



# Staffordshire Police - Role Profile

## Protest Crime Investigator. Grade F.

<b>Grade/Rank:</b>	F Grade
<b>Directorate:</b>	Local CID
<b>Reports to:</b>	Detective Sergeant / Inspector
<b>Direct Reports:</b>	NA

### Role Purpose

The role of a Protest Crime Investigator is crucial to ensure that we deliver a quality of service to the public of Staffordshire in an effective and efficient manner.

Nationally we have seen unprecedented demands on policing from protest groups and individuals who are demonstrating their individual right to make representation to the wider community. The manner of protest is becoming ever more complex, with blurred lines between what is lawful protest and what is criminality. Our teams, the CPS and even the courts are deeply entrenched in understanding the interpretation of law whilst balancing the fundamental human rights of all involved.

Based within the Southern CID, the post holder will be directly responsible for the management, investigation and development of approaches towards protest activity and 'direct action' events. Evidential knowledge of protest, the Human Rights Act, protest case law and the management of complex disclosure schedules in line with the Attorney General rules on disclosure, are all key functions of this role.

The role will include working with other areas nationally to develop and implement best practices approaches locally in what is an ever changing climate of protest and criminality.

### Key Tasks and Responsibilities:

The post holder will be involved in the investigation of a range of protest events to identify whether criminality exists. They will attend initial protests or 'direct action' events and have the ability to provide evidential needs to the tactical deployment of resource. Thereafter



they will have the ability to undertake complex enquiries and obtain, review and document evidence in line with PACE, whilst maintaining disclosure material, which is often challenged by specialist defence teams.

The role holder will have the ability to represent the organisation at a range of events including regional and national conferences through to internal development work shops, in addition to being able to present material within every level of the court process. The role holder must therefore be flexible in their approach and have the ability to demonstrate key learning of law and implementation within the court system.

As a Protest Crime Investigator, the post holder will have responsibility for delivering excellence in the field of investigations by:

- Conducting Investigations and scene preservation with relevant investigation policies and legal requirements, within the required timescales.
- Demonstrating support for victims and witnesses and recognising any possible impact on the community.
- Interviewing suspects in accordance with legislation and current guidance.
- Interviewing victims and witnesses
- Investigating allocated enquiries – acting as officer in the case, ensuring the investigation is carried out thoroughly and expeditiously in accordance with investigation policy and relevant legal requirements and within the required timescales (part of tasks outlined above?).
- Preparing and participating in planned policing operations which include agency-led operations, working within appropriate authority limits and carrying out tasks necessary for the successful implementation of the operation whilst managing risks to the operation and acting in accordance with legislation and procedure.
- Preparing and submitting evidence, working with the Crown Prosecution Service or other relevant agencies/organisations to progress the case
- Presenting evidence in court and at other hearings
- Maintaining detailed overviews to allow scrutiny and review by supervision.
- Attending court and giving evidence in accordance with legislation.
- Providing inputs to workshops during both internal and external event. Is this the training bit referred to in role purpose?

**And to be accountable for: (ie responsibilities held by others but measured and owned by this role)**

The quality and security of the information received and used by the organisation through the use of appropriate systems and procedures.

The review, retention and disposal of records in accordance with organisation policy and relevant legislation.

The performance of protest related investigations.

The management of high numbers of suspects.

The development of policies to address future organisational needs.



## Behaviours

The Behavioural Competency Framework (BCF) has six competencies that are clustered into three groups. Under each competency are six levels that show what behaviours will look like in practice.

This role should be operating at the following levels:

### **Resolute, compassionate and committed**

We are emotionally aware	1	Valuing Diversity	1
		Managing Sensitivities/Political Savvy	1
We take ownership	2	Customer Service	2
		Maintaining Accuracy/Sustainable Working	2

### **Inclusive, enabling and visionary leadership**

We are collaborative	2	Partner Working	2
		Managing Complexity/Strategic Planning	2
We deliver, support and inspire	1	(self) Leadership	1
		Supporting Colleagues/Coaching & Mentoring	1

### **Intelligent, creative and informed policing**

We analyse critically	2	Problem Solving	2
		Situational Judgement	2
We are innovative and open-minded	2	Continuous Improvement	2
		Futurology	2

## Education, Qualifications and Experience

### **Essential:**

Qualified to PIP 2 accreditation and be able to demonstrate experience of gathering and analysing information in order to make effective decisions and problem-solve demands.

