Northumbria Police
Deputy Chief Constable

Candidate Information Pack 2019
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Introduction

Thank you for your interest in applying for the role of Deputy Chief Constable. This booklet has been prepared to inform you about the Force, the role and the application process.

Northumbria Police is continually evolving. We are looking for a Deputy Chief Constable to help us realise our vision to be outstanding in the service we provide.

This booklet will give you further insight into the role, qualities and experience we are looking for. We hope you will be inspired by this opportunity to serve the North East and its residents.

As we seek to take Northumbria to even better levels of safeguarding and public service we are looking for a Deputy Chief Constable who shares our vision to be outstanding in the services we provide.

Northumbria is a fantastic place to live and work. We are one of the largest police forces in the country with heavily populated conurbations as well as significant, sparsely populated, rural areas; resulting in an extremely diverse range of policing challenges.

We are looking for a Deputy Chief Constable with strong ethical principles who will take responsibility for a wide spectrum of performance; ensuring wellbeing, values and professional standards are maintained at the highest levels.

If this sounds like the type of service you want to be part of and you believe you are the person to ensure Northumbria delivers outstanding services, then we want to hear from you. The aim of this appointment is to bring together a team, across the entire force, that will work together to make a real difference to the communities of Northumbria.

Winton Keenen
Chief Constable
Vision for change

Over the past five years we have made our force more efficient with a significant programme of change and Northumbria Police continues to be recognised as a service which upholds high standards and delivers outstanding service.

It is important for Northumbria Police to be clear about what we want to achieve and how we intend to do it and this is captured in our vision statement:

“Northumbria Police will be outstanding in the service we provide”

Our vision is supported by a mission, which is to serve the communities of Northumbria with pride – ‘proud of what we do and proud of who we are’.

Simply put we are Proud to Protect.
Our values

Our vision and mission are underpinned by a set of core values which define the standards we have set, they confirm our determination to be:

- Proud to serve - what the public can expect from us
- Proud of our people - what we can expect from our people
- Proud to improve - what we can do differently
- Proud to lead - what we expect from leaders

These core values create an environment where all officers, staff and volunteers are ‘Proud to come to work, proud to represent Northumbria Police, and proud to deliver an outstanding service’.
Proud of what we do.
Proud of who we are.
About us

Northumbria Police provides its services across the North East through three Area Commands (local policing) and a number of dedicated operational departments.

Protecting the vulnerable underpins everything Northumbria Police does and our Safeguarding Department ensures this is embedded throughout the organisation.

Our Communications Department ensures we provide an immediate and appropriate response to the public.

In addition, we also have our Operations Department (comprising the Marine and Firearms units and the Dog and Mounted sections) as well as our Crime and Criminal Justice Department, one of the leading crime departments in the country. Significant investment has been made into the department’s digital policing unit recognising the changing nature of crime.

The operational capability of the Force is supported by a range of specialist departments aligned to two portfolios: People Services and Finance and ICT.
Our Mission

To serve the communities of Northumbria with pride
‘Proud of what we do and proud of who we are’

Our Vision

Northumbria Police will be outstanding in the service we provide

Investigation

An investigative capability that meets the changing nature and complexity of crime, ensuring an efficient approach to investigations and improved criminal justice outcomes.

Leadership and culture

A culture that delivers sustained improvement in a supportive environment.

Embedding customer services

Digital public contact and services, and a customer ethos embedded throughout the organisation.

Prevention and Problem Solving

A problem-solving approach, building on our strong relationships with partners and communities.

Vulnerability

Vulnerable victims placed at the centre of our service, with a focus on prevention.

Investing in technology

Modern and innovative technology supporting the delivery of an effective and efficient policing service.

Key enablers

Effective partnerships and collaborative working, where operational and business benefits exist.

Community Engagement

Increased opportunities for contacting, listening and engaging with communities in order to increase confidence.

Our Values

Proud to serve

We will provide a quality service that is victim focused.

Proud of our people

We are supportive and inclusive.

Proud to improve

We are innovative and sustainable.

Proud to lead

We are collaborative and inspiring.

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In a typical day, Northumbria Police:

- Handles 629 '999' calls
- Records 154 sets of fingerprints
- Deals with 1539 incidents
3395 phone calls
44000 miles
39 DNA samples
187 arrests
207 crimes
Northumbria Police is dedicated to building trust and confidence and reducing crime and disorder in the communities within the North East of England.

