

	HUMBERSIDE POLICE Role Requirement		Objective Analysis: 1A - Operational
		Post No: Various	
Position Title: Constable - Communities Command	Grade: Constable	Vetting Level:	
Overall Purpose of the role: To provide a response to emergency and prompt calls for service in order to prevent or detect offences, preserve life and keep the peace taking cognisance of the Force aims and ambition. To undertake high visibility policing, engaging with and being accessible to communities throughout the Force area. Working with partner agencies to resolve community problems, ensuring the right outcome for the victim and the offender. To undertake such investigations as required, putting victims first by reducing crime, anti social behaviour and ensuring that offenders are brought to justice and dealt with in the most appropriate manner. By using informed decision making, effectively resolve incidents at the earliest opportunity and thereby reducing the risk of reoccurrence.			
Generic Roles/Tasks		Specific Roles/Tasks	
Resolves incidents which cannot be dealt with through telephone enquiries. Officers will deal with emergency and prompt calls for service allocated to them. Acts upon tasked intelligence in line with the National Intelligence Model in a positive manner. Provides the initial response to scenes of crime to ensure that initial investigations are professionally dealt with in accordance with Force Policy. Interviews complainants and witnesses in order to record accurate and reliable accounts and statements. Makes early arrests, where evidence is available and deals with prisoners in accordance with PACE. Investigates crimes, gathering evidence to complete comprehensive prosecution files and crime reports as appropriate, Reassures victims of crime and identifies vulnerable victims, liaising with relevant agencies to provide help and support. Undertakes public order duties as directed.		Community Beat Manager Takes overall responsibility for an area adopting a problem solving approach, engaging with partner agencies and the community to resolve community problems. Liaises with other commands and partner agencies to inform them of community issues and priorities, discussing how they can influence a positive outcome. Provides support, advice and guidance to PCSO's and Special Constable's updating them on high crime areas, community priorities and any other priority areas within the Force. Holds regular meetings with PCSO's to identify and deal with current trends using current intelligence patterns to target emerging issues through high visibility patrols and other crime reduction techniques. Community Beat Manager – Early Intervention Works in partnership with other agencies to reduce demand by engaging with complex families providing effective interventions. Maintains a close working with the local community policing teams to ensure a collaborative approach it taken when working with complex families.	

Attends Road Traffic Collisions and deals with resultant enquiries and investigates offences completing prosecution files as appropriate. To mentor and support student officers and colleagues. To act as custody warder as and when required. Undertakes high visibility policing, gathering community intelligence and feeding this into the Force systems. Acts upon tasked intelligence in line with the National Intelligence Model in a positive manner. Performs such duties as reasonably correspond to the general character of the post and are commensurate with its level of responsibility.	Proactive Undertakes intelligence led crime disruption and reduction activities as directed. IOM Provide an integrated approach to management of persistent offenders utilising the full range of resources available to the command. Monitor and manages IOM offenders Wildlife Officer Manage and respond to wildlife and rural crime issues as direct by command. Dog Legislation Officer Acts as Force expert in relation to the Dangerous Dogs legislation. Manages and responds to dangerous dog crime issues as direct by command. Licensing Acts as a point of advice for all staff within the Force regarding licensed premises, their licensed personnel and offences committed in relation to them. Through visits to licensed premises, inspects new and existing premises which are subject to licensing applications as well as ensuring existing licensees are adhering to operating conditions attached to the license. Crime Reduction To provide a wide range of crime reduction consultancy services to the Force and Divisions with the intention of reducing crime and anti-social behaviour through well-tested crime reduction techniques. Co-ordinates and disseminates crime reduction information and develops intelligence-led initiatives and strategies as appropriate ensuring that any information is properly targeted and used to the best effect.
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	Anti Social Behaviour Acts as the point of contact to officers/staff, partner agencies concerning practical solutions for resolving anti-social behaviour problems and promotes the effective use of legislation. Youth Offending Services To assist in the formulation and design of processes, functions and objectives which promote and develop the principles of the Youth Offending Service and to provide a joint working approach to dealing with young offenders following their referral from the police and the youth court, in accordance with the Crime & Disorder Act. Community Cohesion Community based officer working in partnership with Minority Groups to promote trust and confidence in the police service. Encouraging good communication and continued feedback to create an enhanced understanding of their different needs. Acts as point of contact to officers/staff on cohesion matters. Mental Health Co-ordinates mental health work stream's across the Force, working in Partnership with other agencies, both statutory and non-statutory. Effective monitoring and management of mental health related activity, demand and other emerging issues. To advise and support the Force in their work with vulnerable individuals/minority groups. Involves day to day liaison between local policing teams, care providers and partners. The review of incidents, provision of advice to officers and local management of expectations between stakeholders. Participation in the delivery of the force mental health strategy and associated action plans. Community Investigation To investigate serious and complex crime (Pip2) or volume crime where there are complex or protracted issues.
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Responsibility		Decision Making	
Providing a response to call for service in order to prevent or detect offences, preserve life, keep the peace and enhance the quality of life of the community. Arresting and interviewing persons suspected of committing criminal offences ensuring that all activity is in line with P.A.C.E. Gathering, analysing, reporting and acting upon criminal intelligence, liaising with the relevant internal and external agencies. To maintain high visibility policing, engaging with communities and partners, working together to address community issues.		The post holder will be expected to make day to day decisions revolving around the duty of a Constable within parameters of Police Powers. Weights up situations, draws logical conclusions from the information available, use judgement to identify the best available option and takes or recommends a course of action, which achieves the desired result within appropriate time scales. Checks critical information for accuracy and validity before taking decisions.	
The post holder is responsible for meeting the needs and expectation of individuals by providing appropriate help and advice, taking all concerns seriously and explaining what will be done to address them, including whether or not any further actions will be taken and why. Using professional judgement to seek the appropriate outcome for the victim, offender and community. As a member of Humberside Police you will accord with the Standards of Professional Behaviour, as outlined in the Code of Ethics, at all times. You will recognise the responsibilities of your role and act lawfully in the public interest. Your conduct will encourage others to have confidence in policing. You will have honesty and integrity and be open and transparent in your decisions and actions. You will treat people fairly and demonstrate respect, tolerance and self-control. You will lead our service by good example and will report, challenge or take action against the conduct of colleagues which has fallen below the standards expected.		Additional Information	
		The generic nature of the role means that it may be necessary to undertake the role in other areas across the Command Team as the requirements of the service dictate. Any such request will be reasonable, taking into consideration your circumstances, be in a post appropriate to your skills and abilities or deemed as a developmental opportunity to enhance the skills of both the individual and the team.	
Reports		Direct reports	
Sergeant - Communities Command		None	
Prepared by:- Sarah Page Date:- (Updated) July 2016		Confirmed by:- Ch Supt Young Date:- July 2016	Received by:- Date:-