Experience of building effective working relationships and be able to utilise excellent communication skills to communicate to a range of key stakeholders including partnership agencies evidencing an ability to succeed in negotiating and influencing others to achieve common goals.

### **Desirable:**

IT literate demonstrating experience of Windows based applications including Microsoft Office packages, with good keyboard skills evidencing the ability to learn and utilise new packages. Good understanding of NICHE.

Working knowledge of protest legislation and the Human Rights Act



<p>Previous experience of actively encouraging and supporting the development of people; motivating your team to achieve goals. Providing guidance and feedback whilst also recognising and rewarding performance.</p> <p>Experience of working to multiple deadlines and delivering results through effective planning and organising of work demonstrated by the ability to prioritise own time and workload, working methodically, accurately and with minimal supervision.</p> <p>Demonstrate the ability to work calmly and accurately under pressure, displaying attention to detail, thoroughness in approach and concentration for long periods of time.</p>	
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Skills Matrix (See Skills Matrix)				
Essential:	Desirable			
Leadership Passport Level	Practitioner s & Team Leaders	1 <sup>st</sup> Line Mngrs	2 <sup>nd</sup> Line Mngrs	Senior Mngrs
	1	2	3	4

\* Indicates that training will be provided as part of the role in this skill

CPD Requirements
<p>Complete all annual and mandatory training.</p> <p>Maintain a working knowledge and understanding of new and evolving law, case law and legal precedents, threats and priorities; and current best practice to tackle these in order to enable a preventative approach.</p> <p>Maintain a high of developing Customer Service Standards and best practice for the department.</p>

## Professional Registration/Licences



PIP 2 Accreditation.

### Special Conditions

Own car for business use	Yes				
Higher level vetting required	No				
Requirement to wear Uniform	No				
Training	All mandatory force training.				
Hours	0800 to 1600 Monday to Friday Flexi time				
Weekend working expected	No				
Elimination Samples	A requirement to provide Fingerprint and DNA elimination samples maintained in line with Home Office, National Policing Guidance and force policy.				
Welfare	The post holder will work within a demanding and challenging environment alongside experienced and knowledgeable staff. Welfare provisions are captured in line with force adopted policies.				
Shift allowance	No				
Fixed term or temporary role	2-year fixed term				
Politically Restricted	N/A				
On call/standby rota	No – but a requirement to be flexible due to role				
Flexitime Role	Y				
Notice Period			One month		

As part of the limited duties profiling, this role has been identified that the role holder must be able to fulfil the following core capabilities. To meet the Equality Act (2010) reasonable adjustments will be made wherever practicable.

### Limited Duties

Sit for reasonable periods(consider impact of driving) a1	Yes	Evaluate information (d1)	Yes
To write(a2)	Yes	Record details (d2)	Yes
Read(a3)	Yes	Exercise reasonable physical force in restraint & retention in custody (e1)	Yes
Use the telephone(a4)	Yes	Understand information (f1)	Yes
Use(or learn to use IT)(a5)	Yes	Retain information(f2)	Yes
Run reasonable distances (b1)	Yes	Explain facts & procedures (f3)	Yes
Walk reasonable distances (b2)	Yes	Work the full range of shifts	Yes
Stand for reasonable time (b3)	Yes	Shift - Earlies (g1)	n/a
Make decisions (c1)	Yes	Shift - Lates (g2)	n/a
Report situations to	Yes	Shift - Nights(g3)	n/a



others (c2)			
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Agile Profile (See Agile Matrix)					
Desk	Confidentiality	Systems & Email	Telephony	Paper	Hours
3	5	4	4	3	1