

Competency and values framework (CVF)

Describing the behaviours required for recruitment, assessment and development in policing.

First published 8 May 2024

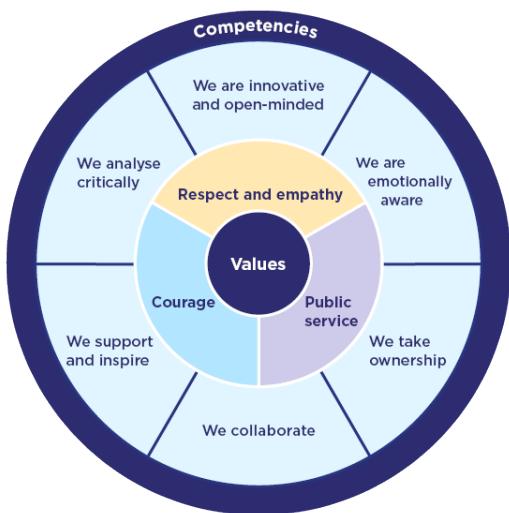
The competency and values framework (CVF) provides clear expectations for everyone working in policing. It describes the behaviours required by you, as a police officer or member of staff, to be effective in your role and uphold the **Code of Ethics**. It plays a significant role in the recruitment, assessment, and development of officers and staff at every level.

The CVF (2024)

The CVF is made up of:

- three values
- six competencies

The CVF provides a summary of these values and competencies, starting with a description that includes an explanation of why it is important. This provides the context needed to have a full and complete understanding of expectations in the workplace.



Each competency and value includes a list of example behaviours. These are examples and are not intended as a comprehensive list of all behaviours under the competency or value. There will be

many more ways of demonstrating the behaviour that falls within the competency or value area, as defined by the description.

How to use the CVF in assessment, recruitment and selection for individuals and forces

The CVF can be used in performance assessment – for example, as part of a professional development review (PDR) process or when selecting applicants for a role. The behaviours in the CVF should not be used in isolation or as a checklist. This is because the behaviours are just examples, and in any role there will be many other ways in which an individual might demonstrate the competencies and values.

When conducting an assessment of competency behaviours, it is important that the assessment takes account of:

- individual circumstances
- the specific requirements of a role
- competency description (not just the behavioural examples)

The CVF and differing abilities, including neurodiversity

The CVF sets out the behaviours expected of people working in policing. They are behaviours associated with effective performance in policing roles. However, all people have different strengths and preferences, in terms of skills, abilities and personal attributes. The CVF should be used in ways that allow for differing abilities. This includes those that stem from disabilities or neurodiversity.

When setting standards for assessment, consider the importance of each competency and value for the particular role. Assessments should be designed accordingly. When assessing all competencies and values, allow for candidates to demonstrate strengths in different areas. Reasonable adjustments should always be made for people who have disabilities that have an impact on their ability to demonstrate the competencies. This is in line with equality legislation.

The CVF – Values

Values are beliefs which are important to us as individuals, and which motivate particular behaviours and actions. Policing is a deeply ethical profession.

The three values in the CVF are derived from the **ethical policing principles** and support everything we do:

- **Courage**
- **Respect and empathy**
- **Public service**

These principles are mainly reflected in the values, but some aspects are incorporated in the competencies where appropriate.

The CVF – Competencies

Competencies are skills, abilities and practical behaviours that contribute to effective job performance.

There are six competencies in the CVF:

- **We are emotionally aware**
- **We take ownership**
- **We collaborate**
- **We support and inspire**
- **We analyse critically**
- **We are innovative and open-minded**

Each competency has three levels, which can be used flexibly to allow for a better fit with frontline and non-frontline policing roles, and at different levels of seniority. The values are not split into levels as everyone in policing is expected to display the same values regardless of their role or seniority.

- Level 1: Practitioner
- Level 2: Supervisor/middle manager
- Level 3: Senior manager/executive

The levels are cumulative. This means that those working at higher levels should have built on their behaviours from the preceding levels.

The CVF is aligned to the national [policing professional profiles](#) (PPP) for common officer and staff roles in policing. The profiles describe the purpose, key accountabilities, behaviours, skills, education and experience for each role, as well as the competency levels.

Download the CVF

- [Competency and values framework \(CVF\) \(pdf\) 276.51 KB](#)

Related resources

Guidance is available on how to use the CVF in recruitment, assessment and development processes in the police service.

- [Competency and values framework guidance \(pdf\) 279.87 KB](#)

Cyfieithiad Cymraeg (Welsh translation)

- [Fframwaith-cymhwysedd-a-gwerthoedd-ar-gyfer-plismona \(pdf\) 264.01 KB](#)
- [Canllawiaur-fframwaith-cymhwysedd-a-gwerthoedd \(pdf\) 260.83 KB](#)

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