



Staffordshire Police - Role Profile

Trainer – Operational Mandated Training: Driving

Grade/Rank:	Grade F
Directorate:	People Services
Reports to:	Operational Mandated Training Lead

Role Purpose

Learning and Organisational Development (LOD) sits within the People Services Directorate of Staffordshire Police and the Team are responsible for the design, delivery, evaluation and continuous development of teaching products for police officers and police staff; in line with the College of Policing National Curriculum and supporting the priorities of the Force Policing Plan.

Learning, development and CPD are intrinsic to supporting Staffordshire Police's Blueprint for Change and LOD strives to be at the forefront of both Trust Driven Policing and the National Enabling Programme. Team members will work with peers within LOD, partner organisations, colleagues from regional Forces collaboration and national forums.

The role will require participation with Force Learning and Development Focus Groups, engaging with both officers and staff of all ranks to identify and support learning requirements across the Force.

Key Tasks and Responsibilities:

The Driver Training Team are responsible for delivering all driver training for the Force in line with the College of Policing Approved Professional Practice (APP) for Driver Training.

The APP covers the development of both police officers and police staff. The role delivers instruction from Basic authority level up to and including Advanced authority, with response and pursuit driving.

If suitable, you will be required to undertake development for more specialist driving / riding skills.

The Team ensure a standard and professional approach to driving within the Force, with a view to improving road and officer safety and enhancing public confidence in the use of police vehicles.

You will be required to demonstrate competence at Police Standard driving level within six months of appointment, and this level must be maintain as a minimum level of competency for the role.



You will be required to complete DVSA Authorised Driving Instructor (ADI) qualification and Police Driving Instructors' Course.

You will be responsible for undertaking assessments of drivers / riders against agreed standards of competence following accidents or performance shortfalls and preparing comprehensive reports and development plans.

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

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

Inclusive, enabling and visionary leadership

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

Intelligent, creative and informed policing

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



Education, Qualifications and Experience	
Essential:	Desirable:
Minimum Level 3 qualification in Teaching / Training or equivalent.	Qualified Police Driving Instructor. Level 5 qualification in Teaching/Training or equivalent.

Skills Matrix	
Essential:	Desirable
<p>Must have the ability to design learning products to support the digital cultural development across the Force.</p> <p>Must have a proven understanding of the training process (learning needs analysis and evaluation).</p> <p>Must have the ability to communicate with, and influence, all staff in the areas of learning and development.</p> <p>Must demonstrate experience in the delivery of classroom based training and the coaching of individuals and groups.</p> <p>Must demonstrate experience of Microsoft Office packages, including PowerPoint and the ability to use digital technologies in the training environment.</p>	

CPD Requirements
<p>Continuously review, manage and maintain personal and professional development in relation to policing, teaching and learning practice.</p> <p>Postholder will be required to achieve Level 5 qualification.</p>

Professional Registration/Licences
<p>Holder of a full UK driving licence (essential).</p> <p>Holder of a full UK motorcycle licence (desirable).</p> <p>Holder of DVSA Authorised Driving Instructor (ADI) (desirable).</p>



Special Conditions

You will be required to use your own vehicle to travel for business purposes from time to time, to different work locations within the County and region.

You will be required to wear a uniform.

You will be required to undertake post-entry training.

There will be occasional weekend working expected.

Limited Duties

Agile Profile (See Agile Matrix)

Desk	Confidentiality	Systems & Email	Telephony	Paper	Hours