



STAFFORDSHIRE
POLICE

Superintendent 2022

Promotion Process

Message from the Chief Constable

In December 2021, I started in my role as the new Chief Constable of Staffordshire Police. It is a privilege and an immense responsibility and I am committed to building on the proud traditions and history of Staffordshire Police. Staffordshire has historically been known as an outstanding local and creative police force that works hand in hand with its partners and communities.

I have developed Staffordshire's next policing plan, which will be key to delivering on the Commissioner's new Police and Crime Plan priorities.

First, I want us to deliver a local police service which is tailored for individuals, families and communities who feel listened to and supported. We have developed a new policing model which will see more officers based and addressing challenges in local communities. This will mean officers can respond to emergencies quicker, but it will also allow them to spend more time in the heart of local communities, working with partners to tackle crime at its root cause. The safety and security of our communities is far too important to be left to the police service alone, and effective local partnerships will enable us to solve local issues and prevent crime and anti-social behaviour.

Second, we need to develop a sharper focus on caring for victims. This includes getting even better at dealing with calls and digital enquires, ensuring the most vulnerable victims get justice and bespoke care, or tackling the most harmful offenders in the home, on our streets or across our Force area and beyond.

Finally, I've made a clear commitment to care for the staff, officers and volunteers who work for Staffordshire Police. They work under incredibly challenging circumstances, dealing with difficult situations on a daily basis that most of us don't

witness in a lifetime. Ensuring the organisation cares for them and provides them with the right support will ensure they can provide the outstanding service to the public that they passionately want to.

The last two years have been challenging for policing and there is no doubt there are many emerging and indeed unseen challenges we will have to face. The challenges of Covid have not ended and we are yet to see the long-term impact on our families, economies and communities.

I believe Staffordshire as a Police Force and a coalition of partners has responded to the pandemic with both commitment and common sense. This I believe has maintained public confidence both in the force and the wider joint commitment of partners, to making our County safer, more prosperous and fairer.

The next year will continue to be challenging and to be clear, we need to do better and be better in serving our communities. However, I am confident that we have the passion, dedication and knowledge to rise to that challenge, and that the public in Staffordshire will be proud of the women and men who serve and protect them every hour of every day in every part of our County.

I wish you every success with your application.



Chris Noble
Chief Constable





Policing in Staffordshire

Situated within the West Midlands, Staffordshire is home to more than 1.1 million people in an area covering 1,000 square miles. Spanning from the rural moorlands to major urban areas such as Stoke-on-Trent, Tamworth, Cannock and Burton-upon-Trent, Staffordshire borders Cheshire, Derbyshire, Leicestershire, Warwickshire, Worcestershire and Shropshire.



Around 3,500 colleagues make up Staffordshire Police, comprising around 1,750 officers, together with community support officers, police staff and volunteers.

The force's current operating model was implemented in 2018. It helped the force refocus and prioritise neighbourhood policing, problem solving with partners and the prevention of crime, amongst changes to investigations and response policing.

Over the last three years we have made great strides in local communities to reduce crime, work with partners to identify and resolve the causes of crime, and prevent crime through stronger relationships and greater visibility within local communities.

Crime, however, continues to become more complex and demand for the police more sustained. We therefore need to be more embedded in, and more visible to, local communities.

As a result we have introduced a new model for the force.

Key elements of our new local policing model launched in June 2022:

- **Two Local Policing Commands** – one for Stoke-on-Trent City and one for the County, aligned to the two top-tier local authorities.
- **Ten Local Policing Teams (LPTs)** – each with:
 - Neighbourhood officers and PCSOs
 - Response Officers
 - Harm Reduction Hubs – specialist problem-solving teams who tackle high-demand and anti-social behaviour crimes to drive down demand and repeat offending.
- **Two local Criminal Investigation Department (CID) teams** – one within City Command and one within County Command.
- **A Specialist Crime Command** – supporting our most serious and complex crime demands, enabling us to improve the service we provide to the most vulnerable people.
- **Force Contact and Operations** – At the heart of the organisation to ensure we provide a responsive, effective and bespoke service across the whole of Staffordshire.

