

# Hertfordshire Constabulary Online Application & SIFT Insight Presentation



# The National SIFT

The National SIFT consists of two exercises:

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## **The Situational Judgement Test**

This exercise includes 15 scenarios for which there are 4 potential responses, you will be asked to rate responses in terms of effectiveness.

🔗 **This exercise focuses solely on the Competencies in the Competencies & Values Framework.**

## **The Behavioural Style Questionnaire**

This exercise includes 80 statements, you will be asked to what degree you 'agree' or 'disagree' with each statement.

🔗 **This exercise focuses on both competencies *and* values in the Competencies in the Competencies & Values Framework.**

Each of these exercises will be covered in turn within this presentation, but before we go into more detail on each one, we will cover the Competencies & Values Framework (CVF). The CVF will help you understand the competencies and values that are being tested, and why they are important for police constables.

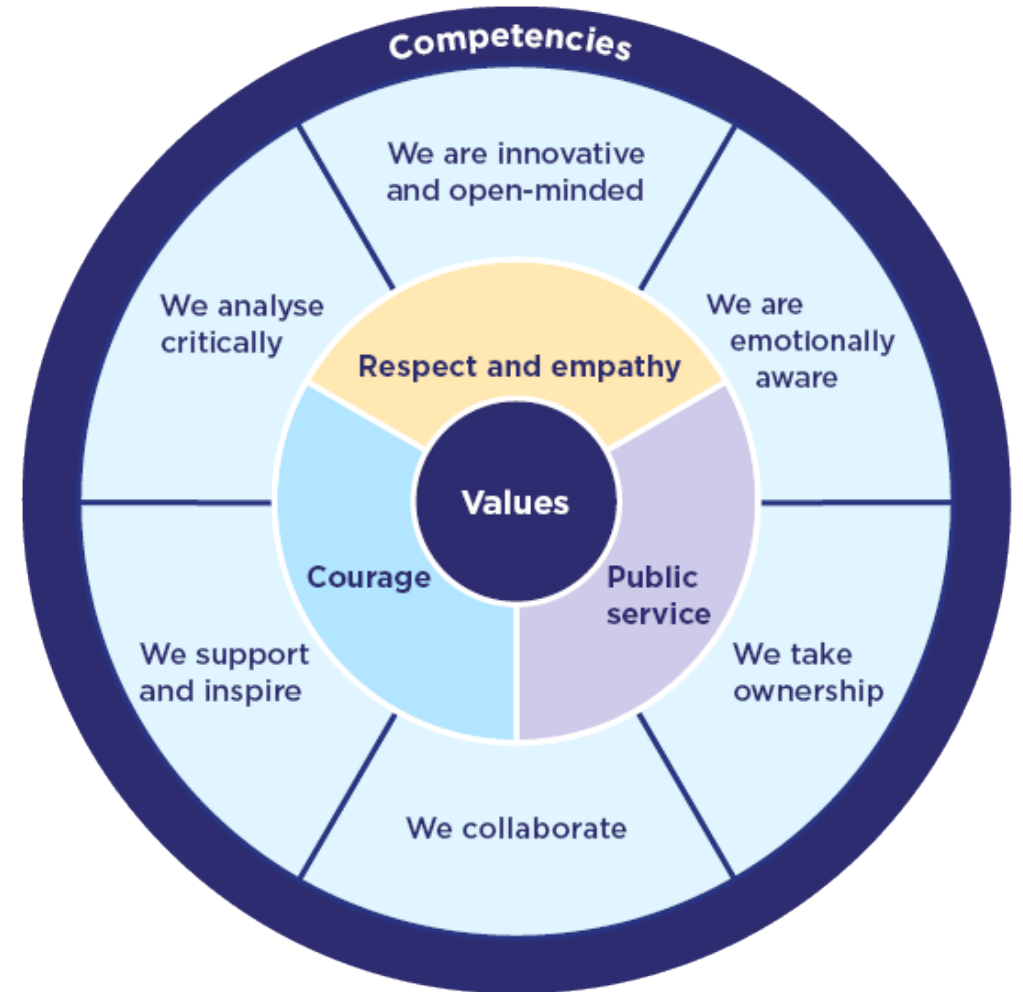
# The Competency and Values Framework (CVF)

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The CVF was introduced as a means to embed the Code of Ethics into the police recruitment process. It sets out the behaviours expected of everyone working in policing and understanding them is key to successfully completing your application form.

The CVF consists of three Core Values (code of ethics) which are important to the role of constable and to you as an individual; they should guide and motivate your behaviour and actions.

There are also six Competencies, which are behaviours, knowledge, skills, and abilities related to being effective in the role of constable.

