



ROLE PROFILE

Role Title:	Road Policing Constable
Rank/Grade:	Constable
Job Family:	Road Policing
Reporting to:	Road Policing Sergeant
Main purpose of the role:	To contribute to effective policing by providing an effective and efficient road policing service by undertaking patrol work and other patrol related duties as directed in order to maintain road safety and the effective flow of traffic. To contribute to achieving the Force vision, purpose and values.

Key Responsibilities	
<ul style="list-style-type: none"> • Under general supervision but often operating independently, to be responsible for the protection of life and property, the prevention and detection of crime and the maintenance of public order through a range of sworn powers in line with organisational standards. • Provide an initial response to fast road related incidents. • Deal with and investigate injury and fatal road traffic collisions. • Prepare and drive patrol and response vehicles. • Stop vehicles whilst driving and deal safely and effectively with vehicles which fail to stop. • Gather and use intelligence to support policing objectives. • Participate in operations. • Conduct arrest and process procedures. 	

Agile Working	Yet to be decided
Psychological Assessment	Not Required
Return on Investment	Not Required
Limited Duties	Yet to be decided

Financial e.g. Limits/Mandates	Non-Financial e.g. Staff Responsibility
<ul style="list-style-type: none"> • None 	<ul style="list-style-type: none"> • None

Entry Requirements
<ul style="list-style-type: none"> • Individual must demonstrate competence in substantive rank. • Advantageous to be advanced driver trained but hold a minimum of a response driver qualification. • Essential to have knowledge of road related legislation. • Must complete a driving assessment with Tri Force Driving School and be deemed capable of passing of advanced driving course.

Any other General Requirements/Scope
<ul style="list-style-type: none"> • The post holder will be required to work shifts. • The post holder will be required to work in different locations, primarily Bedfordshire, Hertfordshire and Cambridgeshire. • The post holder will be required to work additional hours as necessary to meet organisational needs. • Usual levels of security clearance required. • There is a requirement for the post holder to train as an FLO (Family Liaison Officer). • The role may require the use of the Police National Database. • The post holder will be expected to complete and pass an advanced driving course (maximum two courses)



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and Traffic Law Patrol Course.

- The post holder will be expected to complete and pass the Management of Pursuits Course from 12 months of completion of the advanced driving course.
- The post holder must remain up to date with PPE requirements and comply with Health and Safety requirements.

Obligatory Requirements

- Before commencement of this appointment, this role is subject to medical assessment. For some roles health screening or surveillance may be required on a regular basis, as identified by line manager risk assessments. Depending on the role (i.e. FLO), the post holder may be required to undergo psychological assessment.

Performance assessment will be achieved through:

- Valid and reliable overall performance review conducted by the line manager for the role.
- Data collection will be by a range of methods, including line manager observation, progress against the requirements of this role profile and of objectives set for the performance year.
- Other pertinent and reliable data known to the line manager will be taken into account, for example results of road policing scorecard data or other feedback on performance of the member of staff.



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Personal Qualities (Behavioural Competencies)

We are emotionally aware

I treat others with respect, tolerance and compassion. I acknowledge and respect a range of different perspectives, values and beliefs within the remit of the law. I remain calm and think about how to best manage the situation when faced with provocation. I understand my own emotions and I know which situations might affect my ability to deal with stress and pressure. I ask for help and support when I need it. I understand the value that diversity offers. I communicate in clear and simple language so that I can be easily understood by others. I seek to understand the thoughts and concerns of others even when they are unable to express themselves clearly.

We take ownership

I actively identify and respond to problems. I approach tasks with enthusiasm, focusing on public service excellence. I regularly seek feedback to understand the quality of my work and the impact of my behaviour. I recognise where I can help others and willingly take on additional tasks to support them, where appropriate. I give feedback to others that I make sure is understandable and constructive. I take responsibility for my own actions, I fulfil my promises and do what I say I will. I will admit if I have made a mistake and take action to rectify this. 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 gaps.

We are collaborative

I work cooperatively with others to get things done, willingly giving help and support to colleagues. I am approachable, and explain things well so that I generate a common understanding. I take the time to get to know others and their perspective in order to build rapport. I treat people with respect as individuals and address their specific needs and concerns. I am open and transparent in my relationships with others. I ensure I am clear and appropriate in my communications.

We deliver, support and inspire

I take on challenging tasks to help to improve the service continuously and support my colleagues. I understand how my work contributes to the wider police service. 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 am conscientious in my approach, working hard to provide the best service and to overcome any obstacles that could prevent or hinder delivery. I support the efficient use of resources to create the most value and to deliver the right impact. I keep up to date with changes in internal and external environments. 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 the police service.

We analyse critically

I recognise the need to think critically about issues. I value the use of analysis and testing in policing. I take in information quickly and accurately. I am able to separate information and decide whether it is irrelevant or relevant and its importance. I solve problems proactively by understanding the reasons behind them, using learning from evidence and my experiences to take action. I refer to procedures and precedents as necessary before making decisions. I weigh up the pros and cons of possible actions, thinking about potential risks and using this thinking to inform our decisions. I recognise gaps and inconsistencies in information and think about the potential implications. I make decisions in alignment with our mission, values and the Code of Ethics.

We are innovative and open-minded

I demonstrate an openness to changing ideas, perceptions and ways of working. I share suggestions with colleagues, speaking up to help improve existing working methods and practices. I constantly reflect on my own way of working and periodically review processes and procedures to make continuous improvements. I adapt to change and am flexible as the need arises while encouraging others to do the same. I learn from my experiences and do not let myself be unduly influenced by preconceptions.