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INTRODUCTION

Thank you for your interest in applying to join Northumbria Police and becoming part of a new era of policing in the North East of England.

This booklet is intended for officers who are interested in applying for the position of Assistant Chief Constable.

Northumbria is going through the most significant period of change it has ever experienced and it is the workforce themselves who suggest the ideas to shape the future of the force. Against this backdrop, the role of a chief officer is also changing. We need a leader who puts others before themselves and who instils confidence and trust.

We are looking for a chief officer who inspires those around them to deliver an outstanding service to the people of Northumbria. We want those who thrive in a culture of change and can identify solutions to improve the way we work.

To be successful you will need to share our ‘Proud to Protect’ values as laid out by Northumbria Police Chief Constable Steve Ashman. We have a vision that Northumbria Police will be outstanding in the service we provide.

This booklet will give you further insight into the role and the qualities and experience we are looking for. We very much hope you will be inspired by this opportunity to serve the North East and its residents at a pivotal time for the force.

MESSAGE FROM OUR CHIEF CONSTABLE

“I am looking for an Assistant Chief Constable who can bring to Northumbria Police their dynamic and innovative leadership skills, someone who will make a real difference to the way we work.

Like many other forces, Northumbria Police is going through a significant transformation programme and this role offers an opportunity to make considerable changes to the way that we work as a force and change the culture of the organisation.

We have a vision ‘to be outstanding in the service we provide’ and this is your opportunity to play an active part and help us realise our objectives.”

Steve Ashman
Chief Constable - Northumbria Police
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 new 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
This is an exciting time to join Northumbria Police. As Assistant Chief Constable you will play a pivotal role in driving performance and your new ideas and fresh thinking will shape the future of policing in Northumbria.

Enjoying an unprecedented level of autonomy your strategic and political acumen will be an asset in balancing the complex and competing demands of modern policing. You will provide direction and support to Area Commanders and Heads of Departments.

As a strong and visible leader, you will demonstrate effective engagement strategies realising the capability of individuals and the capacity of the organisation. You will deliver significant change at strategic level whilst maintaining a sharp focus on performance ensuring the delivery of force priorities, as well as those set by our PCC.

As Gold Commander you will have the personal resilience to cope with the challenges the command of critical incidents presents and you will be adept at handling the media.

You will be passionate about our values as this position sits right at the core of their delivery.

You will join a team who are proud of what we do, proud of who we are. We expect you to demonstrate the highest standards and you will have the opportunity to maximise your potential as you help to build upon our success.

*Be the difference*
Northumbria Police will be outstanding in the service we provide
Our leadership values:

- Take personal responsibility and lead by example.
- Inspire others and achieve excellence.
- Support others and set clear and fair objectives.
- Empower others and encourage and celebrate endeavour, innovation and individuality.
- Be approachable and welcome the views of others.

Our service values:

- Engage, listen and respect the views of others.
- Ensure a skilled workforce.
- Embrace diversity.
- Encourage innovation.
- Support people and learn from our mistakes.

Our people values:

- Engage, listen and respect the views of others.
- Embrace diversity.
- Encourage innovation.
- Support people and learn from our mistakes.

Our business values:

- Understand our policing demand.
- Maximise use of technology and other assets.
- Be open minded to new and different ways of delivering services.
- Seek out and drive collaborative opportunities.
- Be financially sustainable and transparent in our decision making.

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 lead - what we expect from leaders
- 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

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

These include 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.

Protecting the vulnerable underpins everything Northumbria Police does and our newly created Safeguarding Department ensures this is embedded throughout the organisation. In addition, our Communications Department ensures we provide an immediate and appropriate response to the public.

CENTRAL AREA COMMAND
Central Area Command covers policing in Gateshead and Newcastle.

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 well-established residential communities and local businesses, including sections with diverse cultures and new developments such as Newcastle Great Park.
NORTHERN AREA COMMAND
Northern Area Command covers policing in North Tyneside and Northumberland.

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. And 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, attracts more than a million visitors from all over the globe.

SOUTHERN AREA COMMAND
Southern Area Command covers policing in South Tyneside and Sunderland.

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.
Northumbria police is one of the largest and top performing police services in the country, serving a population of 1.5 million people across a wide range of communities, covering an area of more than 2,000 square miles in North East England.

Northumbria Police is dedicated to building trust and confidence and reducing crime and disorder in the communities within the North East of England.

There are around 4,900 people working at Northumbria Police and 570 more who contribute through volunteering. Working together we 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.

In a typical day Northumbria Police:

- Receives 3,395 phone calls
- Handles 628 “999” calls
- Deals with 1,539 incidents
- Investigates 207 crimes
- Makes 187 arrests
- Travels 44,000 miles
- Records 154 sets of fingerprints
- Takes 39 DNA samples
To be eligible you must:
- Meet Northumbria Police’s attendance criteria for selection.*
- Not be subject of a formal improvement plan for performance or attendance issues.
- Not have been the subject of a written warning within the previous 12 months or been the subject of a final written warning within the previous 18 months.
- Not have been subject to any other disciplinary sanction imposed by a misconduct hearing within the previous 12 months.

SELECTION
Candidates will be invited to attend a stakeholder engagement event followed by an interview and presentation.

TERMS OF APPOINTMENT
The appointment of Assistant Chief Constable will be made in accordance with current Police Regulations. Successful candidates will be required to undertake a fitness test, medical and vetting checks, as well as provide suitable references prior to being offered an appointment with Northumbria Police.

SALARY
The salary for the post of Assistant Chief Constable is currently £97,563 to £110,148 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 per week, with an expectation that you will work flexibly in order to ensure you fulfil the requirements of the post.

RELOCATION
Expenses maybe considered, in line with Police Regulations.

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.

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

PENSION
If you are a member of the Police Pension Scheme, all matters concerning your pension will be governed by the Police Pension Regulations 1987 and any subsequent amendments.

* Northumbria Police Attendance Criteria – Selection procedure requires that applications will normally be rejected where an individual has been absent from duty through sickness over the past 12 months:
- for one period of absence for 28 or more days, or
- for sickness on three or more separate occasions, or
- the officer’s sickness record during this period displays a pattern of absence which raises concern about the officer’s ability to attend work,
- for regular self-certification reasons due to cold/flu/virus and this pattern has been identified, or a pattern of part day absences.

The previous 12 months will be calculated from the closing date for applications or the date a request is received which impacts upon a selection process.

Attendance criteria will not apply for the following types of leave: maternity; pregnancy related absence within the ‘protected period’; adoption; paternity; compassionate; shared parental; time off for dependants; annual; short notice; public service leave. Linking of disability related absences will be considered on an individual basis.
BENEFITS
A vehicle is currently 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.

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 online at www.npssc.co.uk.

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.

POSITIVE ACTION
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.

** Applicants are requested to complete the equal opportunities monitoring information as part of their application. The detail of this will be used for statistical purposes only.
For more information visit
www.northumbria.police.uk
careers.northumbria.police.uk
or email
upsrecruitment@northumbria.pnn.police.uk