



Office of the  
**Bedfordshire**  
Police & Crime  
Commissioner

# Bedfordshire Police

Compassionate | Courageous | Inclusive | Professional | Proud

## Recruitment Pack Bedfordshire Police Chief Constable September 2022





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## Message from the PCC

Hello and thank you for your interest in the Chief Constable role here in Bedfordshire. I am looking for a values led individual with the leadership experience who can motivate the outstanding police staff, volunteers and officers of Bedfordshire Police, and continue to deliver my Police and Crime Plan for our local communities.

## The Communities We Serve

Bedfordshire Police is responsible for policing some of the most challenging and diverse communities in the country. Demand has never been higher and public expectation and scrutiny abounds. You are welcome to attend Force Headquarters to learn more from other senior leaders within the Force and our collaborative services, with Cambridgeshire and Hertfordshire as well as those services delivered for the Eastern region. You are encouraged to meet with us and ask questions. I am looking for a Chief Constable who is inquisitive, inspiring and prepared to support officers who are lawfully audacious.

## Public Confidence

It is my mission to further improve public confidence in Bedfordshire Police, and I need a bold and innovative leader at the helm. I want local people to feel safe knowing the very best leadership is inspiring officers, police staff and volunteers to be the best they can be every day.

## Partnership

The Police and Crime Commissioner and the Chief Constable operate as two sides of the same coin and whilst we work independently, our strong partnership is fundamental to serving the community.

For further information about the role, please direct any questions to the Interim Chief Executive of my OPCC Anna Villette on M: 07712 419249, who is co-ordinating the recruitment process.

## Festus Akinbusoye

## Police and Crime Commissioner for Bedfordshire





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# Bedfordshire Police and Crime Plan

## 1: Investment in community-based and community-led policing for urban and rural areas.

- Ensure the implementation of Bedfordshire Police's Community Policing Plan
- Partnership working with local authorities, use of smart spaces for improved access to services
- Support neighbourhood schemes and engage fully with community safety partnerships
- Invest in technology and control room aimed at increasing public confidence in policing
- Invest in volunteer roles that can be aligned with and for the community

## 2: Recruitment and retention of police officers.

- Wellbeing and welfare of officers
- Organisation culture challenge and tasking
- Inclusion and equality commitment

## 3: Tackling the causes of crime and breaking the cycle of re-offending.

- Mentoring
- Paid internships
- A supportive pathway for parents and guardians
- Debating competitions
- Youth spaces
- Next steps programme
- Perpetrator focus for crime types such as cyber, fraud, child sexual exploitation, domestic abuse and roads
- Probation Framework



## 4: Placing residents and victims at centre of policing priorities.

- Signpost services for those who have experienced crime
- Commitment to the Victim Code of Practice and timeliness of return of items
- Delivery of the victim needs analysis
- Community engagement
- Investigation focus and protecting the vulnerable
- Business Watch
- Ministry of Justice fund

## 5: Multi-agency and transparent approach to community safety and crime reduction.

- Information sharing
- Engage the community in true problem solving
- Action on drug dealing, fly-tipping and antisocial behaviour
- Criminal Justice Centre

## 6: Transparency and open communication.

- Publication of strategic board meetings
- Publishing information on websites
- Engagement with communities, local and national media

## 7: National contributions

- Engaging with national reviews
- The strategic policing requirement
- Local connection to national issues of emergency



# A Day in Bedfordshire Police

There are 1,364 Bedfordshire police officers (31 Dec 2021), 1 for every 500 residents

665 Police Staff and PCSOs

Bedfordshire County covers 477 square miles

Bedfordshire's population is approximately 682,300, speaking over 100 languages

Bedfordshire's transport links include Luton Airport, the M1 and A1 roads and rail links to London and the Midlands

Bedfordshire hosts a prison, an immigration removal centre, a major zoo, a safari park and a Championship football club

