



Candidate Information Pack

**Chief Constable for
Lancashire Constabulary**

September 2020



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1. INTRODUCTION

Thank you for expressing an interest in becoming the Chief Constable of Lancashire Constabulary. This pack contains information to help you gain a greater understanding of the Constabulary, the county of Lancashire and the application process. This information has been drawn together by the Office of the Police and Crime Commissioner, who with advice from the College of Policing, will be assisting with the application and selection process.

2. MESSAGE FROM THE POLICE AND CRIME COMMISSIONER

Thank you for your interest in the role of Chief Constable for Lancashire.

Since I became Police and Crime Commissioner almost eight years ago, despite austerity, Lancashire Constabulary has continued to provide an excellent policing service to the diverse communities of Lancashire, through the innovative use of resources and digital technology and as such is ranked as one of the best forces in the country in successive HMICFRS inspections.

I am therefore, looking for a Chief Constable who can build on the success to date. I want you to share a common vision with me and deliver on my priorities. I want you to embrace our diverse communities and lead the Constabulary to deliver a service that meets the varied needs of the people of Lancashire. I want you to inspire and empower your staff to drive ongoing improvement and performance whilst displaying ethical standards and behaviours.

I have high expectations of the new Chief Constable and so do the people of Lancashire. I'm looking for an exceptional candidate who is committed and who delivers on the promise to make a difference.



If you think that person is you, I look forward to hearing you.

Clive Grunshaw
Police and Crime Commissioner

3. THE COUNTY OF LANCASHIRE



Situated on the north west coast of England Lancashire has a population of 1.4 million people spread over 3075km².

By 2037, the number of people aged 90 and older is projected to increase from 10,000 (2012) to around 32,000 (2037).

Further, by 2037, there is likely to be a substantial increase of over 50 per cent in age group 65 and over.

By 2039, the population is likely to rise by 4.1 per cent to an estimated 1.45 million people.

The 2011 census shows that the largest ethnic group is white (90 per cent). The black and minority ethnic (BAME) makes up eight per cent of the population. The majority of this group were Asian/Asian British.

Numerically, there are over 90,000 black minority ethnic people in the county. Three quarters of the BME population reside in Preston, Pendle, Burnley and Hyndburn. Lancashire has pockets of severe social and economic deprivation and has five of the top 50 most deprived areas in England, according to the Index of Multiple Deprivation 2015 (Blackburn with Darwen, Blackpool, Burnley,

Hyndburn and Pendle).

There are twelve District Councils, two unitary authorities, Blackpool Council and Blackburn with Darwen Council and the County Council (Lancashire County Council). There is a single Fire and Rescue Service for the whole of the county. There are eight National Health Service Clinical Commissioning Groups pan Lancashire, along with five NHS Trusts. Preston, Ormskirk and Lancaster are home to respected universities with many colleges also providing additional further and higher education opportunities. Blackpool and the Fylde coast offer a major seaside tourist destination which attracts millions of visitors throughout a large part of the year extended into the autumn for the annual illuminations weeks.

Around 75 per cent of Lancashire is classed as rural, with rural communities representing just nine per cent of the population, they have diverse and unique needs, so it is really important that we deliver a high quality, tailored service.

Leisure

Lancashire is a county of contrasting landscapes, diverse heritage and plentiful food and drink. There is something for everyone, with countryside, canals, coast and towns. Enjoy stunning views, quiet lanes, rare wildlife and our famous Lancashire coastline. There is the unique, wildlife rich Morecambe Bay in the north to the flat and fertile coastal plains around Ormskirk and the Ribble Estuary. The world-famous seaside town of Blackpool with its iconic Tower in the west to the undulating fells and moorland of the Forest of Bowland Area of Outstanding Natural Beauty and the famous Pendle Hill in the east.



Transport

Lancashire is easily reached from all over the UK and is well served by international airports, ferry ports and main line rail - you're just over two hours from London on the West Coast Line with stops in the cities of Preston, Lancaster and Blackpool.

Once here, the M6 motorway along with the M55, M61 and M58 enable quick and convenient car travel to all corners of the county - in less than an hour from Manchester, Liverpool and Leeds you could be exploring our beautiful county which is 75% rural.

Education

Lancashire is a diverse county. Schools in Lancashire are varied, with different providers from faith and non-faith organisations, community and foundation schools, academies and free schools.

