

Skills Needs Definitions

Analytical skills – to visualize, articulate, and solve complex problems and concepts, and make decisions that make sense based on available information

Arrest referral skills – for arrested cannabis users given possible reclassification

Case building skills – bringing together information from a variety of sources and build a case, in the instance against instance of human trafficking

Case file preparation skills – timely production of case files to the CPS as well as early liaison with the CPS to build the case

Change management skills – to support staff with the changes taking place to limit bureaucracy; manage change at both an organisational and personal level effectively; manage cultural shift to more collaborative / cross border working; manage cultural shift to new Command and Control management system (introduction of cadre of Firearm Commanders); to disseminate lesson learnt and embed them in working practices of operational units

Charging skills – to determine whether a suspect should be released with charge or on bail pending CPS advice and current legislation; using the variety of ASB related powers and tools; in relation to the soon to be introduced strict liability offence

Collaborative working skills – working effectively with colleagues, partners and customers; working effectively with colleagues and other law enforcement agencies to protect UK borders; working effectively with colleagues and other forces in procurement of goods and services and delivery of services; working effectively with colleagues within other forces and other law enforcement agencies to safeguard children both at home and abroad; working effectively with colleagues within other forces and other law enforcement agencies to stop trafficking and protect those who have been trafficked

Communication skills – to communicate with communities, young people and gang members; communicating with victims and witnesses throughout the criminal justice process; to engage with the local community; communicate to all staff at all levels; effective communication between neighbourhood policing, local partners, communications, intelligence agencies and communities; to communicate with communities and families regarding the issue of forced marriage and ‘honour violence’; communicate effectively with detainees; communicate the roles and powers of PCSO role within the service and to the public; communicate effectively with crowds and protesters; in the use of Airwave for both front line officers and police staff; providing commanders with real time information; improved communication between surveillance and firearm teams; establishing a common language between firearms and surveillance officers; to communicate effectively with minority groups, older members of the community, crowds and protesters, wide range of Olympic attendees and new communities (especially considering language barriers)

Community intelligence skills – aligning skills and experience of police officers and staff to neighbourhoods to support engagement and tackle crime

Community policing skills – to discuss and set local priorities and encourage more people to become involved in crime reduction alongside operational policing tasks; engaging with new communities and explaining what is the norm in total ensuring a common understanding; to work with local communities to identify cases of human trafficking; working with communities to identify drug dealers and drug related crime; to discuss and set local priorities and encourage more people to become involved in crime reduction alongside operational policing tasks

Computer forensic skills – analysis of information contained within and created with computer systems and computing devices, typically in the interest of figuring out what happened, when it happened, how it happened, and who was involved

Contact management skills – ensure a consistent high quality service especially with victims and witnesses at all stages of the criminal justice process

Contract management skills – effective management of contracts throughout the contractual process

Counter terrorism skills – mix of skills geared towards combating terrorism

Covert internet investigations – investigate cases of child sexual abuse online and stay ahead of shifting trends in online child exploitation

Covert surveillance skills - to use these skills to identify gang members and gun trafficking; to use these skills to identify potential sources of radicalisation

Critical incident management skills – recognise and effectively manage critical incidents

Cross border partnership skills – facilitate information sharing outside the UK

Cybercrime intelligence gathering skills – to scan multiple data sources and follow leads regarding cybercrime

Customer service skills – delivering a consistent high quality service

Data collection and analysis skills – collect data associated with the welfare of children to help minimise the potential for children to become victims

Data collection and management skills – recording and collecting data in line with a particular system (e.g CTLP, organised crime mapping, homophobic hate crime); recording sharing, and collecting data in line with a particular system in particular criminality information, facial recognition data, CCTV images;

Data handling and analysis skills – to identify crime hotspots and handle intelligence from many sources; using criminality information effectively to aid public protection; to identify crime hotspots and handle intelligence from many sources; analyse intelligence from facial recognition databases; to crime and handle intelligence from CCTV images