There are 367 schools and other educational establishments across the County

Around 50,000 people attend the annual Luton Carnival

250,000 people attended the biennial Bedford River Festival in 2018; 160 officers policed the event over its two days

Around 150 public events are policed every year

119 immediate incidents are attended every day, with average time from dispatch to arrival of 12 minutes

27 appointments fulfilled every day

Around 24 suspects are arrested and brought in to police custody every day

Around 10 Stop and Search are carried out every day

36 ASB incidents are reported every day

On average, the Armed Policing Unit and Roads Policing Unit attend 4 incidents each in Bedfordshire every day

Average monthly ICAIT live caseload is 241

There are an average of 37 mobile device examinations per month

In the 21/22 financial year there were:

14 Confiscation Orders = £387,439.69

44 Cash Forfeiture Orders = £839,914.18

5 Account Freezing Forfeitures = £93,518.71

£30,233.90 was paid in compensation to victims of crime in the Bedfordshire

330 999 calls received every day

Over 500 101 calls received each day

110 web chats every day



Around 9 violence with injury (non domestic), 5 residential burglaries, 4 rape and serious sexual offences and 5 drug crimes are recorded every day

Approximately 18 frauds a day in Bedfordshire are reported to Action Fraud

Around 4 hate incidents will be reported per day

Around 92 intelligence reports are submitted every day

We manage around 40 mapped Organised Crime Groups (OCGs) and 10 gangs

The Offender Management Unit has a cohort of a 130 managed offenders

This includes 10 high risk domestic abuse perpetrators, 15 MAPPAs nominals and 12 Serious Crime Prevention Orders

We have 908 registered sex offenders, 675 of which are managed in the community

Around 137 crimes are recorded every day

Around 92 crimes allocated each day

Around 472 incidents every day, including 45 concerns for safety and 17 domestic incidents

Approximately 39 Domestic crime and non-crime incidents are reported every day

3.4 Domestic Abuse cases are referred to MARAC daily

Around 19 child protection and 20 vulnerable adult referrals made by person per day

On average 7 people a day are reported missing

Mental Health Street Triage attend or gave advice at around 4 incidents per day

90,000 people follow Bedfordshire Police on Twitter; making over 720,000 impressions each month reaching around 13m accounts

131,000 people follow Bedfordshire Police on Facebook; our posts reach over 3.3m people and gain 8.6m impressions each month

9,000 local residents follow our community policing Facebook accounts; with more than 200 posts each month reaching over 832,000 people

In 2021 we had 2.1m unique visits to our website, with 212,000 being referred directly from social media

Current monthly visits to the website consist of around 109,000 unique views

The recent launch of the digi desk has seen 7.3k interactions from 3k members of the public in two weeks

# HMNIC 2022

Rated **outstanding** for managing offenders

72% of those under our scheme stopped or reduced offending in 2021/22

Including 91% of our known burglars

Estimated to have saved society more than £2.3m in 2020/21

**Praised** for tackling cyber crime

Including the innovative use of digital vans to capture evidence

Rated **good** across four areas

Engaging with and treating the public with respect

Preventing crime and anti-social behaviour

Building, supporting and protecting the workforce

Strategic planning, organisational management and value for money

**Congratulated** on stop and search

Praised for encouraging independent scrutiny from members of the public

# Annual Delivery Plan 2021-22



Operational Objectives

Our Culture

be Compassionate | be Courageous | be Inclusive | be Professional | be Proud

# Force Priorities

## Vulnerability

- Domestic abuse, rape and serious sexual offences
- Vulnerability and exploitation, including stalking & harassment, violence against women & girls
- Cyber-crime, including fraud

