) preferred or possible Harrogate or Sunningdale, (Berkshire).

Preferred selection method (interview or other meeting):

Interview

Support and training offered by the organisation:

Mentoring and "line management" support from a College researcher. Support to use SPSS.

Any issues of data confidentiality and/or IPR that would need to be resolved:

The data would be anonymous. The data would be College property. Access to the College sites and IT facilities would need to be arranged and would involve security checks.

Supporting information:

The College would find other suitable work for the intern, if the proposed project proves unviable closet to the time.

Financial assistance offered by the organisation:

Reasonable travel expenses