



# **NORTHUMBRIA POLICE ASSISTANT CHIEF CONSTABLE**

Candidate Information Pack



**NORTHUMBRIA  
POLICE & CRIME  
COMMISSIONER**



**NORTHUMBRIA  
POLICE**

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# WELCOME

**Thank you for your interest in applying for the role of Assistant Chief Constable of Northumbria Police.**

We have produced this information pack to support you through the process but also to inspire candidates that this is a great opportunity to serve as an Assistant Chief Constable in our amazing region, working with a team like no other to keep people safe and fight crime.

“ We are proud of what we do and proud of who we are here at Northumbria Police. ”

We are looking for an enthusiastic and committed Assistant Chief Constable to enhance our Chief Officer team.

As you would expect, we are looking for someone who is capable and willing to take personal responsibility for a wide spectrum of performance areas; ensuring professional standards, personal values and service delivery are maintained at the highest levels. Equally as important, we are looking for someone who will bring personality as well as professional experience to the role; doing so in such a way to ensure the workplace, whilst inevitably challenging, is an enjoyable place to be.

We are highly wellbeing focussed and anyone coming to work in Northumbria must clearly demonstrate this in their leadership style and behaviours. We police an extremely diverse region, comprising heavily populated conurbations, vibrant city centres and far reaching, sparsely populated rural areas. As such, the demands and challenges we all face are ever present and wide ranging. This means we expect a lot from our workforce, and it is right and proper that they expect a lot from us – their wellbeing is non-negotiable.

It is a great privilege to work in such a fantastic area of the country, thanks to the communities we work with, the people we work alongside and so many aspects of the natural landscape we operate in. We are confident enough to acknowledge areas for improvement, whilst at the same time recognising and seeking to build on the significant potential, we have to deliver even better services to our very deserving communities.

If you have a genuine desire to be part of what we are doing and where we want to get to then we would be delighted to hear from you. After all, what better time is there to be operating at an executive level within policing; taking on the challenges and driving towards those associated opportunities we all have, to create real and lasting improvements that make the lives of others safer and more enjoyable.

Chief Constable  
**Winton Keenen**

# INTRODUCTION

“

It is a great privilege to work in such a fantastic area of the country, thanks to the communities we work with, the people we work alongside and so many aspects of the natural landscape we operate in.

”



# ABOUT US

**Northumbria Police is one of the largest 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.**

We are dedicated to building trust and confidence and reducing crime and disorder in the communities within the North East of England.

There are around 5949 staff and officers working at Northumbria Police and over 400 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.

