



# LINCOLNSHIRE POLICE RECRUITMENT POLICY STATEMENT

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## INTRODUCTION

Lincolnshire Police recognises that having the right people in the right place at the right time is crucial to Force performance and improving public trust and confidence.

Recruitment is a critical activity and should be carried out professionally and within the framework of employment law. Promotion procedures and practice will aim to make sure that the Force selects the best and most suitable candidates.

## KEY PRINCIPLES

The Force aims to make sure that:

- There is a corporate, consistent and transparent approach to recruitment across the force
- We recruit the right number of people with the right skills into the right jobs
- That recruitment processes are cost and time effective
- There is equality of opportunity in all recruitment
- The workforce is representative of our communities and meets our local employment targets
- That selection is based on merit, following a fair and objective selection process
- We comply with relevant employment legislation and codes of practice and national recruitment frameworks for new police officers
- That managers carry out recruitment professionally and within the framework of the corporately agreed Recruitment and Selection Guidance.