



LINCOLNSHIRE POLICE ROLE PROFILE

Special Constable

Role Purpose

To help Lincolnshire Police to deliver an effective policing service to the people of Lincolnshire; working in partnership to prevent and detect crime; helping to improve road safety; and keeping all our communities safe.

Key Responsibilities

- To work on the front-line of policing, primarily responding to and attending a wide range of incidents
- To take control of situations as required, assessing immediate risk, threat and harm to determine and provide a proportionate response, using such force as is necessary and proportionate
- To make an effective contribution to investigations, including initial scene attendance; preservation of evidence; recording of crime and incident information; suspect arrest and interview and completion of reports or court files as required.
- To deal with victims, witnesses and suspects with respect, when questioning or carrying out lawful searches of people, premises and spaces
- To use discretion in the exercise of lawful powers, treating victims, witnesses, suspects and the vulnerable with respect in accordance with equality, diversity and human rights considerations
- To promote road safety through targeted enforcement and education and respond to road traffic incidents
- To work collaboratively with colleagues and partners, adopting innovative, problem-solving approaches to address local and neighbourhood issues; engaging, reassuring and supporting groups and individuals across diverse communities, thereby building trust and confidence in policing
- To participate in pre-planned and spontaneous events or occurrences and to provide additional emergency response in times of need
- To gather and handle information, intelligence and evidence to support law enforcement and criminal justice proceedings, maintaining confidentiality at all times.
- To carry out all lawful directions diligently in a timely manner.
- To attend and/or successfully complete all mandatory training required for the performance of operational duties and to perform duties in accordance with the minimum hour's requirement.

Behaviours

All members of the Special Constabulary are expected to know, understand and act professionally in accordance with the Code of Ethics and the principles of PRIDE.

The behaviours required of this role are based on those of the [Competency and Values Framework](#) and centre on the four core values of:

- Integrity
- Impartiality
- Public Service
- Transparency

| Skills | Competencies – Level 1 | Assessment |
|---|------------------------|------------|
| Resolute, compassionate and committed | | |
| Ability to remain calm, assess situations and treat others with respect, tolerance and compassion. Able to understand own emotions and respect different perspectives Communicates clearly using appropriate language | Emotional awareness | I |
| Takes ownership; identifying and responding to challenges with enthusiasm Takes responsibility for own actions, accessing appropriate guidance and supervision when needed Takes pride in representing the police service | Professionalism | A/I |
| Inclusive, enabling and visionary | | |
| Works well with others to get things done and can work on own initiative Is approachable and able to build rapport with others Treats people with respect | Team Working | A/I |
| Helps and supports others in the delivery of excellent public service Is conscientious and dedicated Understands the impact of own behaviour on the wider police service | Public Service | A/I |
| Intelligent, creative and informed policing | | |
| Able to take in information quickly and accurately Considers different options and identifies potential risks Able to solve problems proactively Makes considered decisions | Decision Making | I |
| Demonstrates an openness to change Reviews and reflects on own actions, learning by experience to deliver improvements Is responsive and adaptable | Openness to change | I |

EDUCATION/QUALIFICATIONS

There are no formal educational requirements, but a good level of maths and English is appropriate. We will assess your written ability and spelling and grammar at the application stage.

EQUALITY AND DIVERSITY:

Special Constables will adhere to the principles and Standards of Professional Behaviour contained within the Code of Ethics and PRIDE.

HEALTH AND SAFETY:

Special Constables will take all reasonable care of themselves and of others who may be affected by their acts or omissions.

All actions must be conducted in accordance with the forces Health and Safety policy.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS:

Lincolnshire Police has a duty to promote the welfare of, and safeguard of children and vulnerable adults. Special Constables are required to comply with Force Policy and Standard Operating Procedures in respect of safeguarding children and vulnerable adults.