

# Chief Constable Recruitment

Candidate Information Pack  
July 2022

"Let us work together to Make Notts Safe."



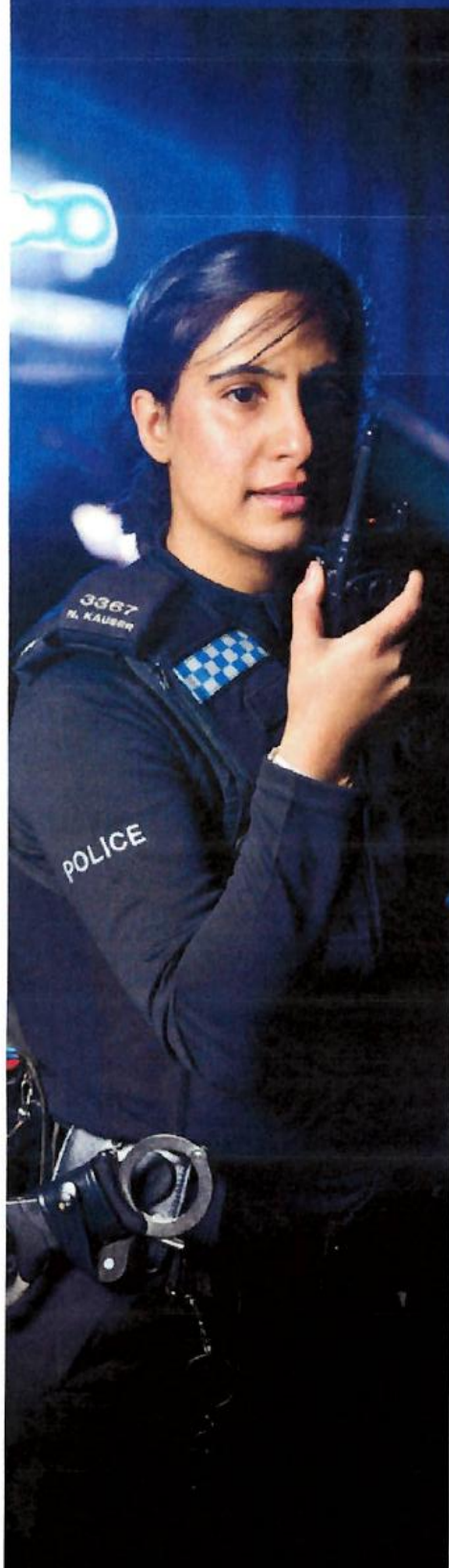
NOTTINGHAMSHIRE  
**POLICE**  
PROUD TO SERVE



NOTTINGHAMSHIRE  
POLICE & CRIME  
COMMISSIONER



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# The PCC's Make Notts Safe Plan

I want an inspiring leader who will work with me and my Office to deliver the vision and three key objectives set out in my Police and Crime Plan, Make Notts Safe:



## PREVENTING

Investing in prevention and early intervention activities that deal with the causes rather than consequences of crime and ASB.



## RESPONDING

Ensuring that we are efficient and effective at responding to the needs of communities and have the right people, skills and resources to do so.



## SUPPORTING

Improving services for victims of crime, safeguarding vulnerable people and supporting communities to be safe and feel safe.

The next Chief Constable will engage with a dedicated and passionate workforce and the thriving local and regional partnership landscape.

They will also use emerging local, regional and national opportunities for innovation and collaboration proactively to raise the standards, service delivery and performance of Nottinghamshire Police.

I want our officers, staff and volunteers to be proud of their work.

And I want our communities to have trust and confidence in our Force to deliver positive change through lasting community safety and criminal justice outcomes.





# Overview of the force

## The political landscape

There are seven district and borough councils in Nottinghamshire:

- Ashfield District Council
- Bassetlaw District Council
- Broxtowe Borough Council
- Gedling Borough Council
- Mansfield District Council
- Newark & Sherwood District Council
- Rushcliffe Borough Council.

Each of these authorities have Nottinghamshire County Council as their upper-tier authority. Nottingham City Council is a separate unitary authority covering the city of Nottingham area.

