

 HR Services putting people first	HUMBERSIDE POLICE Role Requirement		POA:
Position Title: Constable Trainer – (Special Operations Team)		Grade: Constable	Post No:
Overall Purpose of the role: To research, plan, develop and deliver training courses to meet the needs of the Humberside Police and specifically those relating to the areas of business covered by the Special Operations Team (SOT). To maintain the Operational capability with the Specialist area's to be deployable to incidents in order to give Operational, Tactical and Strategic Advice to Commanders/Staff, regarding specialist skills and capabilities covered by SOT, when required.			
Specific Roles/Tasks			
<p>Designs and develops new training courses or individual training sessions in order to ensure that officers receive the opportunity for development and are kept up to date with new legislation and practice.</p> <p>Reviews course content on a regular basis to ensure that the material is relevant and up to date with new developments and regularly reviews the presentations, and maintains working relationships with partner agencies.</p> <p>Undertakes course administration in relation to attendance of students, coordination of venues, course programming and maintenance of course materials to ensure the smooth running of training courses.</p> <p>Provides advice on matters concerning Public Order and CBRN (as a Tactical Advisor) on legislation and policy relating to operational incidents (both spontaneous and pre-planned) including PO Events and Incidents, CBRN, HEOT, Confined Space incidents, ensuring that all enquires are met with a courteous and professional response.</p> <p>Delivers Multi-Agency Training (JESIP) in both the YatH and NE Region, to achieve National Objectives.</p> <p>Attends Meetings, Working Groups and Conferences at an International and National level representing both Humberside Police and the North East Region, and contribute to National Policy, and be fully aware of current Threats and Trends in the risk areas of SOT business.</p>			

Is responsible for coordinating the maintenance and servicing of SOT Specialist Equipment, including the communication with service providers (contractors) and has an understanding of both National & Local Procurement procedures.

Is required to become the Force Radiation Protection Supervisor, and co-ordinate with AWE to meet both Legislative and Force Policy & Procedures in all area's involving Radiation. Liaises with partner agencies regarding local Radiation areas of business.

Performs such other duties as reasonably correspond to the general character of the post and are commensurate with its level of responsibility.

Responsibility	Decision Making
<p>The postholder is responsible for:</p> <ul style="list-style-type: none"> • Researching, designing and delivering training courses in Specialist Area's for new and existing Operational staff • Citizen focussed policing means reflecting the need and expectations of individuals, colleagues and partnerships in decision making, service delivery and practice. • 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. • Maintaining a positive attitude towards equality of opportunities developments and demonstrating, understanding and respect in dealing with colleagues and/or members of the public, challenging inappropriate attitudes, languages and other forms of potentially offensive behaviour as required. <p>Responsible for using the NDM and THRIVE model in all actions undertaken.</p> <p>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.</p>	<p>Within agreed guidelines whilst delivering the training needs of the Force.</p>
	<th data-bbox="1169 691 2168 738">Additional Information</th>

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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		
Reports To:		Direct reports:
SGT SOT		N/A
Prepared by:- Rob Grunner (INSP SOT) Date:- 08/06/18	Confirmed by:- Tammy Bullivant Date:- 10/6/18	Received by:- WFP Date:- 11/06/2018

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Person Specification

		Scale Constable
Attainments/ Knowledge	Essential	Has an understanding of current training methods. Has/Is willing to obtain a recognised qualification's in all areas of SOT Specialist Business area's (Public Order, CBRN POTAC, Confined Space Instructor).
	Desirable	Has an understanding of a broad range of legal knowledge together with a basic understanding of current training methods. Has experience of training delivery and an understanding of JESIP principles. Is a Public Order Trainer and has existing CoP accepted qualifications in the areas of SOT Business (CBRN POTAC, PO POTAC) Has a Certificate of Education/N.V.Q.3 in Training or equivalent. Has attended an accredited CoP Trainers Course. Is computer literate.
Experience	Essential	Is of the Rank of Constable and has successfully completed a 2-year probationary period.
	Desirable	Has delivered training to a wide range of people in a variety of topics.
Skills/ Specialisms	Essential	Can be relied upon to work with minimum supervision. Is active in promoting principles which are professionally and ethically sound, is willing to confront unethical behaviour in others. Has the ability to learn from experience and consciously reflect on their own performance. Is able to develop action plans in order to achieve personal and professional goals.
	Desirable	
Decision Making/ Problem Solving/ Planning	Essential	Can demonstrate organisational and administrative planning skills. Is able to objectively justify one's own decisions and recommendations
	Desirable	Has an open and enquiring mind and is capable of considering the wider dimensions and implications of a situation
Practical Effectiveness	Essential	Has the ability to recognise inappropriate attitudes, language and behaviour and to take appropriate action to prevent such behaviour. Possess well developed communication and interpersonal skills. Is able to speak clearly, and in a way that those listening can understand. Has a polite, and considerate attitude and is able to develop co-operative relationships with others. Is able to illicit information by using a range of questioning styles. Is able to collate and analyse information and make clear recommendations.
	Desirable	Displays an enthusiastic approach and is realistically confident in their own ability. Is a creative and imaginative thinker who is able to translate this into innovative actions Demonstrates the ability to effectively listen during the communication process, showing genuine interest and encouragement. Has an unselfish, polite and considerate attitude towards others and is active in promoting principles which are professionally and ethically sound.
Code of Ethics		Code of Ethics 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 both internally and externally a service based on fairness and equality and ensure they fully understand and represent the Force's values and principles at all times.

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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
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