Fundamentally, the new model will support our focus on local policing, with better opportunities to improve local knowledge and ownership, care for victims and communities, and how we effectively work with partners to address vulnerability and harm.



About Staffordshire

 **1.14m**
people

508,000 
households

 **1,049** square miles

Motorways

64.5 miles 

A roads

543.5 miles

Minor roads

3,895.5 miles

Officers and staff



1,742

Officers

(1,845 by end March 2022
1,935 by end March 2023)

215
PCSOs

1,404
police staff

250
Special Constables

105
volunteers





Over the past year there were:



188,000
calls to 999



252,000
calls to 101



101,000
online contacts



4,000
missing person reports



1,322
police complaints

253,000
incidents

67,000
crimes

7,800
repeat offenders

46,000
motoring offences



25,000
counts of anti-social behaviour

12,000
arrests

5,600
people stopped and searched



73%
of victims of crime
satisfied with the way the
incident was investigated

58,000
crime victims
referred to the
Victim Gateway





Our Vision

Where we want to be



STAFFORDSHIRE
POLICE

A safe and confident Staffordshire



Our Plan

What we are going to do

Our Communities

To ensure safe and confident communities, we will:

- Embed our local policing model.
- Focus on vulnerability.
- Prevent and detect harm and criminality.
- Deliver high quality investigations and the Victims' Code.
- Be accessible and responsive.
- Improve public confidence.

Our People

To develop an exceptional workforce, we will:

- Commit to the wellbeing of our people.
- Create a diverse and inclusive workplace.
- Develop engaged, modern and empowered leaders and improve our training capacity and capability.
- Ensure the highest standards of professional behaviour.
- Become an employer of choice.

Our Partnerships

To develop active and productive partnerships, we will:

- Maximise the opportunities from collaborations.
- Work with partners and our communities to problem solve issues that matter most.
- Develop harm prevention.
- Embed processes for sharing information.
- Build resilience and preparedness to respond to local emergencies.

Our Resources

To build an outstanding organisation, we will:

- Provide the right estate, fleet, equipment and support services.
- Improve resource planning to align people, capabilities and skills.
- Exploit information and digital capabilities to improve our efficiency and effectiveness.
- Use continuous improvement supported by audit and organisational learning.
- Deliver efficiency, sustainability and productivity through effective business planning and change.



Our Values

How we will behave

We are **caring**, **collaborative** and **accountable**.

Police and Crime Plan 2021-2024

Staffordshire Commissioner's priorities

A flexible and responsive service

Understand and deal with what matters to communities, respond promptly to incidents and work with partners to solve problems and prevent them from getting worse. This will mean that crime and ASB reduces, our roads are safer and confidence in Staffordshire Police increases.

Prevent harm and protect people

Prevent harm and protect people (particularly children and those that are vulnerable) by ensuring they are appropriately safeguarded and receive the help and support they need.

Support victims and witnesses

Ensure victims and witnesses are provided with exceptional specialist support services so they feel able to cope and recover from the impact of crime and ASB.

Reduce offending and reoffending

Ensure people are challenged and supported to make life choices that will prevent them from offending and perpetrators don't reoffend. Doing so will mean fewer victims of crime.

A more effective criminal justice system

Ensure Staffordshire Police, the Crown Prosecution Service, Courts, the National Probation Service and HM Prison Service all work seamlessly so that effective justice is delivered more quickly.



STAFFORDSHIRE COMMISSIONER
Police | Fire and Rescue | Crime

The Executive Team



Chief Constable – Chris Noble

Chief Constable Chris Noble has been a police officer for more than 25 years, working in a variety of roles across policing and has held a number of key leadership positions. In March 2014 Chris passed the Strategic Command Course and became temporary Assistant Chief Constable at PSNI, focused on service improvement. Chris then moved to Humberside Police in 2017 to become Assistant Chief Constable, responsible for crime, contact and specialist operations.

