



DURHAM
CONSTABULARY



Neighbourhood Policing
Prevent crime & relentlessly pursue criminals

Vulnerability
Be determined to protect vulnerable people

Victim Experience
Provide a first-class service to victims



CHIEF
INSPECTOR



Welcome from the Chief Constable

Hello and welcome to Durham Constabulary, thank you for your interest in an exciting opportunity to join our newly formed Executive Team.

Durham Constabulary has been long recognised as one of the top performing police forces in the UK, something we are immensely proud of. We also recognise that we aim for excellence in all that we do creating an environment of learning and opportunity. As with many forces we face unprecedented change and opportunities which we will embrace with our demonstrable excellence in problem solving and the diverse skills, experience, and expertise that our colleagues across the Force possess. The Force prides itself on doing things differently and doing them well “the Durham Difference”.



I am looking for a Chief Inspector to become an integral part of our force, joining us at an exciting time of opportunity and challenge. I expect the successful candidate to be highly credible, motivated and a demonstrably experienced leader who has the ability to help me ensure that we continue to deliver the highest possible standards for our victims and communities.

In return you will have the opportunity to support the delivery of the new strategic vision which has a strong emphasis on preventative policing protecting the vulnerable, being relentless in the pursuit of criminals. You will have a supportive working environment which encourages authenticity, learning and accountability. We are wellbeing focused and are passionate in ensuring that our colleagues received the support and recognition that they deserve.

I welcome applicants who are passionate about serving and protecting the communities of County Durham and Darlington with an understanding of the range of socio economic dynamics and the impacts they have on our policing model, in addition to understanding the importance of building and maintaining excellent partnership relationships.

If you believe you share our authenticity, passion and drive to keep our communities safe and want to be part of our exciting new chapter of Durham Constabulary's history, I very much look forward to hearing from you.

Chief Constable Rachel Bacon
Durham Constabulary

Why Durham Constabulary & About Us

County Durham has a population of approximately 522,000 covering approximately 2700 km². The County has a diverse mix of communities, semi-rural, rural and coastal areas. The rich industrial history of the county contributes to a variety of socio economic dynamics with both significant wealth and deprivation often in neighbouring locations. **Durham** itself is a historic city that straddles the River Wear and is the county town of County Durham in North East England. The cathedral and adjacent 11th century castle were designated a World Heritage Site by UNESCO in 1986. The castle has been the home of Durham University since 1832, which has grown to over 21,000 students in recent years. Durham has become part of the NE Combined Mayoral Area.

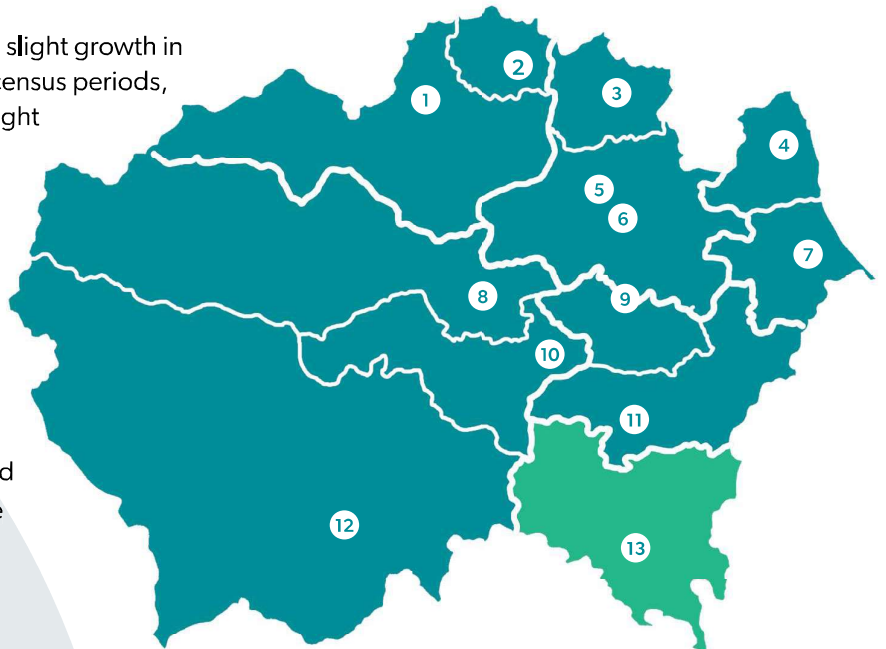
Darlington is one of the youngest unitary authorities in the country with a population of approximately 108,000. Despite its youth, it is proud of its history, in particular in respect of the birth of the railways. It is part of the Tees Valley Mayoral area and has recently seen extensive investment with arrival of the northern home of HM Treasury and improvements to Teesside Airport. Darlington is a key rail hub with regular, fast services to Newcastle, London, York, Leeds, Edinburgh and Manchester.

