

Updated competency and values framework (CVF) introduced

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Updated CVF available for forces to use for recruitment, assessment and development

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The competency and values framework (CVF) is a key document for everyone working in policing. It provides clear expectations so that staff can be effective in their roles and uphold the Code of Ethics for policing.

The CVF helps to embed the Code of Ethics into recruitment and assessment processes and ensures that the principles underlying it are considered. The CVF was developed by the College, in consultation with officer and staff associations.

Setting standards for behaviour in policing

The CVF was introduced in 2016. It was designed to be reviewed and refreshed on a regular basis to keep pace with changes in the policing landscape and to ensure it remains a contemporary representation of the expectations of people in policing. The 2024 version of the CVF has been updated to include the principles underpinning [the new Code of Ethics](#).

The behaviours, competencies and values expected of us in our roles are the foundations of policing. They underpin the work done by staff in policing and the critical decisions that are made. These behaviours, values and competencies are described in the CVF. The aim of the CVF is to embed a culture of professionalism and professional development for all staff.

Officers and staff should be equipped with the skills and critical thinking to make the right decisions at the right time, and to work effectively and collaboratively with other police forces and multi-agency partners.

Research and reviews of policing over the last decade have consistently highlighted the importance of ethical and values-driven behaviour in police officers and staff. The design of the CVF makes applying the Code of Ethics a reality.

Ethical policing

The integrity and conduct of everyone in policing matters, regardless of rank or role. Together, the Code of Ethics and updated CVF give guidance and support for ethical and effective practice at every level. Where people don't meet these expectations they will be assessed against the standards that are set out in the conduct regulations (police officers) or their terms of employment (police staff).

The CVF (2024) replaces the previous version. Forces will adopt the updated CVF gradually and have until 1 May 2025 to transition to the updated version.

[Go to the updated CVF](#)

Tags

CVF