DEPUTY CHIEF CONSTABLE

Appointment Brief
April 2020

West Midlands POLICE

Preventing crime, protecting the public and helping those in need
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Deputy Chief Constable – (Transfer or on Promotion)

Thank you for your interest in the role of Deputy Chief Constable with West Midlands Police.

In the last five years West Midlands Police has significantly transformed its services and technology to respond to the challenges of austerity and changes in crime. We have recently launched our new five year strategy that will drive forward our new doctrine of precision policing, a culture of continuous improvement and investment in our people.

Preparation is also well underway for our role in Coventry City of Culture in 2021 and the Commonwealth Games in Birmingham in 2022. Becoming ready for these events is now a key milestone for us as we shift our focus to the future.

In the West Midlands, we police the youngest population in the country and the most diverse outside of the capital. We are proud of our achievements, but we are now looking to make the most of investments made, whilst continuously seeking new ways to improve the service we deliver to prevent crime, protect the public and help those in need.

As Deputy Chief Constable you will lead a number of key portfolios, including strategy and performance, standards and change. You will be a proven and experienced police leader who can demonstrate leadership in a challenging and complex urban policing environment. You will have an outstanding track record that demonstrates significant performance improvement and a leadership style that empowers people and values diversity and inclusion.

You will be able to develop effective strategies and lead the changes needed to keep West Midlands Police at the forefront of policing.

To find out more about this exciting DCC opportunity, contact Emma Smuts-Muller, Chief of Staff on 07943 063 948.

Dave Thompson
Chief Constable
West Midlands Police is made up of

- **6,440** officers
- **3,524** police staff
- **475** PCSOs
- **219** special constables

The West Midlands is an incredibly diverse region, housing a large array of cultures, nationalities and religions. With this level of diversity, comes complexity and challenges.

The force includes high levels of deprivation, low educational attainment levels, high concentrations of BAME communities and the largest percentage of population under 25 of any UK county. This high level of vulnerability results in higher policing demand.

In response to the factors described, the force has been highly innovative in the development and use of technology, has made fundamental changes to focus resources against the greatest areas of threat and has developed creative means by which to engage and involve the communities of the West Midlands.

Over the next 12 months the force will continue to embed its new and enhanced capability, with an emphasis on building on our extensive new technology platform to ensure a return on the considerable investment we have made.

At the same time we will also continue to work closely with our partners to help showcase the best of policing with the opportunities presented by Coventry City of Culture 2021 and the Commonwealth Games in 2022, all of which will require significant resource, capabilities and investment.
INTRODUCING THE WMP STRATEGY

Our vision remains front and centre, delivered with renewed focus on our behaviours

- During the past five years, WMP has led on one of the largest transformational change programmes in UK policing, delivering up to 40 projects which has fundamentally changed the way in which the force works.

- While there are key parts of the programme still to be delivered, the new five year strategy - ‘This Work Matters’ - will build on the foundations of WMP2020, to deliver on the promise of investments made and to maximise the benefits.

- The force’s vision and values remain front and centre and with a renewed focus on behaviours, collectively form our new five strategic priorities.

Collectively, this becomes our force culture.
Our values define who we are and how we work with each other and as a Force. They are more than simply words. They are principles of behaviour we strive to uphold and encourage in others in our working lives.

### OUR VISION & VALUES

**Preventing crime, protecting the public and helping those in need**

**I PREVENT CRIME**
- I work in partnership to create safer communities
- I am creative and think of new approaches

**I AM COURAGEOUS AND FAIR**
- I stand up for the right things
- I can challenge unreasonable and discriminatory behaviour
- I make the right decisions, however tough they are
- I want to work in a diverse team

**I AM PROUD OF WHAT I DO**
- I am a strong performer and colleagues can rely on me
- I inspire others with my passion for policing
- I challenge and address poor service
- I deliver a service my family would be proud of

**I OFFER FRIENDSHIP AND SERVICE**
- I care about the people I serve
- I am honest and I earn people’s trust
- I show friendship by helping the public, partners and colleagues – particularly those who may not realise they need our help

**I LISTEN AND LEARN**
- I accept and admit when I am wrong
- I learn lessons
- I challenge and address poor service
- I let the public see how we work because I welcome openness
ROLE PROFILE

ROLE TITLE: Deputy Chief Constable

TENURE: This is a permanent position.

