



**POLICE & CRIME  
COMMISSIONER**  
for Leicester,  
Leicestershire & Rutland  
Your Communities - Your Commissioner

# CHIEF CONSTABLE RECRUITMENT INFORMATION



Leicestershire  
**Police**  
Protecting our communities



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# MESSAGE FROM THE POLICE & CRIME COMMISSIONER RUPERT MATTHEWS

Thank you for your interest in the role of Chief Constable of Leicestershire Police.

I hope that you find the information in this application pack useful and that, having read it, you feel that you have the right skills and values to become the next Chief Constable for Leicester, Leicestershire and Rutland.

Leicestershire Police is recognised as a high performing force, responsible for policing some of the most diverse communities in the country. During my election campaign I made my ambitions for policing and community safety clear. My Police and Crime Plan is the embodiment of my pre-election manifesto and I am looking for a highly motivated Chief Constable who shares my ambitions and who will relish delivering my Plan.

The successful candidate will be an inspirational leader; innovative and charismatic. I am seeking a brave, dynamic individual who will embrace the work to improve public trust and confidence in policing.

Recognising and respecting the operational parameters that define the role of the Chief Constable, I believe that the two Corporation Sole should work independently, but supportively, to deliver on the national and local policing priorities. Accepting that the police cannot work in isolation, I will of course expect the successful candidate to build a rapport with the widest of partnership portfolios.

You will find a wealth of information on my own [website](#) and that of [Leicestershire Police](#) to assist you, however if there is something specific you require please contact Elizabeth Starr, my Interim Chief Executive, who may be able to provide you with the information you require.

Applicants who are successful at the paper sift will be given the opportunity to attend a familiarisation day at the Force and my office will be in touch with you following the shortlisting to see if there are any particular parts of the Force you would like to visit.

If you have any further questions relating to the process please do not hesitate to contact Elizabeth Starr, who will be coordinating this recruitment on my behalf. She can be contacted on 0116 222 6196 or [OPCCRecruitment@leics.pcc.police.uk](mailto:OPCCRecruitment@leics.pcc.police.uk).

I look forward to hearing from you.



Rupert Matthews





# RECRUITMENT TIMETABLE

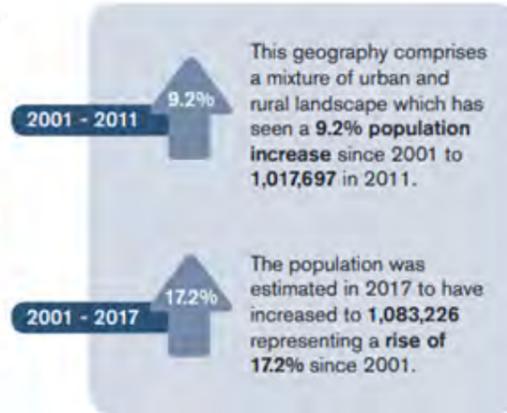
<b>Closing date for applications</b>	<b>15 September 2022 - 23:59 hrs</b>
<b>Shortlisting</b>	<b>22 September 2022</b>
<b>Candidates notified if shortlisted</b>	<b>23 September 2022</b>
<b>Familiarisation day</b> <i>(separate meetings/visits by arrangement)</i>	<b>6 October 2022</b>

## Interviews:

<b>Day 1</b> <i>(two x stakeholder panels)</i>	<b>26 October 2022</b>
<b>Day 2</b> <i>(formal interview and media exercise)</i>	<b>27 October 2022</b>
<b>Police and Crime Panel Confirmation Hearing</b>	<b>Mid November 2022 (tbc)</b>

# LEICESTERSHIRE POLICE AT A GLANCE

Leicestershire Police cover an area of 979 square miles.



A diverse ethnic population makes up 21.6% of the current population and represents an increase of 39.4% over the last decade. There are 130 languages and dialects spoken in the city of Leicester alone.



Between 2011/12 and 2018/19, the force made estimated savings of £68.26m.

Leicester, Leicestershire and Rutland's population is estimated to be over a million and it is hugely diverse in terms of the communities living and working in the city and two counties. It boasts a mix of urban areas and sleepy rural villages. As Chief Constable you will be expected to ensure that the policing of these diverse communities and locations is fit for purpose, rural and urban, and responds to the needs and concerns of local residents.

