

## Competency and Values Framework for Policing - Level One Practitioner Competency Map with Positive Indicators

Intelligent, Creative and Informed Policing		Resolute, compassionate and committed		Inclusive, enabling and visionary leadership	
We analyse critically	We are innovative and open minded	We are emotionally aware	We take ownership	We deliver support and inspire	We collaborate
I recognise the need to think critically about issues, I value the use of analysis and testing in policing.	I demonstrate an openness to changing ideas, perceptions and ways of working.	I treat others with respect, tolerance and compassion	I actively identify and respond to problems	I take on challenging tasks to help to improve the service continuously and support my colleagues	I work cooperatively with others to get things done, willingly giving help and support to colleagues
I take in information quickly and accurately.	I share suggestions with colleagues, speaking up to help improve existing working methods and practices.	I acknowledge and respect a range of different perspectives, values and beliefs within the remit of the law	I approach tasks with enthusiasm, focusing on public service excellence	I understand how my work contributes to the wider police service	I am approachable and explain things well so that I generate a common understanding
I am able to separate information and decide whether it's irrelevant or relevant and its importance.	I constantly reflect on my own way of working and periodically review processes and procedures to make continuous improvements.	I remain calm and think about how best to manage a situation when faced with provocation	I regularly seek feedback to understand the quality of my work and the impact of my behaviour	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 take the time to get to know others and their perspective in order to build rapport
I solve problems proactively by understanding the reasons behind them, using learning from evidence and my experience to take action.	I adapt to change and am flexible as the need arises while encouraging others to do the same.	I understand my own emotions and I know which situations might affect my ability to deal with stress and pressure	I recognise where I can help others and willingly take on additional tasks to support them where appropriate.	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 treat people with respect as individuals and address their specific needs and concerns
I refer to procedures and precedents as necessary before making decisions.	I learn from my experiences and do not let myself be unduly influenced by preconceptions.	I ask for help and support when I need it	I give feedback to others that I make sure is understandable and constructive	I support the efficient use of resources to create the most value and deliver the right impact.	I am open and transparent in my relationships with others
I weigh up the pros and cons of possible actions, thinking about potential risks and using this thinking to inform our decisions.		I understand the value that diversity offers	I take responsibility for my own actions, I fulfil my promises and do what I say I will.	I keep up to date with changes in internal and external environments	I ensure I am clear and appropriate in my communications
I recognise gaps and inconsistencies in information and think about the potential implications.		I communicate in clear and simple language so that I can be easily understood by others	I will admit if I have made a mistake and take action to rectify this.	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 public service	
I make decisions in alignment with our mission, values and code of ethics.		I seek to understand the thoughts and concerns of others even when they are unable to express themselves clearly	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 gap		