Data management skills – able to provide information in an easily accessible format; recording, storing and sharing sex offender information

Data recording skills – recording information in a comparable format with other agencies; in regard to new crime recording standards

Data reporting skills – interpretation of HOCR in relation to rape cases; reporting crime statistics to the public

Decision making skills – in regard to using professional discretion as well as setting local priorities

Document handling skills – to seize and retain immigration documentation from suspects

Document storing and retrieval skills – to provide front line officers with previous history information

Electronic evidence collection skills – capture, seize, preserve, and record electronic evidence for the investigation of e-crime cases

Enterprise skills –spotting opportunities, creating new ideas and having the confidence and capabilities to turn these ideas into working realities

Equality and diversity skills –cultural awareness of the diverse communities the police serve and taking into account socio-economic inequalities in strategic decision making; to treat people appropriately and sensitively as well as better understand the cultural issues of the communities they serve; to raise knowledge of the particular complexities that diversity can add to a domestic violence incident; to treat people appropriately and sensitively in line with human rights legislations.

Evidence collection skills – to collect evidence related to immigration status; to search for cash which is suspected of being either the proceeds of or intended for use in crime

Financial awareness skills – managing police budgets in time of cuts to ensure continuation of priority areas

Financial intelligence analysis skills – analyse financial transactions and other financial related criminal intelligence

Financial investigation skills –investigate complex financial transactions combined with an in depth knowledge and understanding of the current and relevant legislation relating to financial investigations

Financial management skills - in the use of participatory budgets; managing finances in line with maximising productivity and efficiency; managing finances in line with maximising productivity and efficiency

Financial monitoring skills – monitoring financial transactions looking specifically for signs of criminal activity

Fraud investigation skills – investigate cases of fraud with an in depth knowledge and understanding of the current and relevant legislation relating to fraud investigations; investigating and interpreting cases ‘white-collar’ crimes such as fraud, embezzlement, bankruptcies, and money laundering

Intelligence analysis skills – make the links between information gathered and intelligence / problem solving

Intelligence gathering skills – to scan multiple data sources and follow leads

Intelligence information sharing skills between police forces, other intelligence and security agencies, communities and local partners

IT process management skills – ensure new technologies integrate with current systems to maximise effectiveness.

IT skills – to correctly flag domestic violence incidents for follow up actions; use of mobile technology; general awareness and understanding of current ICT environment and changing landscape; building IT processes to support collaborative working; in the use of software associated improving operational processes; officers and staff will need to adapt to new systems and processes; use of systems and processes associated with criminality information; in the use of data mining software / technology; in the use of software to analysis images collected from CCTV footage; in the use of facial recognition software; work with new secure photo-imagery system for transmitting images of suspects and other data

Information sharing skills – to provide effective information to partner agencies; both within the UK and abroad

Inter-agency working skills – to work effectively with two or more governmental agencies

Interviewing skills – use of special measures such as video interviewing as well as developing strategies for the interviews, particularly with child victims of rape; in post charge questioning of terror suspects in relation to the Counter Terrorism Bill.

Intrapreneurship skills - art of working within an organisation to effect change, by developing new ideas, procedures or products, by innovating practice and thereby enhancing the business

Investigation skills –to identify triggers of domestic and correctly identify cases of domestic violence; in relation to rape cases specifically STOs; to take into account new legislation during the investigation process in relation to drugs, murder, manslaughter and infanticide and fraud; to identify cases of hate and racial aggravated crime

Joint problem-solving skills – establish effective and appropriate solutions to problems through joint working.