## Horizon scanning - Nottingham and Nottinghamshire Devolution

Councils across Nottingham and Nottinghamshire are working together, along with Derby and Derbyshire councils, to tackle the complex financial, economic and social challenges in our region.

Nottingham and Nottinghamshire contain priority areas for investment, to tackle disadvantage and address inequality in education and skills, transport, environment, economy and infrastructure and land and housing.

Secondary ambitions include health and social care, visitor economy, youth services, community safety and public sector reform. This collaborative approach will require an innovative and dynamic response in order to bring much needed investment into the area.

The councils have submitted a Level 3 devolution deal proposal which includes the function of Police and Crime Commissioner among other functions.

Devolution will require substantial changes to how councils interact and operate, and the preferred model for achieving their vision is through the establishment of a East Midlands Mayoral Combined Authority.



### If the devolution plans are approved, it would mean:

- Significantly more funding for services in our region
- More major decisions made locally, near the people they affect.
- Combined Authorities have additional powers.
- It will increase democratic & efficiency-related benefits: local accountability, efficient and sustainable delivery at scale.
- A new East Midlands Mayoral Combined Authority (MCA) would have a resident population of 2.2 million.

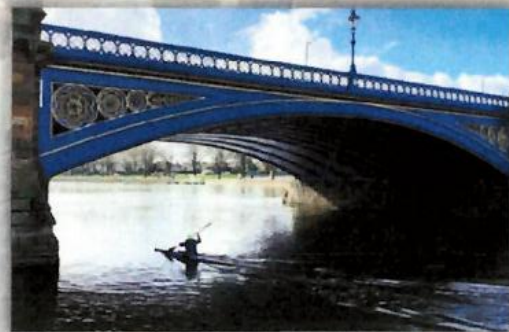
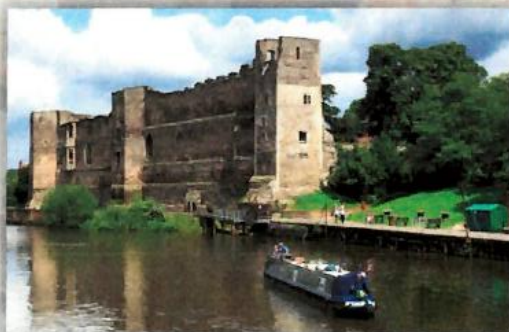
A local Chief Officer forum has been established to work together. Thematic groups have also been set up to examine how local government services can be more impactful and better for residents and businesses through collaboration.



# Overview of the force

## The area

- Home to the world-famous Sherwood Forest and the legend of Robin Hood, Nottinghamshire spans approximately 834 square miles, taking in a diverse urban and rural landscape, former mining towns, rural villages and major retail, leisure and business economies.
- It incorporates Nottingham City Council (the unitary local authority for the national core city of Nottingham), Nottinghamshire County Council and the district and borough councils of Bassetlaw, Mansfield, Ashfield, Broxtowe, Gedling, Rushcliffe and Newark and Sherwood.
- With two universities - The University of Nottingham and Nottingham Trent University - there is a large student population.
- The county boasts a wealth of sporting attractions, with a newly-promoted Premier League football team in Nottingham Forest, as well as Notts County and Mansfield Town, not to mention a world-class cricket ground at Trent Bridge, the National Water Sports Centre at Holme Pierrepont, and the National Ice Arena in the city centre.
- The county is well connected to London, Manchester, Birmingham, Sheffield, Leeds and Liverpool by rail - and to East Midlands towns and cities via local connections.
- Nottinghamshire has an excellent public transport infrastructure with a tram network serving the Greater Nottingham area and nationally renowned bus services. It is also served by the international East Midlands Airport in Leicestershire.
- Nottinghamshire attractions include Nottingham Castle, Newark Castle (below), Rufford Abbey, Newstead Abbey, Southwell Minster, Wollaton Hall, The National Holocaust and Memorial Museum and the National Justice Museum.
- The latest estimate of Nottingham City's resident population is 323,700, while for Nottinghamshire it is 833,400.





