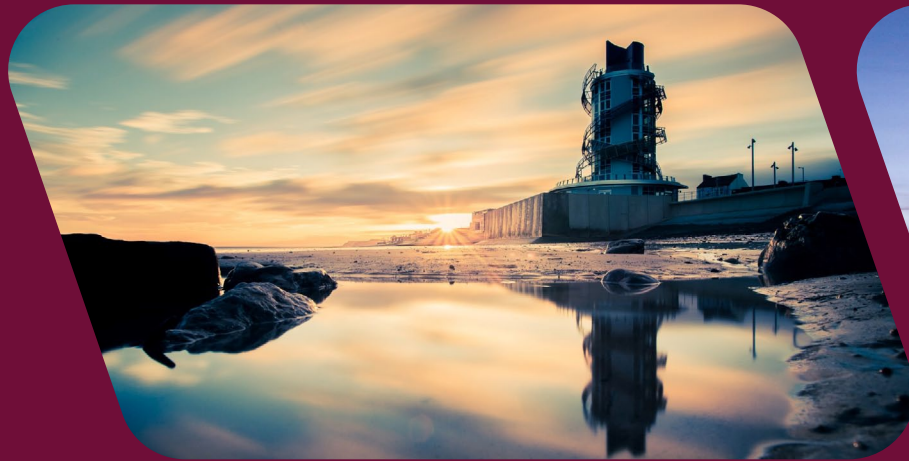




# CLEVELAND POLICE CHIEF CONSTABLE

CANDIDATE INFORMATION PACK





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Thank you for expressing an interest in becoming Chief Constable at Cleveland Police. This pack contains information to help you gain a greater understanding of the Force, the Cleveland area, what we are looking for in a Chief Constable and the application process.

This information has been drawn together by the Office of the Police and Crime Commissioner, who will be facilitating the application and selection process. It is designed to inform you further about the qualities, skills and experience we are looking for to propel Cleveland Police from good to outstanding.

## MESSAGE FROM PCC

Dear Candidate

Thank you for your interest in applying for the role of Chief Constable. Cleveland is a truly great place to live and work. As PCC I am passionate about making a difference for the people of Cleveland and I'm looking for a Chief Constable who shares this ambition and can join me in working together to make Cleveland a safer place.

As Chief Constable you will work closely in partnership with me - my expectations are high for a relationship which is challenging and robust as well as supportive and facilitative. We will share a common purpose - centred on my Police & Crime Plan, building on the manifesto that I was recently re-elected by the people of Cleveland to deliver.

Your skills as an ambassador and effective communicator will be matched by your openness to challenge and drive change, positioning you strongly to lead an organisation which will continue to listen to its communities and to its personnel - keeping its communities safe and strong and becoming an employer of choice for all who may wish to flourish in a policing career.

I am looking for a Chief Constable who can continue to implement a series of positive changes. We have embarked upon a journey of cultural change through Everyone Matters, recognising and celebrating the value of equality, diversity and human rights.

Our people are our greatest asset. Cleveland Police has undertaken a number of pieces of work in recent years to improve conditions for officers and staff. These include



restructuring shift patterns to achieve a balanced home life and work; investing in locations for refreshment and recovery across the Force estate and working with officers to improve the Force's fleet of vehicles to help officers deliver their role.

This is a massive culture shift, not only for leadership and management to get better at addressing the issues affecting their workforce and investing in prevention, but in seeing a change in the way that our staff perceive and consider their own physical, mental and social wellbeing.

You will share my focus of achieving a better deal for victims and be committed to delivering results by combining a strong neighbourhood policing presence with service delivered in partnership and collaboration to achieve the ultimate goals of reducing crime, preventing re-offending and securing the future of our communities.

Embedding public confidence in the Force will be a key challenge, if you want to lead a force that is small enough to connect with its community and place them at the centre of everything we do to make a real difference, we want to hear from you.

A handwritten signature in black ink that reads "Barry Coppinger".

Barry Coppinger  
Police & Crime Commissioner for Cleveland

## ABOUT US



Cleveland Police delivers services across four Local Policing Areas (neighbourhood policing), with the support of a number of specialist operational teams.

Neighbourhood Policing is at the very heart of policing in Cleveland. Placing officers and frontline staff within communities allows the Force to better connect with people to prevent crime and antisocial behaviour. The Police and Crime Commissioner is passionate about the value of local policing, cementing his commitment to the model by investing an additional £1.5 million, following a number of efficiencies and economies.

Identifying and protecting vulnerability is at the heart of Cleveland Police's work. An additional £2 million has been invested by the Police and Crime Commissioner in the Protecting Vulnerable People department, solidifying the Force's delivery of this growing priority.

The Force is undergoing an exciting period of cultural and organisational transformation to more effectively reflect the diverse and dynamic communities they serve. The Everyone Matters Programme is now embedded in the Force to promote equality, diversity and human rights by ensuring the Force's services are inclusive and accessible.

