Overview of the role

Protecting people and upholding law and order through the detection, prevention and investigation of crime.

Standard in development

L6: Police constable (integrated degree)

Title of occupation

Police constable (integrated degree)

UOS reference number

ST0304

Level of occupation

Level 6

Occupational maps data

Route: Protective services
Pathway: Protective Services
Cluster: Protective Service Professional

Typical duration of apprenticeship

36 months

Degree apprenticeship

Degree qualification

Does professional recognition exist for the occupation?

Yes

Occupation summary

Police Constables (PCs) are found in the Home Office police forces of England and Wales and also in some non-Home Office police forces. They predominantly work in, though are not restricted to, the communities within each of their designated force geographical boundaries, to use their authority for the protection of life and property, maintenance or order, prevention of crime and prosecution of offenders. PCs have a unique status, as Crown Servants and/or warranted officers; each sworn constable is an independent legal official with each officer having personal responsibility for their actions or inactions. Police forces of England and Wales differ in regional size, organisational headcount and the population that they each serve.

The broad purpose of the occupation is to prevent and detect crime in compliance with authorised professional practice (APP), working in partnership on a day-to-day basis with local communities, stakeholders, and colleagues in order to promote law and order, reduce the fear of crime, provide reassurance and build confidence to improve the quality of life for citizens. In undertaking their role whilst traditionally working shifts predominantly in the public arena, Police Constables are required to meet and maintain the highest of professional standards by conducting all actions in a legal, balanced, proportionate and justifiable manner to uphold the law and achieve the best outcomes for society when necessary, by bringing offenders to justice across a wide range of situations or incidents.

In their daily work a PC may interact with colleagues at all levels of seniority within their organisation. Outside of their organisation they will liaise and work with external stakeholders at all levels, within networks and institutions, ranging from those in other police and judicial and social organisations, such as social services, NHS, crown prosecution service, as well as other community-based groups or organisations such as schools, victim and welfare support groups and members of the public, both collectively and individually.

A PC in undertaking their duties either independently or within a small team, will need to maintain an operational level of fitness, use emotional intelligence and appropriate communication skills, use proportionate levels of force, behave in a consistent and ethical manner whilst having the ability to analyse and resolve rapidly evolving events. PCs exercise wide-ranging powers to maintain the peace and uphold the law across complex and diverse communities. They will provide an initial autonomous response to incidents, which can be complex, confrontational, and life-threatening, to bring about the best possible outcomes. They must justify and personally account for their actions through differing legal frameworks including courts, while also under the scrutiny of the public.

Competent PCs gather information and intelligence in order to conduct risk and threat analyses across wide-ranging, multi-faceted situations, investigating incidents and crimes, managing searches, crime scenes and all types of evidence, and handling suspects whilst working safely and lawfully, intelligently applying a wide range and depth of general and specialist skills, knowledge and behaviours to many different and increasingly complex policing contexts to confidently deal with modern day policing issues, including the provision of leadership to the public, protecting and supporting victims, witnesses and the vulnerable, dealing with cybercrime, people trafficking etc.

Increasingly PCs are individually responsible for determining, applying, and evaluating practice based on the best available evidence, known as evidence-based policing which will at times involve developing localised strategic partnerships to problem-solve, engage with, reassure and support organisations, groups and individuals across diverse communities.

Whilst not traditionally being responsible for departmental budgets they need an awareness of resource and demand issues that may be present within policing, as well as looking to use sustainable practices (including IT based ones) to protect themselves, others and their environment.

Typical job titles

Intelligence officer, Local policing/community officer, Response officer, Roads policing officer, Volume and priority investigator.

Are there any statutory/regulatory or other typical entry requirements?

Yes

Entry requirements

These will vary from force to force. Typically, a PC will be 18 or older, and is likely to have achieved a Level 3 qualification (or equivalent) and Level 2 in English and Mathematics (or equivalents) prior to entry.