# Overview of the force

## The 2022-23 Budget breakdown

Net expenditure budget	Initial 2022-23 £m	Efficiencies £m	Base 2022-23 £m
Employee	161.5	0.5	161.0
Premises	8.8	0.4	8.4
Transport	5.1	0.7	4.4
Comms and computing	11.0	0.2	10.8
Supplies and services	10.7	0.0	10.7
Agency and contract services	27.9	1.4	26.5
Pensions	38.1	0.0	38.1
Capital Financing	9.6	0.0	9.6
Income	(21.2)	0.2	(21.4)
Use of reserves	(0.4)	0.0	(0.4)
<b>Net expenditure</b>	<b>251.1</b>	<b>3.4</b>	<b>247.7</b>

## Capital programme

Capital category	2022-23 £k	2023-24 £k	2024-25 £k	2025-26 £k	2026-27 £k
Assets	3,568	2,044	2,440	2,508	2,600
IT	458	1,182	2,497	315	112
Fleet	2,422	2,720	2,854	2,935	2,650
<b>Total</b>	<b>6,448</b>	<b>5,946</b>	<b>7,791</b>	<b>5,758</b>	<b>5,362</b>

# Thematic priorities: Crime

A range of structured assessment processes undertaken by Nottinghamshire Police and partner agencies consistently highlight a range of crime priorities determined on the basis of the harm they present to individuals and communities, the likelihood and prevalence of their occurrence and the level and knowledge, understanding and resource available to counter them. Priority crime types identified as part of these processes include:

## 01 Serious and weapon enabled violence

This is due to the high level of individual and community harm that can and does occur as a result, including murder and domestic violence. There remain significant opportunities to improve prevention and early intervention activity in this area, particularly in working with young people at risk via the Nottingham and Nottinghamshire Violence Reduction Unit and as part of Nottinghamshire's knife crime and robbery teams.



## 02 Drug supply, county lines and criminal exploitation

This form of offending can involve links to violent crime, firearms, homicide and a wide range of drug-related harm. Risk in this area is estimated to have increased over the previous year as a result of fewer protective factors in place to support vulnerable young people during the Coronavirus lockdown, increasing online activity and limitations in available resources to counter the threat.

## 03 Child Sexual Exploitation and abuse

This is a priority due to the high level of immediate and long-term harm to individuals affected, the frequency with which offences are known to be taking place and the complexity of offending, which can include peer to peer and online offending. Offences are known to be significantly under-reported and an effective response can require the involvement of multiple agencies.

## 04 Domestic violence and abuse

The high level of harm to individuals affected can include the psychological impact of coercion and control and the risk of homicide. Offences are known to be significantly under-reported, with particular gaps in knowledge and reporting evident among different communities. A wide range of partnership resources are required to effectively address the issue in terms of both prevention, public protection and safeguarding.

## 05 Rape and other serious sexual offences

On account of the high level of immediate and long-term harm to individuals affected. Offences are known to be significantly under-reported, with particular gaps in knowledge and reporting evident among different communities. A wide range of partnership resources are required to effectively address the issue. Capacity constraints remain on account of the growing volume of digital investigation and demand.





# Estates

## Building an efficient future

The Nottinghamshire Police and Crime Commissioner's estate currently consists of 34 main sites (excluding one vacant site which is in the process of being disposed of), together with 14 Neighbourhood Offices.

The Neighbourhood Offices are generally held on simple licence agreements and they have no monetary value to the Force. They generally have relatively low running costs and the majority are used as "drop in" facilities for Officers providing IT and welfare facilities for Officers to use whilst in the local area.

The main sites in the estate are a mix of high quality modern buildings, for example, Newark and St Ann's Police Stations and older local Police Stations such as Ollerton and Bulwell. The main sites currently total 52,393 square metres (excluding the vacant site), with the largest site being the multi-building campus style Force Headquarters (Sherwood Lodge), which extends to a total of 15,211 square metres including the newly completed building enabling the creation of a joint Police and Fire HQ at Sherwood Lodge.

The police estate needs to accommodate many functions which are specific to the Force's requirements, which is more than just office accommodation. Some of our key functions include custody, control rooms, archive and exhibits storage, IT data centres, covert premises and police dog kennels.

The estate is a mixture of freehold and leasehold premises and increasingly is made up of partnership premises which are shared with local authority and other partners. 15 of the sites (44%) are freehold and 19 (56%) are leasehold. The percentage of leasehold buildings has been gradually increasing as older, inefficient and expensive to run/maintain operational buildings have been replaced by smaller, more efficient and modern, partnership buildings.

