

Competencies: Special Constable

Effective Communication

- Communicates ideas and information effectively, both verbally and in writing. Uses language and a style of communication that is appropriate to the situation and people being addressed. Makes sure that others understand what is going on.

Team Working

- Develops strong working relationships inside and outside the team to achieve common goals. Breaks down barriers between groups and involves others in discussions and decisions.

Personal Responsibility

- Takes personal responsibility for making things happen and achieving results. Displays motivation, commitment, perseverance and conscientiousness. Acts with a high degree of integrity.

Community and Customer Focus

- Focuses on the customer and provides a high-quality service that is tailored to meet their individual needs. Understands the community that is served and shows an active commitment to policing a diverse society.

Respect for Race and Diversity

- Considers and shows respect for the opinions, circumstances and feelings of colleagues and members of the public, no matter what their position, background, circumstances, status or appearance.

Resilience

- Shows resilience, even in difficult circumstances. Prepared to make difficult decisions and has the confidence to see them through.

Problem Solving

- Gathers information from a range of sources. Analyses information to identify problems and issues, and makes effective decisions.

NB. Special Constables will be required to adhere to a code of conduct. Officers do not have to work at or near the location where they live and work, and will be expected to provide a minimum of 200 per year (four hours per week) of duty time. Officers are also expected to attend regular training.