Chris was appointed as Chief Constable for Staffordshire Police in December 2021.



Deputy Chief Constable – Emma Barnett

Emma started her career in 1993 with West Midlands Police and joined Staffordshire Police as Assistant Chief Constable in August 2016, later becoming Deputy Chief Constable in August 2020.

Emma is a Strategic Firearms Commander and has led the force response to moving to critical status after terrorist attacks in 2017, as well as the response to the Covid-19 pandemic. Emma is also the National Police Chiefs' Council (NPCC) lead for Victims and Witnesses, writing the national strategy in 2019.



Assistant Chief Constable – Justin Bibby

Justin started his policing career with Cumbria Constabulary and progressed through the ranks undertaking a number of roles. He was the constabulary lead for victims and witnesses and diversity, equality and inclusion.

He completed the national Strategic Command Course in March 2020 and joined Staffordshire Police on 3 August 2020.



Temporary Assistant Chief Constable – Jennie Mattinson

Jennie Mattinson has had a career in policing for 20 years, starting as a Police Constable in West Mercia police. In 2009 Jennie successfully gained a place on the High Potential Development Scheme and has since completed an MSc in Police Leadership and Management. In March 2018 Jennie joined Staffordshire Police as a Superintendent. Jennie was made temporary ACC in September 2021 where she leads the force in Neighbourhoods and Partnerships and Contact and Response.



Assistant Chief Officer (resources) – John Bloomer

John joined the Force in March 2018 as Chief Finance Officer (and Section 151 Officer), and since September 2022 is the Assistant Chief Officer (resources).

During his time at Staffordshire John has led the transformation of the Force's finance function and overall financial position, with Staffordshire Police now being one of the most financially resilient forces in the United Kingdom.

Accountable to:

Chief Superintendent

Main purpose of the role:

Superintendents lead a large and/or complex area of command within forces and across collaborations, strategic alliances and partnerships, carrying responsibility for all activities in their area. They may also carry responsibility for strategic or policy lead for one or more areas of policing across the force or organisation.

Superintendents also play a critical lead role in operational policing for major or critical events or incidents; planning and directing the activities in line with the legal framework and wider policing policies/objectives to uphold the law and ensure public safety and strengthen public confidence. This role carries specific legal powers to enable the maintenance of law and order.

Superintendents contribute to the development of culture, climate and working processes in their area to ensure adherence to standards, and the promotion of accountability and continuous improvement.

Main responsibilities:

To lead and manage local policing activity in order to support the delivery of Staffordshire Police's priority performance areas.

To lead on themed activities across directorates as required.

Contributes to strategic development, sets day to day operational policy and standards

ensuring that corporate business processes are lean, efficient and in accordance with best practice and relevant legislation to support the achievement of Force business plans and priorities.

Provides relevant strategic and tactical command, control and management of incidents and ensures compliance with Civil Contingencies, resilience and business continuity requirements.

Collaborates closely with partners ensuring optimum partnership working with a range of external agencies (statutory and non-statutory) to develop and implement proactive initiatives to increase public confidence and ensure communities feel safe and reassured.

Leads by example behaving in line with the Police Code of Ethics and taking appropriate action to ensure that officers and police staff do likewise.

Promotes a consultative approach to leading teams to enable the cultural climate to deliver effective, modern, flexible services to our communities.

Supports the professional development of officers and police staff ensuring they have the skills, ability and appropriate attitude to improve and maintain performance and achieve individual and Force objectives.

Ensures compliance with Health and Safety requirements, legislation and national and local policy requirements.

Represent the Force with the media at local and national level as required.

Must be able to travel throughout the Force area and surrounding Forces as necessary.

There will be an expectation that the postholder will contribute to the Force on call arrangements.

Must be willing to attend all relevant development courses including residential programmes where necessary.

Person specification:

Relevant and proven experience in delivering policing services.

Relevant experience of operational command and/or complex investigations; Gold Command; Public Order, etc.