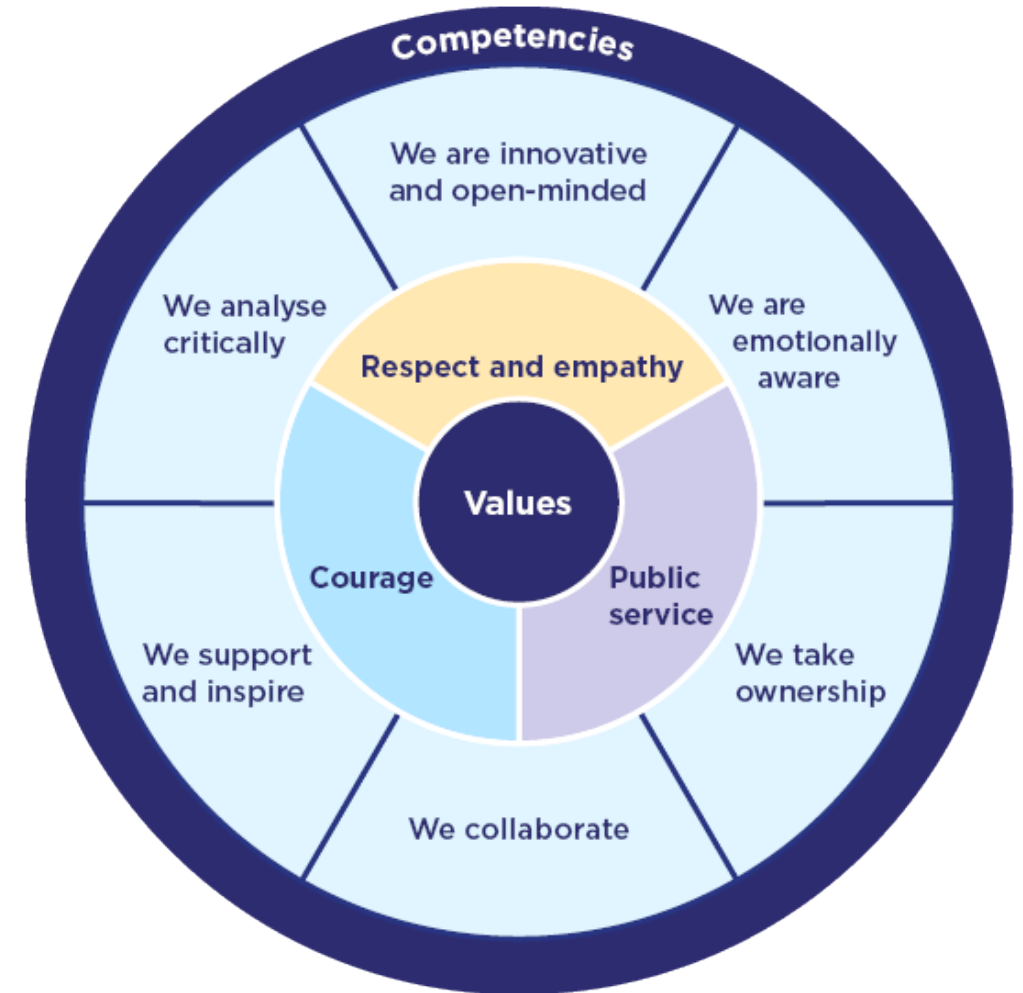


The three Core Values are important to the role of constable and to you as an individual; they should guide and motivate your behaviour and actions.

The three Core Values are:

- **Respect and empathy** - encouraging, listening to and understanding the views of others, and seeking to recognise and respond to the physical, mental and emotional challenges that we and other people may face.
- **Public Service** – working in the public interest, fostering public trust and confidence, and taking pride in providing an excellent service to the public.
- **Courage** – making, communicating and being accountable for decisions, and standing against anything that could bring our profession into disrepute.

