

South Yorkshire Police

ARMED FORCES BUDDY SCHEME



South Yorkshire
POLICE



Welcome

At South Yorkshire Police, we recognise the wealth of skills, experience and values that Armed Forces personnel bring to policing. We also understand that transitioning from military service into a policing career can be a significant change, and that having the right support at the right time can make a real difference.

To help support those making that transition, we are proud to have an Armed Forces Buddy Scheme.

The scheme connects applicants and new recruits who have a military background with serving officers and staff who have previously served in the Armed Forces themselves. Having successfully navigated the move from military to police service, our buddies are well placed to offer practical advice, answer questions and share their experiences of life in policing.

Whether you are considering a career with South Yorkshire Police, progressing through the recruitment process, or



**EMPLOYER
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GOLD AWARD

preparing to start your new role, your buddy will be there to provide reassurance, guidance and a valuable source of support.

Whilst policing has many similarities to military life, it is also a unique profession with its own challenges and opportunities. Our Armed Forces Buddy Scheme is designed to help bridge that gap, ensuring those who have served our country feel welcomed, supported and valued as they begin their policing journey.

If you would like to be paired with a buddy, we will arrange an introduction during the recruitment process or before your first day, giving you the opportunity to build a connection and ask any questions you may have.

We invite you to meet our current Armed Forces Buddies and learn more about their stories, experiences and advice by reading the rest of this e-flyer.

Thank you for your service, and we look forward to welcoming you to the South Yorkshire Police family.



Colin McFarlane

Assistant Chief Constable



PC Paul Carpenter

Fortify team



I joined the army in May 1988. I served in the Royal Logistic Corps and was attached to many units across the service. I completed the all arms pre-parachute selection course (P Coy) and gained my parachute wings in October 1990.

During my service I served in the Airborne Forces Units, Special Forces Unit and Armoured Units in British Forces Germany (BFG), and was deployed to Northern Ireland, Bosnia, Kosovo, Iraq and Afghanistan. While I was warrant officer class 1 in the 16 Air Assault Brigade Combat Team, I received the Meritorious Service Medal (MSM) in the Queen's honours list. I was commissioned LE (Late Entry) Captain before finally leaving the service in December 2011.

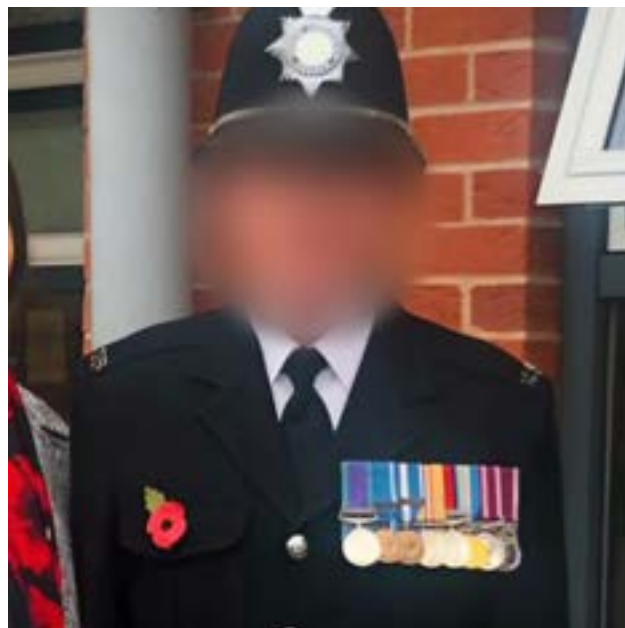
SYP were not recruiting at the time I left the armed forces, so I became a Special Constable in Barnsley until 2015, when I joined South Yorkshire Police as a Police

Constable at the age of 42. I was posted to B Group at Barnsley. There I was tutored and gained experience as a police officer. My life and communication skills from service life up and down the rank structure gave me the transferable skills to communicate across the community.

Incidents of conflict were also overcome by challenging times faced in the service. I continued my police career in student development, using my NVQ assessor skills gained in the service, and then developed further by becoming an IQA (Internal Quality Assurer). Now I am working in a team tackling organised crime groups.