## AREA COMMANDS

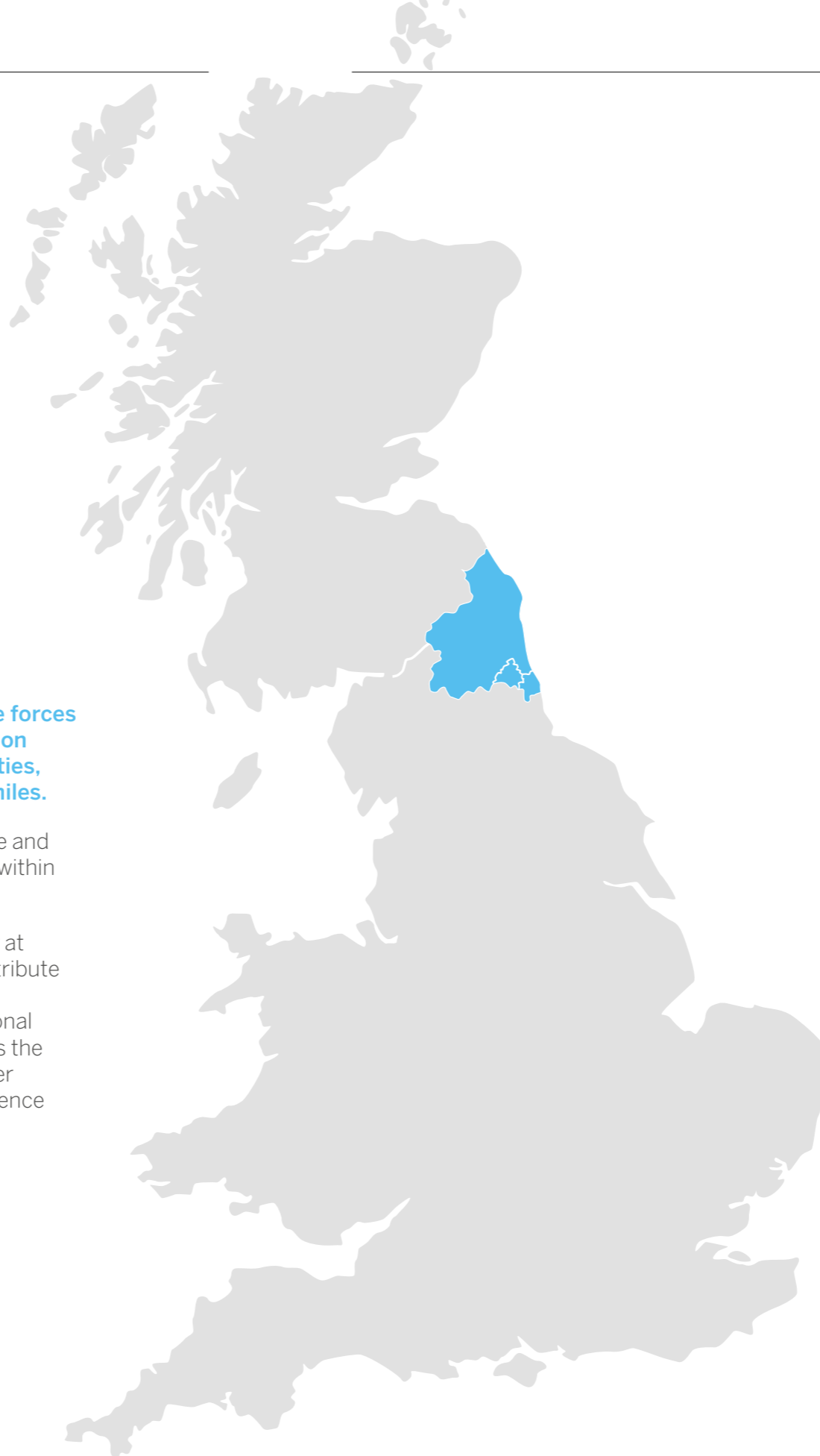
We provide a comprehensive policing service to communities across the North East via three Area Commands – Northern, Central and Southern.

Between them, they cover the local authority areas of Newcastle, Gateshead, South Tyneside, North Tyneside and Sunderland – which are all predominantly urban – as well as Northumberland, which has both urban and rural areas.

Each area command has a Chief Superintendent who operates at a strategic level, working with partners, and is divided into policing sectors which have both response and neighbourhood policing teams.

## DEPARTMENTS

Northumbria Police is supported by corporate and specialist departments, providing a frontline service to prevent, detect and reduce crime in the Northumbria area.





# OUR PURPOSE AND VISION

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 an 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 purpose and vision statement:

## OUR PURPOSE

Keep people safe and fight crime.

## OUR VISION

To deliver an outstanding police service; working with communities to prevent crime and disorder and protect the most vulnerable people from harm.

# OUR VALUES

Our purpose and vision are underpinned by a set of core values which define the standards we have set. Our core values are embedded in our everyday language and decision making.

## Determined.

Nobody is more determined than us to keep our communities safe.

01

## Supportive.

We value each other. A supportive, inclusive culture is everything to us. Full stop.

02

## Passionate.

Our region is amazing. It's in our DNA to be passionate about what we do.

