



Humberside Police
 Serving our communities to make them safer and stronger

Role Requirement



Position Title: Officer Safety Trainer

Grade: Scale 5/6

Command/Dept: People Services (PES)

Overall Purpose of the role: To train and refresh police officers and staff in mandatory and additional training requirements in Officer safety and First Aid.

Main Tasks

1. Identify training needs, define course aims and objectives in accordance with force, departmental and external requirements, to include The People Strategy, Plan on a Page and Learning & Development Strategy.
2. Monitor and research development's in and amendments to legislation and police procedure and to update curriculum contents accordingly.
3. Design and develop coursework, training aids, manuals and workbooks to assist in the delivery of training.
4. To deliver personal safety and conflict management programmes using techniques contained within the ACPO Personal Safety manual of guidance.
5. Deliver training to students using a range of appropriate teaching methods to ensure course aims and objectives are met during the delivery of training.
6. Deliver physical education training and all First Aid modules as directed by College of Policing.
7. Monitor, asses and validate individual students.
8. Positively promote the value of training within the organisation.
9. Implement a comprehensive programme of staff development.
- 10.** Identify and arrange external training input where appropriate (e.g. visiting speakers).
11. Other such duties, which from time to time occur and can be undertaken with the skills, competence and experience of the trainer.

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- 12. Carry out appropriate administrative duties as appropriate.
- 13. Evidence of continual professional development in respect of person safety activities.
- 14. 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>To possess a good knowledge of the law and police processes and procedure keeping abreast of any changes and to be in position to stimulate and assess student's knowledge of them.</p> <p>To be able to assess a student's needs and deliver the appropriate training to obtain positive development.</p> <p>Motivating, encouraging and developing people to achieve their full potential whilst promoting equality, valuing diversity and challenging inappropriate behaviour.</p> <p>Cascades experience, knowledge and skills gained as an operational Police Officer or staff member to Police Officers and Police Staff under assessment and instruction.</p>	<p>The post holder will make day to day decisions regarding the training of their students within Force guidelines but will refer any matters outside of their remit to their supervisor.</p> <p>Post holder must be able to recognise and undertake decisions which will be needed to correctly prioritise and resource training needs. This will often require prompt decisions for safety reasons when students are travelling at speed.</p> <p>Supervision is available when issues of a serious nature arise.</p>
<p>The provision of a high standard of training to all students in order to equip individuals with the skills, knowledge and techniques required to act appropriately under any predicament without jeopardising the situation or endangering any other parties concerned.</p> <p>The general care and safety of police vehicles whilst in their control.</p> <p>The discipline and safety of students whilst in their control.</p> <p>Keeping abreast of current training practices and theories and developing and expanding in knowledge within the training environment.</p> <p>Maintaining own CPD (including e-learning and Trainer Monitoring), ensuring awareness of changes in procedures, policy / tactics and training methods, and maintenance of Policing skills.</p> <p>Responsible for using the NDM and THRIVE model in all actions undertaken.</p>	<p style="text-align: center;">Additional Information</p> <p>Designated Powers No Politically restricted No Radio Post No Uniform Post Yes</p> <p><u>Travel around the force area</u> if appointed will be expected to travel around the force area to various bases (including South Yorkshire locations).</p> <p>Requires applicant to attend and pass Police Drivers Instruction Course (for those who have only passed the approved Driving Instructor Level 5/6 on appointment).</p> <p>Will require the post holder to work weekends as required.</p>

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<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.</p>	<p>This post is a link graded post, meaning you will automatically move your way up through the increments annually, without a barrier between the grades.</p>	
<p>Reports To:</p>	<p>Direct reports:</p>	
<p>OST/FA/H&S/Custody Delivery Supervisor</p>	<p>None</p>	
<p>Date Approved by Manager / HR Manager:- Manager:</p>	<p>Date WFP Approved –</p>	<p>Review date:</p>

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Person Specification

		Scale 5/6
Attainments/ Knowledge	Essential	Must possess significant knowledge of relevant legislation and police procedures (Preferably gained in a policing role). Must hold a Level 4 or below training qualification or willing to work towards a Level 4 or above training qualification.
	Desirable	
Experience	Essential	Must have relevant experience of delivering the training cycle in an adult learning environment. Computer literate. Experience of working in a confidential environment.
	Desirable	Experience of teaching in a policing context. Evidence of continuous professional development in respect of information activities.
Skills/ Specialisms	Essential	Must be qualified as an A1 assessor or be willing to work towards an assessor qualification. Experienced user of Microsoft applications. Possess well developed communication and interpersonal skills for both an internal and external process. The ability to prepare and deliver courses in classrooms without direct supervision. The ability to present and adapt style/manner to suit audience. The ability to prepare well balanced reports in a concise and logical manner.
	Desirable	
Decision Making/ Problem Solving/ Planning	Essential	Must be able to travel within working hours to any other site in the Humberside area to deliver training, advice and guidance. Must be able to work a shift pattern that incorporates some weekend working and evenings to assist in the facilitation of various training courses. The ability to evaluate training and provide constructive feedback. Demonstrates a high level of motivation, making decisions and having the ability to highlight problems and take action.
	Desirable	
Humberside Police Code of Ethics		Our Code of Ethics sets out standards of professional behaviour that every ensure member of staff considers the impact that their actions have on the people they work with and serve and proactively seeks ways of improving the

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	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.
Diversity, Equality & Inclusion	At Humberside Police, how we involve, value and treat our staff is fundamental to us ensuring that we can serve our communities to make them safer and stronger. To build trust and confidence, we need our communities and workforce to know they are supporting each other and by encouraging these behaviours internally. To achieve this, our activity and action focusses on improving all elements of diversity, equality and inclusion. We aim to ensure that everyone working at Humberside Police belong to a Force that is representative of the communities they serve, that our staff will treat each other with fairness and respect, and together we will collectively create a trusted culture in which all members of our workforce feel they belong and where they can bring their full true self to work.
This role requirement is a management document and therefore subject to change	