

Police constable recruitment regulations change

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All police forces in England and Wales must now use a standardised four-stage recruitment process

News 1 min read

Anyone applying to become a police constable will now go through the same rigorous checks, tests and interviews regardless of which force they apply to join.

Introduced through an amendment to the Police Regulations 2003, this change ensures every candidate has demonstrated the right values, skills and behaviours before joining the police.

What the process involves

All candidates must successfully complete four stages:

- a national application form
- online sifting tests to assess judgement and behaviours
- an online assessment including an interview, written exercise and briefing exercise
- a face-to-face interview with the force they are applying to join

These stages are designed to ensure candidates are assessed consistently against the [competency and values framework \(CVF\)](#), helping forces recruit officers with the right values, skills, and behaviours.

Why this matters

Almost all forces were already using this process before it became a legal requirement. The new regulations ensure that the same high standards apply consistently across every force in England and Wales.

The regulations are part of the government's Safer Streets mission and reflect a shared commitment to building a police service the public can trust.

Recruiting the right people into policing is fundamental to maintaining public trust. These regulations are an important milestone – they give the public confidence that every new police officer has been thoroughly assessed to the same national standard, wherever they serve."

Chief Constable Sir Andy Marsh, Chief Executive Officer (CEO) of the College of Policing

Tags

Police recruitment