## All in a day's work

Whilst no two days are ever the same Leicestershire Police receives, on average, 435 emergency calls a day along with around 877 non-emergency calls. An additional 33 incidents will be created per day by officers out on the beat, 77 crimes or incidents will be reported by email, 37 through other online routes and 47 referrals will be made to our Child Protection teams.

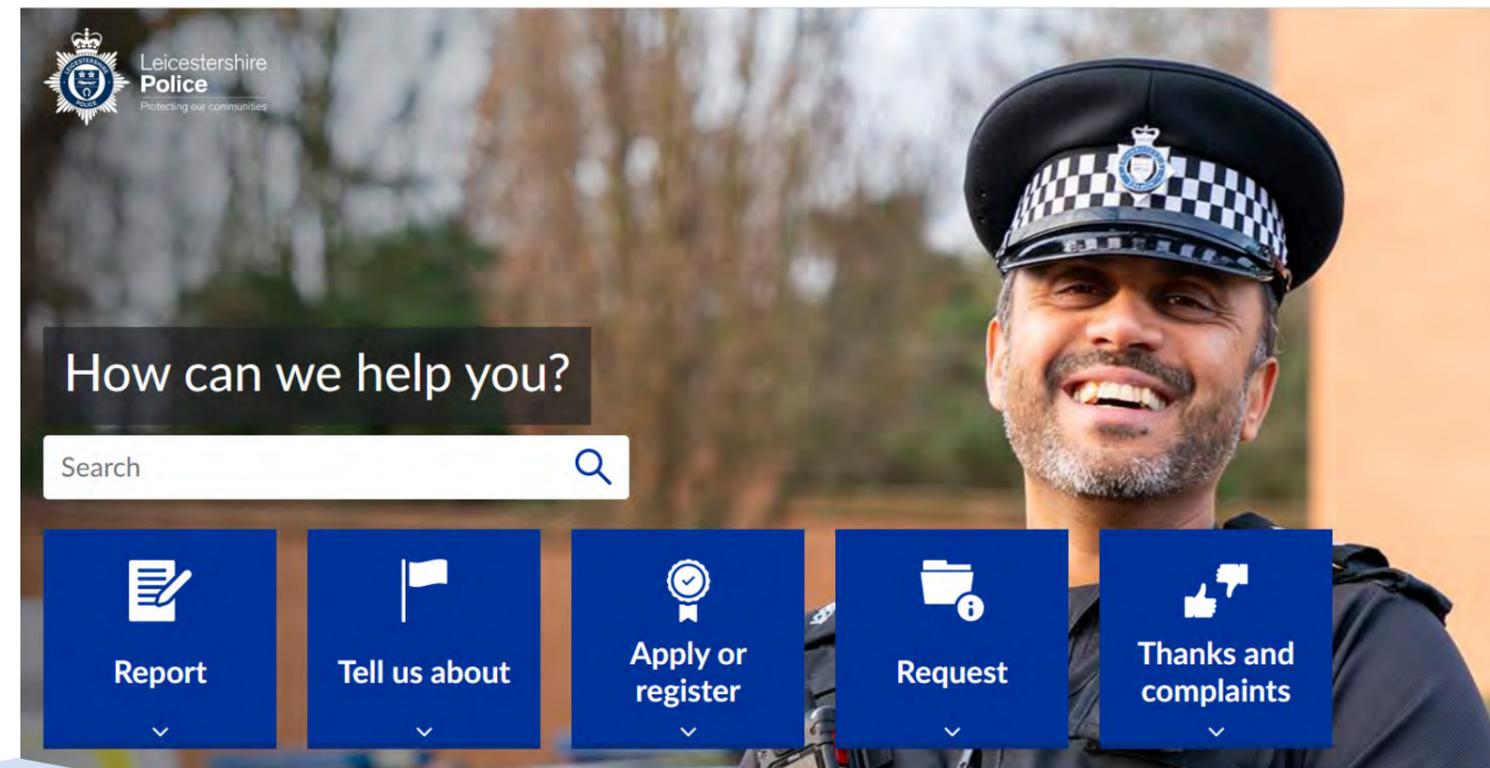
This will create, on average, 439 crimes or incident reports; 267 are crime reports and the remainder can include third-party reports, warrants, court orders, vulnerability reports:

- 65 domestic incidents
- 11 burglaries (8 residential, 3 business)
- 14 missing people (14 if viewed as compact records but 18 a day as initial incidents)
- 38 incidents of anti-social behaviour

The Force will, on average:

- Make 37 arrests
- Undertake 16 stop searches
- Receive 1.1 million reads from ANPR systems
- Average daily social media contacts are: 125 messages into social media accounts, 150,000 people reached by posts and 43,000 people signed up to Neighbourhood Link email messaging service
- Current numbers of managed sexual offenders (01/02/2022):
  - In the community: 1,186
  - In prison: 289
- Current number of offenders managed by IOM who require additional resources to manage: 230

Currently, the workload is delivered by a team of 4,126 police officers, police staff and police service volunteers.