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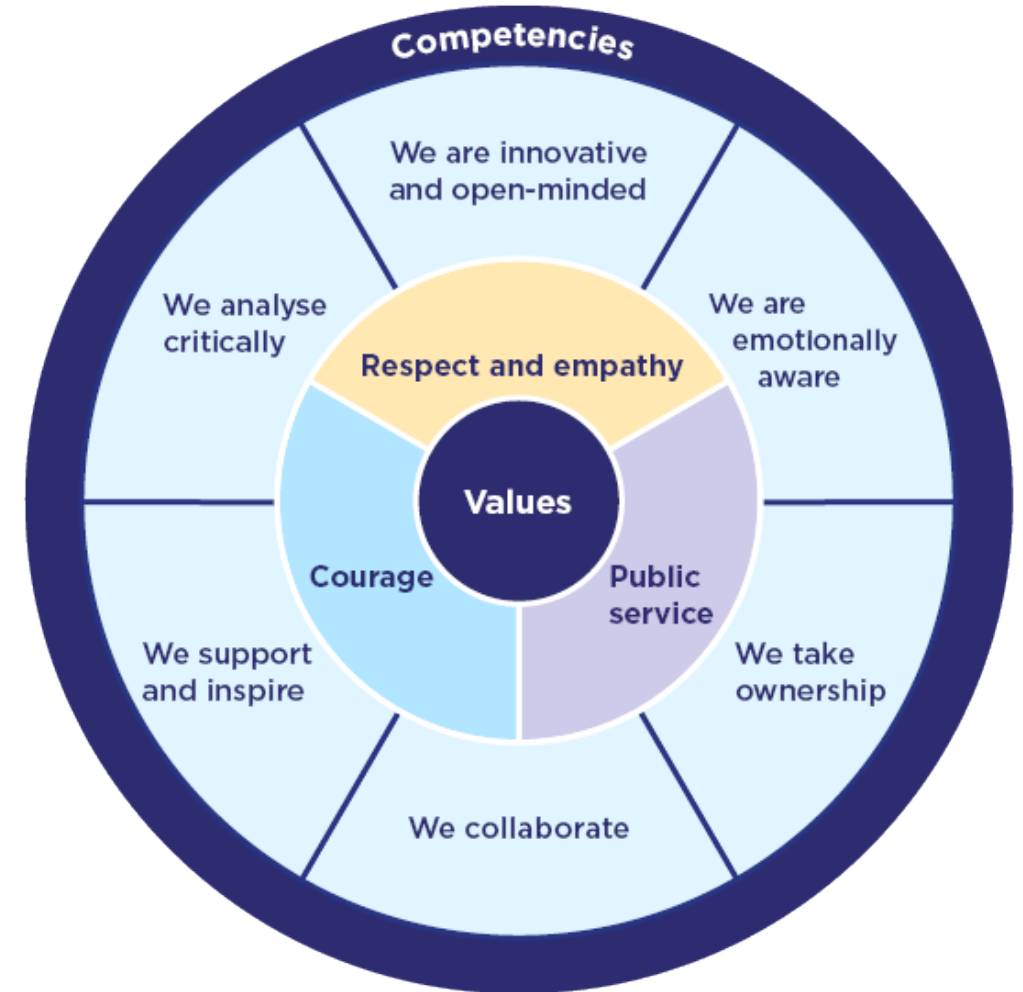


The six Competencies are the behaviours, knowledge, skills and abilities expected of an effective constable.

The six Competencies are:

- **We are emotionally aware** – of ourselves and others
- **We take ownership** – of incidents, workloads and mistakes
- **We are collaborative** – with our communities and our teams
- **We deliver, support and inspire** – as a role model to the public and our colleagues
- **We analyse critically** – our own actions, people, and risks
- **We are innovative and open-minded** – share ideas and adapt to change

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# The Situational Judgement Test (SJT)

## 1

SJT measures your ability to choose appropriate actions in situations like those you could face as a police constable.

The SJT measures your judgement and ability to make effective decisions against the CVF.

The SJT questions are based solely upon the competencies in the CVF; there are 15 questions in total.

This exercise is untimed but should take approximately 30 minutes to complete.

You will be asked to respond to a selection of potential responses on a scale of 'counterproductive' to 'very effective'.

## SJT: Example

- This is **not** a real question, but illustrates the style and format

### Question X

You are writing up a statement in the office when you overhear two colleagues using derogatory language and jokes in relation to a transgender member of the public. Other colleagues are in the room but not participating.

<i>Stay out of the conversation – you're not involved and it's important for officers to 'let off steam' when back in the station.</i>	<i>Speak up and challenge the comments, saying they are inappropriate and offensive. Suggest to your line manager that training may be needed.</i>	<i>Speak to the two colleagues in private and say you thought the comments were out of line.</i>	<i>Tell your line manager about the comments and that they made you uncomfortable.</i>
Counterproductive	Counterproductive	Counterproductive	Counterproductive
Ineffective	Ineffective	Ineffective	Ineffective
Slightly effective	Slightly effective	Slightly effective	Slightly effective
Effective	Effective	Effective	Effective
Very effective	Very effective	Very effective	Very effective

# The Behavioural Style Questionnaire (BSQ)

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BSQ assesses your behavioural style in response to statements relevant to the role of a police constable.

The BSQ measures your ethics and values against the CVF.

The BSQ statements are based upon the competencies *and* values in the CVF; there are 80 statements in total.

This exercise is untimed but should take approximately 20 minutes to complete.

You will be asked to respond to the 80 statements by selecting on a scale of 'strongly agree' to 'strongly disagree'.

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statements

to 'strongly

## BSQ: Example

- This is **not** a real question, but illustrates the style and format

### Question X

I am always willing to consider other people's points of view.



If you need any further information about the national SIFT process, contact our recruitment department at: [specialsrecruitment@herts.police.uk](mailto:specialsrecruitment@herts.police.uk)

The College of Policing website also provide information<sup>1</sup> on the national SIFT process and some basic candidate guidance, which can be found here:

<https://www.college.police.uk/career-learning/joining-police/online-assessment-process>

If you need reasonable adjustments, or would like to know what support we can provide throughout your recruitment journey please contact us directly on [positiveaction@herts.police.uk](mailto:positiveaction@herts.police.uk)



**WE ARE RECRUITING**  
INDIVIDUALS WITH  
**PASSION AND DRIVE**

IT'S YOUR OPPORTUNITY  
FOR A GREAT CAREER

**Prevention First**

HERTFORDSHIRE  
CONSTABULARY

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