SALARY: £152,871

LEAVE: The annual leave entitlement is 280 hours per annum plus bank holidays.

REPORTING TO: Chief Constable.

LOCATIONS: Lloyd House Police Headquarters, Birmingham (with travel across West Midlands as required).

ROLE PURPOSE:

- Working with the Chief Constable and the Executive Team to lead the Force. Creating a vision, direction and culture for the Force that ensures West Midlands Police is a leading force in Preventing Crime, Protecting the Public and Helping those in need.
- Operating as the Chief Operating Officer of the force providing operational leadership of the whole force response to preventing crime, protecting the public and delivering efficient and effective services to the public.
- Responsible for business planning and the implementation and delivery of the Force’s strategy in support of the Police and Crime Plan.
- Leading the portfolios for the force on Strategy and Direction, Corporate Communications, Business Transformation and Professional Standards.
- Acting as a strategic link with the Police and Crime Commissioner’s office to ensure effective accountability of WMP.
- Developing a national profile for WMP through national and regional work
- Acting as the Chief Constable in the absence of the force’s Chief Constable.

KEY ACCOUNTABILITIES:

- Contribute to the setting of the organisational and operational strategy for the Force, with regard to wider plans and objectives such as the Police and Crime Plan and Strategic Policing Requirement, in order to provide an effective and efficient policing service that meets current and future policing demands.
- Supporting and maintaining the mutually productive strategic relationship with the Police and Crime Commissioner and the Office of the PCC.
- Supporting the Chief Constable to lead the Force, embedding the organisational culture and promoting values, ethics and inclusivity holding responsibility for adherence to professional standards to enable an effective and professional service.
- Leading the implementation of the Forces strategy, ensuring that performance is monitored and evaluated with findings utilised to drive improvements in service delivery and the achievement of Force objectives.
- Supporting the Chief Constable to lead, inspire and engage the Chief Officer team; setting and role modelling approaches to a workforce culture that promotes inclusivity, wellbeing, facilitating impactful professional development and performance management.
- Developing guidance and providing strategic direction on identifying and managing threat, risk and harm within the policing area and in the Force’s policing responses in order to protect the public and develop operational strategies.
- Fulfil the authorising responsibilities of a Deputy Chief Constable, holding responsibility for compliance in order to protect the public and ensure effective policing responses.
- Leading and commanding the operational policing responses on occasions, in high risk and high profile instances in order to protect the public and ensure an appropriate and effective response.
- Developing and maintaining a meaningful operational performance framework and governance structure, in line with Force strategy.
- Supporting the financial management of the Force, driving efficiency and productivity within the budget framework to maximise the use of resources, ensuring the effective use of public spending and maximise value for money.
- Developing and maintaining strategic relationships with local, regional and national partners, effectively influencing and collaborating to enable the achievement of the Force objectives and develop public confidence in policing.
- Representing the Force at a local, regional and national level to the public, media and other external stakeholders to support the Chief Constable to improve visibility, connect with the public and build confidence in policing.
- Discharge the powers and duties of the Chief Constable as required in their absence.
PERSONAL QUALITIES:
The appointment will be made subject to satisfactory references, medical and vetting clearances.

OTHER BENEFITS:
• Agile working in a modern technology enabled working environment.
• Employee Assistance Programme.
• Employee benefits programme.
• Onsite Occupational Health facilities.

• Access to WMP Clubs & associations.
• Travel discounts.
• Childcare vouchers.
• Cycle to work scheme.

RELOCATION COST: The Force will cover all reasonable costs associated with relocation, including temporary accommodation to begin with.

FORCE PURCHASED VEHICLE: Car allocated as per current chief officer scheme.

STAFF APPRAISAL AND DEVELOPMENT: The Force is committed to supporting high performance and personal development.
TIMETABLE / HOW TO APPLY

KEY DATES:

Closing date for applications: Friday 1st May 2020
Familiarisation week (Skype calls with key stakeholders): Week beginning 4th May 2020
Online psychometric assessments: Week beginning 4th May 2020
Stakeholder Panel interviews: Monday 18th May 2020
Interviews: Tuesday 19th May 2020

HOW TO APPLY:

To apply please complete an application form available on our website. If you have any queries on any aspect of the appointment, wish to take part in the Familiarisation week or have an informal discussion, please contact:

Emma Smuts-Muller | Chief of Staff
Force Executive Team | West Midlands Police
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