Having spent 23 years completing different roles and changing postings frequently through promotion, I've been able to continue to develop a variety of new skills. These same opportunities are open to you in SYP. I am trained as an operational football officer, protest liaison officer, disaster victim identification officer, disruptive effects officer, taser officer and public order officer. This continues with my completion of the CBRN (chemical, biological, radiological and nuclear) responder course.

Being part of the Armed Forces Covenant allows me to engage with service personnel, veterans and their families to give support. Have faith you have the transferable skills of communication, discipline, punctuality, motivation, fitness, and personal responsibility to any task. You will have many more skills to achieve a fruitful, rewarding career in SYP on whatever journey you take.



PC Abby Davies

Reactive CID



I started working for SYP in 2021 following seven years' service in the Royal Marines Band Service.

My military service saw me complete 15 weeks' military training at the Commando Training Centre in Lympstone, before embarking on two and half year's music training at the Royal Marines School of Music in Portsmouth. Alongside this, I was trained as a combat medic, stretcher bearer and in comms to bolster our military role within the Royal Navy.

Albeit a short service, my time in the military gave me an enormous number of varied opportunities; many of which have given me lifelong memories. These include performing for royalty, travelling the world and representing the corps in the Royal Marines ladies' hockey team to name just a few. I also gained my bachelor of music degree which then allowed me to enter SYP on the DHEP (Degree Holder Entry Programme).

My service prepared me to work in what can be very fast-paced environments, among like-minded people working together for the good of others. All of this has assisted me in my SYP career.

As a buddy I hope I can make the transition for anyone embarking on a career with SYP a smooth and enjoyable experience.



PC A

Covert policing



I have been a police officer for seven years, and prior to this I was a member of the armed forces.

I initially began my full-time career in the RAF before transitioning into the British Army as a reservist, serving on operations in Afghanistan between 2008-2010.

Having spent my military career in an infantry-based role, I was fortunate enough to join the police and very quickly become a specialist firearms officer on the joint operations unit in another part of the country before transferring to South Yorkshire Police.

Throughout my policing career I have been fortunate to train and deploy on a variety of operations and training exercises, ranging from general policing duties to hostage rescue and dynamic interventions.

My transition to being a police officer was quite smooth overall; a lot of the aptitude learnt in the armed forces and the way they structure learning in the police is very similar. The skills I learnt within my military career have been fully transferable into my policing role. Most notably, a strong work ethic, reliability and dependability, the ability to handle stress and work under pressure, interpersonal skills, motivation, teamworking and problem-solving.

Not only is the job rewarding from a formal point of view, SYP is probably one of the most social police forces to date that I have had the opportunity to work in, be it their sports teams that they offer, or welfare days such as 'Mind Over Mountain'. This really does reflect the military-style camaraderie that can be hard to find upon leaving the services, and was one of the big draws for me when considering joining the police.

As a buddy I'm more than happy to chat to anyone joining the force regarding career progression, roles I've personally undertaken and insights into the specialist roles within the police.



PC Elizabeth Barnes

Neighbourhood policing



I joined the army in August 1992. After basic training I spent a year in Aldershot in the Royal Corps of Transport, and from there I did two tours to the Falkland Islands. I was an ambulance driver the first time, and worked in a vehicle servicing bay the second time.

In 1993 we amalgamated and became the Royal Logistic Corps. Two years later, I transferred regiments and went to join 2 Close Support Regiment in Gutersloh, Germany as a fuel tanker driver.

From there I did two tours of Canada, was part of Op Eagle in Poland, and then finished my service in Bosnia.

I left the army in 1997 and did an assortment of manual jobs before deciding to join the police. My assessment process was successful, and I began my career in June 2001, in Sheffield city centre.

Much of my policing career has been as a response officer, but the last three years I've been part of a Neighbourhood Policing Team, dealing with long-term issues in the community. I work full-time, and I am also a mum to two children, aged 14 and five.