The estate currently costs £5.75 million each year to run (net), but this has been steadily decreasing in real terms with the implementation of an estates rationalisation programme over the last five years.

Main sites cover

**52,393 sq m**

Annual running costs

**£5.75 m**

Main sites total

**34**



# Workforce survey: Desired Chief Constable qualities

In preparation for the launch of this recruitment campaign, we thought it important to survey our officers and staff on the key qualities they would like to see in our next Chief Constable. The results are shown below



Total responses to workforce survey

**744**

Each participant chose their top three qualities



**370**

Strong and ethical leadership was the top answer

**354**

Local knowledge of the policing challenges was the workforce's second priority

**326**

The third most popular quality was a strong focus on ethics, integrity and a positive workforce culture



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# Terms and conditions



## Salary

Chief Constable salaries are set nationally and are dependent on the size of the Force. The Chief Constable for Nottinghamshire's salary is £161,998 per annum. The Police and Crime Commissioner has the discretion to vary the salary of the Chief Constable by up to 10%. The PCC has decided that the 10% uplift (£178,198) would be offered to an exceptional candidate who could deliver the following:

- Achievement of areas for improvement and overall grading in HMICFRS inspection, and Value for Money profiles
- Maintenance of the police uplift programme, with a focus on retention and increasing the diversity profile of the workforce
- Improvement in positive workforce culture, to be measured through internal stakeholder surveys

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

## Benefits

The post holder will be provided a car, serviced, insured, taxed and maintained by the PCC. 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 (National Police Chiefs Council) Professional Subscription and CPOSA (Chief Police Officers Staff Association) (Chief Police Officers Staff Association) Legal Expenses.

## Working Hours

Working hours will not be less than 40 hours per week and such as needed to fulfil the requirements of the post. The appointed person will be required to devote the whole of their normal working times to fulfilling the duties set out in the role profile.

## Relocation

The post holder's residence should be within a reasonable travelling distance of the Nottinghamshire Police estate 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.

## Continued professional development

The PCC is keen to support the Continued Professional Development of the successful candidate and would look to align this with annual career conversation process.

## Length of Appointment

The initial fixed-term appointment will be for up to five 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.

## Annual Leave

The post holder is entitled to leave in accordance with Police Regulations.

## Other Conditions

This post will be offered in accordance with the Police Regulations and other applicable legislation. Appointment of a preferred candidate to the office of Chief Constable is subject to confirmation at a hearing of the Nottinghamshire Police and Crime Panel.



# Person Specification

## Skills

### Vision

- Highly skilled in the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals.
- Able to operate with high levels of commercial acumen, skilled in effective organisational financial management which balances conflicting resource demands and drives value for money.

### Strategic

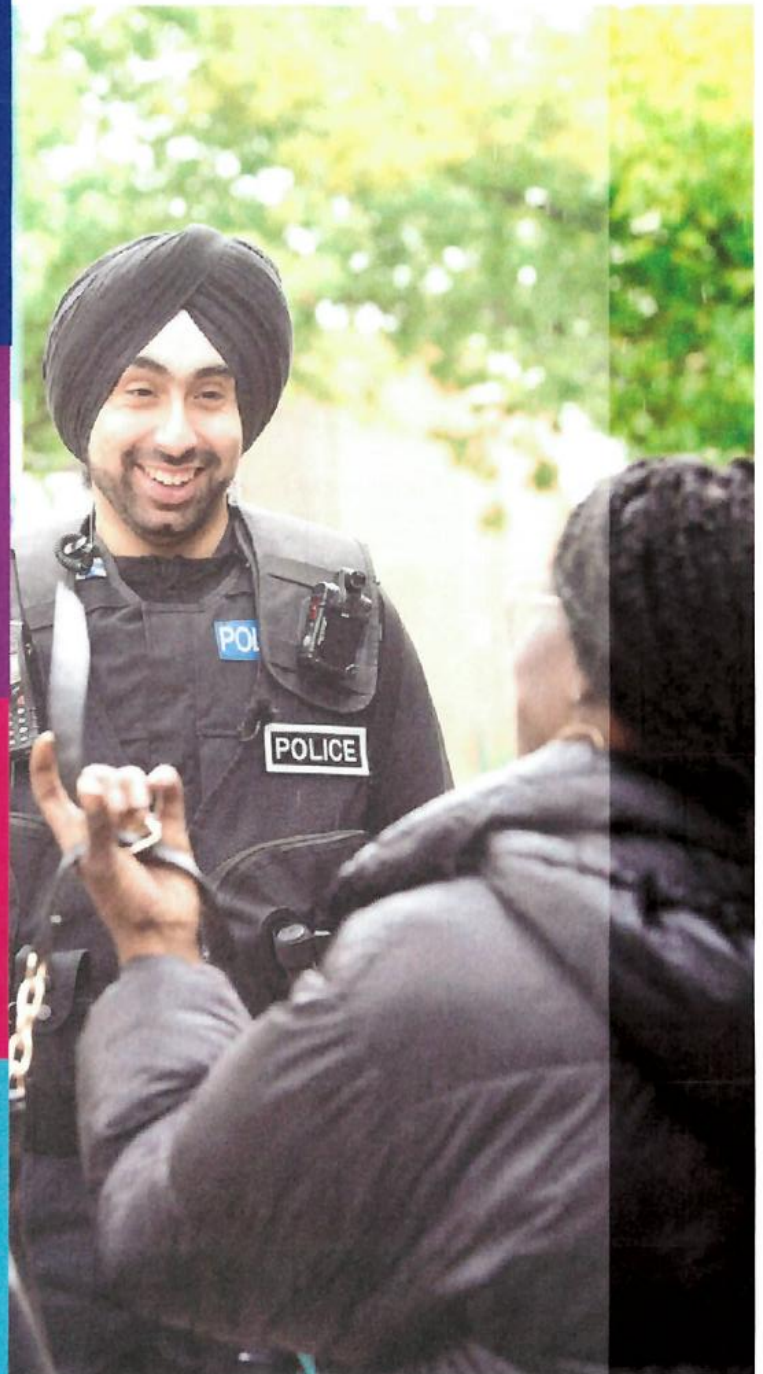
- Able to create strategic organisational change, to deliver appropriate responses to emerging trends and issues.
- Able to scan the internal and external horizon, identifying emerging trends and issues and use these to inform strategic planning.
- Able to operate with high levels of political astuteness, skilled in impacting the internal and external political landscape effectively.

### Effective

- Able to use a wide range of highly effective communication and influencing techniques and methods to successfully negotiate, collaborate and influence change at the most senior levels and across a diverse range of stakeholders.
- Skilled in building and maintaining strategic stakeholder relationships at the most senior levels, being able to resolve issues and to reconcile conflicts of interest.

### Accountable

- Skilled in leading, developing and inspiring people to develop a supportive and inclusive culture which empowers all officers and staff.
- Able to reflect on and hold themselves, individuals and the organisation to account.
- Able to identify, commission and implement new or improved technologies/services that have a transformational impact on Force service delivery and/or cost.





# Recruitment process



## Further information

For further information about the role you can contact Sharon Caddell, OPCC Chief Executive and Monitoring Officer, in confidence for an informal discussion.

Prospective applicants are also encouraged to speak to our current Chief Constable, Craig Guildford. If applicants wish to attend a familiarisation visit to the Force area, these can be arranged via the OPCC.

Contact Sharon Caddell via [Officepcc@notts.police.uk](mailto:Officepcc@notts.police.uk) or by calling 0115 844 5998.



## Timeline

Date	Activity
22 July – 12 August 2022	Facilitated conversations with Force Chief Officers, OPCC and partner agencies available for CC candidates
8 - 14 August 2022	CEO and PCC available for discussions with prospective CC candidates
14 August	Deadline for applications
w/c 15 August 2022	Shortlisting and psychometric testing of CC candidates
23 August 2022 24 August 2022	Internal and external stakeholder panel interviews Final panel interviews of CC candidate
8 September 2022	Deadline for submission of confirmation hearing report, including Independent Panel Member report, to Police and Crime Panel
21 September 2022	Police and Crime Panel confirmation hearing for preferred CC candidate