Proven ability to efficiently plan, co-ordinate and organise resources within financial constraints .

Detailed knowledge of PACE, SIO and safeguarding practices as appropriate.

Knowledge of matters in own business area that relate to the whole range of crime management and investigation.

Developed communication skills (presentation, written, verbal, etc) to enable the post holder to represent the Force in a variety of situations.

Up to date knowledge of matters under consideration by College of Policing, NPCC and the Home Office as appropriate.

stakeholders at local, regional and national level with developed political awareness and the ability to persuade and influence
Proven ability to modernise and transform processes and culture.
Knowledge of ICT systems as appropriate.

Demonstrate an understanding of equality and diversity and be committed to service delivery in accordance with these principles.

Demonstrate commitment to Continuous Personal Development.



Behaviours:

The competencies which will be assessed during the selection process are those contained in the Competency and Values Framework for policing. The CVF has six competencies that are clustered into three groups:

Resolute, compassionate and committed; Inclusive, enabling and visionary leadership; Intelligent, creative and informed policing.

Under each competency are three levels that show what behaviours will look like in practice.

This role requires the post holder to be operating at or working towards Level 3 of the CVF.

A description and a list of examples of the types of behaviours that are expected in each competency area can be found via the following link:

<https://profdev.college.police.uk/>

Key terms and conditions

Salary:

£72,075 - £84,784 per annum

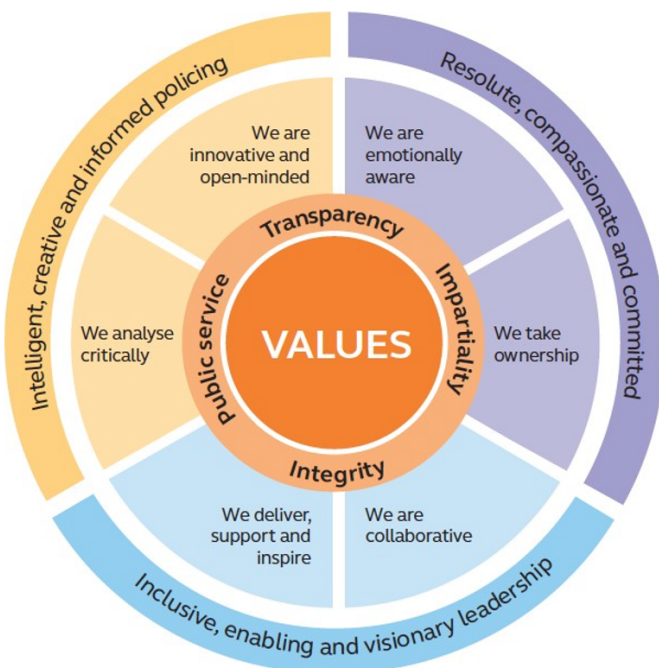
Salary payable on the 16th of each month

Location:

The post holder will be based within Staffordshire Police in line with new Operating Model

Pension:

The individual contribution is 15.5% and the Force contributes 21.13%



Selection process

We will make adjustments throughout the process to adhere to social distancing guidelines.

Documents can be found [here](#).

Applications need to be marked for the attention of Helen Brunjes by 12 noon on 14 October 2022 and sent to:
helen.brunjes@staffordshire.police.uk

Candidates' applications will be acknowledged by email.

Successful candidates will be invited to interview taking place on the 8, 9 and 10 November 2022. A detailed interview schedule will be provided but candidates should expect this to include an interview and assessment designed to explore the Competency and Values Framework for policing as well as candidates' strengths in relation to the job description and person specification set out in this pack. External candidates invited for interview will be asked to complete a medical questionnaire and security questionnaire.

Staffordshire Police is committed to being an equal opportunities and disability confident employer. We value the difference a diverse workforce can make and welcome applications from all suitably qualified candidates, particularly from under represented groups.

We are happy to consider any reasonable adjustments that would assist you with your application or if you are selected for interview.