PC B

Armed policing



I joined the army's Royal Electrical and Mechanical Engineers (REME) in 1997 and rose to the rank of Lance Corporal. During my service, I completed operational tours of Bosnia, Kosovo, and Iraq, working closely with frontline units. These experiences shaped my leadership skills, resilience, and ability to perform under high-pressure conditions.

After leaving the army in early 2004, I began my career in Nottinghamshire Police the same year. I spent eight years in frontline response policing, followed by two years on a plain clothes drugs team, and one year in intelligence. For the past nine years, I have been in armed policing, the last three within SYP, where I am also a covert trained firearms officer. As an operational firearms commander, I lead my team in responding to firearms incidents across the county.

With my background in both the army and the police, I am now preparing to mentor fellow veterans transitioning into a new disciplined service. I aim to help them adapt their military training to their new roles, emphasising discipline, teamwork, and adaptability. My goal is to ensure they are well-prepared to transition into their new careers with the same dedication and integrity that defined their military service.



PC Paddy Connell

Roads policing



I joined South Yorkshire Police in 2002, having served five years in the Duke of Wellington's Regiment - now The Yorkshire Regiment.

I spent the first five years of my policing career at Doncaster learning the ropes of being a cop. I then spent the next 10 years as an armed response officer, a role which I thoroughly enjoyed.

In 2017 I decided to develop myself further by taking on the role of a driver trainer, spending four years teaching everything from new initial police drivers, all the way up to tactical pursuit and containment.

Since 2021 I have returned to frontline operational policing as part of the road crime team, denying vehicle-borne criminals access to the roads.

Leaving the army was a daunting experience for me at the time, however the way I look back on it now, is that I left one uniformed family and joined another. Being an officer with SYP brought me back to my roots in Rotherham. I have since met my wife, had two children, and settled in Doncaster.

Ever since joining SYP, I have genuinely loved 'the job'. No two days are the same and there are so many opportunities to develop yourself or take different pathways in lots of different roles.



PC Tom Wykes

Neighbourhood policing



I joined the army reserves in 2008 while studying at university.

After completing my degree I deployed to Afghanistan in 2011 with the 1 Rifles battlegroup. Post-tour I returned to the reserves, completing several overseas exercises and a promotion course. I then joined the regular army for a short period before being medically discharged in 2014.

After leaving the military, I worked in the fitness and recruitment sectors before joining South Yorkshire Police in 2017.

In January 2018, after initial training, I joined a response team in Rotherham and spent four and a half years there. Alongside my day-to-day duties I qualified as method of entry, taser, tutor, public order officer and public order medic.

I have spent the last two years on the Rotherham Central Neighbourhood Policing Team, tackling drugs and drug-related violence in Rotherham. I have recently passed my Sergeants exam and have begun working towards promotion.

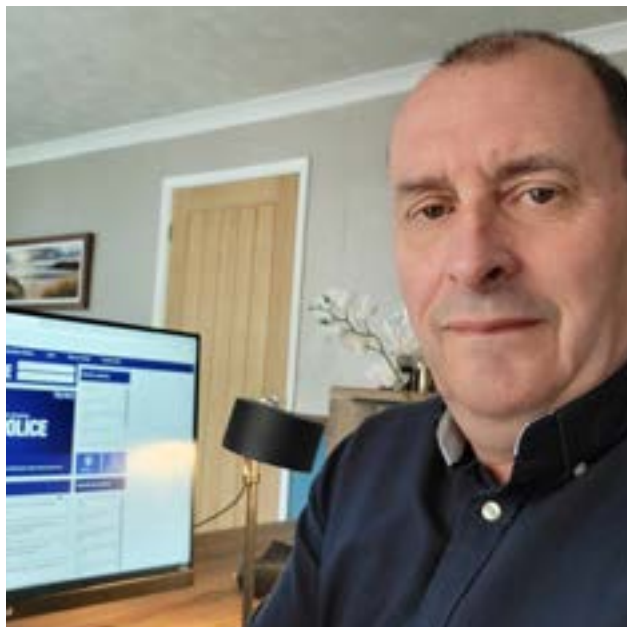
As a former member of the armed forces who has transitioned to civilian life and then into the Police, I can't emphasise enough how valued your skillset is. Your commitment, initiative and communication skills are invaluable, you will naturally become a leader amongst your peers. Don't underestimate what you have achieved and how much of an impact you can have in the police.