Northumbria Police is one of the largest and top performing police forces in the country, serving a population of 1.5 million people from a wide range of various communities, covering an area of more than 2,000 square miles.

There are around 4,900 people working at Northumbria Police and 570 more who contribute by volunteering for one of our various volunteer schemes. All work together to form one professional team who are dedicated to reducing crime across the North East and committed to working with partner organisations and the public to make a real difference in local communities.
Central Area Command

Gateshead Covers the local authority area of Gateshead Council. Gateshead has a population of around 190,000 and includes the large retail and commercial businesses at both the Team Valley Trading Estate and the Metro Centre. It is crossed by the busy A1 Western by-pass.

As well as policing the urban areas of Gateshead, Felling, and Blaydon, the area has responsibility for other well established communities including Birtley and Whickham and the more rural areas of Rowlands Gill and Chopwell. Central Area Command is also proud to include one of the largest Jewish communities in the country.
Newcastle

Covers the local authority area of Newcastle City Council. It has a population of around 280,000 and both the main road and rail links pass through the Area Command which has responsibility for Newcastle International Airport, Newcastle United Football Club, Newcastle Falcons rugby ground and Newcastle Racecourse.

This area includes the vibrant city centre of Newcastle with its vast retail, commercial, entertainment and leisure facilities and an international student population. Newcastle also incorporates extensive residential communities and local businesses, including sections with diverse cultures and extensive new residential developments such as Newcastle Great Park.
Northern Area Command

North Tyneside
Covers the local authority area of North Tyneside Council. It has a population of around 190,000 and has extensive local retail, business, commercial and leisure facilities, including recent larger developments at Royal Quays, Silverlink and Balliol Business Park sites.

The area includes the large urban areas adjoining the coast and riverside, such as Wallsend, North Shields, Tynemouth and Whitley Bay, as well as responsibility for other well established communities including Forest Hall and Longbenton to the west and Dudley and Annitsford to the north.
Northumberland

Northumberland has a total land area of just under 2000 sq miles, with a population of 311,000. It extends south from Berwick upon Tweed towards Cramlington and west to Haltwhistle.

This is the largest in England and Wales in terms of area. Due to its unrivalled coast line and castles, such as Alnwick, Bamburgh and Dunstanburgh and tourist attractions such as Holy Island, the Cheviots and Hadrian’s Wall, it attracts more than a million visitors from all over the globe.
Southern Area Command

South Tyneside

Covers the local authority area of South Tyneside Council. It covers 25 square miles and has a population of approximately 152,000 which is mainly centred around the riverside towns of South Shields, Jarrow and Hebburn.

There are well established communities to the south of the region including Cleadon, Whitburn and extensive outlying estates. In the summer the population increases considerably with over one million visitors to the coast and other tourist attractions.
Sunderland

Covers the local authority area of Sunderland City Council. It has a population of approximately 279,000 and 16,000 students at Sunderland University.

This area includes Sunderland football ground and the busy retail, business and leisure facilities of Sunderland and Washington centres; extensive well established residential communities and commercial districts including Doxford International Business Park, Wessington Way and the Nissan complex.
About the role

This is an exciting time to join Northumbria Police as Deputy Chief Constable. In this high profile challenging role you will support the Chief Constable in leading the organisation embedding the Forces vision, mission and values as well as having direct operational accountability for the policing of crime and major and critical incidents.

Your ability to engage and inspire the workforce and challenge senior colleagues will be key to the delivery of a culture that promotes wellbeing, facilitates professional development and creates high performing empowered teams.

With strong ethical leadership principles you will have responsibility for compliance and ensuring professional standards are maintained in the delivery of policing and internal services.

Familiar with and comfortable across a range of media platforms you will represent Northumbria Police at the local, national and regional levels promoting the force as one of the top performing in the country highlighting our drive for change and innovation in policing services.

With a keen performance focus you will deliver efficiency, productivity and value for money with an emphasis on evidence based policing and accountability at all levels of the organisation.

