Policing Professional Profile

Evidence Gathering Team Officer

<table>
<thead>
<tr>
<th>Job Family:</th>
<th>Operational Support</th>
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<tbody>
<tr>
<td>Sub group:</td>
<td>Public Order</td>
</tr>
<tr>
<td>Level:</td>
<td>Service Deliverer / Practitioner</td>
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<tr>
<td>Code: (for College use only)</td>
<td>OPS-PO-SD-Evidence Gathering Team Officer v1.0</td>
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**Role Purpose**
*(This section summarises the key function of the role)*

Evidence Gathering Team (EGT) Officers are deployed to spontaneous or pre-planned public order/public safety events as a resource to enable an effective policing response and act, where needed, in a mutual aid capacity.

They will be trained and equipped in tactics as outlined within module F2 of the National Police Public Order Training Curriculum (NPPOTC).

**Key Accountabilities**
*(This section details the key responsibilities required of the role)*

- Attend pre event briefings to obtain clear understanding of the gold commander’s strategy, the silver commander’s tactical plan and their bronze commander’s deployment plan and to understand their role within it.
- Use the most appropriate system or technical settings to produce evidential quality video footage prior to, during and after a public order event.
- Use principles of crowd dynamics and crowd psychology to conduct ongoing assessment and evaluation of threat and risk to public, team and individual safety and to communicate emerging issues to the command team.
- Comply with all applicable national and regional guidelines and legislation to ensure the safe and legal policing of public order events and to produce evidence packages supported by relevant and suitable audit trails.
- Engage in and contribute to the public order debriefing process to ensure information is effectively transmitted and to contribute to organisational learning.

**Behaviours**
*(Outlines the behavioural requirements of the role)*

All roles are expected to know, understand and act within the ethics and values of the Police Service.

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

It is suggested that this role should be operating or working towards the following levels:
**Resolute, compassionate and committed**

<table>
<thead>
<tr>
<th></th>
<th>Level 1</th>
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<tbody>
<tr>
<td>We are emotionally aware</td>
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<tr>
<td>We take ownership</td>
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**Inclusive, enabling and visionary leadership**

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<th></th>
<th>Level 1</th>
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<tr>
<td>We are collaborative</td>
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<tr>
<td>We deliver, support and inspire</td>
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**Intelligent, creative and informed policing**

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<tr>
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<th>Level 1</th>
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<tr>
<td>We analyse critically</td>
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<tr>
<td>We are innovative and open-minded</td>
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**Education, Qualifications, Skills, and Experience**

*Outlines the skills and educational and qualification requirements to be able to fulfil the role*

**Prior education and experience:**

- Multi Stage Fitness Test (MSFT) standard for PSU officers, which is the endurance standard test at level 6:3.
- Trained to Module 2 – First aid skills police (emergency first aider at work) of the College of Policing First Aid learning programme
- Officer safety trained as per their individual force policy
- Level 2 Public Order trained to the standards described in the National Police Public Order Training Curriculum (NPPOTC) Module B2.
- Successfully completed an assessed nationally approved EGT training course; module F2 NPPOTC delivered at a licensed centre
- Be assessed as achieving operational competence within one year (within 365 days) of their course

**Skills:**

- Able to communicate clearly, adapting language, form and message to ensure understanding.
- Able to work effectively in a team to achieve shared objectives, demonstrating awareness of individual differences and providing support as required.
- Able to use resources efficiently in own role and to comply with financial rules and procedures.
- Able to identify potential opportunities to enhance efficiency and/or effectiveness within own area of work.
- Able to break down a straightforward problem into component parts and determine appropriate action.
- Able to interpret and apply guidance to a specific activity.
Able to review own performance objectively and to take steps to maintain and enhance competence and professional standards appropriate to the role.

Good team working skills demonstrating awareness of individual differences and providing support as required.

Continuing Professional Development (CPD)
(Outlines continuing professional development activities which will enable the individual to maintain and enhance competence in the role)

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Maintain evidence base for re-accreditation portfolio.
- Keep up to date with changing public order legislation and how this may affect you in your role.
- Ensure that case file management follows current guidance and best practice.
- Maintain knowledge of crowd dynamics and crowd psychology based on current guidance and best practice.

Professional Registration/Licences
(Outlines any ongoing registration or licensing requirements of the role)

- Must undertake a module B2 training package on an annual basis (within 365 days) to maintain status as an accredited and trained level 2 public order officer.

- To maintain operational competence an EGT officer must complete two deployments within a twelve month timeframe. In exceptional circumstances one of these deployments may be simulated at a public order training event or regional exercise. The event should be subject of a quality assurance process to assure continued evidential credibility and deemed as suitable for the Force or training centre responsible for the reaccreditation of the Evidence Gatherer. The use of a training event as a “deployment” should be the exception and only used when all other alternatives have been examined and only after consultation with the Force Evidence Gathering trainers and specific agreement of the Force or Regional Lead for Public Order.

Links to other profiles:
(Indicates links to NPoCC role profiles, or other professional profiles which should be read in conjunction with this professional profile, please note this may not be exhaustive)

NPoCC Mercury Profile – Evidence Gathering Team Officer 12 v2

NPPOTC Module G3 – Annex L Evidence Gathering Team (EGT) role profile