Leadership skills – ability to motivate a group of people toward a common goal

Management skills – deployment and supervision of STOs during rape investigations

Management and leadership skills– ensure accountability at all levels of the service and deliver successful neighbourhood policing; to support and challenge staff including such activities as mentoring; actively manage employee well being by supporting flexible working

Media management skills – to aid in the recruitment of women and black and minority ethnic groups into the police service; communicating the policing pledge to the public; to sell the success in tackling crime, especially anti-social behaviour, to the community; improve communication with the media before during and after protests to convey policing perspectives of the events

Mental health awareness skills - police officer and staff's ability to recognise the signs of mental illness

Monitoring skills – monitor the state of detainees in custody

Multi-agency working skills – to work with other agencies to tackle violent crime; to provide strategic and local management of issues; working with other public services to aid immigrations such as securing an interpreter; to work with other agencies to safeguard children, to stop trafficking, to tackle alcohol misuse

Network investigation skills – conducting investigations where part or all of the crime is conducted over, or against, networks.

Observation skills – in the local area, channelled into the intelligence picture; to recognise and identify signs of trafficking; in the local area, channelled into the intelligence picture

Operational policing – deliver high visibility policing operations; new powers to tackle alcohol misuse

Partnership working skills – to work effectively with other agencies to a common goal and standards

People management skills - to empower and develop staff; manage staff terms and conditions as well as operational role as part of collaborative working

Performance management skills – manage performance and effectiveness against targets

Personal development management – managing the development of staff

Process management skills - eliminating bureaucracy in the design and implementation of processes; initiate processes to support collaborative working; improving operational processes to deliver more efficient and cost effective services

Procurement management skills – getting the best terms when procuring services

Public order policing skills – application of Section 14 of the Public Order Act; to deliver public order policing tactics in line with recommendations from HMIC in regards to review of G20 policing tactics

Record keeping skills – ensure that all information is being routinely being collated

Relationship building skills – to engage with the community and young people and maintain public confidence; to engage with the community and older people to maintain public confidence; within new communities and between new and existing communities; build effective relationships within the community to gather intelligence

Resource management skills – use of new technologies to effectively manage resources; ensuring the right skills levels are available for specialist Olympic security roles and ‘normal’ frontline policing duties simultaneously

Risk assessment skills – assess the risk a sex offenders poses to the community; ensure consistent and effective resourcing and delivery of policing; identify risks posed by detainees in custody suites; assess the risk in firearm operations

Risk management skills – manage and mitigate risk

‘Soft’ skills – personal qualities and interpersonal skills necessary to effectively deal with the public

Source handling skills – develop operations against suppliers; to identify sources of drugs and organised criminal behind them

Statement taking skills – for front line officer especially with taking the initial account

Strategic leadership skills - to provide a clear vision and sense of purpose

Strategic leadership and management skills – effective leadership and management in command and control firearm operations by strategic and tactical firearm commanders

Strategic partnership working skills – work effectively with other agencies on a more structured and formalised footing

Supervisory skills – ensure an effective investigation takes place; holding others to account, in particular for sergeants

Surveillance skills – to identify cannabis farms and organised criminal behind them; ensure evidence gathered during the course of surveillance is robust and processes demonstrate integrity with particular attention paid to continued utility of surveillance logs

Talent management – developing and keeping current workers as well as attracting new highly skilled workers

Team working skills – early liaison and team building approach with the CPS; between surveillance and firearm teams; seamless working relationship between different units and personnel ('inter-operability')

Technical skills – use of imaging equipment and data bases to track firearms; staff to stay up to date with advancements in technology to maximise the use of the new tools available; working with different types of special measure available to victims and witnesses; Use of Early Evidence Kits by front line staff; use of polygraph testing on sex offenders and possible satellite tracking; in the use of Biometric ID cards and other e-border security systems; to ensure Airwave has the capacity to function fully during the 2012 Olympic games and officers and staff are trained in expansion to the service; associated with Low Copy DNA analysis in particular collection and storage; in the use of new covert radio capability and manage communications between MPS and other forces / units across the UK with this capability; ensure the availability of specialist policing skills such as firearm protection, dog handlers, anti-terror etc.

Victim and witness care skills – identification of vulnerable and intimidated witnesses and making appropriate arrangements; to treat victims and witnesses appropriately and sensitively; keep victims informed throughout the criminal justice process