



# Application Form

## Chief Constable

Name:

Return to: Laura Mills

Email: [laura.mills@cambs.police.uk](mailto:laura.mills@cambs.police.uk)

Closing Date: **23.55hrs, Monday 10 October 2022**

# 1 Important Information

Completing the application form is the first stage of the selection process. The information you provide is the only information we will use in deciding whether you will go forward in the selection process. All information you provide will be treated in confidence.

1. Answer **ALL** questions by providing the required information or ticking the appropriate box. If any question or part of a question does not apply to you write "**NOT APPLICABLE**".
2. As part of BCH commitment to being a disability confident leader, all disabled applicants who meet the minimum entry requirements for a role will be interviewed. To be considered for the Offer an Interview Scheme, applicants will need to declare that they have a disability.

**If you have any queries in relation to completing the application form, please contact Laura Mills, Workforce Planning Manager on: M 07734 814981 or email: [laura.mills@cambs.police.uk](mailto:laura.mills@cambs.police.uk).**

3. Successful candidates will be required to undertake vetting and medical checks before appointment.
4. Vetting is conducted for all applicants who work for, or with, Bedfordshire Police and those staff working for the OPCC.
5. **To be considered for this role completed applications should be sent to:**
  - Laura Mills, email: [laura.mills@cambs.police.uk](mailto:laura.mills@cambs.police.uk) by
  - **23.55hrs on Monday 10 October 2022**
6. Shortlisting will take place on Wednesday 12 and Thursday 13 October 2022.
7. A psychometric testing link will be sent to all shortlisted candidates on the morning of Monday the 17 October 2022.
8. The psychometric testing must be completed no later than midday on Wednesday 19 October 2022.
9. Internal and external Stakeholder Panel interviews will take place on Thursday 3 November and Friday 4 November 2022.
10. The successful applicant will be informed on Monday 12 December 2022.

## 2 Personal Details

Last Name:

Previous Last Name(s):

First Name(s):

Any other name(s) you are known by or have used previously:

Home Address:

Post Code:

Home Telephone No:

Mobile Telephone No:

E-mail Address:

Do you hold a full UK driving licence?

Yes

No

Nationality:

Place of Birth (Town & Country):

To be eligible for appointment you must be a British Citizen or a member of the EC or other states in the EEA (Iceland, Norway and Leichtenstein). Commonwealth citizens and foreign nationals are also eligible but only if they are resident in the UK free of restrictions.

If you are a Commonwealth citizen or a foreign national you must provide proof that you have no restrictions on your stay in the UK. You should therefore send a **copy** of your passport which shows that your stay is free of restrictions. **Do NOT send your actual passport** with this application. Other documentary evidence of your status may be required.

**3**

**Education & Qualifications**

Please list any academic, professional and/or vocational qualifications relevant to this appointment

Date from:	Date to:	Name of Institution	Qualifications gained	Subject and level

4

# Employment History

Please provide details, with the most recent first.

If more space is required, please use the space provided in section 11

**Role:**

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Force:

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Address:

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Postcode:

Telephone No:

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Start Date:

End Date:

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**Role:**

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Force:

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Address:

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Postcode:

Telephone No:

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Start Date:

End Date:

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**Position:**

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Force:

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Address:

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Postcode:

Telephone No:

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Start Date:

End Date:

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**Position:**

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Force:

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Address:

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Postcode:

Telephone No.:

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Start Date:

End Date:

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**5  
Membership**

Please list membership of any organisation(s) relevant to this position.

Name of Organisation	Type of membership	Date of membership

**6  
Training**

Please list any course(s) which you have undertaken which are relevant to this position.

Year(s)	Organising body	Course title

**7  
Referees**

Name and address of two people to whom reference may be made (one of whom must be your present or last employer).

Can we contact your referees prior to your interview?

Yes       No

<b>PRESENT/LAST EMPLOYER</b>	<b>SECOND REFEREE</b>
NAME: _____	NAME: _____
ROLE: _____	ROLE: _____
EMAIL: _____	EMAIL: _____
PHONE: _____	PHONE: _____

## 8 Competency Values Framework

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The information provided in this section will be used to evaluate how closely your skills, knowledge and experience align with those outlined in the College of Policing's Competency and Values Framework, which are required to perform effectively in the role, and which will enable you to deal with issues facing the Force.

When answering these questions, you need to:

- *Be open and honest in your responses, demonstrating your personal involvement i.e., what you actually did, why and how you did it; and*
- *Provide concrete examples from the last three years. Evidence needs to be specific and focused on your personal involvement / experience and actions.*

The appropriateness of your application will be determined by the extent that your evidence relates to the competency area being asked about, how thoroughly you respond to the questions asked and how appropriate your examples are in relation to the issues facing Bedfordshire Police.

