



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

# LEICESTER, LEICESTERSHIRE & RUTLAND POLICE AND CRIME COMMISSIONER

## APPLICATION FORM FOR CHIEF CONSTABLE OF LEICESTERSHIRE POLICE

**JULY 2022**

**NAME OF APPLICANT:**



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# INSTRUCTIONS FOR COMPLETION



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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.

References 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 for each section.

Candidates are required to provide a statement of suitability by answering the following question set by the Police and Crime Commissioner:

**"How would you lead and develop Leicestershire Police over the next five to ten years?"**

This answer should not exceed 750 words. Please ensure that your response includes actions that you would personally take to bring about the progress and development.

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 email your completed Application Form and Equal Opportunities Form to the Office of the Police & Crime Commissioner for Leicestershire at:

**[OPCCrecruitment@leics.pcc.police.uk](mailto:OPCCrecruitment@leics.pcc.police.uk)** by 23:59 hrs on Thursday 15th September 2022.

If you would like an initial discussion about the role please contact Elizabeth Starr, Interim Chief Executive Officer on 0116 222 6196 or email: **[Elizabeth.Starr@leics.pcc.police.uk](mailto:Elizabeth.Starr@leics.pcc.police.uk)**.



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# PART ONE

## PERSONAL INFORMATION



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LAST NAME:

FORENAMES:

CURRENT ROLE:

CURRENT FORCE (inc Dept, Division, Unit):

WORK ADDRESS:

CORRESPONDENCE ADDRESS:

TELEPHONE:

EMAIL:

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.



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# PART TWO

## CURRENT POST



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

**CURRENT ROLE:**

**FORCE:**

**START DATE:**

Brief description of role and responsibilities, including key achievements (maximum 500 words):



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# PART TWO

## RECENT POSTS - 1



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**ROLE:**

**FORCE:**

**START DATE:**

**FINISH DATE:**

Brief description of role and responsibilities, including key achievements (maximum 500 words):



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## RECENT POSTS - 2



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ROLE:

FORCE:

START DATE:

FINISH DATE:

Brief description of role and responsibilities, including key achievements (maximum 500 words):



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# PART TWO

## QUALIFICATIONS AND TRAINING



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

| Colleges, universities attended or correspondence courses taken: | From: | To: | Qualifications and/or Grade attained: |
|------------------------------------------------------------------|-------|-----|---------------------------------------|
|                                                                  |       |     |                                       |

Please list any training courses attended that you consider relevant to the role for which you are applying including the dates that you successfully completed the Police National Assessment Centre and the Strategic Command Course

| Colleges, universities attended or correspondence courses taken: | From: | To: | Qualifications and/or Grade attained: |
|------------------------------------------------------------------|-------|-----|---------------------------------------|
|                                                                  |       |     |                                       |



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# PART THREE

## EVIDENCE



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

**1. The Police and Crime Commissioner believes that how a person conducts themselves is as important as what they achieve.**

*Give an example of when you have achieved organisational and cultural change in the workplace behaviours, explaining what behaviour you felt needed to change and why? Describe how and what transformational changes you implemented and how you measured success.*

This question is linked to the competency 'Emotionally Aware'

Please evidence in no more than 500 words

Approximate date of example provided:



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- 2. The population of Leicester, Leicestershire and Rutland is highly diverse and widely spread. The Police and Crime Commissioner is seeking a Chief Constable that can work with partners and stakeholders to build and retain trust at a time where demands come from an increasingly diverse set of sources and the need for services is not defined by organisational and geographical boundaries.**

*Give an example of when you established a positive relationship built upon trust and mutual respect with a demographic/community explaining the steps you took to establish a positive relationship and how you measured success. What did you do, how did you take people with you and how did you stimulate cultural change?*

This question is linked to the competency 'We Are Collaborative'

Please evidence in no more than 500 words

Approximate date of example provided:



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### 3. The Police and Crime Commissioner is seeking a Chief Constable who can make confident and effective decisions to complex issues and problems through effective evidence-based analysis to deliver tangible outcomes.

*Give an example(s) of where you have identified an area of poor performance in your force and describe how you achieved improvements. What strategies did you use, how did you measure success, what systems and structures did you utilise? Please outline how effective your changes were and please include any facts and figures to evidence this.*

This question is linked to the competency 'We Analyse Critically'

Please evidence in no more than 500 words

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# PART FOUR

## STATEMENT OF SUITABILITY



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How would you lead and develop Leicestershire Police over the next five to ten years?

Your answer should not exceed 750 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 that have not been expunged.

Please give details of any contractual/relationships/partnerships to Members/Officers of Leicestershire Police and the Office of the Police & Crime Commissioner for Leicester, Leicestershire and Rutland.  
(answer none if no 'relationship' exists)

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). Referees will be contacted prior to interview.



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Please describe how you heard about this vacancy.

## DECLARATION

I declare that to the best of my knowledge and belief, all 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:



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