

**POLICE AND CRIME COMMISSIONER**

**APPLICATION FORM FOR CHIEF CONSTABLE OF**

**NORFOLK CONSTABLARY**

**OCTOBER 2021**

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| **NAME OF APPLICANT:** |
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**Instructions for completion**

Candidates are advised to download the Application Form to complete. Please ensure evidence contained within the Application Form is 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 Job Description and Role Requirements.

Reference should also be made to the College of Policing’s ‘Competency and Values Framework for policing’.

All sections of the Form need to be completed in a concise manner and not exceed the specified word count.

Candidates are required to answer the following question set by the Police and Crime Commissioner:

“How would you expect Norfolk Constabulary to evolve by 2030 and what would your role be in this?"

This answer should not exceed 1000 words.

An Equal Opportunities Form will also need to be completed. The information you provide in this form is for monitoring purposes only and will be treated in confidence. The information contained with the Form will not be considered as part of the recruitment process and will be detached from your application form on receipt.

Please return your completed Application Form and Equal Opportunities Form to Mark Stokes, Chief Executive, Norfolk Office of the Police and Crime Commissioner ([Mark.Stokes@norfolk.police.uk](mailto:Mark.Stokes@norfolk.police.uk)) no later than 17:00 hours on Monday 8th November 2021.

**PART ONE – Personal Information**

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| **LAST NAME:** | **FORENAMES:** |
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| **CURRENT ROLE:** | **CURRENT FORCE** (include Dept, Division, Unit): |
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| **WORK ADDRESS:** | **CORRESPONDENCE ADDRESS:** |
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| **TELEPHONE:** | **EMAIL:** |
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| Are there any reasonable adjustments that would need to be made to any stage of the selection process to enable you to participate? Please be specific about the adjustments required. |
| **Please state ‘none’ if this is not applicable to you.** |

**PART TWO – Current Post**

Please provide details of your **current** and previous **two** posts.

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| **CURRENT ROLE:** | **FORCE:** |
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| **START DATE:** | |
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| **Brief description of role and responsibilities, including key achievements:**  **(maximum of 500 words)** | |
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**PART TWO – Recent Posts**

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| **ROLE:** | **FORCE:** |
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| **START DATE:** | **FINISH DATE:** |
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| **Brief description of role and responsibilities, including key achievements:**  **(maximum of 500 words)** | |
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**PART TWO – Recent Posts Continued**

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| **ROLE:** | **FORCE:** |
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| **START DATE:** | **FINISH DATE:** |
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| **Brief description of role and responsibilities, including key achievements:**  **(maximum of 500 words)** | |
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**PART TWO – Qualifications and Training**

**Please list any educational qualifications you consider are relevant to the role for which you are applying.**

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| **Colleges, universities attended or correspondence courses taken:** | **From:** | **To:** | **Qualification’s and/or Grade attained:** |
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**Please list any training courses attended that you consider are relevant to the role for which you are applying.**

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| **Course Title:** | **From:** | **To:** | **Summary of course contents:** |
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**PART THREE – Evidence**

**Please ensure that the evidence you provide relates to the values and competency areas below.**

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| 1. **The Police and Crime Commissioner is seeking a Chief Constable who will deliver on his vision, strategy and policy contained within the Police and Crime Plan for Norfolk.** |
| * 1. **Please describe how you have developed a strategy in line with a high-level plan or programme and how this strategy has translated into meaningful outcome delivery.**   *Your answer will be assessed against the competency of* ***‘We Take Ownership’*** *in the College of Policing’s Competency and Values Framework for policing.* |
| **Please evidence in no more than 500 words:** |
| **Approximate date of example provided:** |

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| 1. **The Police and Crime Commissioner is seeking a Chief Constable who will ensure all officers and staff have a shared organisational sense of value, respect and belonging.** |
| * 1. **Please describe how you have used your personal values to set a culture that instils, promotes and supports ethical behaviour.**   *Your answer will be assessed against the value of* ***‘Integrity’*** *in the College of Policing’s Competency and Values Framework for policing.* |
| **Please evidence in no more than 500 words:** |
| **Approximate date of example provided:** |

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| 1. **The Police and Crime Commissioner is seeking a Chief Constable who will influence and work across partnerships to achieve shared aims.** |
| * 1. **Please describe how you have understood and negotiated in a complex strategic environment of multiple partner organisations to ensure a collective outcome with shared responsibilities and accountabilities.**   *Your answer will be assessed against the competency of* ***‘We are Collaborative’*** *in the College of Policing’s Competency and Values Framework for policing.* |
| **Please evidence in no more than 500 words:** |
| **Approximate date of example provided:** |

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| 1. **The Police and Crime Commissioner is seeking a Chief Constable who will embrace challenges and turn these into opportunities for communities thus promoting trust.** |
| * 1. **Please describe how you have engaged with the community when action was required to strengthen public trust and confidence.**   *Your answer will be assessed against the value of* ***‘Public Service’*** *in the College of Policing’s Competency and Values Framework for policing.* |
| **Please evidence in no more than 500 words:** |
| **Approximate date of example provided:** |

**PART FOUR – Question set by the Police and Crime Commissioner**

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| **The Police and Crime Commissioner would like to hear from you “How you expect Norfolk Constabulary to evolve by 2030 and what would your role be in this?**  **Your answer should not exceed 1000 words.** |
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**PART FIVE – Additional Information**

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| **Please give details below of any outstanding criminal investigations or disciplinary proceedings being carried out in relation to your conduct and of any previous disciplinary offences which have not been expunged.** |
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| **Please give details below of any contractual/relationships/partnerships to Members/Officers of Norfolk Constabulary or Norfolk Police and Crime Commissioner (answer none if no ‘relationship’ exists).** |
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| **Please give the names and contact details and status of two referees who can substantiate your integrity and experience, as set out in this application form. One must be your current Chief Constable (or equivalent). The Commissioner will contact them prior to interview.** |
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**DECLARATION**

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| **I declare that to the best of my knowledge and belief, all of the information that I have provided within this form is correct. I agree to be subject to the appropriate level of vetting should I be successful in being appointed.** |
| **Name:** |
| **Signature:** |
| **Date:** |