Parents have a choice of schools with high standards, with over 93% of schools rated as Good or Outstanding by Ofsted. A high proportion of parents receive an offer for either their first choice school or one of their three preferences for both primary and secondary schools, a higher proportion in Lancashire than both the national average and the North West average.



4. ABOUT LANCASHIRE CONSTABULARY

The county is split into three main policing areas.

These are:

South Lancashire:

- Preston • South Ribble • Chorley • West Lancashire

West Lancashire:

- Blackpool • Fylde • Wyre
- Lancaster and Morecambe

East Lancashire:

- Blackburn with Darwen • Ribble Valley
- Pendle • Rossendale • Hyndburn • Burnley

Lancashire Constabulary is a large organisation

3076 police officers

2644 police staff

280 Special Constables

268 police community support officers

There are also specialist areas including dogs and mounted branch



Chief Officer Team



DCC Terry Woods

- Professional Standards
- Corporate Development
- Diversity, Equality Inclusion
- HMICFRS
- Organisational Development



ACC Jo Edwards

- Crime and Justice
- Major Investigations
- Counter Terrorism
- Serious Organised Crime
- Territorial investigations
- Force intelligence



ACC Pete Lawson

- Uniform Operation command
- Force Control Room & 101 & 999
- Neighbourhood Policing
- Lancashire Volunteer Partnerships (including Specials, Volunteers, Cadets)
- Tactical operations (Public Order, Firearms, Roads Policing, Air Support)
- Custody



Director of Resources Ian Cosh

- Finance
- Procurement
- HR
- ICT
- Fleet
- Legal
- Estate

In 2019/20 Lancashire Constabulary:



RECEIVED
301,473
EMERGENCY
CALLS



RECEIVED
813,672
NON EMERGENCY
CALLS



RESPONDED TO
575,704
INCIDENTS



RECORDED
144,742
CRIMES



RECORDED
540
CASES OF CHILD
SEXUAL EXPLOITATION



RECORDED
1,383
RAPE CASES



RECORDED
7,410
RESIDENTIAL
BURGLARIES



RECORDED
57,234
ANTI-SOCIAL
BEHAVIOUR INCIDENTS



RECORDED
20,700
DOMESTIC
ABUSE CASES

80%

OF STAFF ARE PROUD TO
WORK FOR LANCASHIRE
CONSTABULARY

80%

OF STAFF AGREE LANCASHIRE
CONSTABULARY IS COMMITTED
TO CREATING A DIVERSE AND
INCLUSIVE WORKPLACE

92%

OF STAFF UNDERSTAND HOW
THEIR WORK CONTRIBUTES
TO THE CONSTABULARY'S
OBJECTIVES

75%

OF STAFF THINK LANCASHIRE
CONSTABULARY UPHOLDS
HIGH STANDARDS OF
PROFESSIONALISM



FINANCE INFORMATION

The revenue budget for Lancashire Constabulary for 2020/21 is fully balanced, incorporating a £10 (4.96%) increase in council tax, and the annual budget stands at £312.930m.

This budget protects frontline policing and supports the delivery of the Police and Crime Commissioner's Police and Crime Plan and the Force's annual Delivery Plan objectives.

Looking beyond 2020/21, at the time of writing, the medium term financial strategy presents a funding gap of £28m over the period to 2021/22 to 2023/24. This figure reflects the following key assumptions:

- Core government grant remains unchanged across the period.
- Specific funding for the uplift programme is available and meets all costs of the uplift programme each year
- Council taxbase will increase by 1.5% each year
- The level of council tax does not increase in any future year

- Pay award for officers and staff is at 2.5% each year (approximately £6.8m additional cost each year from 2021/22 onwards)

However, this position is subject to the announcement by the Home Secretary of Police Grant allocations to forces for 2021/22 and what level of increase in council tax the Police and Crime Commissioner will be allowed to consider, if any.

In any event, the new Chief Constable will continue to work with the Police and Crime Commissioner to identify the necessary level of savings in order to balance the budget. It is recognised that whilst this task is challenging and complex the ultimate goal is to ensure that the Constabulary continues to use its resources efficiently, focusing upon the services that make a real difference to the people of Lancashire.

5. THE POLICE AND CRIME PLAN

My [Police and Crime Plan](#) outlines my priorities for Lancashire Constabulary for the period 2016 to 2021.

