



# CLEVELAND POLICE CHIEF CONSTABLE

CANDIDATE INFORMATION PACK





## CONTENTS

INTRODUCTION & MESSAGE FROM PCC.....	3
ABOUT US.....	4
CLEVELAND AREA.....	6
ABOUT THE ROLE .....	8
WORKING TOGETHER.....	9
ELIGIBILITY .....	10
TERMS & CONDITIONS.....	11



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 with expert advice from the College of Policing, 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, built upon on the manifesto that I was 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 implementing an ambitious digital ICT transformation project to help officers deliver their role more effectively and to allow the public to communicate with Cleveland Police in new ways.

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 Copping".

Barry Copping  
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. Following a significant investment by the Police and Crime Commissioner, the Force now has two dedicated Hate Crime Investigators, four Early Intervention Officers and a re-established School Liaison team to offer an improved service to the diverse communities of Cleveland.

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.

The Transforming Cleveland Police programme has embarked on an ambitious scheme of organisational development to make the Force an outstanding and values led organisation in which officers and staff have pride and communities have confidence.

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.

## CHIEF OFFICER TEAM



**Helen McMillan**  
**Temporary Deputy Chief Constable**  
**(Secondment from Northumbria Police)**  
 Directorate of Standards and Ethics  
 Evolve Collaborative Legal Services