Person Specification	
Constable	
Attainments/ Knowledge	Essential Undertaken student officer training. Possess an awareness of a broad range of legal and procedural knowledge which is operationally relevant. Possesses a comprehensive understanding of relevant criminal law, especially PACE and assumes responsibility for personal learning. Has undergone investigative interview training. Has a knowledge of community structures and the problems affecting the policing of a community. For detective constable officers must have undertaken and passed the National Investigation Exam (NIE) and successfully completed the Initial Crime Investigators Development Programme (ICIPD) including tutoring period. To maintain PIP level 2 qualification by completing a portfolio in relation to investigations, victims and suspects. Desirable Is aware of key organisations and individuals within the local community.
Experience	Essential Undertaken student officer training. Is of the Rank of Constable and has successfully completed a 2 year probationary period. Desirable
Skills/ Specialisms	Essential Is able to collate analyse and evaluate complex information effectively to reach well reasoned conclusions. Is skilful in the use of questioning and listening in a range of situations. Is alert, has an enquiring mind and can see beyond the obvious. Computer Literacy / Keyboard skills. Desirable
Decision Making/ Problem Solving/ Planning	Essential Is able to objectively justify decision, modifying judgements in the light of new information. Set objectives in relation to workload and prioritises accordingly. Responds positively when the situation changes unexpectedly. Desirable
Practical Effectiveness	Essential Is able to speak clearly in a way those listening can understand. Demonstrates an understanding of the feelings of others. Is active in creating and developing positive relationships both inside and outside the organisation. Uses interpersonal skills effectively to manage people in delicate, frustrating or tense situations. Desirable
Citizen Focus	A citizen focussed culture exists when every member of staff considers the impact that their actions have on the people they serve and proactively seeks ways of improving the quality of the service that they provide. The post holder must convey to both internal and external clients a customer focussed service based on fairness and quality and ensure they fully understand and represent the Force's values and principles at all times.
Respect for Race & Diversity	Considers and shows respect for the opinions, circumstances and feelings of colleagues and members of the public, no matter what their race, religion, position, background, circumstances, status or appearance. Understands other people's views and takes them into account. Is tactful and diplomatic when dealing with people, treating them with dignity and respect at all times. Understands and is sensitive to social, cultural and racial differences.

NOT PROTECTIVELY MARKED

NOT PROTECTIVELY MARKED File classification: NOT PROTECTIVELY MARKED - NO DESCRIPTOR