Formal guidance on entry requirements for the Police Constable can be found in the following document: Annex BA - Policing Qualifications and Experience" ("Annex BA"). The amendments come into force on 1 April 2024: Annex BA (amendments): policing qualifications and experience - GOV.UK (www.gov.uk)

Occupation duties

DUTY	KSBS
Duty 1 Operate in accordance with the law, authorised professional practice and the Code of ethics in line with legal and professional practice requirements.	K1 K2 K3 K4 K5 K6 K7 K8 K9 K10 K11 K12 K13 K14 K15 K16 K17 K18 K20 K21 K22 K23 S1 S2 S3 S4 S5 S6 S7 S8 S9 S10 S11 S12 S13 S14 S15 S16 S17 S18 S19 S20 B1 B2 B3 B4 B5
Duty 2 Follow appropriate processes for the management of information and intelligence.	K1 K2 K3 K4 K6 K7 K8 K9 K10 K11 K16 K17 K18 K22 K23 S1 S2 S3 S8 S15 S16 S17 S18 B1 B2 B3 B4 B5
Duty 3 Provide an initial response to policing incidents in line with legal	K1 K3 K4 K5 K6 K13 K17 K22 K23 S1 S2 S5 S7 S8 S9 S10 S14 S19 B1 B2 B3 B4 B5

DUTY	KSBS
and professional practice requirements.	
Duty 4 Manage conflict in a professional policing context.	K1 K3 K4 K5 K6 K13 K17 K22 K23 S1 S5 S6 S7 B1 B2 B3 B4 B5
Duty 5 Provide support to vulnerable people, victims and witnesses.	K1 K2 K3 K4 K5 K6 K8 K12 K13 K14 K15 K16 K17 K22 S1 S3 S5 S9 S12 S13 S17 S20 B1 B2 B3 B4 B5
Duty 6 Use police powers to deal with suspects.	K1 K3 K4 K5 K6 K8 K10 K13 K17 K21 S1 S5 S8 S11 S14 S20 B1 B2 B3 B4 B5
Duty 7 Conduct safe, lawful and effective police searches of premises, vehicles and outside spaces.	K1 K3 K4 K10 K17 S1 S6 S20 B1 B2 B3 B4 B5
Duty 8 Conduct police searches of individuals in line with legal and organisational requirements.	K1 K3 K4 K10 K13 K17 S1 S6 S20 B1 B2 B3 B4 B5
Duty 9 Conduct priority and volume investigations.	K1 K2 K3 K4 K7 K8 K11 K13 K16 K17 K18 S1 S3 S4 S8 S10 S11 S12 B1 B2 B3 B4 B5
Duty 10 Interview victims, witnesses and suspects.	K1 K3 K4 K6 K7 K8 K13 K16 K17 S1 S12 S20 B1 B2 B3 B4 B5
Duty 11 Provide an effective initial response to a critical incident.	K1 K3 K4 K5 K6 K13 K15 K17 K22 K23 S1 S2 S5 S7 S8 S9 S10 S14 B1 B2 B3 B4 B5
Duty 12 Communicate and proactively engage with communities.	K1 K2 K3 K4 K5 K13 K14 K15 K16 K17 K19 K21 K22 K23 S1 S2 S3 S17 S20 B1 B2 B3 B4 B5

DUTY	KSBS
Duty 13 Analyse and evaluate information and intelligence to inform policing activities.	K1 K2 K3 K4 K6 K7 K9 K11 K16 K17 K18 K19 K20 K21 K22 S1 S2 S3 S4 S7 S8 S10 S13 S14 S15 S16 S17 S18 S19 S20 B1 B2 B3 B4 B5
Duty 14 Conduct more complex investigations.	K1 K3 K4 K7 K11 K13 K16 K17 K18 S1 S3 S4 S10 B1 B2 B3 B4 B5

KSBs

Knowledge

K1: Ethics and values of professional policing, including duty of care, service delivery, employment practice, efficiency, effectiveness and value for money, code of ethics, professional standards, and equality, diversity, inclusion and human rights.