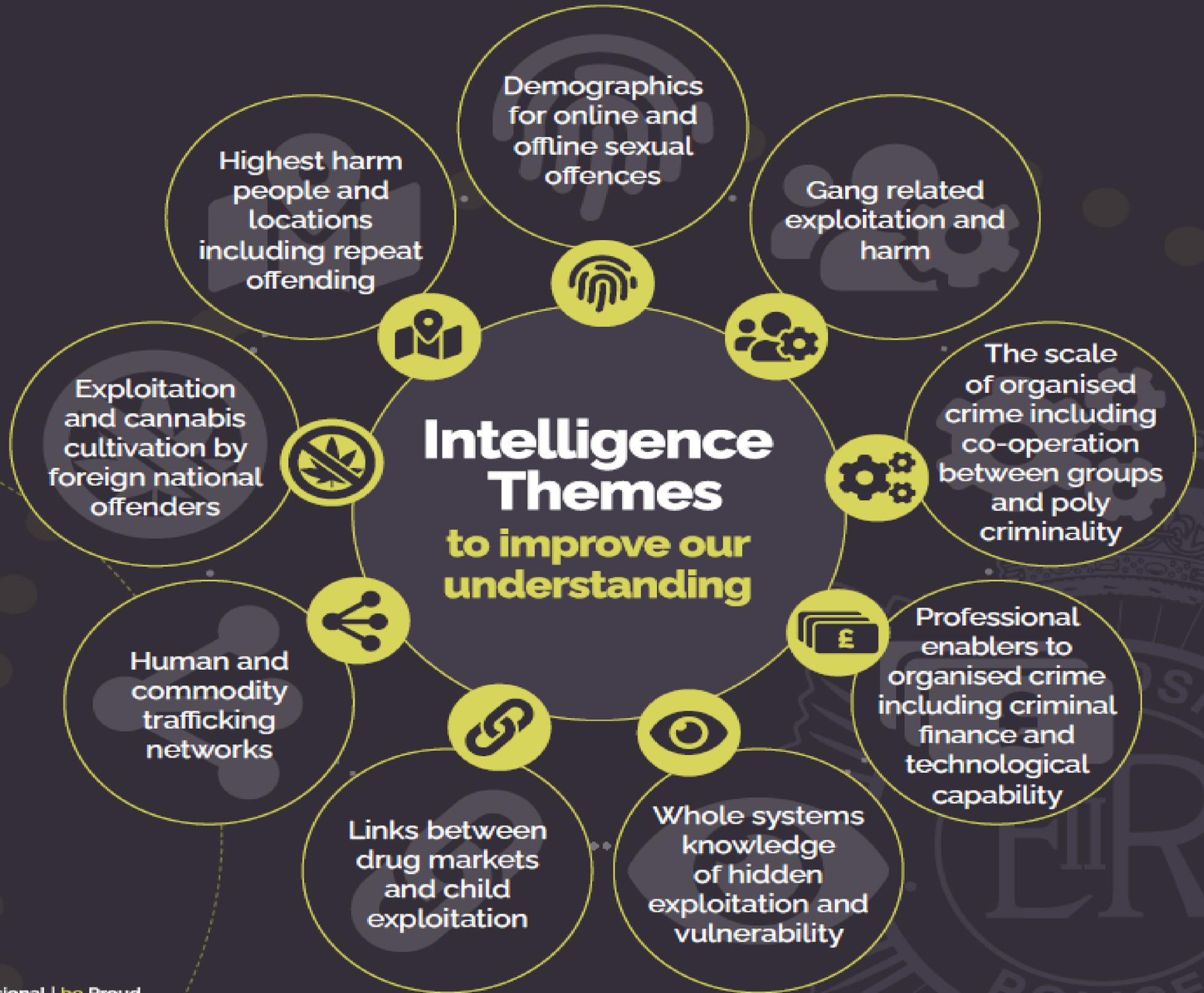
## Violence & Exploitation

- Organised crime & serious violence, including county lines & gangs, knife & gun crime

## Public Confidence

- Neighbourhood crime and anti-social behaviour, including domestic burglary

# Control Strategy 2021-22



## Our Culture

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## Chief Constable Bedfordshire Constabulary

Salary | £151,815 plus 10 per cent– Fixed 5-year contract

Location | Bedfordshire Police Headquarters, Kempston, Bedfordshire.

