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# POLICE FUTURES

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## Introduction

We are delighted that you are interested in embarking upon Police Futures. Cambridgeshire Constabulary are inviting applications for the Police Futures scheme - a graduate scheme that offers a diverse work environment where talent and hard work are recognised and progression is based on leadership ability and potential.

You will be able to make a positive difference to the lives of others and find levels of resilience and determination you didn't realise were possible. Policing is one of the most challenging, but rewarding careers available today.

One thing you will have in common with your fellow candidates is that you will all be joining a community of talented individuals who are dedicated to making the country safer and helping others, while developing and growing as police leaders.

Successful candidates will be supported through coaching and mentoring, to help you build a clear career plan and professional network.

The process will include elements of Police Officer Recruitment – such as SEARCH and interview, alongside elements specifically tailored to Police Futures.

Graduates are expected to have achieved a first- or second-class degree at undergraduate level, or a post-graduate qualification at the point of entry onto the scheme. Current students who are expecting to graduate with a qualifying degree are eligible to apply within their final year of study. No previous policing experience is necessary to apply but it is essential that anyone applying displays the skills and attributes suited to the role, including an inquisitive mind, excellent interpersonal skills and a high degree of integrity. It's a challenging job but also one which is extremely diverse and rewarding.

As part of the process, you will need to complete the online application and click the below link to undertake an online Situational Judgement test and Occupational Personality Questionnaire. **Failure to complete all three parts (the application form, situational judgement form, and occupational personality questionnaire) will lead to withdrawal.** If you require any reasonable adjustments for the online test, please email [CambsCareers@bch.pnn.police.uk](mailto:CambsCareers@bch.pnn.police.uk).

<https://talentcentral.eu.shl.com/player/link/eaca9dde78b446c8bf2023a743d1a6bb>

The application pack consists of several sections which can be accessed via the hyperlinks below. Submission of the endorsed application pack needs to be sent to [PoliceFutures@cambs.pnn.police.uk](mailto:PoliceFutures@cambs.pnn.police.uk) by Monday 19<sup>th</sup> April at 08:00am.

**Police Futures – Cambridgeshire Constabulary**  
**Application Form**  
**Spring 2021**



<i>Candidate Name:</i>	<i>Click here to enter text.</i>
<i>Preferred Contact Number:</i>	<i>Click here to enter text.</i>
<i>Preferred Contact Email:</i>	<i>Click here to enter text.</i>
<i>Reasonable adjustments:</i>	<p>Are there any reasonable adjustments that would need to be made at any stage of the selection process to enable you to participate? Please be specific about the adjustments required.</p> <p><input type="checkbox"/> None</p> <p><input type="checkbox"/> Yes, please specify <i>Click here to enter text.</i></p>
<i>Education History:</i>	<p>Please list all educational qualifications below</p> <p><i>Click here to enter text.</i></p>
<i>How did you hear about Police Futures:</i>	<i>Click here to enter text.</i>



**Question 1 – Culturally, what is wrong with policing in the UK and how would you fix it as a senior leader?**

**CVF Cluster:** Resolute, compassionate and committed

**CVF Competency:** We are emotionally aware, we take ownership

In writing your answer consider:

- What do you think the biggest challenges are culturally for policing? This could be inside or outside of policing, but make sure you link your answer back to policing, and what you would do as a senior police leader to improve things.

**Competency Values Framework Level 3 indicators for Emotionally Aware**

- I seek to understand the longer-term reasons for organisational behaviour. This enables me to adapt and change organisational cultures when appropriate.
- I actively ensure a supportive organisational culture that recognises and values diversity and wellbeing and challenges intolerance.
- I understand internal and external politics and I am able to wield influence effectively, tailoring my actions to achieve the impact needed.
- I am able to see things from a variety of perspectives and I use this knowledge to challenge my own thinking, values and assumptions.
- I ensure that all perspectives inform decision making and communicate the reasons behind decisions in a way that is clear and compelling.

**Competency Values Framework Level 3 indicators for Take Ownership**

- I act as a role model, and enable the organisation to use instances when things go wrong as an opportunity to learn rather than blame.
- I foster a culture of personal responsibility, encouraging and supporting others to make their own decisions and take ownership of their activities.
- I define and enforce the standards and processes that will help this to happen.
- I put in place measures that will allow others to take responsibility effectively when I delegate decision making, and at the same time I help them to improve their performance.
- I create the circumstances (culture and process) that will enable people to undertake development opportunities and improve their performance.
- I take an organisation-wide view, acknowledging where improvements can be made and taking responsibility for making these happen.
- I create an environment where partnership working flourishes and creates tangible benefits for all.