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# FORCE PERFORMANCE

## Contact Performance

Recent publications of data showed Leicestershire Police is in a very good position due to the consistent ability to answer over 90% of 999 calls within 10 seconds. For over the past 3 years this performance has exceeded the threshold performing at over 90% of 999 calls answered within 10 seconds. The latest data shows Leicestershire police the second highest performing force in the country for the percentage of calls answered within 10 seconds, this comes at a time in which the Force has experienced a 25% increase in the volume of 999 calls.

The tables below show the response performance for the year 2021/22 for emergency response (attendance within 15 minutes).

Incident demand has significantly increased compared to the previous two years and is significantly higher than that of pre-covid years (+18.1%). The median response time for emergency response incidents has remained consistent around the 14 minute mark.

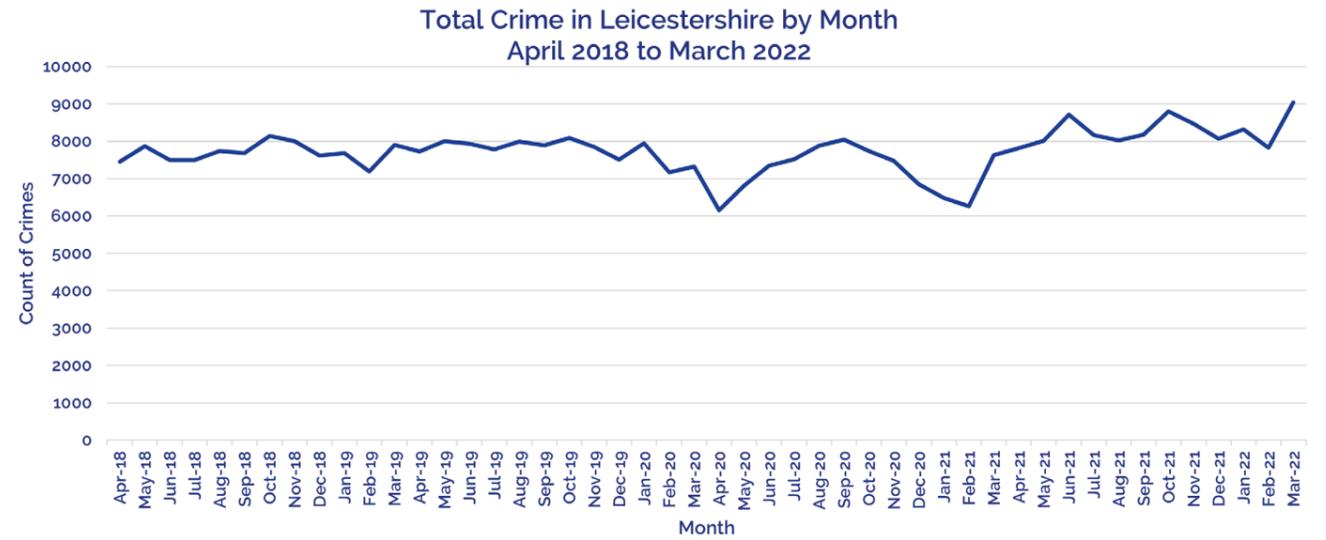
EMERGENCY RESPONSE			
Year	Total	Change	% Change
2019/2020	31,266		
2020/2021	31,706	+440	+1.4%
2021/2022	37,448	+5,742	+18.1%

The tables below show the response performance for the same time period for priority response (attendance within two hours).

Whilst the demand for these incidents increased throughout covid and lockdowns the volumes of these incidents has returned to a similar level to that of pre-covid. The response time for these incidents is significantly under the target of two hours fluctuating between 1hr to 1hr 18 across the three years shown.

