

**ROLE
PROFILE****LEAD CHAPLAIN**

Devon & Cornwall Police

SECTION 1: PRINCIPAL RESPONSIBILITY

Principal Responsibility	<p>To support the Force Mission and Vision by facilitating, through inter-faith dialogue, the development of effective networks, both formal and informal, not only across the various communities of Devon and Cornwall but also and within the Force, so as to improve social cohesion, contribute to a reduction in crime and reduce demands on policing. In particular, to:</p> <ul style="list-style-type: none">• In support of the Police Chaplaincy UK (PCUK) definition and the associated ACPO guidance, provide pastoral support, as well as advice and guidance on spiritual, ethical or moral matters to individual police officers and police staff regardless of their religion/ belief or lack of one, whilst being conscious that the role is not evangelical, and should not proselytise.• Providing the force link with the Police Chaplaincy UK (PCUK).• Building and maintaining a range of networks both within the force and within the wider community that help to integrate the complementary work of the volunteer force chaplains and communities including the network of street pastors with that of the police in activities to reduce violent alcohol-related crime and general anti-social behaviour• Developing and maintaining a network of voluntary chaplains across Devon and Cornwall, encouraging the development of an effective response to faith related needs in line with the principles of equality and diversity whilst signposting resources available from other agencies• Co-ordinating the recruitment, training, deployment and support of voluntary chaplains including organising regular meetings with them to maintain effectiveness.• Co-ordinating the chaplaincy and community multi-cultural faith response to major and critical incidents as determined by the major and critical incident planning documents and in conjunction with emergency planning officers and staff and local faith structures.• Developing working relationships with senior staff and officers in all areas, staff support groups and staff associations to promote and enhance understanding of the increasing external pressures on the service - financial, societal and political – and which impact on the working lives and expectations of police officers and the communities they serve, seeking to understand and support them.• Actively supporting the equality and diversity team, providing training input as appropriate, including to new recruits/probationers.• Co-ordinating religious services at local, area & force level as appropriate.• Provide the services of an experienced listener, helping the individual to develop their own solutions to problems, complementing the welfare role of line management, Occupational Health and the EAP• Providing support to the Executive team by facilitating debates or offering advice on ethical and moral issues affecting the force and by acting as a critical friend where appropriate.• Assisting in the development and co-ordination of those policies that may potentially impact on the spiritual or temporal welfare of police officers and police staff.• Drafting an annual report on the activities of the chaplains, volunteers, neighbourhood chaplains and others working in the arena of pastoral and temporal care within the Force area.
---------------------------------	---

	The list of duties is not restrictive or exhaustive, and the postholder may be required to carry out duties from time to time that are either commensurate with and/or lower than the grade of the post in order to meet the needs of the police service.				
Role Type/Family	Police Staff	Grade	8	Vetting Clearance	BC
Medical Assessment	N/A				
Political Restrictions	None				
Role-Specific Training and CPD to be undertaken.	<ul style="list-style-type: none"> Initial induction training Annual in service training event for chaplains 				

SECTION 2: ESSENTIAL CAPABILITIES & EXPERIENCE (For selection purposes)

Formal Qualifications required	<ul style="list-style-type: none"> An ordained minister or cleric, member of a religious order or an appropriate lay person in good standing with their church, synagogue or mosque authority. Membership of the Police Chaplaincy UK (if not a member to seek membership within 3 months of appointment) 	
Essential experience and specialist skills and knowledge	<ul style="list-style-type: none"> A full and contemporary understanding of, and sensitivity to, the demands and stresses facing police officers and staff, the constraints they work under and the moral and ethical dilemmas they face, as well as the structure and culture of the service . Excellent communication and presentation skills, with particularly effective active listening skills Proven ability to remain calm in stressful situations. A demonstrable interest and commitment to work within a police environment. Good consultation and negotiation skills. Proven ability to integrate effectively with colleagues within force and with representatives of other agencies and faiths in an increasingly secular and pluralist world. 	
Essential Behavioural Competencies	<ul style="list-style-type: none"> Strategic perspective Negotiation and influencing Respect for race and diversity Team working 	<ul style="list-style-type: none"> Community and customer focus Effective communication Personal responsibility Resilience

SECTION 3: BEHAVIOURS

BEHAVIOURS

LEADERSHIP

Strategic perspective

Concentrates on issues that support the broad organisational strategy. Maintains a broad view, and understands and considers the interests and aims of other units or outside organisations.

Negotiation and influencing

Uses logic and reason to influence others. Persuades people by using powerful arguments. Identifies clear aims in negotiations and achieves satisfactory outcomes.

WORKING WITH OTHERS

Respect for race and diversity

Understands other people's views and takes them into account. Is tactful and diplomatic when dealing with people, treating them with dignity and respect at all times. Understands and is sensitive to social, cultural and racial differences

Team working

Sets up teams or working groups, and involves them in achieving goals. Develops good relationships and co-operation within the team, and removes barriers. Supports team members when necessary.

Community and customer focus

Maintains a broad understanding of social trends and identifies what effect they will have on the organisation. Creates processes that make sure stakeholders' and customers' views and needs are clearly identified and responded to. Puts in place strategies for media and community relations.

Effective communication

Explains complex issues, making them easy to understand. Makes sure that important messages are being communicated and understood throughout the organisation

ACHIEVING RESULTS

Personal responsibility

Readily accepts responsibility for self and others. Takes responsibility for managing situations and problems. Leads by example, showing a commitment and a determination to succeed. Continues to learn and develop.

Resilience

Shows confidence to perform own role without unnecessary support in normal circumstances. Acts in an appropriate way and controls emotions.