**9**  
**Suitability**

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**Please outline your overall suitability for the role of Chief Constable.  
(500 words maximum)**



**10  
Values**

**Please outline how you demonstrate the following values set out in the College of Policing Competencies and Values Framework.**

**1. Compassion (250 words maximum)**

**2. Inclusiveness (250 words maximum)**

**10**  
**Values (cont.)**

**3. Creativity (250 words maximum)**

**4. Visionary Leadership (250 words maximum)**

## 11 Declarations

Please give details below of any outstanding criminal investigations or disciplinary proceedings being carried out in relation to your conduct (please provide dates) and any previous disciplinary offences which have not been expunged.

## 11 Declarations

**Do you currently have any job or business interest which you intend to continue should you be successful in this application?**

Yes                      No

If YES, please state the nature of this job or business and the extent of your involvement (e.g., actively involved, non-executive director). Include hours spent on it.

### **PLEASE ENSURE YOU SIGN THIS DECLARATION BEFORE RETURNING YOUR APPLICATION FORM**

**To your knowledge, are you related to the Bedfordshire Police and Crime Commissioner or to any member of staff of Bedfordshire Police or the Office of the Police and Crime Commissioner for Bedfordshire?**

Please indicate  Yes                      No

If YES, please state to whom you are related and your relationship:

Anyone who fails to disclose such a relationship shall be disqualified for the appointment and if appointed shall be subject to termination of contract.

### **DATA PROTECTION ACT DECLARATION**

The information provided on this application form will be entered onto a computer system and as such is covered by the rules set out by the Data Protection Act 1998.

### **VALIDITY**

I declare that the information given on this application form is to my knowledge true. I understand that if it is subsequently discovered that any statement is false or misleading, any offer of appointment may be withdrawn, or I may be removed from office by written notice from the Police and Crime Commissioner.

**I declare that all the statements I have made in this application are true to the best of my knowledge and belief.**

Signature:

Date:



**Equality Monitoring - To be completed by candidate**

The information on this form is for monitoring purposes only and will not be made available to those assessing your application, or affect your application in any way.

**Please note this information may be used by Bedfordshire Police when publishing reports in accordance with the public sector equality duty, no one will be identified personally.**

Please complete and forward to [laura.mills@cambs.police.uk](mailto:laura.mills@cambs.police.uk)

Surname	
Forename (s):	

<b>AGE</b> <input type="checkbox"/> 18-25 <input type="checkbox"/> 26-40 <input type="checkbox"/> 41-55 <input type="checkbox"/> Over 55	<b>GENDER REASSIGNMENT</b> <input type="checkbox"/> Transsexual <input type="checkbox"/> Prefer not to say
<b>SEX</b> <input type="checkbox"/> Female <input type="checkbox"/> Male	<b>MARITAL STATUS</b> <input type="checkbox"/> Civil partnership <input type="checkbox"/> Separated <input type="checkbox"/> Cohabiting/partnered <input type="checkbox"/> Single <input type="checkbox"/> Divorced <input type="checkbox"/> Widowed <input type="checkbox"/> Married <input type="checkbox"/> Prefer not to say
<b>DISABILITY*</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>RACE</b> <b>WHITE</b> <input type="checkbox"/> British <input type="checkbox"/> Irish <input type="checkbox"/> Any other White background	<b>SEXUAL ORIENTATION</b> <input type="checkbox"/> Bisexual <input type="checkbox"/> Heterosexual <input type="checkbox"/> Gay/Lesbian <input type="checkbox"/> Prefer not to say
<b>MIXED</b> <input type="checkbox"/> White & Asian <input type="checkbox"/> White & Black Caribbean <input type="checkbox"/> White & Black African <input type="checkbox"/> Any other Mixed background	
<b>ASIAN OR ASIAN BRITISH</b> <input type="checkbox"/> Bangladeshi <input type="checkbox"/> Pakistani <input type="checkbox"/> Indian <input type="checkbox"/> Any other Asian background	
<b>BLACK OR BLACK BRITISH</b> <input type="checkbox"/> African <input type="checkbox"/> Caribbean <input type="checkbox"/> Any other Black background	<b>RELIGION AND BELIEF</b> <input type="checkbox"/> Buddhist <input type="checkbox"/> Muslim <input type="checkbox"/> Christian <input type="checkbox"/> Sikh <input type="checkbox"/> Hindu <input type="checkbox"/> None <input type="checkbox"/> Jewish <input type="checkbox"/> Prefer not to say <input type="checkbox"/> Other (please state)
<b>CHINESE OR OTHER ETHNIC GROUP</b> <input type="checkbox"/> Chinese <input type="checkbox"/> Prefer not to say	
<input type="checkbox"/> Any other (please state: _____ )	

\*Under the Equality Act 2010 a person is defined as disabled if they have (or have recovered from) a physical or mental impairment and the impairment has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.