### More Information

Eligible candidates can also speak with the Senior Officer Hub Team at the College of Policing about the role. The College of Policing can raise anonymous questions with Anna Villette on your behalf. Contact: [hub@college.police.uk](mailto:hub@college.police.uk)

If you wish to speak with Anna Villette directly, please contact E: [Anna.Villette@beds.police.uk](mailto:Anna.Villette@beds.police.uk) or call M: 07712 419249.

Prospective applicants are invited to find out more about Bedfordshire Police. If you are interested in an opportunity to familiarise yourself with the Force and would like an appointment, please contact: [pauline.stewart@beds.police.uk](mailto:pauline.stewart@beds.police.uk)

### How to Apply

Bedfordshire Police is an Equal Opportunities employer and wishes to attract the best candidates from across a diverse range of backgrounds to reflect the communities it serves at all ranks.

If you are ready for this exciting challenge please visit the [OPCC website](#).

Applications should be sent to: [laura.mills@cambs.police.uk](mailto:laura.mills@cambs.police.uk) by 23.55hrs on Monday 10 October 2022.

### Interview and Assessment

Candidates who are successful at the application stage will be provided with further information regarding the process.

Shortlisted candidates will be required to attend a Stakeholder Panel on Thursday 3 November, followed by an interview chaired by the PCC on Friday 4 November 2022.

## Equality and diversity

The Police and Crime Commissioner for Bedfordshire welcomes applications from all minority groups and individuals who identify with one or more of the protected characteristics as defined by the Equality Act 2010. All appointments will be made on merit.

All applications will be dealt with in the strictest confidence.

### Role Purpose

The Chief Constable has overall responsibility for leading the force, creating a vision and setting direction and culture that builds public and organisational confidence and trust, and enables the delivery of a professional, effective and efficient policing service.

The Chief Constable holds direct accountability for the operational delivery of policing services and the effective command and leadership of the policing response to crime, major and critical incidents.

To provide oversight on behalf of fellow Chief Constables in Bedfordshire and Cambridgeshire for Joint Protective Services delivered across the three County areas as well as ERSOU, the Eastern Region Special Operations Unit.

The Chief Constable is responsible for influencing the development of regional and national policing and may be accountable for national operations or standard setting.

As a Corporation Sole, the Chief Constable is responsible for fulfilling all statutory and legal obligations of the office of Chief Constable and complying with any Schemes of Governance or Consent that exist, which determine force governance arrangements.



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## Key accountabilities

- Set and ensure the implementation of organisational and operational strategy for the Force, having due regard to the Police and Crime Plan and Strategic Policing Requirement and any wider plans and objectives, in order to provide an effective and efficient policing service that meets current and future policing demands.
- Develop a mutually productive strategic relationship with the Police and Crime Commissioner in line with the requirements of the Policing Protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole.
- Develop and maintain governance arrangements and processes within the force, to ensure effective decision making and appropriate action at all levels/tiers of the organisation.
- Lead the Force, communicating a clear direction, setting organisational culture, promoting values, ethics and high standards of professional conduct to enable an effective and professional service.
- Lead, inspire and engage the Chief Officer Team; setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of the Force vision and goals.
- Hold accountability for Force financial management and determine functional budgets within the agreed framework as issued by the Police and Crime Commissioner, to ensure the effective use of public spending and maximise value for money.
- Fulfil the authorising responsibilities of a Chief Constable e.g., authorisation of intrusive surveillance and maintain operational oversight, holding accountability for effective, compliant policing responses, in order to protect the public and further develop the Force's operational strategies.