03

## Dynamic.

We are brave and bold. We are dynamic in our thinking so bring on innovation!

04

## Proud.

We are a team like no other. Proud of who we are and what we do.

05

# NORTHUMBRIA POLICE PRIORITIES

## Protect the vulnerable

Protect vulnerable people and reduce harm in communities

## Effective justice

Deliver outstanding investigations and support to victims

## Prevent crime and disorder

Prevent crime and ASB by problem solving with partners

## Outstanding organisation

One team, supportive, inclusive and committed to the highest professional standards

## Intelligent policing

Using data and technology to reduce harm, keep the public safe and to manage threat and risk

## Engaged communities, a trusted police force

Work with the public to establish trust and confidence through transparency, fairness and accountability

# OUR HIGH PERFORMING CULTURE

As part of the Chief Officer team you will lead a high performing and inclusive culture. Our recent HMICFRS (His Majesty's Inspectorate of Constabulary and Fire & Rescue Services) report places us in the top ten forces for overall performance.

The positives highlighted throughout this latest inspection are, undoubtedly, a testament to the commitment and determination of everyone across the force – those who make up an impressive group of officers, staff, and volunteers—who day-in, day-out, provide our communities with the very best service possible.

The report highlights some of the outstanding work that is being delivered, such as our innovative approaches to keeping those on a night-out safe, the use of virtual reality to educate young people about the dangers of knife crime, the way we divert people from offending and when crime does occur the quality of our investigations are consistently good.

Behind our high performing culture are our high performing people. We know a supportive and inclusive culture positively impacts on our performance and our wellbeing. More importantly it also creates a great place to work where people want to perform to be their best.

We are proud of who we are and what we do.

“The positives highlighted throughout this latest inspection are, undoubtedly, a testament to the commitment and determination of everyone across the force.”

## OUR PEOPLE PILLARS

01

### My Safety

Keep the entire workforce safe – all officers, staff and volunteers operate safe working practices and have access to the right equipment, training and rest breaks.

02

### My Health

Keep the entire workforce healthy with a focus on wellbeing, health-promotion and resilience. Provide effective Occupational Health and EAP services alongside an effective employee-focused approach to absence management.

03

### My Work

Create meaningful work – ensuring the Force has the right capacity and capability to meet demand, where people feel they are in the right job, doing the right things and empowered in such a way to succeed in their role.

04

### My Development

Empower people to manage their own learning and development throughout their career, starting from where they are now, where they want to be and how their plans to get there are supported.

05

### My Environment

Create an inclusive and diverse workplace that is engaging, flexible and collaborative in ensuring the workforce, volunteers and partners have a voice in shaping Northumbria Police.