PRIORITY RESPONSE			
Year	Total	Change	% Change
2019/2020	41,633		
2020/2021	52,311	+3,079	+7.4%
2021/2022	44,712	-7,599	-14.5%

## Crime Trends and Performance



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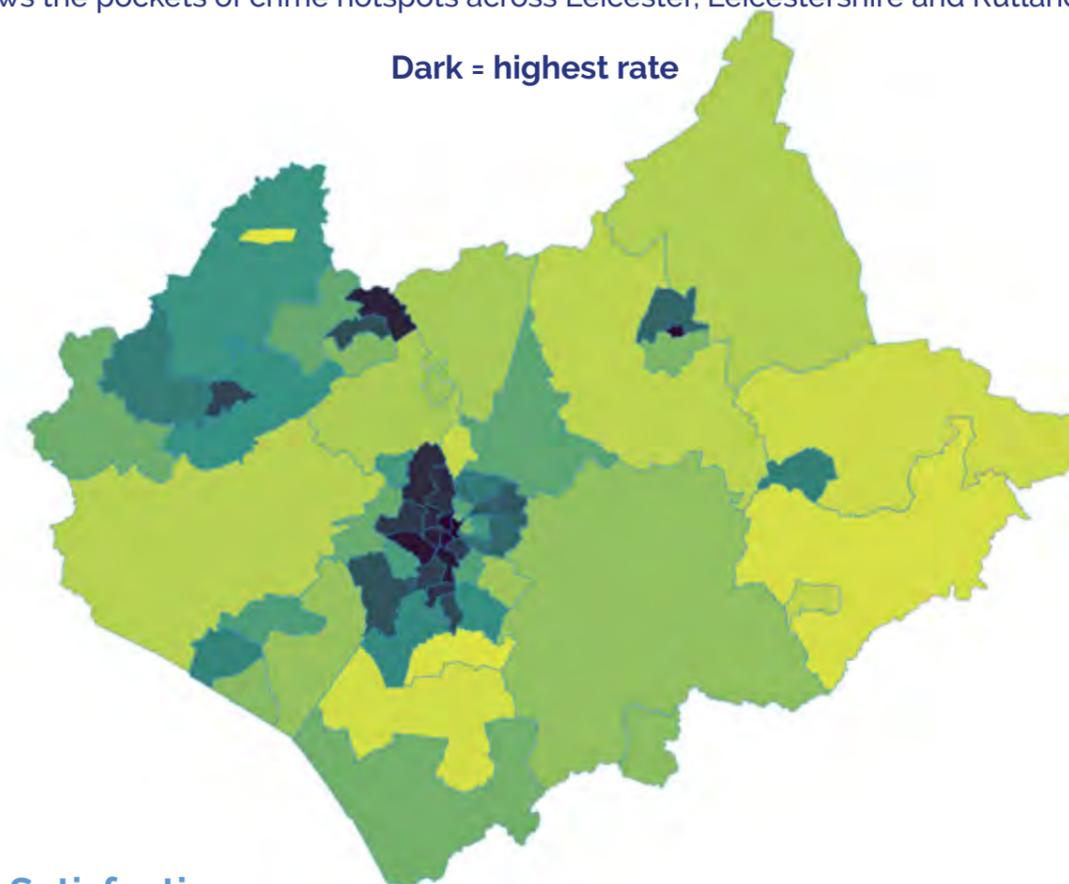
The table below shows the total volumes broken down by crime category for the past two financial years. The positive outcome rate for the Force is around 14% for all crimes, with the highest outcomes rates recorded in the possession of weapons and drug offences categories.

The positive outcome rate for Leicestershire is currently the second highest when compared to our most similar forces group. (Nottinghamshire, Essex, Hertfordshire, Hampshire, Bedfordshire, Kent and Sussex).

A proportion of the recorded increase in crime can be associated with the force's ambition to improve accessibility to the public, and increase the reporting of crime. Furthermore, the endeavour to be as ethical as possible with what crime recording standards does contribute to the unprecedented high levels of recorded crime.

