

## **COMPETENCY FRAMEWORK FOR EXTERNAL MEMBERS OF THE POLICE COMMITTEE**

### **Key requirements**

External members of the Police Committee of the City of London shall—

- (a) demonstrate a commitment to policing and to the delivery of a fair and non-discriminatory police service to all local communities and having the ability to engage with a wide range of people by seeking out and listening to their views;
- (b) demonstrate integrity and be committed to upholding human rights, promoting equality of opportunity and preventing discrimination or harassment;
- (c) attend meetings of the Police Committee and participate effectively as a member of any sub-committee, panel or forum to which they are appointed, as well as undertaking preparatory work and attending appropriate training courses and seminars;
- (d) promote good policing and establish and maintain constructive partnerships with the City of London Police and other organisations without compromising their core responsibility of providing effective, independent oversight and scrutiny;
- (e) abide by the Seven Principles of Public Life set out by the Committee on Standards in Public Life;
- (f) abide by the City of London Corporation Members' Code of Conduct.

### **Competencies and Personal Skills and Qualities**

#### **Competencies**

##### **Strategic Thinking**

breadth of vision – the ability to rise above detail, and to see problems and issues from a wider, forward-looking perspective.

##### **Good Judgement**

to take a balanced, open-minded and objective approach, for example, in evaluating policing priorities, assessing candidates for top level appointments or considering complaints against officers, and to develop an understanding of the environment and context in which the authority and force must operate.

**Openness to Change**

The ability to challenge accepted views constructively without becoming confrontational, and to recognise and respond positively to the need for change, identifying ways in which the organisation in question could be developed.

**The ability to scrutinise and challenge**

To be able to rigorously scrutinise and challenge constructively, and exercise effective oversight of all aspects of force performance, using appropriate data, evidence and resources.

**Analytical Ability**

The ability to interpret and question complex written material, including financial and statistical information and other data such as performance measures, and identify the salient points.

**Ability to Communicate Effectively**

To be able to explain policing issues clearly, often in public meetings, with the media present, and to engage in constructive dialogue with local communities, the police (including representatives of their staff associations) and other key partners and agencies.

**Community engagement**

To understand the importance of community views in shaping local policing style and be prepared to represent their views in an impartial way, and participate in policy-making aimed at engaging local communities.

**Effective Time Management**

To be able to identify priorities and make the most productive use of own and others' time.

## **Personal Skills and Qualities**

**Team working**

the ability to play an effective role in committees and other partnerships through listening, persuading and showing respect for the views of others.

**Self confidence**

the skill to challenge accepted views constructively without becoming confrontational.

<b>Enthusiasm and drive</b>	to be pro-active in seeking out learning and developmental opportunities to enhance knowledge and understanding, for example on financial matters and statutory requirements.
<b>Respect for others</b>	the capacity to treat all people fairly and with respect; value diversity and respond sensitively to difference.
<b>Integrity</b>	the necessity to embrace high standards of conduct and ethics and be committed to upholding human rights and equality of opportunity for all.
<b>Leadership</b>	the confidence to lead by example, establish clear goals and objectives and build support and commitment within the authority and force as well as the wider community and with partner agencies.
<b>Decisive</b>	to show resilience, even in challenging circumstances, remaining calm and confident and able to make difficult decisions.