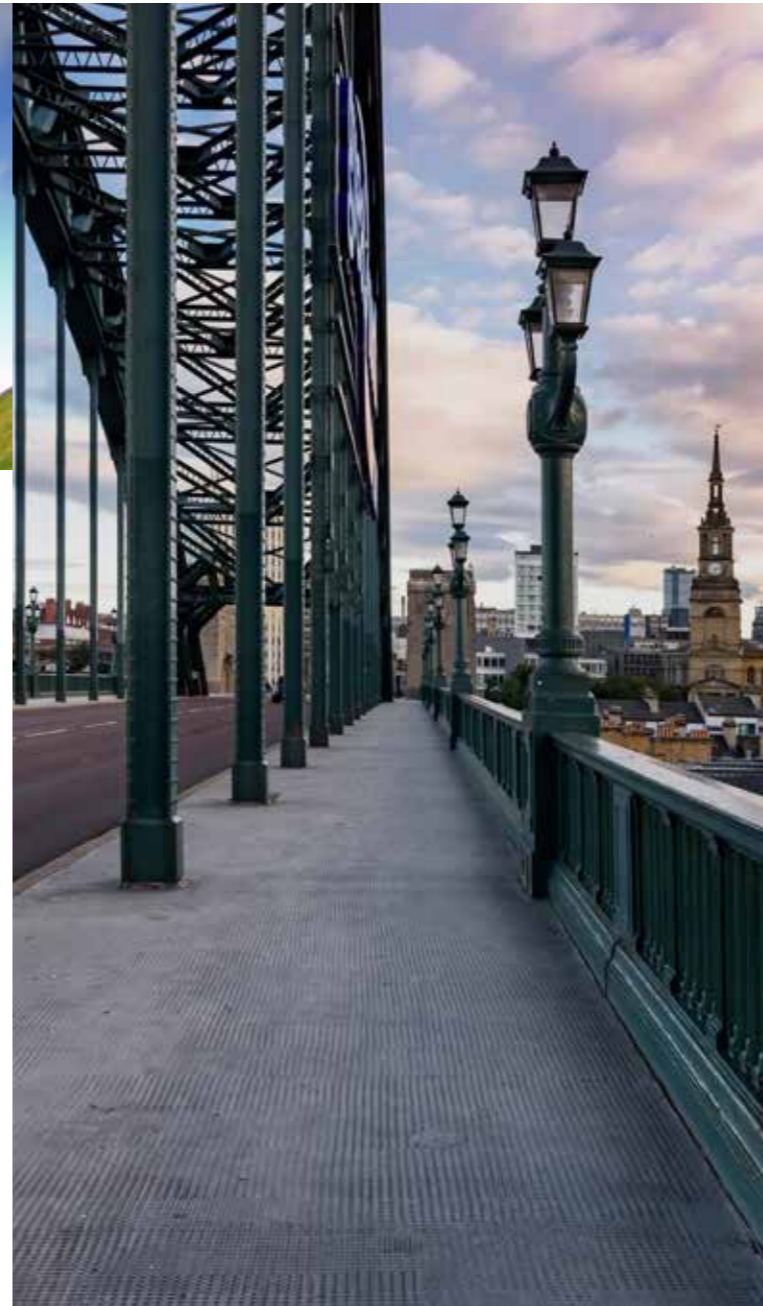
# CENTRAL AREA COMMAND



## 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 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 residential communities and local businesses, including sections with diverse cultures and extensive new residential developments such as Newcastle Great Park.

# NORTHERN AREA COMMAND



## 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. 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.

# SOUTHERN AREA COMMAND



## 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.



# IN A TYPICAL DAY

Northumbria Police:



Handles  
**860**  
"999" calls

Travels  
**21686**  
miles

Makes  
**74**  
arrests

Records  
**33**  
sets of fingerprints

takes  
**24**  
DNA samples

Investigates  
**376**  
crimes

Deals with  
**1153**  
incidents

Receives  
**1200**  
phone calls



# OUR CHIEF OFFICER TEAM



**Winton Keenen**  
Chief Constable



**Debbie Ford**  
Deputy Chief Constable  
Business Performance  
and Standards

- Professional Standards  
Department
- Corporate Development
- Force Transformation Lead
- Legal Department



**Joscelin Lawson**  
Assistant Chief Officer  
(Corporate Services)

- People Services
- Communications  
& Engagement
- People &  
Organisational  
Development
- Business Services
- Finance



**Brad Howe**  
Temporary Assistant  
Chief Constable  
(Communities)

- Northern
- Central
- Southern
- Harm Reduction  
& Communities



**Sav Patsalos**  
Temporary Assistant  
Chief Constable  
(Crime & Safeguarding)

- Crime
- Criminal Justice &  
Victim Services
- Safeguarding
- Forensic Services
- NEROCU



**Scott Young**  
Assistant  
Chief Constable  
(Force Coordination)

- Communications
- Force Coordination  
& Operations
- Information  
Management



**David Sadler**  
Chief Information  
Officer

- Digital Policing  
Operations

# ABOUT THE ROLE

This is a prominent role that entails high levels of personal responsibility and autonomy, in which you will play a major part in shaping the future of Northumbria Police.