OFFENCE CATEGORY	1st April 2020 to 31st March 2022	1st April 2021 to 31st March 2022	Difference	% Change
Violence Against the Person	33,763	39,150	5,387	15.96%
Theft Offences	21,554	24,495	2,941	13.64%
Public Order	11,067	13,694	2,627	23.74%
Criminal Damage & Arson	9,506	10,721	1,215	12.78%
Sexual Offences	3,052	3,908	856	28.05%
Drug Offences	3,435	3,450	15	0.44%
Miscellaneous Crimes Against Society	2,312	2,383	71	3.07%
Possession of Weapons Offences	735	927	192	26.12%
Robbery	757	722	-35	-4.62%
<b>TOTAL</b>	<b>86,181</b>	<b>99,450</b>	<b>13,269</b>	<b>15.40%</b>

The below image displays the rate of crime per 1000 population by the Police beat areas, from this it shows the pockets of crime hotspots across Leicester, Leicestershire and Rutland.



### Overall Satisfaction

Data has been obtained from 10 other forces and Leicestershire is currently reflecting the highest reported satisfaction from victims of Burglary. We are 3rd (out of 10) for ASB and 7th for Hate crime (13 forces) 5th for DA (10 forces) and 2nd for Violent crime (10 forces). Data is for a rolling year.

- Confidence level across our victim surveys is currently 71.8%, this is a slow decrease from May 2021. In comparison the Neighbourhood Link Survey of the general population which is running throughout May 2022 is currently showing lower levels of confidence at 58.6%. The general Confidence survey closed on the 31st May.
- Overall satisfaction has decreased to 79.8% from 80.6% (last month). With the exception of ASB all crime and incident types have seen the decrease. Contributing factors to this are the rolling data calculation and previous higher satisfaction in April 2021 being replaced with decreased satisfaction in April 2022. In addition, less surveys were conducted during April due to sickness and annual leave in telephone research bureau team.
- Domestic Abuse Victim Satisfaction continues to rise from 81.3% to 85.5% from last year.
- The overall investigation time is 39 days for a hate crime which is quicker than any other crime at 42 days in length. This indicates that Hate Crime is being prioritised.
- Overall Hate Crime numbers have increased, by 13% over last 12 months. This is likely to have been influenced by lockdowns.

## OVERALL SUMMARY

The inspection assessed how good Leicestershire Police is in ten areas of policing. Graded judgements were made in nine of these ten, as follows:

Recording data about crime	Preventing crime and anti-social behaviour	Protecting vulnerable people	
Outstanding	Outstanding	Outstanding	
Engaging with and treating the public with fairness and respect	Managing offenders and suspects	Building, supporting and protecting the workforce	Strategic planning, organisation management and value for money
Good	Good	Good	Good
Investigating crime	Responding to the public		
Adequate	Adequate		

Download the full report [HERE](#)

## “ The force says ...

Leicestershire Police serves a growing and diverse population across Leicester, Leicestershire and Rutland. Its force area of 979 square miles includes urban and rural communities, three universities and an international airport. The force serves a population of over 1.1 million.

Demographics vary significantly in the city and the two counties. Some communities are affluent, others have high levels of deprivation. Over half of the population of Leicester is from non-White British backgrounds with 130 languages and dialects spoken.

Leicestershire Police operates a budget of £223.2m (2022/2023). Its medium-term financial plan is forecast to balance. The force is on track with its recruitment target of an establishment of 2,242 police officers (a proportion of 96.8% are in frontline roles).

The force protects its communities through “Our Duty”, a commitment to working as one team to prevent crime, protect vulnerable people, deal with those who cause most harm, bring people to justice and innovate and continuously improve.

Leicestershire Police dealt with 246,130 incidents and recorded 86,160 crimes in 2020/2021. A new Target Operating Model (TOM) was implemented in March 2020 to enhance the delivery of policing services in Leicester, Leicestershire and Rutland. The force works extensively and collaboratively with local authorities and other partners to reduce demand through problem solving, crime prevention and community engagement.

Investment in investigative capabilities and sustained commitment to safeguarding and specialist units maximises opportunities to address high harm and support vulnerable people. The force contributes significantly to regional policing collaborations.

Leicestershire Police set up the Team Leicestershire Academy in 2020 to strengthen workforce development. It works with local universities and communities to innovate and continuously improve and participates in national and regional pilot projects regularly to develop and test new ideas.

Read the Force Management Statement [HERE](#)



# POLICE AND CRIME PLAN

The job of the police is to protect the public. The job of the Police & Crime Commissioner is to give the police the tools they need to do the job. I am elected to be the voice of the public and in developing my Police and Crime Plan, I undertook the largest consultation exercise of its kind, with residents, with businesses and with stakeholders and partners.

