



Special Constable Situational Judgement Test

Briefing for Participants

This briefing provides you with information about the Special Constable Situational Judgment Test. It describes why this test has been used, what the format of the test will be and how you can approach the testing session.

Why am I being asked to take a test?

This test will be used alongside other information about people's experience and talents, to assess whether a person has the right kind of strengths, attitudes and behaviours to meet the needs of the job. This test has been chosen because it assesses capabilities that have been identified as important for successful performance in the role. Using this type of test offers a number of benefits, including:

- They provide an objective method of assessing people based on job-relevant criteria
- They give candidates an opportunity to demonstrate their strengths and abilities

What is the Special Constable Situational Judgement Test?

The Special Constable Situational Judgment Test assesses your judgement and decision-making skills in relation to job-relevant situations. In the test you will be presented with a series of scenarios which reflect challenging situations that you may face when working in a Special Constable role. For each scenario, you will be presented with four possible actions that could be taken. You will be asked to rate each of the four actions in terms of its effectiveness in addressing the scenario. The scale you are required to rate the actions on is shown below.

Counter-productive	Ineffective	Slightly Effective	Effective	Very Effective
An inappropriate action that will have a negative impact or make the situation worse.	A poor action which will not help to resolve the situation.	An action that would have a small positive impact on the situation.	A reasonable action that would help to resolve the situation.	One of the best actions that could be taken to resolve the situation.

The test does not require any specialist knowledge to complete. Your responses should be based solely on the information presented in each scenario.

Below, you will find two example scenarios, which are similar to those that you will be asked to complete when you take the Special Constable Situational Judgement Test. This will help you understand the format of the scenarios and actions.

You should consider the effectiveness of each action in terms of your first response to the scenario presented. You should rate each action independently of the other actions presented. You may feel that you would take a different action to those presented. Nevertheless, you should concentrate on rating the effectiveness of the four actions that are actually provided.

Example Scenario 1

You are early on in your Special Constable training and you have arrested someone who has been accused of stealing cheques from their employer. This person has never been in trouble with the Police before and when you talk to her it transpires that her partner has been made redundant and they are struggling to support their family. She tells you that she still has the cheques and they haven't been cashed.

Rate the effectiveness of the following actions:

	Counter-productive	Ineffective	Slightly Effective	Effective	Very Effective
Conduct all your relevant enquiries and then arrest the person because she stole from her employer and should therefore be punished.					
Consult with the employer and attempt to settle the dispute amicably because of the person's personal circumstances.					
Return the cheques to the employer and take no further action because no harm has been done.					
Ask the person to apologise to her employer and her colleagues to discourage any other staff from stealing.					

Example Scenario 2

You have identified an area on a local estate which is well known for anti-social behaviour. A group of youths has been congregating outside a community centre and generally intimidating those who attend there. You have spoken with a number of the local residents to identify the main concerns and what actions they would like the police to take. The residents want the youths to be moved on and prevented from congregating in this area.

Rate the effectiveness of the following actions:

	Counter-productive	Ineffective	Slightly Effective	Effective	Very Effective
Before taking any action, gather more information about the youths from a variety of relevant parties, such as probation officers and social workers, and seek their views on what should be done.					
The youths are not committing a criminal offence, so explain to local residents that for now you will record and monitor the situation in case it worsens.					
Disperse the youths and prevent them from congregating outside the community centre, for example through more regular patrols.					
Speak to the youths directly about why they are congregating outside the community centre and identify some appropriate 'distraction activities' for them, such as sports or music.					

When you take the test, you will be asked to complete a range of scenarios similar to these example scenarios. You will be given full instructions about the test before you begin. The test is not timed but should take around 30 to 35 minutes to complete.

When responding to the scenarios, keep in mind the following points:

- Think about what the important decision-making criteria are in relation to the specific scenario. What is the main priority? What will a successful outcome look like?
- Consider the likely consequences of each action in relation to the situation. What will the impact be? Who will be affected? How are they likely to react?

Preparing for the Testing Session

- Make sure you have a good night's sleep before you take the test.
- If you normally wear glasses or contact lenses, make sure you are wearing them when you take the test.

During the Testing Session

- Follow the instructions for the test carefully.
- If you are unsure about anything, speak to the test administrator before you begin.
- Read each scenario and the actions thoroughly.
- Try to remain calm and focus on performing to the best of your ability.

Good luck with the test. We hope you have found this briefing useful.