

We collaborate – CVF competency

Collaboration is one of the six competencies in the competency and values framework (CVF).

3 mins read

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What collaboration means

We can only deliver effective policing by working with others – not just with the colleagues we see daily, but across our whole force, with other organisations and with the public.

We take time to know our stakeholders and build sustainable and strong partnerships with them so we can make the most appropriate contribution to shared objectives. Often, our job means we need to establish effective ways of working with new people beyond our usual teams, including sometimes at great speed and under pressure.

We aim to work effectively with colleagues, communities and external partners by sharing our skills, knowledge and insights to achieve the best results and reduce 'silo working'. Our engagement seeks to not only deliver joint solutions but to also share appropriate information and develop new ways of providing services together. In all our dealings with our partners, we make sure that they feel valued.

Why collaboration is important

Demands on the police come from diverse sources and are not defined by organisational and geographical boundaries. We work together regardless of differing cultures, backgrounds, priorities and needs. We do this proactively to establish the networks needed to tackle the complex demands and operational needs we face, and to make us more effective in urgent situations.

This means that we need to influence and negotiate to achieve positive outcomes for everyone. Working collaboratively allows us to harness strengths and resources for the good of all – but this requires us to build relationships and break down barriers.

It is critical for us to build and retain trust and confidence with communities and partners. A key part of achieving this is through the way in which we work with others.

Level 1 – Collaboration

- I learn about stakeholders in other teams, organisations, and the community so I can work with them effectively.
- I work to get to know others and build rapport so that we can achieve shared goals.
- I work flexibly with people across different levels, teams and backgrounds.
- I work cooperatively with others to get things done, willingly giving help and support to colleagues.
- I actively seek to engage with and learn from a diverse group to improve the work I do.

Level 2 – Collaboration

- I create a work environment that combines diverse styles, backgrounds and experiences to get better results.
- I build strong relationships across a broad range of stakeholders, including colleagues, partners and communities, and use these connections to accomplish goals.
- I work with partners to decide clear roles appropriate to each partner's remit.
- I include others in my thinking and understand their priorities to make collaboration more effective.
- I help create joined-up solutions across organisational and geographical boundaries, partner organisations and the people we serve.
- I manage long-term partnerships sharing information and building trust to find the best solutions.

Level 3 – Collaboration

- I build strong partnerships by finding common ground with others, acknowledging their different priorities and negotiating effectively with them.
- I am politically astute and understand how national policy and politics affects our partners. This allows me to work effectively within decision-making structures.
- I use my knowledge of our partners' and stakeholders' interests and concerns to anticipate conflict before it happens.
- I support stakeholder relationships to enable things to get done by the most appropriate partners.
- I create a culture and environment in which partnership working flourishes and creates tangible benefits for all.

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