This is a living document and sets the strategic direction for crime-related and policing services across Lancashire, including the response to regional and national threats.

It also includes information on the financial resources available to me both from central government and local council tax precept along with any grant funding and how that will be allocated.

Following extensive engagement and analysis of local, regional and national issues my priorities are:-

- [Protecting Local Policing](#)
- [Tackling Crime and Re-offending](#)
- [Supporting Vulnerable People and Victims](#)
- [Developing Safe and Confident Communities](#)

[View the online version of the Police and Crime Plan](#)

In addition to the Police and Crime Plan I must also produce an Annual Report on the exercise of the my functions. [The Annual Report for 2019/20](#) and previous years are available to view on my website.



6. ABOUT THE ROLE

As Chief Constable, your enthusiasm, vision and passion will shape the future of Lancashire Constabulary. You will be a dynamic and inspirational leader, with a drive to ensure that the Constabulary continues to provide an outstanding police service to the residents and visitors to Lancashire.

As the Chief Constable you will work closely with the Police and Crime Commissioner to effectively plan, deliver and be accountable for how the Constabulary will contribute to the delivery of the Police and Crime Plan.

Prospective applicants are also invited to familiarise themselves with the Role Profile and the with the values and competencies (level 3) relevant to the role set out therein.



7. ELIGIBILITY AND HOW TO APPLY

Eligibility Requirements

Applicants must meet the following requirements:

- Has held rank of Assistant Chief Constable, Commander or more senior rank in a UK Police Force
- Successful completion of the Senior Police National Assessment Centre and the Strategic Command Course

For applicants from overseas

- Applicants must have served in an approved **overseas police force** at an approved rank

Career history and conduct

The PCC will consider applicant's disciplinary and career record.

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 DV vetting in accordance with the procedure in operation within Lancashire Constabulary and the national vetting policy.



How to apply

Prospective candidates who would like more information about the role can contact the Director of the Office of the Police and Crime Commissioner, Angela Harrison in confidence for an informal discussion on 01772 533587. Alternatively, candidates can contact the College of Policing's Senior Officer Hub team who can raise questions anonymously with Angela Harrison on their behalf.

Prospective applicants are invited, if they wish, to attend a familiarisation visit to the Constabulary on the 28 September 2020, which can be arranged by contacting the Office of the Police and Crime Commissioner on 01772 533587 by the 24 September 2020.

The College of Policing Senior Officer Hub team can be reached via hub@college.pnn.police.uk.

Candidates are invited to apply by submitting

- A completed application form
- An equal opportunity monitoring form
- A line manager's endorsement
- The URL link to a short video which has been uploaded onto Google Drive

Applications should be sent to Ian Dickinson (ian.dickinson@lancashire-pcc.gov.uk) by 4.00pm on Friday 16 October 2020.

Shortlisted Candidates will be notified no later than Friday 23 October 2020

The Assessment Centre will be held on the 10 and 11 November 2020.

Appointment of a preferred candidate to the Office of Chief Constable is subject to satisfactory medical and vetting clearance and Confirmation at a hearing of the Police and Crime Panel for Lancashire to be held on Monday 7 December 2020 at 4.30pm..

8. SUMMARY OF TERMS AND CONDITIONS

Salary

Chief Constable salaries are set nationally and are dependent on the size of the force.

The Chief Constable for Lancashire's salary set by the Police Remuneration Review Body is £170,316 per annum, however the Police and Crime Commissioner has the discretion to vary the salary of the Chief Constable by up to 10%. The Police and Crime Commissioner has exercised his discretion to vary the salary by 5% and decided to offer a salary of £161,800.

This salary will form the basis of any future increase in line with national police pay settlements

Length of employment

The initial fixed term appointment will be for up to 5 years, to be agreed as part of the final negotiations.

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.

Location

The Constabulary Headquarters is located in Hutton, Preston, PR4 5SB

However, your normal place of duty is not fixed as this can be anywhere within the estate of the Police and Crime Commissioner within the Lancashire Constabulary area.

Benefits

The post holder will be entitled to participate in the Lancashire Constabulary Chief Officers' Car Scheme. 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 CPOSA Legal Expenses Insurance.

Relocation

The post holder's residence should be within a reasonable travelling distance of the Constabulary Headquarters, Hutton to enable him or her 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 constabulary, the PCC will pay all reasonable costs arising from the sale and purchase of property and removal expenses in line with national regulations.

