

Sift and online assessment process

Everything you need to know about the sift and online assessment process, with links to the candidate guidance.

First published 12 November 2020 Updated 3 February 2022

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After you've applied to join a force, you will complete a sift followed by the online assessment process. This process includes a series of exercises that test the key competencies and values that are important for the role of police constable.

The assessment was originally done face-to-face and called SEARCH or Day One. Because of the COVID-19 pandemic the assessment process is now run online.

Sifting process

The number of exercises you complete in this process depends on the force you apply to and their sifting process. There are three types of sifting process.

In-force sift

Your recruiting force can provide you with information about their sifting process.

National sift

The national sift consists of two exercises. These reflect the competencies and values relevant to the role of a police constable. You will be asked to complete a situational judgement test (SJT) and a behavioural style questionnaire.

- [See our national sift candidate guidance](#)

Online assessment process

There are three exercises in the online assessment process – a competency-based interview, a written exercise and a briefing exercise.

Competency-based interview (CBI)

You will be asked a series of questions about how you have dealt with specific situations in the past. This is your opportunity to provide some examples of the key competencies and values that are important for police constables. You can use examples from both your work and your personal life.

Written exercise

In this exercise, you will assume the role of a police constable and will have to complete an urgent written task for your line manager. You will receive four items of information to help you with this task.

Briefing exercise

In this exercise, you will assume the role of a police constable and will have responsibility for dealing with some issues presented to you. You will be tasked with providing a response to a number of questions in relation to this issue. You will be provided with preparation materials to consider your answer.

Watch our video for more information about how to prepare for the online assessment process.

[Gallwch wyllo'r fideo yma gyda chapsiynau Cymraeg \(You can watch this video with Welsh captions\)](#)

More candidate guidance

Find out more in the online assessment process candidate guide and frequently asked questions.

- [Online assessments candidate guide](#)
- [Canllaw ymgeiswyr asesiadau ar-lein \(f3.0\) \(pdf\) 348.29 KB](#)

Reasonable adjustments and accommodations

Some people taking online assessments need extra help or more time.

If you have any condition that might cause you to be disadvantaged during the online assessment process, temporary or otherwise (for example, pregnancy, injury, medical conditions, disability or neurodivergence such as dyslexia and autism) you may be entitled to accommodation or reasonable adjustment.

Any accommodation or reasonable adjustment provided for the online assessment process will be based on the supporting information provided to your recruiting force in a relevant report, produced by an appropriately qualified professional.

Reasonable adjustments may include additional time in the exercises or other adjustments as recommended by a specialist.

If you believe you may have a condition that could disadvantage you, contact the force you are applying to directly. They will be able to assist you with your application for accommodation or reasonable adjustment.

- [Read our accommodations and reasonable adjustments policy](#)

Reasonable adjustments guide

Find out more about the adjustments and accommodations that can be requested.

- [Reasonable adjustment guide for online assessments candidates](#)
- [Canllaw addasiadau rhesymol ymgeiswyr – asesiadau ar-lein \(pdf\) 228.68 KB](#)

Tags

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