



**HEDDLU
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**SOUTH WALES
POLICE**

South Wales Police Summer Placement programme

Background

South Wales Police (SWP) recognise the importance and significance of having a diverse workforce to help enhance the capability and capacity of delivering a high-quality performance for our diverse communities. Our ambition to be the best at understanding and responding to our communities' needs, we must represent and reflect the full diversity of our communities.

To support this ambition, SWP has established a paid summer placement training programme, which will help build an understanding of other routes into South Wales Police.

Length of placement

Summer placements are 4-week opportunities, in which the placement can shadow different areas in the force.

What to expect

Summer placements are a period of paid work experience and training, fulfilled by individuals who may still be in education and provides an opportunity to gain an insight into the organisation and the different roles available, as well the opportunity to build relationships with staff within the organisation.

The placement can be an opportunity:

- To complement academic learning and gain relevant skills and experience.
- For individuals who may have an interest in a career with SWP, to explore how the organisation works, along with shadowing staff to see if this is the right career path for them.
- To network with other placement students and see other areas of business across South Wales Police.

Summer placement candidates will be based in one location and will engage closely with their team to learn more about the specific aspects of this programme and the department/team they have been matched with.

Eligibility

At the start of the programme (or during the programme), all applicants must be aged 17 or over. In some cases, applicants must be aged 18 or over (dependent on the opportunity they fulfil).

SWP is seeking applications from individuals who identify as Black, Asian and Minority Ethnic.

The eligibility criteria are:

- Individuals from all walks of life who are passionate about learning
- Individuals who are looking to upskill their experience and knowledge
- Those who value inclusivity and diversity in education and the workplace
- Individuals who meet our Values and the National Policing values
- Individuals who identify as Black, Asian and Minority Ethnic
- Individuals who are aged 17+



What is the location of the opportunities

Most of the opportunities are likely to be based in Bridgend, HQ site, but there will be one opportunity located in each of Basic Command Units (BCUs) (our police stations) in:

- Swansea and Neath Port Talbot
- Cardiff and Vale
- Mid Glamorgan

The opportunities available for the 2026 programme are:

<ul style="list-style-type: none">• BCU Swansea (Operational station)• BCU Cardiff (Operational station)• BCU Mid Glamorgan (Operational station)• ICT• Digital Services• Corporate Communications• Corporate Services (Organisational business support)	<ul style="list-style-type: none">• Human Resources• Public Service Centre (999-101 calls)• Crime and Criminal Justice (Motoring Unit)• Legal Services• Positive Action (Representative workforce)• Communities, Partnerships and Cohesion
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Key dates

Advert	December 2025 – 18 th February 2026	
Shortlisting	23 rd February	
Interview	11 th and 12 th March 2026	
Start and end date	1 st cohort	6 July 2026 to 31 July 2026
	2 nd cohort	3 August 2026 to 28 August 2026

Salary: The Salary offered will be slightly above National Minimum Wage

Further details on the opportunities can be found by scanning the below QR code:



Ready to take the next step?

If you are interested in applying for our summer placement programme, please scan the QR Code:

