

# West Yorkshire Police Chief Constable Candidate Information Pack

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Office of the  
**Police & Crime  
Commissioner**  
West Yorkshire



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Thank you for expressing an interest in becoming Chief Constable at West Yorkshire Police. This pack contains information to help you gain a greater understanding of the Force, the beauty and diversity of West Yorkshire, what we are looking for in a Chief Constable and the application process.

This information has been drawn together by the Office of the PCC (OPCC) who, with expert advice from the College of Policing, will be facilitating the application and selection process. It is primarily to inform you further about the skills, qualities and experience we are looking for in an exceptional leader to take West Yorkshire Police, the fourth largest in the country, forward to ensure our communities are safe and feel safe.



## Message from the Police and Crime Commissioner (PCC)

Thank you for your interest in applying for the role of Chief Constable. West Yorkshire is a truly great place to live and work, with five districts offering different opportunities and challenges.

As PCC I work closely together with police, partners and with our communities, to help achieve our shared vision of 'Keeping West Yorkshire safe and feeling safe' and equally look forward to working with a Chief Constable who shares that vision.

West Yorkshire is home to the fourth largest and one of the busiest police forces in England and Wales with a budget of around £550m, and is rich in diversity, of people, landscape, economy and culture. You will see the beauty and diversity in our county and some areas of deprivation which present great challenges, but also real opportunities to make a real difference.

Community safety is everyone's business and I am looking for a leader who is passionate about partnership working to deliver on my Police and Crime Plan, and who can rise to the challenges of driving positive change, focusing on our priorities, listening to our communities and inspiring police officers and staff.

One of my key responsibilities is to hold the Chief Constable to account, as well as work in close partnership together, so I expect that key relationship to be challenging at times, but also very supportive and collaborative, with a common goal always in mind of how we work with partners to prevent crime and anti-social behaviour, protect our most vulnerable, divert people away from the criminal justice system and provide the support victims and witnesses need and deserve.

Investing in our workforce is crucial which is why we have the Employee Wellbeing Strategy which helps support that ambition. An organisation as big as West Yorkshire Police will only survive if people have the courage and support to come forward at times and say I need help.

To that end at West Yorkshire Police and the OPCC, we have programmes including a peer support network, line manager training in mental health, and an employee assistance programme where any WYP officer or staff member can call for support.

I am looking for a Chief Constable who can lead West Yorkshire Police through the challenges of stretched resources and tackling often complex and diverse crime, while ensuring their staff and officers are given the support they need to harness a healthy, supportive, positive working culture.

Through our collective approach and commitment we can make a real difference. If you want to lead a force that is large in size, yet reaches into all communities, leading and connecting to ensure everyone is valued, I would like to hear from you.

A handwritten signature in black ink, appearing to read 'Mark Burns-Williamson'. The signature is fluid and cursive.

**Mark Burns-Williamson OBE**  
**Police & Crime Commissioner for West Yorkshire**



## About West Yorkshire Police

West Yorkshire Police serve approximately 2.3 million people living in one of the five metropolitan districts of Bradford, Calderdale, Kirklees, Leeds and Wakefield. The physical area, of some 2000 square kilometres or 780 square miles, contains the West Yorkshire conurbation and a network of motorway and trunk roads which allow easy access to and from other population centres.

The Force area is very varied combining busy cities and towns with quiet villages and picturesque rural locations. People are equally varied and represent a diverse range of ethnic cultural and economic backgrounds.

For this reason, policing is currently delivered from 5 co-terminous police districts, providing most of the day-to-day policing services performed through the county. There are also teams of specialist police and support staff personnel based at headquarters and at various other locations around the Force.

The overwhelming majority of police officers are engaged in operational duties that contribute towards the community safety for the people of West Yorkshire.

West Yorkshire Police has 21 Neighbourhood Policing Teams (NPTs) which are made up of Inspectors, Sergeants, Constables and Police Community Support Officers.

Neighbourhood teams are visible and accessible to local communities, providing the familiar face of the service. The teams work closely with communities in defined geographical areas and in partnership to tackle the issues most important to local people.

Community consultation and engagement events take place regularly within each and every neighbourhood. One example is a PACT (Partners and Communities Together) meeting, when the community can meet with their dedicated officers and have a real say in local policing issues and priorities.

# A Day at West Yorkshire Police





**West Yorkshire's  
Police and Crime Plan 2016 - 2021**  
Refreshed 2018

**About the Police and Crime Plan**

**Working together with the police and partners**

Mark Burns-Williamson your  
**Police & Crime Commissioner**  
for West Yorkshire

The PCC's Police and Crime Plan 2016-21 sets the strategic direction for the Office of the Police and Crime Commissioner, West Yorkshire Police and wider partnership working. It is used to hold West Yorkshire Police to account and to direct resources.

It sets out what is going to be delivered, how it will be delivered and how we - and the public - will know it's been delivered.

Community safety is everybody's responsibility and this plan provides a framework for the OPCC's activities, empowering local people and local partners to deliver on the outcomes and tackle priorities together.

This plan is reviewed annually to make sure that it continues to meet the needs of our communities as we work to keep people safe and feeling safe.

It is evidence based and has been produced after extensive consultation with our partners and with people from across West Yorkshire.

Together we can make a real difference.

To download the full Police and Crime Plan visit our website  
<https://www.westyorkshire-pcc.gov.uk/our-business/the-police-crime-plan.aspx>.

## The Plan at a Glance

# Keeping West Yorkshire safe and feeling safe

### What we are going to deliver

#### Our vision

Keeping West Yorkshire safe and feeling safe

#### Our outcomes

- Tackle crime and anti-social behaviour
- Safeguard vulnerable people
- Make sure criminal justice works for communities
- Support victims and witnesses

#### Our priorities

- Burglary
- Child sexual abuse
- Community cohesion
- Cyber crime
- Domestic abuse
- Drug and alcohol misuse
- Hate crime
- "Honour" based abuse
- Human trafficking and modern slavery
- Major threats and serious violence
- Mental health
- Missing people
- Radicalisation
- Road safety
- Sexual abuse
- Strategic Policing Requirement

### How we are going to deliver

Listening to people  
Understanding our communities  
Working together  
Preventing and intervening earlier  
Improving our services  
Providing resources and supporting economic development

### My pledges

- Protecting frontline policing
- Protecting Police and Community Support Officers
- Putting more proceeds of crime back into our communities
- Putting victims, in particular the most vulnerable, first
- Fighting for a fairer funding deal for West Yorkshire

### How we will know we have delivered

- People feel safe in West Yorkshire
- Volume of crimes committed reduces
- Reoffending rate reduces
- Inspections grade West Yorkshire Police as GOOD or OUTSTANDING
- Frontline policing is strengthened
- People will think the police and partners are doing a GOOD or EXCELLENT job
- Vulnerable people are safeguarded from harm
- Victims and witnesses receive a continually improving level of service
- Victims are satisfied with the outcome of their case
- Faster, more effective criminal justice
- Our police service is more representative of the people it serves

Working together with the police and partners



## About the Role

As Chief Constable, you will be a dynamic, forward thinking, chief police officer who can work with the PCC and key partners in a constructive and positive way to deliver policing and partnership working, in alignment with the Police and Crime Plan vision.

We're looking for candidates that bring, in equal measure, proven operational delivery, along with leadership ability, that will build on the culture of fairness and openness to ensure we effectively represent the communities we serve.

The Chief Constable has overall responsibility for leading the Force, and setting a direction that builds confidence. We have some interesting and exciting plans going forward, so this vacancy is a fantastic opportunity for anyone looking to serve as Chief Constable in a large metropolitan area, who wants to work with us building on a solid platform to take the Force to the next level.

You will also be the Air Certificate holder for the National Police Air Service (NPAS), as well as overseeing significant Regional Assets including the North East Counter Terrorism Unit, the Regional Organised Crime Unit (ROCU) and the Regional Scientific Support Service.

As Chief Constable, you will be accountable for how the Force strategically delivers on the Police and Crime Plan, meeting all our outcomes and priorities.

We are entirely open to all approaches and applications, including offering interested candidates a visit with the PCC to discuss the challenges, opportunities and policing requirements of our communities in West Yorkshire.



# Living and Working in the West Yorkshire Area

## Bradford

Bradford is a thriving modern place to live, work and play. With a population of over 528,000 it is the fourth largest metropolitan district and has the eighth largest economy in England, worth over £8.7 billion.

Bradford district features over 4,000 listed buildings, including City Hall, the hub of the Council the Wool Exchange in the heart of the city centre and Little Germany close by. In addition, the district is home to the HQs of major companies including Morrison's, Yorkshire Building Society, Provident Financial, Hallmark Cards, Pace, Freeman Grattan Holdings and Yorkshire Water.



## Calderdale

Calderdale borough has market towns including Hebden Bridge, Halifax, Ripponden and Todmorden. With a population of 209,500 the borough is also home to Eureka! The National Children's Museum. Calderdale is one of the smallest districts in England in terms of population, but one of the largest in terms of area. Over four-fifths of the Calderdale area is described as rural by the national Census 2011.



## Kirklees

Kirklees has a growing population of around 425,500. With the two major centres of Huddersfield and Dewsbury it encompasses the smaller towns of Batley, Birstall, Cleckheaton, Denby Dale, Heckmondwike, Holmfirth, Kirkburton, Marsden, Meltham, Mirfield and Slaithwaite.

The birthplace of famous artists, authors, musicians and actors, the region has a rich cultural heritage too. Throughout the year, towns and neighbouring villages come alive with an eclectic mix of plays, music and festivals.

## Leeds

One of the fastest growing cities in the UK, Leeds has a population of over 750,000. It is a vibrant, modern city with a rich industrial past and on the doorstep of the natural beauty of the Yorkshire Dales.

The unofficial capital of Yorkshire, Leeds is located in the heart of the UK and can be easily reached by road, rail or air. Whether you're looking for culture, history, shopping or just to wander and enjoy the vibrant atmosphere, there's so much to experience in Leeds. They are the proud home to world-class theatres, performance, music and dance, award-winning restaurants, a wealth of attractions and breath-taking architecture. The shopping offer is unrivalled and their independent scene is thriving. Host to major international sporting events, colourful carnivals and festivals there's a packed calendar of events waiting to be enjoyed.



## Wakefield

Wakefield district has a population of 340,790 with more people moving to Wakefield from elsewhere in the UK than leaving, due to housing growth locally.

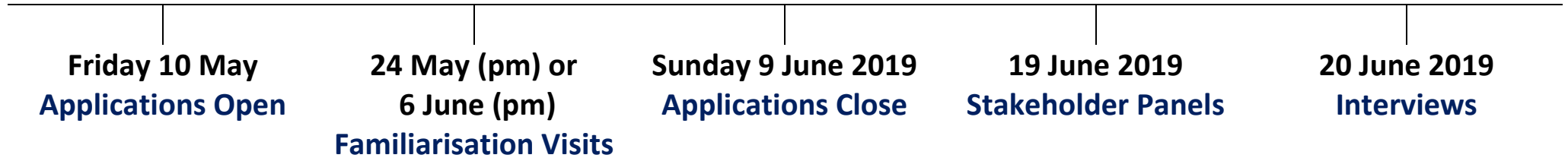
The district is home to nationally important cultural heritage sites at Pontefract Castle, Nostell Priory, Wakefield Cathedral and the National Coal Mining Museum for England. The Yorkshire Sculpture Park and the Hepworth Wakefield are internationally important art galleries and Xscape Castleford a major leisure destination for the district. The main employer in Wakefield is Health followed by transport, storage and manufacturing.

# Eligibility and How to Apply

## Eligibility Requirements

UK or overseas applicants	Eligibility requirements	Legislation
UK	Applicants must have served at the rank of constable in a UK police force	Police Reform and Social Responsibility Act 2011 (the 2011 Act) <a href="#">Section 38</a> of and <a href="#">Schedule 8</a> to the 2011 Act, paragraph 2(1A)(a)
UK	Applicants must have held the rank of ACC, commander, or a more senior rank in a UK police force <b>Police Scotland and the Police Service of Northern Ireland</b> To be eligible to be appointed to the office of CC, an applicant must have held the rank of ACC in a relevant police force for at least two years	<a href="#">Police Regulations 2003 (SI 2003/527)</a> Regulation 11 (Annex B), (1A) <b>Police Service of Northern Ireland</b> <a href="#">Police Service of Northern Ireland Regulations 2005</a> Regulation 11 (Annex A) <b>Police Scotland</b> <a href="#">Police Service of Scotland Regulations 2013</a> Regulation 7, Annex 2
Overseas	Applicants must have served in an approved overseas police force at an approved rank – a list of the approved forces and ranks are listed in appendix A	The 2011 Act Paragraph 2(1A)(b), (1B) and (1C) of <a href="#">Schedule 8</a> <a href="#">HO Circular</a> 050/2015
Overseas	Overseas applicants must meet the immigration requirements to live and work in the UK	Tier 2 immigration law It is the employer's responsibility to evidence that the vacancy cannot be filled by a suitably qualified or skilled settled worker

## Candidate Timeline



## Career History and Conduct

The PCC needs 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 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 West Yorkshire Police and the national vetting policy.



# How to Apply

Prospective candidates who would like more information about the role can contact the PCC's Interim Chief Executive and Monitoring Officer, Jayne Sykes, 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 Ms Sykes on their behalf.

Prospective applicants are invited, if they wish, to attend a familiarisation meeting with the PCC on either 24 May (pm) or 6 June (pm). If you are unable to attend on these dates please contact the OPCC to discuss an alternative.

Both opportunities can be arranged by contacting the Office of the Police and Crime Commissioner on 01924 294000. The College of Policing Senior Officer Hub team can be reached on 0247 693 1314.

Candidates are invited to apply by submitting

- An up to date CV (of no more than 5 pages); and
- A covering letter, which should include a personal statement of no more than 3 pages setting out
  - (a) briefly, the candidate's overall suitability for the role
  - (b) briefly, how the applicant demonstrates the values set out in the Competency and Values Framework
  - (c) comprehensive evidence demonstrating how the candidate meets the following competencies at level 3 in the Competency and Values Framework:
    - Deliver, support and inspire
    - Taking ownership
  - (d) Details of any outstanding criminal or disciplinary investigations or proceedings or any previous disciplinary offences that have not been expunged.

The role profile for Chief Constable is available at; <https://www.westyorkshire-pcc.gov.uk/about/work-with-us/chief-constable-recruitment.aspx>

Applications should be sent to **markburns-williamson@westyorkshire.pcc.pnn.gov.uk** by 11:59pm on Sunday 9 June 2019.

Shortlisting will take place on 12 June 2019.

Shortlisted candidates will be required to attend internal and external Stakeholder Panel interviews on 19 June 2019 and will also be required to take part in an online personality assessment (details to be confirmed).

Interviews will be held on 20 June 2019.

Appointment of a preferred candidate to the office of Chief Constable is subject to confirmation at a hearing of the West Yorkshire Police and Crime Panel which will be held on 19 July 2019 and requires the preferred candidate's attendance.

# Terms and Conditions

The terms and conditions offered by the Police and Crime Commissioner (PCC) to the Chief Constable of the West Yorkshire Police are as follows:-

- The Police and Crime Commissioner will make available for your use a suitable fleet vehicle.
- The reimbursement of reasonable expenditure in relation to domestic security should there be a clearly identified need will be considered. This is subject to approval by the Office of the Police and Crime Commissioner.

The other terms and conditions of the appointment are in accordance with Police Regulations and Determinations made by the Secretary of State in accordance with those Regulations, including relocation expenses. The PCC has determined that travel expenses for family members will not be provided.

The Chief Constable must seek approval of the PCC for any post-employment service (paid or unpaid) during the 12 months after leaving the police service.

The salary for West Yorkshire's Chief Constable is £181,560 p.a.



## Privacy Information

Your information will be kept for a period of one year (if unsuccessful) or six years after the date of leaving if successful in line with the PCC's information retention policy.

Your information may be shared with the Police and Crime Panel for West Yorkshire in accordance with the obligations imposed by the Police Reform and Social Responsibility Act (Sch 8) on the PCC to provide the Panel with the following information:

- (a) the name of the person whom the commissioner is proposing to appoint;
- (b) the criteria used to assess the suitability of the candidate for the appointment;
- (c) why the candidate satisfies those criteria; and
- (d) the terms and conditions on which the candidate is to be appointed.

Your information will also be shared with the College of Policing who are providing professional support to the PCC for this recruitment campaign and your name will be given to members of the internal and external stakeholder panels.

The lawful basis for processing your personal information under the Data Protection Act 2018 is 'public task'. Further information about the PCC's privacy notice is available here: <https://www.westyorkshire-pcc.gov.uk/privacy.aspx>.