K2: The role of the police constable, key cross-cutting and inter-dependent areas of policing, including roles and responsibilities of multi-agency organisations and the different partners police collaborate with locally and nationally.

K3: Legal and professional requirements of authorised professional practice (APP), to inform policing practice, including specialist interrelated contemporary theories, ideas, and methods to prevent and detect crime in an operational policing context.

K4: How to respond to incidents, preserve scenes and secure evidence.

K5: Requirements for managing and resolving conflict safely and lawfully.

K6: Recognise the fundamental responsibility, specialist interrelated contemporary theories, ideas and methods to deal with suspects and offenders, including arresting, detaining, and reporting individuals.

K7: How to conduct priority and volume investigations.

K8: The importance of aligning to and acting upon the principles of ethical interviewing of victims, witnesses, and suspects in the criminal justice system.

K9: How to systematically gather, submit, store and share information and intelligence to further policing-related outcomes.

K10: The importance of aligning to and acting upon the principles of conducting ethical searches of individuals, vehicles, premises, outside and virtual spaces.

K11: The concepts and practice relating to digital policing, cyber enabled crime, and how to optimise the use of available technology and specialist support including digital forensic investigation to maximise the recovery of digital evidence.

K12: The importance of managing health and safety risks for self and others, including ongoing wellbeing and resilience relating to psychological stress and trauma, and how and where to access organisational and professional support.

K13: How to engage independent thinking to interpret and apply all appropriate law, including the use of discretion, where appropriate as it relates to any encountered policing situation, incident, or context.

K14: Social behaviour and society, including their origins, development, organisation, networks, and institutions as related to policing across diverse and increasingly complex communities.

K15: Specialist interrelated contemporary theories, ideas, and methods to support individuals in policing situations including victims, witnesses and the vulnerable.
K16: Established principles and strategies for evidenced based policing and problem-solving to inform decision-making and actions across policing.
K17: Recognise the fundamental responsibility of how legislation, policy, and procedure both local and national relating to response, community, investigation, intelligence and roads policing informs policing practice.
K18: Research methodologies to ensure a systematic evidence-based approach to preventative policing, including how to identify the appropriate research design, critically analyse, interpret, implement, share and evaluate findings to create positive policing outcomes.
K19: Concepts of how policing contributes to environmental, economic and social sustainability goals at individual, force, national and international level.
K20: The use of reflective practice theories to inform policing and the professional development of an individual.
K21: The current political, economic, social, technological, environmental, legal and ethical discussions impacting the day-to-day policing situations police constables face.
K22: Communication techniques to give and receive information, adapting style to audience, using influencing techniques and appropriate terminology, and overcoming barriers to communication including internally, with other police forces, externally via social media, collaborative organisations, the public, and vulnerable people.
K23: Theories and concepts of leadership across policing, including the limits of their authority and the actions they can take in line with organisational policy, including escalation procedures.

Skills

S1: Apply authorised professional practice (APP) within day-to-day policing contexts in line with local policing policies.
S2: Identify, organise, engage, and clearly communicate information with a range of stakeholders to manage planned and dynamic situations, which influence and lead others in a policing context.
S3: Gather, handle, store, disclose and analyse information and intelligence from relevant sources, in line with organisational policies and procedures to support law enforcement and to maximise policing effectiveness.
S4: Apply an open investigative mind-set whilst cognisant of the code of ethics and national decision-making model.
S5: Manage dynamic conflict situations through leadership, taking personal accountability for the use of proportionate and justifiable responses and actions.
S6: Manage ethical searches for evidence and information in differing environments, including searching of people, vehicles and open spaces.
S7: Provide an initial, autonomous and risk assessed response to incidents, including complex and confrontational, to bring about the best possible outcomes.
S8: Provide an initial, autonomous response to crime scenes, that require the management and preservation of evidence and exhibits.
S9: Provide leadership at policing incidents and situations providing empathetic support to protect the public including the most vulnerable.
S10: Manage and conduct priority and volume investigations by identifying, evaluating and acting upon appropriate lines of enquiry including digital evidence, to enable the presenting of permissible evidence to authorities where required.

