TRIAL DRAFT Policing Professional Profile

Mounted Unit Commander

<table>
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<th>Job Family:</th>
<th>Operational Support</th>
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<td>Sub group:</td>
<td>Public Order</td>
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<tr>
<td>Level:</td>
<td>Team Leader / Technical Lead</td>
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<tr>
<td>Code: (for College use only)</td>
<td>OPS-PO-TL-Mounted Unit Commander v1.0 Trial Draft June 2018</td>
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Role Purpose
(This section summarises the key function of the role)

Mounted Unit Commanders 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 C6 of the National Police Public Order Training Curriculum (NPPOTC).

A full mounted unit will comprise of a total of six riders and horses (other numerical combinations may be utilised dependant on the event).

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

- Possess a clear understanding of the gold commander’s strategy, the silver commander’s tactical plan and their bronze commander’s deployment plan and to understand the role of the mounted unit within it.
- Lead, deploy and control a mounted unit as directed by their geographical or functional bronze commander and coordinate with other Police Support Unit (PSU) commanders and/or specialist resources in support of wider strategic, tactical and deployment plans.
- Prepare for pre-planned deployments by undertaking reconnaissance to determine surface suitability for the mounted unit and to identify other geographical constraints on the unit’s activity.
- Brief the mounted unit on the public order operation and the specific tasks and objectives to be achieved, ensuring that they understand their roles, the roles of others and the parameters in which they can operate.
- Ensure that the mounted unit is sufficiently resourced, equipped, presented and able to carry out the tasks allocated and report any deficiencies to the respective bronze commander.
- Remain suitably located in order to maintain effective operational command of the mounted unit and area of responsibility and to remain available to those under their command and respective bronze commander.
- Provide bronze commanders with ‘fast time’ updates, including any variation in agreed tactics within their geographical/functional area of responsibility, to enable informed and proportionate decision making.
- Monitor unit members to ensure performance, health, safety and welfare are within operational constraints, especially after prolonged periods of confrontation, and to take appropriate action.
- Conduct ongoing assessment and evaluation of intelligence and information in relation to task and objectives and threat and risk to public, team and individual safety, and to communicate emerging issues to the command team and ensure that tactics and plans remain appropriate to the event.
- Ensure own and mounted unit compliance with all applicable national and regional guidelines and legislation to ensure the safe and legal policing of public order events.
- Engage in and contribute to the debriefing process, ensuring that the mounted unit are fully debriefed and provided post-operational support, 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:

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<tr>
<th>Resolute, compassionate and committed</th>
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<tr>
<td>We are emotionally aware</td>
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<tr>
<td>We take ownership</td>
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<table>
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<tr>
<th>Inclusive, enabling and visionary leadership</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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<tr>
<th>Intelligent, creative and informed policing</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:**
- To access mounted commander training the candidate should be a substantive Sergeant or above or identified constables (not necessarily qualified to sergeant rank)
who have the necessary personal qualities of decision making, leadership, professionalism, public service and working with others.

- 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.
- Officers must be trained to Police Standard Equitation Level (SEL).
- Level 2 public order trained to the standards described in module B2 of the NPPOTC.
- Complete an assessed nationally approved course for public order mounted commanders, module C6 NPPOTC.
- Be aware and capable of applying tactics contained within Module E2 NPPOTC – mounted tactics.

Skills:

- Able to set out logical arguments clearly, adapting language, form and message to meet the needs of different people / audiences.
- Able to manage the introduction of new business processes or ways of working at team level.
- Able to identify cause and effect and develop a course of action designed to target root causes and mitigate risks.
- Able to develop and motivate a team and create strong engagement of individuals with their personal and team objectives and with Force values, behaviours and strategic priorities.
- Able to identify exceptional situations that merit recognition and to take appropriate action.
- Able to identify situations that require disciplinary action and to respond appropriately.
- Able to review and assess individual and team performance against expected standards, providing objective and effective feedback and ensuring corrective actions are taken where necessary.
- Able to plan ahead; to allocate work appropriately within the team and to identify and mitigate risks to delivery.
- Able to identify key stakeholders, understand potential roles and to take appropriate steps to understand their needs and concerns.

Continuing Professional Development (CPD)

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

- Maintain an up to date understanding of College of Policing Guidance, best practice and any local policy applicable to the operational police context.
- Maintain and update key knowledge, understanding and skills relating to criminology, legislation, policy and practice across all functional policing areas of operational policing.
- Maintain knowledge and understanding of new approaches identified by evidence based policing research and problem solving, test and synthesise these into working practice, championing innovation and changes to practice.
- Maintain a working knowledge and understanding of new and evolving crime threats and priorities and current best practice to tackle these in order to enable a pro-active and preventative approach.
- Complete all annual and mandatory training including for example, fitness tests, personal safety training, first aid, and protecting information.
- Comply with mandated annual refresher training requirements including but not limited to; First Aid and Officer Safety.
- Keep up to date with changing public order legislation and how this may affect you in your role.
- Maintain knowledge of crowd dynamics and crowd psychology based on current guidance and best practice.
- Keep up to date with public order trends and learning as promulgated through the public order national learning and development group and other forums such as the public order communities on POLKA.

**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.
- Perform the role of a mounted commander at a public safety or public order event where there was a potential for disorder at least once per annum (within 365 days)

**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 – Mounted Officer – Public Order 53 v1

NPPOTC Module G3 – Annex I Mounted unit commander role profile