

Practitioner – Constable – Police Staff 1-6 – Without supervisory

Job Specific Criteria Areas	Maximum Word Count	Method of assessment, For example, application form, test, presentation or certificate
1. Attainments	300	Application Form / Certificate
2. Experience		
3. Knowledge		

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4. We are emotionally aware		
<ul style="list-style-type: none"> • I treat others with respect, tolerance and compassion. • I acknowledge and respect a range of different perspectives, values and beliefs within the remit of the law. • I remain calm and think about how to best manage the situation when faced with provocation. • I understand my own emotions and I know which situations might affect my ability to deal with stress and pressure. • I ask for help and support when I need it. • I understand the value that diversity offers. • I communicate in clear and simple language so that I can be easily understood by others. • I seek to understand the thoughts and concerns of others even when they are unable to express themselves clearly. 		
5. We take ownership		
<ul style="list-style-type: none"> • I actively identify and respond to problems. • I approach tasks with enthusiasm, focusing on public service excellence. • I regularly seek feedback to understand the quality of my work and the impact of my behaviour. • I recognise where I can help others and willingly take on additional tasks to support them, where appropriate. • I give feedback to others that I make sure is understandable and constructive. • I take responsibility for my own actions, I fulfil my promises and do what I say I will. • I will admit if I have made a mistake and take action to rectify this. • I demonstrate pride in representing the police service. • I understand my own strengths and areas for development and take responsibility for my own learning to address gaps. 		

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6. We are collaborative		
<ul style="list-style-type: none">• I work cooperatively with others to get things done, willingly giving help and support to colleagues.• I am approachable, and explain things well so that I generate a common understanding.• I take the time to get to know others and their perspective in order to build rapport.• I treat people with respect as individuals and address their specific needs and concerns.• I am open and transparent in my relationships with others.• I ensure I am clear and appropriate in my communications.		
7. We deliver, support and inspire		
<ul style="list-style-type: none">• I take on challenging tasks to help to improve the service continuously and support my colleagues.• I understand how my work contributes to the wider police service.• I understand it is part of my collective responsibility to deliver efficient services.• I take personal responsibility for making sure that I am working effectively to deliver the best service, both individually and with others.• I am conscientious in my approach, working hard to provide the best service and to overcome any obstacles that could prevent or hinder delivery.• I support the efficient use of resources to create the most value and to deliver the right impact.• I keep up to date with changes in internal and external environments.• I am a role model for the behaviours I expect to see in others and I act in the best interests of the public and the police service.		

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8. We analyse Critically		
<ul style="list-style-type: none">• I recognise the need to think critically about issues. I value the use of analysis and testing in policing.• I take in information quickly and accurately.• I am able to separate information and decide whether it is irrelevant or relevant and its importance.• I solve problems proactively by understanding the reasons behind them, using learning from evidence and my experiences to take action.• I refer to procedures and precedents as necessary before making decisions.• I weigh up the pros and cons of possible actions, thinking about potential risks and using this thinking to inform our decisions.• I recognise gaps and inconsistencies in information and think about the potential implications.• I make decisions in alignment with our mission, values and the Code of Ethics.		
9. We are innovative and open-minded		
<ul style="list-style-type: none">• I demonstrate an openness to changing ideas, perceptions and ways of working.• I share suggestions with colleagues, speaking up to help improve existing working methods and practices.• I constantly reflect on my own way of working and periodically review processes and procedures to make continuous improvements.• I adapt to change and am flexible as the need arises while encouraging others to do the same.• I learn from my experiences and do not let myself be unduly influenced by preconceptions.		

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Signed : _____ (Applicant – upon offer of appointment)

Dated: _____