As set out in the PCC's Police and Crime Plan, there is a clear objective to make Cleveland Police a national lead on professional standards and complaint handling. The newly established Standards and Ethics Directorate and the Complaints Resolution Team are working to deliver a rapid response service to public feedback.



**Simon Nickless**  
Deputy Chief Constable

Directorate of Standards and Ethics



**Jason Harwin**  
Assistant Chief Constable

Neighbourhood & Partnership Policing  
Tasking Coordination and Operations Command



**Adrian Roberts**  
Assistant Chief Constable

Crime and Justice Command  
Covert Standards  
Cleveland and Durham Specialist Operations Unit  
Cleveland and North Yorkshire Murder Investigation Team  
North East Regional Specialist Operations Unit



**Brian Thomas**  
Assistant Chief Officer

People and Diversity  
Corporate Services  
Legal Services



**Joanne Gleeson**  
Chief Finance Officer

Treasury  
Procurement  
Fleet

This diagram, which is replicated from the national picture published by the College of Policing in 2015, shows the operational demand that Cleveland Police faces on an average day.





# CLEVELAND AREA

## HARTLEPOOL

Covered by the local authority area of Hartlepool Borough Council. Located just off the A19, Hartlepool has a population of 92,800 and is home to some of the most stunning coastlines in the North East. It includes busy retail facilities and extensive industrial developments, including Hartlepool Nuclear Power Station, Liberty House Steel and a number of chemical companies.

The arrival of the National Museum of the Royal Navy and a multi-million pound regeneration of Hartlepool Marina has helped to establish the town as a key tourist destination, and is now home to a new state-of-the-art campus for Cleveland College of Art and Design.



## STOCKTON-ON-TEES

Covered by the local authority area of Stockton-On-Tees Borough Council. It has a population of 194,000 and has extensive local retail business, commercial and leisure facilities, including Stockton High Street, Teesside Shopping Park and multi arts venue Arc Stockton.

The borough is home to Durham Tees Valley Airport and is split by the River Tees, which has a variety of uses, from a working river upstream to a leisure destination and home to the Tees Barrage International White Water Centre and Tees Rowing Club.



## MIDDLESBROUGH

Covered by the local authority area of Middlesbrough Council. With a population of 139,000, Middlesbrough is the most densely populated area of Cleveland and includes a bustling town centre and a 34,000-seat football stadium, home to Middlesbrough Football Club.

Around 18,500 students study at the newly redeveloped Teesside University - a proportion of these are international students who largely settle in the town centre area. Middlesbrough is also home to a large community of asylum seekers and refugees.



## REDCAR AND EAST CLEVELAND

Covered by the local authority area of Redcar and Cleveland Borough Council. With a population of 135,000 people, Redcar and East Cleveland is an area of great contrasts with world class industries, market towns, beautiful coastline and stunning countryside.

The area is a well-established tourist hotspot during summer months, with traditional seaside resorts and bustling market towns. It also includes extensive commercial and industrial enterprises, including Redcar High Street and the area's biggest manufacturing site The Wilton Centre.



## ABOUT THE ROLE

As Chief Constable, your enthusiasm, vision and passion will shape the future of Cleveland Police. You will be an inspirational and visible leader, with a drive to ensure that the Force becomes - and remains - an outstanding police service.

The Chief Constable has overall responsibility for leading the Force, creating a vision and setting direction that builds public and organisational confidence and enables the delivery of an effective policing service.

It is expected that the Chief Constable will work closely with the Police and Crime Commissioner and will oversee the implementation of strategies that will assist the delivery of the objectives in the Police and Crime Plan.

You will bring a track record in delivering step change in public satisfaction, ethics and integrity and will be committed to achieving a better deal for victims, reducing crime, preventing re-offending and securing the future of our communities.

Cleveland Police is committed to supporting officers and staff in achieving mental, physical, social and financial wellbeing. Along with the rest of the workforce, you will benefit from a number of schemes and initiatives designed to create a more flexible and agile way of working - with the ultimate aim of embedding a fulfilling and successful work-life balance.



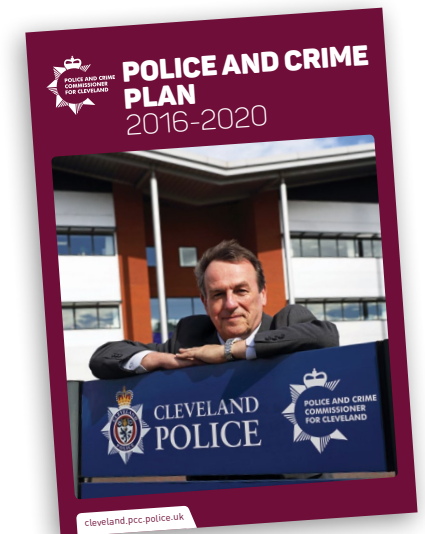


## WORKING TOGETHER

Partnership working in Cleveland is second to none. We strive to build protective relationships with agencies active across Cleveland with the common aim of keeping our communities safe from harm.