**Candidates Response (maximum 300 words)**



**Question 2 – The dark-web presents challenges to law enforcement. Explain what you believe these challenges to be and propose possible solutions to them.**

**CVF Cluster:** Intelligent, creative and informed policing

**CVF Competency:** We analyse critically, we are innovative and open-minded

In writing your answer consider:

- Spending some time developing your own understanding of what the dark web is, and thinking about what might make it difficult for the police to operate in this environment.

**Competency Values Framework Level 3 indicators for Analyse Critically**

- I balance risks, costs and benefits associated with decisions, thinking about the wider impact and how actions are seen in that context. I think through 'what if' scenarios.
- I use discretion wisely in making decisions, knowing when the 'tried and tested' is not always the most appropriate and being willing to challenge the status quo when beneficial.
- I seek to identify the key reasons or incidents behind issues, even in ambiguous or unclear situations.
- I use my knowledge of the wider external environment and long-term situations to inform effective decision making.
- I acknowledge that some decisions may represent a significant change. I think about the best way to introduce such decisions and win support.

**Competency Values Framework Level 3 indicators for Innovative and Open-Minded**

- I implement, test and communicate new and far reaching ways of working that can radically change our organisational cultures, attitudes and performance.
- I provide space and encouragement to help others stand back from day-to-day activities, in order to review their direction, approach, and how they fundamentally see their role in policing. This helps them to adopt fresh perspectives and identify improvements.
- I work to create an innovative learning culture, recognising and promoting innovative activities.
- I lead, test and implement new, complex and creative initiatives that involve multiple stakeholders, create significant impact and drive innovation outside of my immediate sphere.
- I carry accountability for ensuring that the police service remains up-to-date and at the forefront of global Policing.

**Candidates Response (maximum 300 words)**



### Question 3 – How does a good leader communicate with, and influence others?

**CVF Cluster:** Inclusive, enabling and visionary leadership

**CVF Competency:** We deliver, support and inspire, we are collaborative.

In writing your answer consider:

- Who would you think of as a good role model or leader? How do they communicate with others, and what benefits does this bring?

#### **Competency Values Framework Level 3 indicators for Deliver, Support and Inspire**

- I challenge myself and others to bear in mind the police service's vision to provide the best possible service in every decision made.
- I communicate how the overall vision links to specific plans and objectives so that people are motivated and clearly understand our goals.
- I ensure that everyone understands their role in helping the police service to achieve this vision.
- I anticipate and identify organisational barriers that stop the police service from meeting its goals, by putting in place contingencies or removing these.
- I monitor changes in the external environment, taking actions to influence where possible to ensure positive outcomes.
- I demonstrate long-term strategic thinking, going beyond personal goals and considering how the police service operates in the broader societal and economic environment.
- I ensure that my decisions balance the needs of my own force/unit with those of the wider police service and external partners.
- I motivate and inspire others to deliver challenging goals.

#### **Competency Values Framework Level 3 indicators for Collaborative**

- I am politically aware and I understand formal and informal politics at the national level and what this means for our partners. This allows me to create long-term links and work effectively within decision-making structures.
- I remove practical barriers to collaboration to enable others to take practical steps in building relationships outside the organisation and in other sectors (public, not for profit, and private).
- I take the lead in partnerships when appropriate and set the way in which partner organisations from all sectors interact with the police. This allows the police to play a major role in the delivery of services to communities.
- I create an environment where partnership working flourishes and creates tangible benefits for all.

#### **Candidates Response (maximum 300 words)**



## DECLARATION

I confirm that this application is my own work and that the evidence contained within this application is true and accurately demonstrates my own performance and does not include performance evidence of others.

**Name:** Click here to enter text.

**Signature:** Click here to enter text.

**Date:** Click here to enter text.

Thank you for completing your application.

Please send this directly to [PoliceFutures@cambs.pnn.police.uk](mailto:PoliceFutures@cambs.pnn.police.uk) prior to the deadline of Monday 19<sup>th</sup> April at 08:00am.

You will now need to follow the below link to complete the Occupational Personality Questionnaire and Situational Judgement Tests, prior to the deadline of Monday 19<sup>th</sup> April at 08:00am.

<https://talentcentral.eu.shl.com/player/link/eaca9dde78b446c8bf2023a743d1a6bb>

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