

# Force Interview Guidance



Devon & Cornwall  
**POLICE**

*WORKING  
TOGETHER*



**DORSET  
POLICE**

Taking  
**Positive Action**  
for a diverse and inclusive workforce

# The Interview

The interview panel will include a police officer of any rank and a police staff member from Human Resources. Both panel members will be interview trained and will have received training in equality & diversity and inclusion as well as unconscious bias.

The interviewers are there to get the best out of you and will be aware that you may be nervous. They will be exploring your values and motivation to join as a Constable. Questions will be structured against the Competency and Values Framework. The interview will last approximately 40 minutes.

If reasonable adjustments are required/requested, arrangements will be made, and the panel will be informed. Please note that reasonable adjustments would need to be requested in the early stages of the recruitment process.