In the resulting Police and Crime Plan 2021-24 you can find the key priorities I have set for Leicester, Leicestershire and Rutland.

**“My vision is clear, I want to ensure an effective, robust and professional police service within Leicester, Leicestershire and Rutland.”**

Download the full Plan [HERE](#)

# VIOLENCE REDUCTION NETWORK

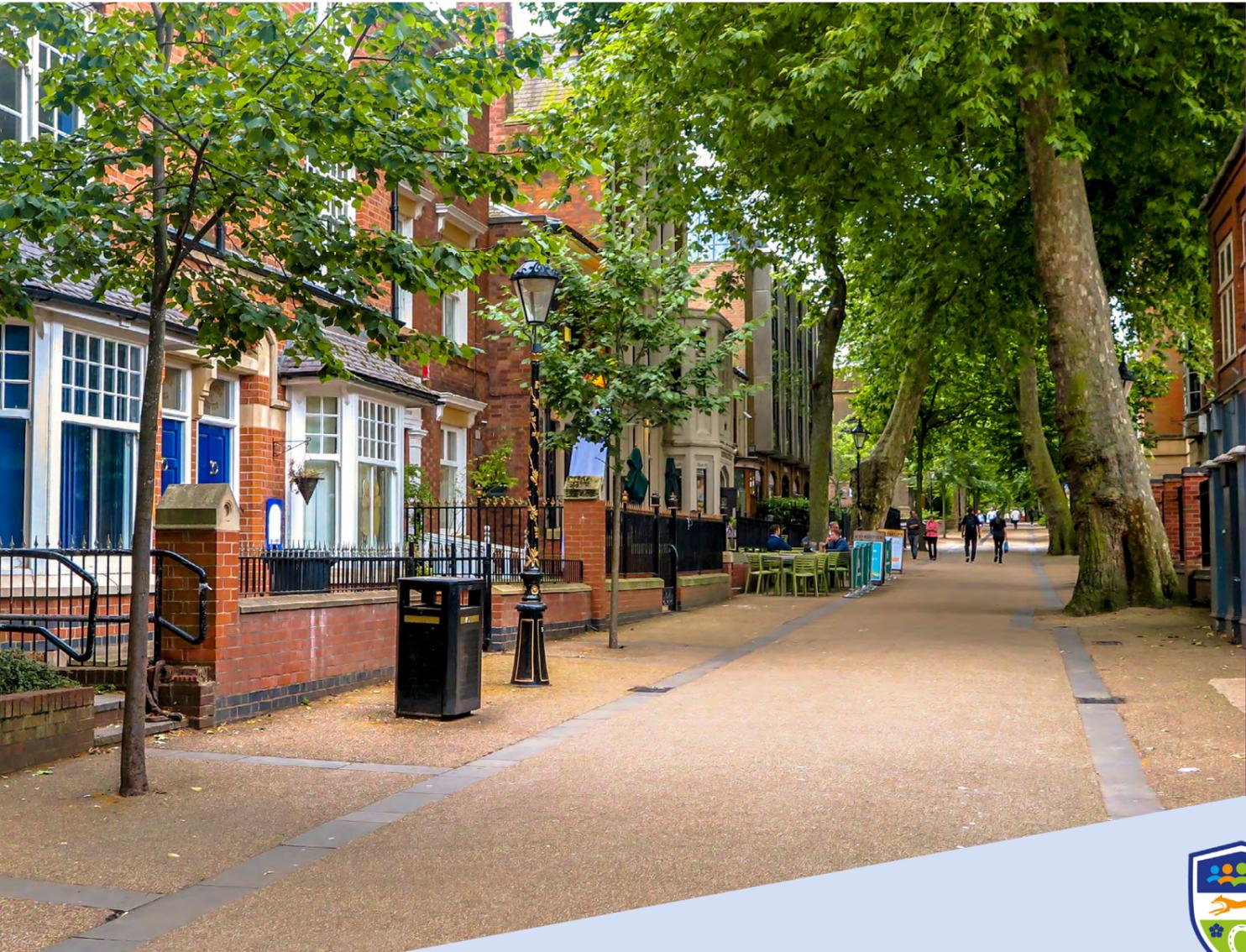
The Violence Reduction Network (VRN) was established in 2019, following a successful bid for funding from the Home Office.