We achieve results by working alongside our four local authorities, the Crown Prosecution Service, the National Probation Service and the courts.

We achieve positive links with community leaders and engage with local people to ensure they can protect themselves against crime and can assist us in detecting crime. This engagement plays a crucial part in identifying the policing priorities of our communities and ensuring their views are reflected in the Commissioner's Police and Crime Plan.



To download the Police and Crime Commissioner's latest Police and Crime Plan, please [click here](http://cleveland.pcc.police.uk).

These priorities are:

- **INVESTING IN OUR POLICE**
- **A BETTER DEAL FOR VICTIMS AND WITNESSES**
- **TACKLING RE-OFFENDING**
- **WORKING TOGETHER TO MAKE CLEVELAND SAFER**
- **SECURING THE FUTURE OF OUR COMMUNITIES**

# ELIGIBILITY AND HOW TO APPLY

## CANDIDATE TIMELINE



## ELIGIBILITY REQUIREMENTS

Applicants must meet the following requirements:

- Has held rank of Assistant Chief Constable, Commander or more senior rank in a UK Police Force
- Successful completion of the Senior Police National Assessment Centre and the Strategic Command Course

For applicants from overseas

- Applicants must have served in an approved overseas police force at **an approved rank**

## HOW TO APPLY

Prospective candidates are invited, if they wish, to attend a familiarisation visit to the Force area, which will include a guided tour of Cleveland by the PCC.

The visits can take place on any working day during December 2017 and can be arranged by contacting the PCC's Support Officer Hayley Relph on 01642 301623.

Candidates are invited to apply by submitting

- An up to date CV; and
- A covering letter, which should include a personal statement setting out (a) briefly, the candidate's overall suitability for the role (b) briefly, how the applicant demonstrates the values and skills set out in the role profile and (c) comprehensive evidence demonstrating how the candidate meets the specified Level 3 competencies in the role profile.

Applications should be sent to [pcc@cleveland.pnn.police.uk](mailto:pcc@cleveland.pnn.police.uk) by 11:59pm on Tuesday 2nd January 2018.

Appointment of a preferred candidate to the office of Chief Constable is subject to confirmation at a hearing of the Cleveland Police and Crime Panel.

## CAREER HISTORY AND CONDUCT

The PCC may need to consider applicant's disciplinary or career record.

Any enquiries relating to this will be carried out with the applicant's consent.

Examples of issues a chief officer may need to disclose include:

- Formal disciplinary proceedings (including where the outcome has been disproven)
- Comments made by the IPCC
- Written warnings
- Any on-going investigations where the outcome is unknown at the time of the application

The appointment is conditional on appropriate medical clearance and Management and Developed Vetting in accordance with the procedure in operation within Cleveland Police and the national vetting policy.



# TERMS AND CONDITIONS

## SALARY

The Police and Crime Commissioner has decided to offer a range of £138,505 to £152,350 for this Chief Constable position.

## LENGTH OF APPOINTMENT

The initial fixed term appointment will be for up to 4 years, to be agreed as part of the final negotiations. Including the option for an extension will also be discussed.

## NOTICE PERIOD

Termination of the fixed term appointment by the appointed person will require a three month notice period to be provided to the PCC.

## LOCATION

The post holder will be based at Police HQ, Ladgate Lane, Middlesbrough initially, with the move to the Community Safety Hub due in 2018. The new location is less than three miles from Police HQ.

Full terms and conditions can be found on the PCC's website - [click here](#)

## BENEFITS

The post holder will be provided a car, serviced, insured, taxed and maintained by the Police and Crime Commissioner. A car allowance can be provided if preferred.

The PCC will provide reimbursement to the post holder of reasonable business expenses in line with regulations.

The PCC will meet the cost of the NPCC Professional Subscription and CPOSA Legal Expenses Insurance.

## RELOCATION

The post holder's residence should be within a reasonable travelling distance of Police HQ to enable them to fulfil the responsibilities of the post.

Where the post holder moves 'home', and it is in the interest of efficiency and effectiveness of the Force, the PCC will pay all reasonable costs arising from the sale and purchase of property and removal expenses in line with national regulations.

Where the post holder does not move 'home' to within a reasonable distance of Police HQ, the PCC may offer financial support to enable them to reside within Cleveland during the working week.

# CLEVELAND POLICE CHIEF CONSTABLE

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Many thanks to Hartlepool Borough Council, Stockton-on-Tees Borough Council, Redcar and Cleveland Borough Council and Middlesbrough Council for providing images included in the booklet.