Your influencing skills will be key in your relationships with strategic external stakeholders ensuring opportunities for collaboration are maximised to meet current and future policing demands and maintain the relevance of policing services in a rapidly changing political, economic and social context.
## Organisational structure

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Department/Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Winton Keenen</td>
<td>Chief Constable</td>
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<tr>
<td>Darren Best</td>
<td>Deputy, Chief Constable</td>
<td>Professional Standards Corporate Development Department</td>
</tr>
<tr>
<td>Rachel Bacon</td>
<td>Assistant Chief Constable, Citizen Focus</td>
<td>Criminal Justice and Custody Safeguarding</td>
</tr>
<tr>
<td>David Felton</td>
<td>Temporary AssistantChief Constable, Protective Services</td>
<td>Crime NERSOU Communications and Operations</td>
</tr>
<tr>
<td>Debbie Ford</td>
<td>Assistant Chief Constable, Local Policing</td>
<td>Northern Central Southern Force Improvement</td>
</tr>
<tr>
<td>Joscelin Lawson</td>
<td>Director of People and Development</td>
<td>Legal People Services Communications and Engagement Business Support</td>
</tr>
<tr>
<td>Mike Tait</td>
<td>Director of Finance and ICT</td>
<td>Finance ICT Estates Information Management Unit</td>
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Candidate timeline

1 February 2019 – 17 February 2019
Application period

Familiarisation event
Throughout the application period candidates have the opportunity to take part in a guided tour of the force and meet the team from Northumbria.

If you would like to take part in this event please contact Larna Fraser, HR Resourcing Team Leader by email at larna.fraser.9410@northumbria.pnn.police.uk

25 February 2019
Stakeholder event

26 February 2019
Interviews

27 February 2019
Confirmation of appointment
Eligibility requirements

Applicants must currently hold a substantive Assistant Chief Constable role to be eligible for this opportunity.

For applications from overseas
- Overseas applicants must meet the immigration requirements to live and work in the UK.

Career history and conduct
The Chief Constable 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 IOPC.
- Written warnings.
- Any ongoing investigations where the outcome is unknown at the time of application.
Selection
Candidates will be given the opportunity to attend an optional familiarisation event.
Following this candidates will take part in a stakeholder engagement event followed by an interview and presentation.

Terms of appointment
This will be a fixed term appointment for a period of 5 years. The appointment of Deputy Chief Constable will be made in accordance with Police Regulations, which the Secretary of State may vary from time to time and subject to satisfactory medical clearance.

Salary
The salary for the post of Deputy Chief Constable is currently £139,089 per annum.

Place of work and hours
Your regular place of work will be our Command Suite at North Shields, however you will be required to travel to such places as may be reasonably necessary for the performance of your duties. Working hours are 40 hours per week, with an understanding that you will work flexibly in order to ensure you fulfil the requirements of the post.

Period of notice
Three months written notice is required on resignation.
A shorter period of notice may be accepted at the discretion of the Chief Constable.

Vetting
The appointment is conditional to Management (MV) and Developed Vetting (DV) in accordance with the procedure in operation within Northumbria Police and the national vetting policy.

Benefits
Vehicle
A vehicle is supplied for operational and business use. Private use of this vehicle is also permitted for which there will be a personal tax liability. The provision of a vehicle and the type of vehicle will be subject to periodic review.

Personal Support and Advice
We value our workforce and take a proactive and engaging approach to promoting the positive health and wellbeing of our workforce. We do this through initiatives designed to promote personal responsibility around wellbeing and providing support to optimise the health and wellbeing of our staff.

Sports and Social
Northumbria Police Sports and Social Club provides a range of voluntary benefits through which officers can access goods and services at discounted or preferential rates. Further details are available on line at www.npssc.co.uk.

Normal place of residence before Relocation
The post holder is expected to have their normal place of residence within the force area and be readily accessible to meet the operational needs and exigencies of the force.
Post holders on appointment who otherwise live outside the force area are expected to re-locate at the earliest opportunity.

Relocation
Removal expenses will be in accordance with Police Regulations.
Expenses will be considered where they fall within one of the criteria set out in Regulations and are deemed to be reasonable. All relocation expenses will be subject to approval.
Only costs agreed in advance will be considered for reimbursement.
HMRC tax free limit for relocation expenses is currently £8,000. Any expenses incurred over and above this level will be reported through the P11D process for which the post holder may incur a personal tax liability.

Replacement allowance
A Replacement Allowance will be payable in accordance with Police Regulations.

Whole-time service
The successful candidate will be required to devote their whole-time service to fulfilling the duties of the office of Deputy Chief Constable and shall not take up any other additional appointment without the prior written consent of the Chief Constable.

Police pension contributions
Police pension contributions will be deducted at the rate specified in the Police Pension regulations.

Equality
The Force is committed to increasing representation from underrepresented groups, which includes those who identify as black and minority ethnic (BME), female, LGBT and disabled. Therefore we would encourage applications from these individuals. Appointment will be based on merit alone.