S11: Use police powers to deal with suspects including arrest, report and alternative disposal options.

S12: Interview victims, witnesses and suspects, inclusive of vulnerable persons in accordance with investigative standards contained within Authorised Professional Practice and use of the PEACE model.

S13: Assess risk and threats demonstrating critical thinking using the national decision-making model, in order to select and apply specialist techniques to support individuals in need of public protection.

S14: Use discretion when applying powers across policing situations ensuring these are proportionate, legal, accountable and necessary.

S15: Engage in self-reflection to improve own professional practice in future operational activities.

S16: Apply reflection strategies to existing policy and practice recommending innovative approaches to policing.

S17: Engage with individuals and collaborate with organisations in the community to achieve positive outcomes for public reassurance, safety and well-being.

S18: Critically apply problem-solving techniques to prevention interventions to inform decision-making and actions in policing environments.

S19: Apply local organisational sustainable practices.

S20: Embed organisational led good practice requirements for equality, diversity and inclusivity in decision making in policing situations.

Behaviours

B1: Be accountable and take ownership for own role and responsibilities inclusive of own development and professional workload, whilst being effective and willing to take appropriate, justifiable risks.

B2: Maintain the highest standards of professionalism and trustworthiness, making sure that values, moral codes and ethical standards are consistently upheld, including challenging others where appropriate.

B3: Recognise and apply techniques to manage emotions in stressful situations, understanding motivations and underlying reasons for own behaviour and that of others, including showing empathy to colleagues, the public and other service users.

B4: Be professionally inquisitive and open minded to critically exploring evidence-based research and practice in order to identify creative problem-solving methods.

B5: Role model the police service's values in day-to-day activities, providing inspiration, trust, confidence and clarity to colleagues and stakeholders.

Qualifications

English and Maths

Apprentices without level 2 English and maths will need to achieve this level prior to taking the End-Point Assessment. For those with an education, health and care plan or a legacy statement, the apprenticeship's English and maths minimum requirement is Entry Level 3. A British Sign Language (BSL) qualification is an alternative to the English qualification for those whose primary language is BSL.

Does the apprenticeship need to include any mandated qualifications in addition to the above-mentioned English and maths qualifications?

Yes

Other mandatory qualifications

BA (Hons) degree in Professional Policing Practice

Level: 6 (integrated degree)

BSc degree in Professional Policing Practice

Level: 6 (integrated degree)

Professional recognition

This standard aligns with the following professional recognition:

- College of Policing for Police Constable

Progression Routes

ST0512 Serious and complex crime investigator (integrated degree) L6
ST0516 Intelligence analyst 1.2 L4
ST0480 Senior leader 1.2 L7
ST0272 Chartered manager (degree) L6
Promotion from Sergeant to Chief Inspector - L6

Promotion from Superintendent to Chief Constable - L7

Dog Handler - Level 4

Roads Policing Officer - Level 6

Digital and Cyber Investigation Officer - Level 5/6

Firearms Officer - Level 4

Involved employers

Avon & Somerset Constabulary, British Transport Police, Cheshire Constabulary, City of London Police, Cleveland Police, Cumbria Constabulary, Derbyshire Constabulary, Devon and Cornwall Police, Dorset Police, Durham Constabulary, Essex Police, Gloucestershire Constabulary, Greater Manchester Police, Gwent Police (Wales), Hertfordshire Constabulary, Hampshire Constabulary, Kent Police, Lancashire Constabulary, Leicestershire Police, Lincolnshire Police, Merseyside Police, Metropolitan Police Service, Norfolk Constabulary, North Wales Police (Wales), Northamptonshire Police, Northumbria Police, Nottinghamshire Police, South Wales Police (Wales), South Yorkshire Police, Staffordshire Police, Suffolk Constabulary, Surrey Police, Sussex Police, Thames Valley Police, Warwickshire Police, West Mercia Police, West Midlands Police, West Yorkshire Police, Wiltshire Police.