## Key accountabilities (cont.)

- Lead and command the operational policing responses on occasion, in the most high risk and high profile instances, in order to protect the public and ensure an appropriate and effective response.
- Advise national bodies such as COBR on matters of public safety and national security to contribute to effective decision making that protects the public from serious threat and upholds the law.
- Develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context and enable the achievement of the Force objectives.
- Represent the Force at a local, regional and national level to the public, media and other external stakeholders to promote visibility, connect with the public and build confidence in policing.
- Lead national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.
- Create and drive a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence-based policing.
- Play an active role in national decision making on the development of the Police Service to enable the effective co-ordination of operations, reform and improvements in policing and the provision of value for money.



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## Eligibility

The following eligibility criteria must be satisfied to perform the role of Chief Constable of Bedfordshire Police.

- a. All applicants must have successfully completed the Senior PNAC and the SCC
- b. Applicants must have served at the rank of constable in a UK police force
- c. Applicants must have held the rank of ACC, Commander, or a more senior rank in a UK police force
- d. Overseas applicants must meet the immigration requirements to live and work in the UK
- e. 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 the College of Policing Guide for Appointing Chief Officers)

## Behaviours

All roles are expected to know, understand, and act within the ethics and values of the Police Service.

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

It is suggested that this role should be operating or working towards the following levels of the CVF.

### Resolute, compassionate and committed

- We are emotionally aware CVF Level 3
- We take ownership CVF Level 3

### Inclusive, enabling and visionary leadership

- We are collaborative CVF Level 3
- We deliver, support and inspire CVF Level 3

### Intelligent, creative and informed policing

- We analyse critically CVF Level 3
- We are innovative and open-minded CVF Level 3

## Prior Education and Experience

- Has held rank of ACC / Commander or a more senior rank in a UK Police Force (or have held one of the designated roles if appointed from overseas) or have held a senior position in the Fire and Rescue Service in cases where a single employer model has been adopted.
- Authorising Officer Training.
- Wide ranging operational law enforcement experience.
- A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff at senior leadership level.
- Experience of successfully engaging with and influencing multi-agency partnerships.
- Experience of implementing an effective performance management framework.
- Experience of implementing successful organisational development, change and innovation.
- Experience of accountability for management of significant budgets.
- Up to date operational/technical policing knowledge.
- Knowledge of developing legal, political, economic, social, technological, and environmental factors and an understanding of the implications for strategic planning.
- Knowledge of relevant local, regional and national policies, strategies and initiatives and an understanding of the implications within the policing context.



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## Salary

Chief Constable salaries are set nationally by the Home Secretary and are dependent on the size of the Force. The Chief Constable for Bedfordshire Police's salary is currently £151,815 per annum. The Police and Crime Commissioner has the discretion to vary the salary of the Chief Constable by 10% and this will be applicable in the remuneration package.

## Benefits

The post holder will be provided with a car (service, insured, taxed and maintained) for duty travel. A car allowance is provided for private travel and can be used to lease a car from a Fleet consortium if preferred.

Uniform will be provided, and the post holder will be reimbursed for the annual membership fee for NPCC, the reactive element of the CPOSA personal insurance premium and other reasonable business expenses in line with Police Regulations.

## 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.

## Annual Leave

The post holder will be entitled to monthly leave days and annual leave in any leave year and is determined in accordance with Regulation 22 (Annex E) and Regulation 33 (Annex O), respectively. Arrangements to carry over a maximum of 5 days annual leave into the next leave year and re-rostering rest days also apply.

## Continued Professional Development (CPD)

The PCC is keen to support the CPD of the successful candidate and would align this with an annual review 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. Start date to be confirmed.

## Notice Period

Termination of the fixed term appointment by the post holder will require a three-month notice period to be provided to the PCC.

## 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 a Confirmation Hearing by the Bedfordshire Police and Crime Panel.

Upon termination of employment the post holder will be required to provide notification to the PCC of post-service employment (including any employment, self-employment or unpaid positions) which you would like to take up within 12 months of you leaving the police service.