Northumbria Police

Head of People Services
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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”

“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’.
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 newly created 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 three portfolios: People and Development, Asset Management and Finance & ICT. The People Services Function sits within the People and Development Portfolio.
In a typical day Northumbria Police:

- 629 999 calls
- 154 sets of fingerprints
- 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.

There are around 4,000 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.

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.
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 290,000 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.
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 coastal 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.
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.

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.
Our People Strategy

01 We want to shape the organisational design of our people
We will deliver enhanced organisational capabilities, create modern and flexible structures, rethink and reengineer processes and explore opportunities to work with strategic partners.

02 We want to have the best people resources to be outstanding
We will recruit, retain and promote a skilled and committed workforce reflective of the communities we serve by developing effective practices to support recruitment, retention and progression.

03 We want to develop our people and their leadership potential
We will develop our workforce, optimising people resources to meet future challenges. We will create a culture of leaders at all levels who take personal responsibility and lead by example, inspiring others to achieve excellence.

04 We want to support and engage our people, giving them a voice
We will manage and maximise the performance of our workforce through effective engagement and by ensuring that we provide a healthy and supportive working environment.

05 We want to increase the diversity of our people
Our approach: We aim to attract, develop and retain a representative workforce with the right skills, experience and attitudes to reflect the needs of our communities.
We are seeking a Head of People Services responsible for delivering an end-to-end service across the employee lifecycle delivering creative and relevant people innovations. You will work collaboratively across the wider People and Development team to create a Northumbria Police employee experience and employment brand that reflects our 'Proud to Protect' vision and values, across all people touch points.

We recognise the value the difference all our people bring to delivering outstanding services. You will be passionate about driving and embedding an inclusive culture where people feel valued and fully engaged through an integrated approach to health, safety and wellbeing.

You will assess organisational and people analytics to translate force direction into our people plan and drive effective people performance through strategic workforce planning, succession planning, people management and reward and recognition strategies.

People transformation is key to achieving our service vision. You will therefore support change management and organisational shaping through effective and creative people solutions and excellent staff association relationships.
Northumbria Police fully supports a policy of equal opportunities and we welcome applications from suitably qualified people from all sections of the community, regardless of race, sexual orientation, religion, gender, disability or age.

Candidates successful at short listing stage will be invited for interview. This includes delivering a short presentation. Candidates are required to attend a familiarisation event ahead of interview.

Terms of appointment
This is a permanent role subject to a six months probationary period.

Salary
£60,876 - £66,069 per annum.

Place of work and hours
The HR teams are based at Newcastle Police Station, Forth Banks, NE1 3PH, Newcastle upon Tyne. The successful candidate will be expected to travel within the force area and on occasions to attend national and regional meetings. The hours of work are 37 hours per week.

Period of notice
A period of eight weeks’ notice applies to this appointment.

Vetting
Management Vetting (MV) – Applicants must be a resident of the UK for a minimum of 5 years to ensure vetting checks can be successfully performed. A job offer will be dependent upon vetting clearance, medical information and references.

Benefits
Police staff have a range of benefits available, including:

- Annual Leave
  Generous allowance starting at 23 days, rising to 28 days over first five years of service

- Pension
  The Local Government Pension Scheme (LGPS) provides for payment of pensions and other benefits. The LGPS allows you to save whilst working in order to enjoy a pension once you retire.

- Personal Support and Advice
  We provide a whole range of initiatives to support your welfare including occupational health support, development and mentoring schemes, childcare schemes, health and wellbeing framework and membership of support associations to support and represent your needs.

- Sports and Social
  You will be able to access a number of sports facilities and discounted gym memberships as well as receiving discounts at local business and services.

Sickness & Disciplinary Criteria
Your absence history will be verified as part of the recruitment process and you will be asked to provide referees to verify your absence history for the past 12 months. You must meet the attendance criteria within Northumbria Police, detailed under ‘Eligibility and Standards’ on the Northumbria Police Careers Website. Candidates must have an exemplary disciplinary record.