



## Role Profile

### P5710 PC Firearms Trainer

#### Role Description

To conduct and supervise the training of all authorised firearms officers in the Tri-Force region and provide a firearms response.

#### Main Responsibilities

- To undertake research, design and delivery of training events and courses in accordance with the National Police Firearms Training Curriculum (NPFTC).
- Maintain firearms electronic training records, including the issue and suspension/withdrawal of firearms authorisation permits
- Assist the Firearms Training Centre Management in the researching and reporting of recommendations on departmental working practices and procedures, ensuring the correct correlation between the NPFTC & the Force Firearms Strategic Threat & Risk Assessment.
- To take responsibility for the development & assessment of Authorised Firearms Officers (AFO) making written and oral recommendations regarding continued suitability to perform their role.
- To be responsible for the daily maintenance of all ranges and associated equipment.
- To maintain all operational and training equipment including vehicles
- To undertake research; evaluate technology & equipment making recommendations for operational and training suitability.
- To carry out internal and external risk assessments and act in compliance with Health and safety policy
- To contribute flexibly across the unit functions, activities and training delivery and work from all areas in the Tri-force area, as necessary
- Attend standardisation days and participate in shooting events.
- Undertake any other duties beyond the role of a Constable or as instructed by a supervisor and be deployable as an operational Firearms Officer/ Constable, as required.

#### Reports To

PS Firearms Trainer (P1661)

#### Supervisory Responsibility

None

#### Additional Information

Avon and Somerset Constabulary are committed to the principles of Equal Opportunities for all and welcome applications from minority groups including disabled people.

##### Reasonable adjustments

Following consideration, reasonable adjustments will be implemented to enable disabled staff covered by the provisions of the Equality Act to undertake the core duties and responsibilities of a post in line with the Equality and Human Rights Commission (EHRC) guidance and code of practice on employment.

##### Additional Responsibilities:

You may be required to perform other duties which are not necessarily specified on the role profile, but which are commensurate with the responsibilities of the role holder.

##### Security Vetting:

It is the policy of the Avon & Somerset Constabulary to conduct security checks on all staff in line with the National Vetting Policy.

#### Experience and Qualifications



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The post holder must hold a National Police Firearms Training Certificate (within the last 3 years) or be trained to Module F1 of the NPFTC, hold a teaching or training qualification to NVQ Level 3 in Training and Development or equivalent (AEAT – Award in education & Training) and be willing to achieve IOSH (Managing safely) within 12 months of appointment.

The postholder will have exceptional communication skills, both orally and in writing, presentational skills and experience of delivering training one to one and group basis. The ability to self-manage and manage the workload of others is essential.

The postholder must also be computer literate, with experience of maintaining training records and hold a full current driving licence or be able to travel around the force area using alternative transport.

Experience of carrying out risk assessments, carrying out research to make recommendations, maintaining firearms and training equipment and experience of designing courses are desirable.

The postholder is required to maintain a Continuous Personal Development record and accreditations in line with the role.

The postholder will also be required to comply with the following:-

- Annual hearing and eyesight test in line with national standards;
- Six monthly re-qualification shoot - 90% pass mark to meet the standards set out by the College of Policing;
- Annual fitness test to the agreed national levels.

This post has been designated as requiring the following vetting levels in accordance with the National Vetting Policy - Police Recruitment (RV) and National Security Vetting - Counter Terrorist Check Level (CTC)

### Skills

Skill Category	Skill Name	Skill Level	Skill Description	For PDR
Core Values	Impartiality	Practitioner	Behaviours: <ul style="list-style-type: none"> <li>• I take into account individual needs and requirements in all of my actions</li> <li>• I understand that treating everyone fairly does not mean everyone is treated the same</li> <li>• I always give people an equal opportunity to express their views</li> <li>• I communicate with everyone, making sure the most relevant message is provided to all</li> <li>• I value everyone's views and opinions by actively listening to understand their perspective</li> <li>• I make fair and objective decisions using the best available evidence</li> <li>• I enable everyone to have equal access to services and information, where appropriate</li> </ul>	No



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Core Values	Integrity	Practitioner	<p>Behaviours:</p> <ul style="list-style-type: none"> <li>• I always act in line with the values of the police service and the Code of Ethics for the benefit of the public</li> <li>• I demonstrate courage in doing the right thing, even in challenging situations</li> <li>• I enhance the reputation of my organisation and the wider police service through my actions and behaviours</li> <li>• I challenge colleagues whose behaviour, attitude and language falls below the public's and the service's expectations</li> <li>• I am open and responsive to challenge about my actions and words</li> <li>• I declare any conflicts of interest at the earliest opportunity</li> <li>• I am respectful of the authority and influence my position gives me</li> <li>• I use resources effectively and efficiently and not for personal benefit</li> </ul>	No
Core Values	Public Service	Practitioner	<p>Behaviours:</p> <ul style="list-style-type: none"> <li>• I act in the interest of the public, first and foremost</li> <li>• I am motivated by serving the public, ensuring that I provide the best service possible at all times</li> <li>• I seek to understand the needs of others to act in their best interests</li> <li>• I adapt to address the needs and concerns of different communities</li> <li>• I tailor my communication to be appropriate and respectful to my audience</li> <li>• I take into consideration how others want to be treated when interacting with them</li> <li>• I treat people respectfully regardless of the circumstances</li> <li>• I share credit with everyone involved in delivering services</li> </ul>	No
Core Values	Transparency	Practitioner	<p>Behaviours:</p> <ul style="list-style-type: none"> <li>• I ensure that my decision-making rationale is clear and considered so that it is easily understood by others</li> <li>• I am clear and comprehensive when communicating with others</li> <li>• I am open and honest about my areas for development and I strive to improve</li> <li>• I give an accurate representation of my actions and records</li> <li>• I recognise the value of feedback and act on it</li> <li>• I give constructive and accurate feedback</li> <li>• I represent the opinions of others accurately and consistently</li> <li>• I am consistent and truthful in my communications</li> <li>• I maintain confidentiality appropriately</li> </ul>	No



