

Social Skills Needs	Practitioner Level					
	Police Officer	Police Staff	Front Line Officer	First Line Manager	Middle Manager	Senior Manager
Analytical	✓	✓	✓			
Change management	✓	✓			✓	✓
Collaborative working	✓	✓	✓	✓	✓	✓
Communication	✓	✓	✓	✓	✓	✓
Community policing	✓	✓	✓	✓	✓	✓
Counter terrorism	✓		✓	✓	✓	✓
Critical Incident Management	✓	✓			✓	✓
Customer service	✓	✓	✓			
Cyber crime intelligence gathering	✓	✓	✓			
Data collection and management	✓	✓	✓			
Data recording	✓	✓	✓			
Data reporting	✓				✓	✓
Equality and diversity	✓	✓	✓	✓	✓	✓
Information sharing	✓	✓	✓	✓	✓	✓

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	Police Officer	Police Staff	Front Line Officer	First Line Manager	Middle Manager	Senior Manager
IT	✓	✓	✓			
Intelligence gathering	✓	✓	✓			
Inter-agency working	✓	✓	✓	✓	✓	✓
Investigation	✓		✓			✓
Management and leadership	✓	✓		✓	✓	✓
Media management	✓	✓				✓
Multi-agency working	✓	✓	✓	✓	✓	✓
Operational policing	✓				✓	✓
Partnership working	✓	✓		✓	✓	✓
Public order policing	✓		✓	✓	✓	✓
Relationship building	✓	✓	✓			
Resource management	✓	✓			✓	✓
Risk assessment	✓				✓	✓
Risk management	✓				✓	✓

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	Police Officer	Police Staff	Front Line Officer	First Line Manager	Middle Manager	Senior Manager
'Soft' skills	✓	✓	✓			
Strategic leadership and management	✓		✓		✓	✓
Surveillance	✓	✓	✓			
Team working	✓	✓	✓	✓	✓	✓
Technical	✓	✓	✓			
Victim and witness care	✓	✓	✓	✓	✓	✓