

## TRIAL DRAFT Policing Professional Profile

### Inspector

<b>Job Family:</b>	Core Rank
<b>Level:</b>	Manager
<b>Code:</b> <i>(For College use only)</i>	CR-ME- Inspector

#### Role Purpose

*(This section summarises the key function of the role)*

Inspectors manage teams of sergeants, constables and police staff and/or portfolios. Post holders may be the senior operational officer or manage assigned specialist policing functions. This role carries specific legal powers to enable the maintenance of law and order.

Inspectors plan, manage and monitor operational policing activity. They effectively and efficiently direct the deployment of resources to incidents, including critical incidents. Inspectors manage and mitigate risk effectively in order ensure the safety and wellbeing of officers, staff and the public and to respond effectively to problems, incidents and crime.

#### Key Accountabilities

*(This section details the key responsibilities required of the role)*

- Plan, manage and monitor the front line and/or specialist operational policing activity for their team, managing competing demands and priorities to make informed deployment decisions and ensure best use of available resources.
- Lead, motivate and engage a team of sergeants, constables and police staff, protecting and promoting workforce wellbeing to uphold professional standards and enable a high performing team.
- Contribute to the setting, monitoring and assessment of team/individual key performance indicators in alignment with wider objectives, taking corrective action as necessary to ensure that the team effectively contribute towards the achievement of Force goals.
- Manage the initial response to critical incidents, in alignment with relevant frameworks and guidance, ensuring appropriate resource allocation and risk management to enable effective service delivery.
- Manage matrix teams providing clear tasking in accordance with operational policing plans and priorities to provide an efficient and effective response to problems, incidents and crime.
- Review and report on team expenditure to ensure the efficient use of available budgets and maximise value for money.
- Analyse performance data and information against team objectives in order to effectively inform workforce planning, budgets and the measurement of department and force goals.

- Identify, manage and mitigate operational threats and risks in line with national guidance and operational policing plans in order to ensure the safety of officers, staff, and the public.
- Develop and maintain relationships with colleagues, communities and partners to drive collaboration across policing and wider public services provision.
- Analyse and evaluate the effectiveness of existing processes and practices within own area of work in order to identify and implement opportunities for change and innovation, promote best practice and enable improvement in evidence based policing within teams.

## Behaviours

*(Outlines the behavioural requirements of the role)*

All roles are expected to know, understand and act within the ethics and values of the Police Service.

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

It is suggested that this role should be operating or working towards the following levels:

<b>Resolute, compassionate and committed</b>	
We are emotionally aware	Level 2
We take ownership	Level 2
<b>Inclusive, enabling and visionary leadership</b>	
We are collaborative	Level 2
We deliver, support and inspire	Level 2
<b>Intelligent, creative and informed policing</b>	
We analyse critically	Level 2
We are innovative and open-minded	Level 2

## Education, Qualifications, Skills and Experience

*(Outlines the skills and educational and qualification requirements to be able to fulfil the role, this criteria should be considered as part of an individual's PDR)*

### Prior Education and Experience:

- Typically, an Inspector will have:
  - Operational experience at Sergeant Level.

- Met all necessary local and national promotion requirements (or Direct Entry selection criteria) as defined in the National Police Promotions Framework (NPPF) or previous OSPRE process.

#### **Police Education Qualifications Framework:**

The Policing Education Qualifications Framework (PEQF) for the rank of Sergeant and above has still to be confirmed. It is expected that if there is an educational requirement for the rank of Inspector and above it will be at Level 7. More information is expected in late 2018, following further consultation by the College of Policing. However, any new requirements agreed with the Service will require development before implementation. Consequently existing National Police Promotion Framework (NPPF) requirements will continue to apply to the rank of Inspector for the foreseeable future.

#### **Skills:**

- Able to plan to short and medium-term cycles, to coordinate a range of activities appropriately within the function, to match these to available resources, and to identify and mitigate known risks to delivery.
- Able to develop and motivate a team and create strong engagement of individuals with their personal and team objectives and with Force values, behaviours and strategic priorities.
- Able to develop and implement an effective stakeholder relationship plan which develops trusts and enables contributions.
- Able to engage a variety of audiences through a range of media to inform and/or persuade.
- Skilled in setting, monitoring and enabling high performance against team and individual performance objectives.
- Able to identify potential applications of new or improved practices related to own area of work to improve ways of working.
- Able to contribute to resource planning, to manage financial budgets and utilise commercial acumen to make risk-based decisions that deliver effective outcomes within the resources allocated.
- Able to seek out and identify a range of information to identify patterns, trends and options, to solve multifaceted and complex problems.
- Skilled in coaching and mentoring to enable appropriate career and professional development.
- Able to manage the delivery of change initiatives within own team.
- Able to maintain personal resilience and wellbeing in complex and challenging situations and enable others to develop their own personal resilience and wellbeing.

### **Continuing Professional Development (CPD)**

*(Outlines continuing professional development activities which will enable the individual to maintain and enhance competence in the role, refer to College of Policing CPD Framework)*

- Maintain knowledge and understanding of Police Regulations and College of Policing Guidance, best practice and any local policy applicable to the operational police context and leading and managing teams.
- Maintain and update key knowledge, understanding and skills relating to legislation policy and practice across all functional policing areas of operational responsibility.
- Maintain knowledge and understanding of new approaches identified by evidence based policing research, problem solving and team working and synthesise these into working practice.
- Maintain a working knowledge and understanding of new and evolving crime threats and priorities; and current best practice to tackle these in order to enable a pro-active and preventative approach.
- Complete all annual and mandatory training.
- Maintain knowledge and understanding of performance management and assessment process and ensure they are implemented effectively when leading and managing teams.
- Keep up to date with guidance and best practice on health, safety and welfare.

### **Professional Registration/Licences**

*(Outlines any ongoing registration or licensing requirements of the role)*

Not applicable.

### **Links to other profiles:**

*(Indicates links to NPoCC role profiles, or other professional profiles which should be read in conjunction with this professional profile, please note this may not be exhaustive)*

Specialist Inspector roles, for example:

- Response Inspector
- Detective Inspector

Please note this list is not exhaustive.