

Role Profile

Role Profile Part 1			
Role Title	SAPH – People Inspector	Dept/Area	Strategic Area Policing Hub
Grade/Rank	Inspector	Vetting Level	RV
Responsible To	SAPH Chief Inspector		
Staff Line Managed	SAPH People Hub Team and Citizens in Policing Team		
Reviewed by (Line Manager)	CI Marcus Cator	Date	3 rd October 2024
Purpose of Job	Purpose: To provide management overview of the Strategic Area Policing Hub and the Citizens in Policing teams in Hampshire and the Isle of Wight and to supervise these two departments Description: To provide subject matter expert support and advice to the force command team in relation to Citizens in Policing and People related policy and procedures. The post holder will be the Force lead for PCSOs , acting as the SME and point of contact for other stakeholders. Oversee the initiation and development of new processes to support Force level resource management functions. The post holder will be required to work to high professional standards, with absolute integrity and professionalism.		
Key Accountabilities	1. Supervise, motivate and provide leadership for The Citizens in Policing and Strategic Area People Hub teams. Undertake overall responsibility for performance, development, welfare, assessment and appraisals of the team. 2. Build strong relationships with Area Command teams providing assistance and advice on Resource and Establishment issues.		

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	3. Manage the adherence to and development of Safeguarding practices and procedures for the Volunteer Police Cadets. 4. Support the Special Constabulary SLT and develop initiatives to improve the operational readiness and effectiveness of the Special Constabulary. 5. Lead for PCSOs for the Constabulary including training provision, recruitment, CPD and powers. 6. Oversee the continued development and growth of the Police Support Volunteer scheme for the Constabulary. 7. To provide subject matter expert support and advice to the force command team in relation to Citizens in Policing and People related policy and procedures. 8. Responsible for the Transferee process for officers at all ranks joining the Constabulary. Working with key stakeholders internally to ensure an efficient process that supports the requirements of the Constabulary. Note: This role profile is designed to assist postholders with understanding what is expected of them in their role. Hampshire & IOW Constabulary may ask them to undertake other duties, as required, which are not necessarily specified on the role profile but which are commensurate with the grade of the post. The role profile itself may be amended from time to time within the scope and general level of responsibility attached to the post. All officers and staff must be aware of risk in relation to their role, please view the appropriate Health & Safety Risk Assessment for the role
Additional Requirements	Maintain personal responsibility for collection, recording, evaluation, information sharing, review, retention and disposal of information in compliance with codes of practice and Guidance in the Management of Information, information security policy, procedures and legislation. All officers and staff must be aware of risk in relation to their role, please view the appropriate Health & Safety Risk Assessment for the role

Please complete all sections on this form in the white boxes provided. # indicates should be overwritten.

Please use Tahoma/Verdana/Arial 10 font throughout.

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Role Profile Part 2			
CVF Recruitment Competencies	We are Emotionally Aware – Level 2 We are collaborative – Level 2 We Take Ownership – Level 2 We Analyse Critically – Level 2 We are Innovative and Open Minded – Level 2 Integrity Public Service		
Education/Qualifications	Essential: Substantive Police Inspector Desirable:		
Experience and Skills	Essential: Ability to analyse, assess and evaluate complex information, organise and collate large amounts of information and report writing skills. Desirable: Confidence of engaging with individuals of all ranks and levels. Knowledge of the Standards of Professional Behaviour and Code of Ethics. Experience of leading and delivering in Local Policing.		
Approved by HR	Helen Rowlinson	Date	3 rd October 2024

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Role Profile Part 3		
Competencies	All roles are expected to know, understand and act within the ethics and values of the Police Service.	
	Resolute, compassionate and committed	
	We are Emotionally Aware	Level 2
	We Take Ownership	Level 2
	Inclusive, enabling and visionary leadership	
	We are collaborative	Level 2
	We Deliver, Support and Inspire	Level 2
	Intelligent, creative and informed policing	
	We Analyse Critically	Level 2
	We are Innovative and Open Minded	Level 2
Underpinning Values	Impartiality	
	Integrity	
	Public Service	
	Transparency	
Initial Development Skills for new to role period	All staff are required to complete mandatory e-learning including annual DSE and Fire Safety plus any role-specific training required	
Continuing Professional Development		
Career Pathways		