The VRN has brought together a host of partners from across Leicester, Leicestershire and Rutland, including the Police, Local Authorities, Probation, the Prison Service, Community Safety Partnerships and Community Groups.

The Network is based on the principle that violence is preventable and through applying a public health approach it can better understand and tackle the causes of violence.

Since inception it has been responsible for numerous highly innovative and successful campaigns.

You can find out more [HERE](#)



# DETAILED ROLE PROFILE

**POST:** Chief Constable

**ACCOUNTABLE TO:** Police and Crime Commissioner

**LOCATION:** Force HQ, St Johns, Enderby

**Responsible for: the direction and control of Leicestershire Police in order to provide the area with a professional, effective and efficient police service. The Chief Constable is also responsible for the fulfilment of all the statutory and legal obligations of the office of the Chief Constable.**

## Role Purpose

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

The Chief Constable is accountable for the totality of policing within their Force area, including the operational delivery of policing services and the effective command and leadership of the policing response to crime, and major and critical incidents.

The Chief Constable is responsible for influencing the development of regional and national policing and may be accountable for national operations or standard setting and is responsible for providing a professional, effective and efficient policing service.

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.

## 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 and maintain governance arrangements and processes within the Force, to ensure effective decision making and appropriate action at all levels/tiers of the organisation.
- 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.

- Lead the Force, communicating a clear direction, setting organisational culture and 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.
- 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.
- 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.
- 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.
- 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.
- Advise national bodies 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.
- 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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# TERMS AND CONDITIONS

## Eligibility:

The appointment will be subject to the provisions of the Police Act 1996, Police Regulations and other relevant legislation. The appointment will also be subject to a confirmation hearing by the Police and Crime Panel.

## Pre-Employment Checks:

Applicants to this position will be required to undertake a medical examination before taking up appointment.

The successful applicant will be appointed subject to holding or obtaining security clearance at Developed Vetting (DV) level.

## Term of Appointment:

Appointment is on a fixed term basis, initially for five years.

## Period of Notice:

Termination of appointment is subject to three calendar months' notice in writing from either party.

## Qualifications:

The following courses or assessment centres must be satisfactorily completed:

- The Senior Police National Assessment Centre (Senior PNAC)
- The Strategic Command Course (SCC)

## Base Salary:

The annual salary is currently **£156,693** per annum and will remain in line with National Pay Scales.

## Working Hours:

Working hours will be not less than 40 hours per week and such as are needed to fulfil the requirements of the post, subject to the requirements of the Working Time Directive.

There is a requirement to be contactable 24 hours per day when not on leave.

This role will require evening and weekend working including attending meetings and events during these times.

In addition, the post holder will have responsibility for representing Leicestershire Police and meeting statutory and operational requirements, often at short notice, which may require working additional hours from time to time.

## Car Allowance:

The Chief Constable is provided with an unmarked operationally equipped vehicle that is fully maintained and insured. Further details are available upon request to the Office of the Police & Crime Commissioner.

## Holiday:

The successful applicant will be entitled to leave in accordance with Police Regulations.

## Normal Place of Residence:

The majority of work will be carried out from Leicestershire Police Headquarters, St Johns, Leicester, LE19 2BX. However, the nature of the work will also require travel throughout the East Midlands and across the UK.

The post holder is expected to have their normal place of residence within the 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 Expenses:

Reasonable relocation expenses will be considered if the successful applicant is required to relocate as agreed with the PCC. Further details will be available from the OPCC.

## Home Security:

This will be assessed on a case-by-case basis and details are available upon request to the Office of the Police & Crime Commissioner.

## Subscriptions:

CPOSA insurance (non-personal) element will be paid by Leicestershire Police.

## Pension:

The post holder will be eligible for membership of the Police Pension Scheme.

## Telephones, IT and Other Equipment:

Mobile telephone and other equipment, which is necessary to ensure convenient working arrangements, will be made available.





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**Office of the Police & Crime Commissioner for Leicester, Leicestershire & Rutland**  
Police HQ, St Johns, Enderby, Leicester, LE19 2BX

Tel: 0116 229 8980 Email: [police.commissioner@leics.pcc.pnn.gov.uk](mailto:police.commissioner@leics.pcc.pnn.gov.uk)  
Website: [www.leics.pcc.police.uk](http://www.leics.pcc.police.uk)