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<p>Intelligent, Creative and Informed Policing</p>	<p>We analyse critically</p>	<p>Practitioner</p>	<p>I recognise the need to think critically about issues. I value the use of analysis and testing in policing.</p> <p>I take in information quickly and accurately.</p> <p>I am able to separate information and decide whether it is irrelevant or relevant and its importance.</p> <p>I solve problems proactively by understanding the reasons behind them, using learning from evidence and my experiences to take action.</p> <p>I refer to procedures and precedents as necessary before making decisions.</p> <p>I weigh up the pros and cons of possible actions, thinking about potential risks and using this thinking to inform our decisions.</p> <p>I recognise gaps and inconsistencies in information and think about the potential implications.</p> <p>I make decisions in alignment with our mission, values and the Code of Ethics.</p>	<p>No</p>
<p>Inclusive, Enabling and Visionary Leadership</p>	<p>We are collaborative</p>	<p>Practitioner</p>	<p>I work cooperatively with others to get things done, willingly giving help and support to colleagues.</p> <p>I am approachable, and explain things well so that I generate a common understanding.</p> <p>I take the time to get to know others and their perspective in order to build rapport.</p> <p>I treat people with respect as individuals and address their specific needs and concerns.</p> <p>I am open and transparent in my relationships with others.</p> <p>I ensure I am clear and appropriate in my communications.</p>	<p>No</p>
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<p>Resolute, Compassionate and Committed</p>	<p>We are emotionally aware</p>	<p>Practitioner</p>	<p>I treat others with respect, tolerance and compassion.</p> <p>I acknowledge and respect a range of different perspectives, values and beliefs within the remit of the law.</p> <p>I remain calm and think about how to best manage the situation when faced with provocation.</p> <p>I understand my own emotions and I know which situations might affect my ability to deal with stress and pressure.</p> <p>I ask for help and support when I need it.</p> <p>I understand the value that diversity offers.</p> <p>I communicate in clear and simple language so that I can be easily understood by others.</p> <p>I seek to understand the thoughts and concerns of others even when they are unable to express themselves clearly.</p>	<p>No</p>
<p>Intelligent, Creative and Informed Policing</p>	<p>We are innovative and open-minded</p>	<p>Practitioner</p>	<p>I demonstrate an openness to changing ideas, perceptions and ways of working.</p> <p>I share suggestions with colleagues, speaking up to help improve existing working methods and practices.</p> <p>I constantly reflect on my own way of working and periodically review processes and procedures to make continuous improvements.</p> <p>I adapt to change and am flexible as the need arises while encouraging others to do the same.</p> <p>I learn from my experiences and do not let myself be unduly influenced by preconceptions.</p>	<p>No</p>
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<p>Inclusive, Enabling and Visionary Leadership</p>	<p>We deliver, support and inspire</p>	<p>Practitioner</p>	<p>I take on challenging tasks to help to improve the service continuously and support my colleagues.</p> <p>I understand how my work contributes to the wider police service.</p> <p>I understand it is part of my collective responsibility to deliver efficient services. I take personal responsibility for making sure that I am working effectively to deliver the best service, both individually and with others.</p> <p>I am conscientious in my approach, working hard to provide the best service and to overcome any obstacles that could prevent or hinder delivery.</p> <p>I support the efficient use of resources to create the most value and to deliver the right impact.</p> <p>I keep up to date with changes in internal and external environments.</p> <p>I am a role model for the behaviours I expect to see in others and I act in the best interests of the public and the police service.</p>	<p>No</p>
<p>Resolute, Compassionate and Committed</p>	<p>We take ownership</p>	<p>Practitioner</p>	<p>I actively identify and respond to problems.</p> <p>I approach tasks with enthusiasm, focusing on public service excellence.</p> <p>I regularly seek feedback to understand the quality of my work and the impact of my behaviour.</p> <p>I recognise where I can help others and willingly take on additional tasks to support them, where appropriate.</p> <p>I give feedback to others that I make sure is understandable and constructive.</p> <p>I take responsibility for my own actions, I fulfil my promises and do what I say I will.</p> <p>I will admit if I have made a mistake and take action to rectify this.</p> <p>I demonstrate pride in representing the police service.</p> <p>I understand my own strengths and areas for development and take responsibility for my own learning to address gaps.</p>	<p>No</p>

## NOS

NOS Unit	Unit Name	Unit Description