**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

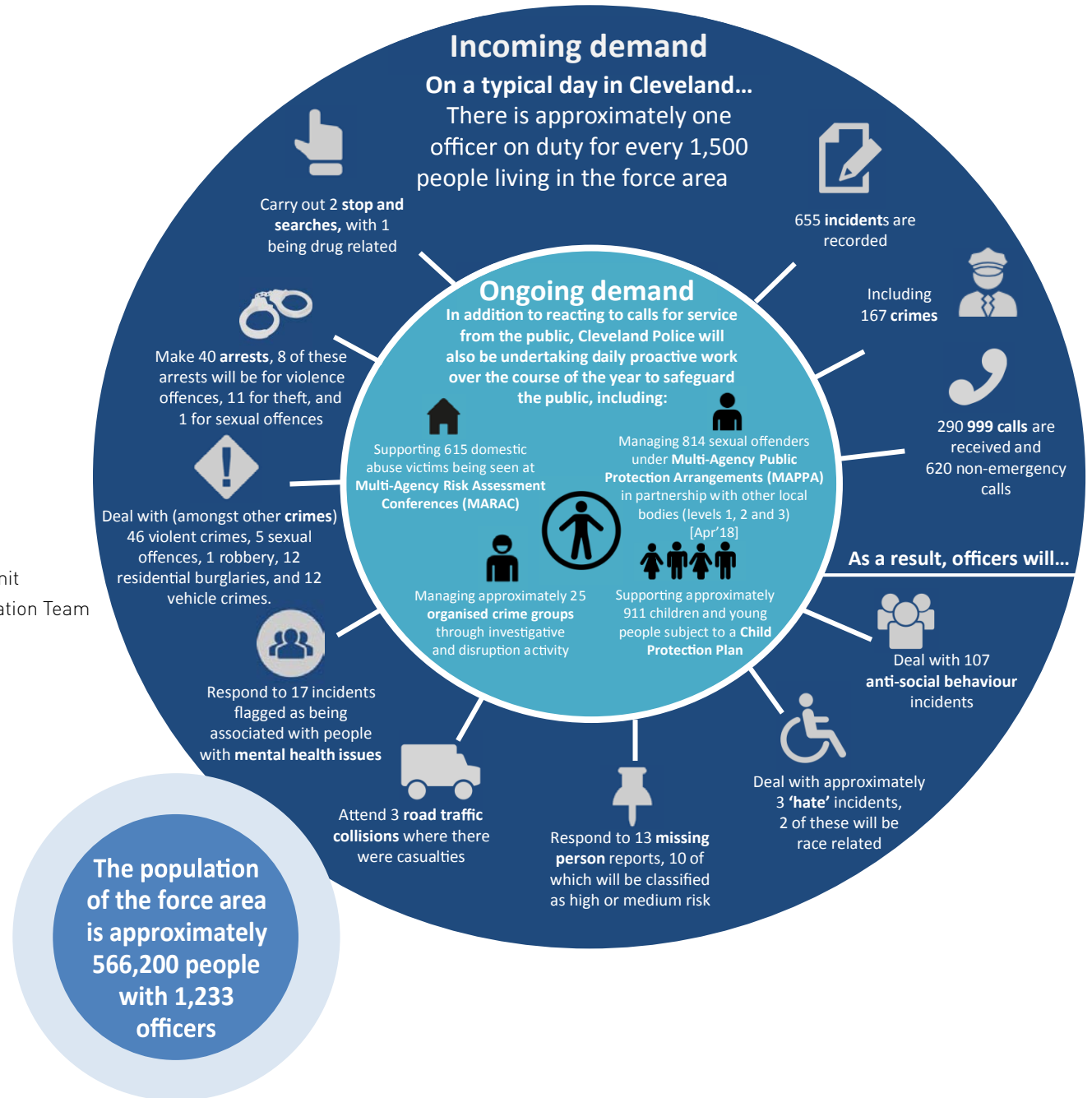


**Brian Thomas**  
**Assistant Chief Officer**  
 People and Diversity  
 Corporate Services



**Joanne Gleeson**  
**Chief Finance Officer**  
 Treasury  
 Procurement  
 Fleet

## A DAY AT CLEVELAND POLICE





# 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

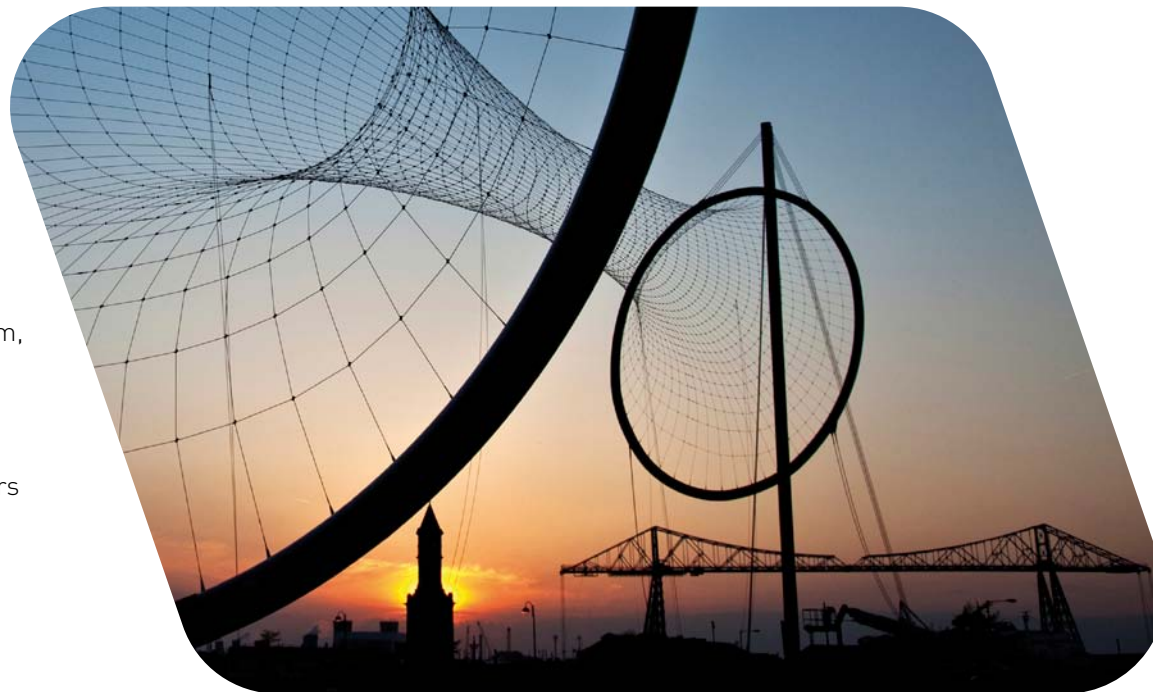
Covered by the local authority area of Stockton-On-Tees Borough Council. It has a population of 194,000 and has extensive local retail business, commercial and leisure facilities, including Stockton High Street, Teesside Shopping Park and multi arts venue Arc Stockton.

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.

As Chief Constable you will work closely with the Police and Crime Commissioner to effectively plan, deliver and be accountable for how the Force will contribute to the delivery of 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, lead and implement 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 will continue to identify - and work with - partners from all sectors that are committed to supporting our local area and helping us to keep people safe.

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 visit the website

These priorities are:

- **INVESTING IN OUR POLICE**
- **A BETTER DEAL FOR VICTIMS AND WITNESSES**
- **TACKLING OFFENDING AND 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**

## 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.

## HOW TO APPLY

Prospective candidates who would like more information about the role can contact the PCC's Chief Executive and Monitoring Officer Simon Dennis in confidence for an informal discussion. Alternatively, candidates can contact the College of Policing's Senior Officer Hub team who can raise questions anonymously with Mr Dennis on their behalf.

Prospective applicants 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.

Both opportunities can be arranged by contacting the Office of the Police and Crime Commissioner on 01642 301861. The College of Policing Senior Officer Hub team can be reached on 0800 496 3322.

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 Sunday 17th March 2019.

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.

# TERMS AND CONDITIONS

## SALARY

Chief Constable salaries are set nationally and are dependent on the size of the force.

The Chief Constable for Cleveland's salary is £142,689 per annum, however the Police and Crime Commissioner has the discretion to vary the salary of the Chief Constable by up to 10%. PCC has therefore decided to offer a range for the starting salary of £142,689 to £156,958.

This salary will increase in line with national police pay settlements.

## LENGTH OF APPOINTMENT

The initial fixed term appointment will be for up to 5 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 the newly constructed Community Safety Hub in Hemlington, Middlesbrough. The building is the state-of-the-art home of Cleveland Police's Chief Officer Team, the Force Control Room and the Office of the Police and Crime Commissioner.

The Hub is equipped with facilities to enable staff to work in a flexible and agile manner, including the use of video conferencing and dial-in options. This means staff at all levels - dependent on role - can work effectively from other Cleveland Police sites or from home. These benefits will be extended to the post holder.



## 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 Police 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 the CSH 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.



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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.