I wish you all the best in your application, if you need anything please don't hesitate to get in touch. Good luck!



Simon Matthews

Criminal Justice Unit



I joined the Royal Navy aged 16 in 1979 in the communications department.

I served for 17 years, leaving in 1996 as a petty officer communications Yeoman. I am married and have two grown up children and two young grandchildren.

I joined South Yorkshire Police as a police officer in 1999. I served for 17 years before I retired and took up a post in CJU as a file preparation officer, preparing files for court, in November 2020.

My military service taught me many valuable life skills that I have used throughout my career. It gave me the tools to act under pressure and make clear, logical decisions. It is also the military mindset of time keeping and administrative organisation that has helped me during my time as a police officer and now in an administrative role.

The police is very much like the military in regards to belonging as part of a team and wider family. I experienced no issues in transferring careers as the police service and the military have very similar traits.

My current role is all desk-based and in line with SYP's 'Smarter Ways of Working' policy I have an agile working plan in place. This allows me the work life balance I need, in the office three days a week and two days working from home.



PC Lee Gould

Armed policing



I joined the army in 2007 and joined the King's Royal Hussars tank regiment, operating the Challenger 2 MBT (main battle tank).

During my service, I completed an operational tour of Afghanistan in 2012 as dismounted infantry on the front line in Helmand Province. These experiences shaped my ability in becoming a good communicator, remaining calm, focused and decisive, especially in high pressure situations.

After leaving the army in 2013, I worked in mental health before joining South Yorkshire Police in 2017 as a Police Community Support Officer.

After two years working in neighbourhood policing, I then transitioned to a Police Constable in 2019 and spent three years in frontline response policing. In 2022 I transitioned to an armed vehicle response officer (ARVO) which is my current role.

With my background in both the army and the police, I would take great pride in helping to mentor any fellow veterans transitioning into a new role in a new disciplined service.

I would like to help veterans transition utilising the valuable skills they gained in the military, including discipline, leadership and working well under pressure.

Alongside your police training, you can add your existing skills in teamwork and problem-solving to further benefit the communities of South Yorkshire.



Do you have experience of handling firearms?



Jon Greaves
Chief Inspector

Our busy Firearms Support Group is one area of SYP which could interest x-forces personnel with a background in handling firearms. Chief Insp Jon Greaves explains more about the FSG and how you can pursue a career in this area of policing.

The Firearms Support Group is part of the force's Operational Support Unit and is made up of approximately 140 authorised firearms officers. We have armed response vehicle (ARV) teams, who patrol the county and respond to spontaneous firearms incidents 24 hours a day. We also have specialist teams and our own training department.

FSG have a pivotal role in keeping the people of South Yorkshire safe, working with colleagues from our investigative departments to tackle organised crime. Our motivated teams are at the forefront of operational policing in South Yorkshire and work to proactively tackle organised crime

and respond to the most serious incidents. Firearms officers work around the clock to disrupt firearms enabled criminality and to protect the public, providing a deterrent and response to any threat of terrorism.

The role is varied, fast-paced and rewarding. As a career pathway there are many specialisms within armed policing where you can develop a career, as a covertly armed firearms officer supporting covert policing operations, a close protection officer or tactical rifle officer. We have our own command training department where we train firearms commanders and tactical advisors, and there are opportunities to develop laterally or towards promotion.

Firearms officers receive a vast amount of training as they commence the role and then throughout their armed policing career. While the training requirements are significant, it is a priority to ensure our firearms officers achieve good health and a positive working environment, with a bespoke shift pattern to accommodate the training requirements while providing a good work life balance for our people.

We've had several excellent ex-forces personnel, with a wide range of transferable skills and experience, make a successful transition into SYP before moving on to the FSG. Once initial training and a probationary period is complete, officers are welcome to apply to our annual advert. We positively develop our staff and are keen to attract the highest calibre proactive, professional and talented police officers to a role within FSG.





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