Our teams are striving to deliver a modern and digitally focused policing service to better support our people and communities.

As ACC, you will drive innovation to deliver true business change. This is a unique career development opportunity to enhance your senior leadership skills and take the next step in a complex yet supportive policing environment

## Assistant Chief Constable has overall responsibility for:

- Contributing to the creation of the vision and setting direction and culture for the Force by building public and organisational confidence and trust, to deliver an effective policing service.
- Supporting the setting of the organisational and operational strategy for the Force, in alignment with wider plans and objectives such as the Police and Crime Plan and Strategic Policing Requirement, to provide an effective and efficient policing service that meets current and future policing demands.
- Leading and commanding an operational policing response. Along with driving a high-performance culture within their designated area of responsibility.
- Leading, motivating and engaging a team of senior policing professionals, promoting workforce wellbeing, facilitating impactful professional development and performance management to create an empowered team effectively contributing to the achievement of Force objectives.
- Contributing to the development of regional and national policing within a specific area of expertise and may be accountable for national operations or standard setting.
- Effectively manage and encourage development, change and innovation, ensuring enhanced productivity, value for money and continuous improvement in problem solving and evidence-based policing.
- Developing and maintaining strategic relationships with local and regional partners, effectively influencing, and collaborating to enable the achievement of objectives for their area of responsibility.



# TIMELINE AND APPLICATION PROCESS

**Advert opens:** [1 December 2022](#)

**Familiarisation Event:** [20 December 2022](#)

**Closing date:** [1 January 2023](#)

**Shortlisting:** [w/c 2 January 2023](#)

**Stakeholder panel events:** [10 January 2023](#)

**Interview:** [11 January 2023](#)

If candidates would like to book familiarisation with the force please could they contact our Resourcing Advisor David Tuthill, email [david.tuthill@northumbria.police.uk](mailto:david.tuthill@northumbria.police.uk) or 07925037182.

## Terms of appointment

The appointment of Assistant Chief Constable will be made in accordance with Police Regulations, which the Secretary of State may vary from time to time and subject to satisfactory medical clearance.

The salary for the post of Assistant Chief Constable is currently £107,502 - £121,122 per annum.

## Place of work and hours

Your regular place of work will be our Command Suite at Wallsend, Tyne and Wear; 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 hours per week, with an understanding that you will work flexibly in order to ensure you fulfil the requirements of the post.

## 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.

## Vetting

The appointment is conditional to Management (MV) and Developed Vetting (DV) in accordance with the procedure in operation within Northumbria Police and the national vetting policy.

## Benefits

### Vehicle

A vehicle is 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.

## Personal Support and Advice

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.

## Sports and Social

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](http://www.npssc.co.uk).

## Normal place of residence

The post holder would ideally be willing to reside in the Northumbria force area and be readily accessible to meet the operational needs and exigencies of the force.

Post holders on appointment who otherwise live outside the force area are expected to re-locate at the earliest opportunity.

## Relocation

Removal expenses will be in accordance with Police Regulations. Expenses will be considered where they fall within one of the criteria set out in Regulations and are deemed to be reasonable. All relocation expenses will be subject to approval of the Chief Constable. Only costs agreed in advance will be considered for reimbursement. HMRC tax free limit for relocation expenses is currently £8,000. Any expenses incurred over and above this level will be reported through the P11D process for which the post holder may incur a personal tax liability.

## Replacement allowance

A replacement allowance will be payable in accordance with Police Regulations.

## 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 the prior written consent of the Chief Constable.

## Police pension contributions

Police pension contributions will be deducted at the rate specified in the Police Pension regulations.

## Equality

The Force is committed to increasing representation from underrepresented groups, which includes those who identify Black, Asian and Minority Ethnic, female, LGBT and / or disabled. Therefore, we would encourage applications from these individuals. Appointment will be based on merit alone.





