



ROLE PROFILE

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| Role Title: | Personal Safety Training Instructor |
| Rank/Grade: | S01 (B), S6 (C), A4 (H), PC |
| Reporting to: | Personal Safety Training – Team Leader |
| Main purpose of the role: | To provide training and development to meet identified needs. To advise on and administer the Police Fitness Test. |

| Key Responsibilities | |
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| <ul style="list-style-type: none"> To design and deliver training to meet locally identified needs e.g. feedback from Use of Force. To develop and deliver national training packages, meeting relevant compliance criteria. To ensure that training keeps pace with changes and developments in terms of content, design and methodology. To contribute to the evaluation of training through effective feedback systems, with changes being incorporated – and recorded - in design or delivery as required. To administer tests and assessments. To manage learner performance and behaviour appropriately. To adhere to agreed quality assurance procedures and provide evidence in support of local / national audit activity (e.g. PSQA). To provide advice and support to all staff members in relation to personal safety and fitness. | |

| Financial e.g. limits/mandates | Non-financial e.g. staff responsibility |
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| <ul style="list-style-type: none"> None | <ul style="list-style-type: none"> None |

| Entry Requirements |
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| <ul style="list-style-type: none"> Ability to achieve Level 3 generic training qualification. Essential to hold PTI qualification or other relevant and recognised PE qualification e.g. Degree in Sports Science, YMCA Fitness Professional Qualification. Experience of working within physical education or Police Training. Ability to research, plan, design, deliver and evaluate training programmes. Ability to pass the Police Job Related Fitness Test. Computer literate. |

| Any other General Requirements/Scope |
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| <ul style="list-style-type: none"> Driving licence required as the post holder will be required to travel between a number of training locations throughout the three forces, arrangements for business insurance will need to be made by the post holder if using their own car. The post holder may on occasion be required to work additional hours, however notice will be given. A proportion of the trainers may be required to be on a shift pattern in order to provide cover for training taking place outside normal office hours. Vetting required, as advised by the vetting unit. The post holder will be expected to undertake training as and when required. The post holder will be expected to comply with health and safety requirements. |
| Obligatory Requirements |
| <ul style="list-style-type: none"> 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. There is a requirement for the role holder to meet the probationary objectives set. |



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Personal Qualities (Behavioural Competencies)

Serving the public

Demonstrates a real belief in public service, focusing on what matters to the public and will best serve their interests. Understands the expectations, changing needs and concerns of different communities, and strives to address them. Builds public confidence by talking with people in local communities to explore their viewpoints and break down barriers between them and the police. Understands the impact and benefits of policing for different communities, and identifies the best way to deliver services to them. Works in partnership with other agencies to deliver the best possible overall service to the public.

Openness to change

Positive about change, adapting rapidly to different ways of working and putting effort into making them work. Flexible and open to alternative approaches to solving problems. Finds better, more cost-effective ways to do things, making suggestions for change and putting forward ideas for improvement. Takes an innovative and creative approach to solving problems.

Service delivery

Understands the organisation's objectives and priorities, and how own work fits into these. Plans and organises tasks effectively, taking a structured and methodical approach to achieving outcomes. Manages multiple tasks effectively by thinking things through in advance, prioritising and managing time well. Focuses on the outcomes to be achieved, working quickly and accurately and seeking guidance when appropriate.

Professionalism

Acts with integrity, in line with the values and ethical standards of the Police Service. Takes ownership for resolving problems, demonstrating courage and resilience in dealing with difficult and potentially volatile situations. Acts on own initiative to address issues, showing a strong work ethic and demonstrating extra effort when required. Upholds professional standards, acting honestly and ethically, and challenges unprofessional conduct or discriminatory behaviour. Asks for and acts on feedback, learning from experience and developing own professional skills and knowledge. Remains calm and professional under pressure, defusing conflict and being prepared to step forward and take control when required.

Decision making

Gathers, verifies and assesses all appropriate and available information to gain an accurate understanding of situations. Considers a range of possible options before making clear, timely, justifiable decisions. Reviews decisions in the light of new information and changing circumstances. Balances risks, costs and benefits, thinking about the wider impact of decisions. Exercises discretion and applies professional judgement, ensuring actions and decisions are proportionate and in the public interest.

Working with others

Works co-operatively with others to get things done, willingly giving help and support to colleagues. Is approachable, developing positive working relationships. Explains things well, focusing on the key points and talking to people using language they understand. Listens carefully and asks questions to clarify understanding, expressing own views positively and constructively. Persuades people by stressing the benefits of a particular approach, keeps them informed of progress and manages their expectations. Is courteous, polite and considerate, showing empathy and compassion. Deals with people as individuals and addresses their specific needs and concerns. Treats people with respect and dignity, dealing with them fairly and without prejudice regardless of their background or circumstances.