Both local authority areas have seen a slight growth in population between 2011 and 2021 census periods, well below national increases, with slight increases in the diversity of those communities by ethnicity.

www.thisisdurham.com
www.thisisdarlington.com

Police Station Locations

- | | |
|-------------|---------------------|
| 1. Consett | 8. Crook |
| 2. Stanley | 9. Spennymoor |
| 3. Ch-le-St | 10. Bishop Auckland |
| 4. Seaham | 11. Newton Aycliffe |
| 5. HQ | 12. Barnard Castle |
| 6. Durham | 13. Darlington |
| 7. Peterlee | |



Job summary

Role purpose

This profile has recently been reviewed and updated, including the CVF 2024 and core skills, and the new version can be found on College Learn by entering the Profile title in the search function.

Chief Inspectors manage large teams of inspectors, sergeants, constables and police staff. They may be the most senior operational response officer or manage assigned specialist policing functions such as investigations. This role carries specific legal powers in line with inspector rank to enable the maintenance of law and order.

Chief Inspectors plan, manage and monitor operational policing activity. They effectively and efficiently set the plan for deployment of resources to incidents, including major and/or critical incidents. Chief Inspectors manage and mitigate risk effectively in order ensure the safety and wellbeing of officers, staff and the public and to respond effectively to problems, incidents and crime.

Key Accountabilities:

- ✓ Plan, manage and monitor complex front line and/or specialist operational policing activity managing competing demands and priorities to make informed deployment decisions and ensure best use of available resources.
- ✓ Lead, motivate and engage large and diverse teams of inspectors, sergeants, constables and police staff, protecting and promoting workforce wellbeing to uphold professional standards and enable a high performing team.

Chief Inspector

Salary:

£72,807 - £75,708

Reporting to:

Superintendent

- ✓ Contribute to the setting, monitoring and assessment of team key performance indicators (KPIs) to support the achievement of wider objectives.
- ✓ Set, monitor and assess KPIs for individual team members in alignment with wider objectives, taking corrective action as necessary to ensure that the team effectively contribute towards the achievement of Force goals.



Job summary

- ✓ Identify and manage initial responses to major and/or critical incidents in alignment with relevant frameworks and guidance, ensuring appropriate resource allocation and risk management to enable effective service delivery.
- ✓ Manage large matrix teams, directing and monitoring workloads in accordance with operational policing plans and priorities to provide an efficient and effective response to problems, incidents and crime.
- ✓ Manage large team budgets, monitor and review expenditure to ensure best use of available resources and value for money.
- ✓ Analyse performance data and information against team objectives in order to report against performance management measures and inform workforce planning.
- ✓ Identify, manage and mitigate operational threats and risks in line with national guidance and operational policing plans to maximise the safety and wellbeing of officers, staff, and the public.
- ✓ Develop and maintain relationships with communities and multi-agency partners to drive collaboration and inform policing priorities and plans.
- ✓ Lead the analysis and evaluation of existing processes and practices within area of work in order to identify and implement opportunities for change and innovation, promote best practice and enable continuous improvement in evidence based policing within teams.



Job summary

Skills:

- ✓ Able to plan to short and medium-term cycles, to coordinate a range of activities appropriately within the function, to match these to available resources, and to identify and mitigate known risks to delivery.
- ✓ Able to develop and implement an effective stakeholder and partner relationship plan which develops trusts and enables contributions.
- ✓ Able to engage a variety of audiences through a range of media to inform and/or persuade.
- ✓ Able to develop and motivate a diverse team and create strong engagement of individuals with their personal and team objectives and with Force values, behaviours and strategic priorities.
- ✓ Skilled in setting, monitoring and enabling high performance against team and individual performance objectives.
- ✓ Able to identify potential applications of new or improved practices related to area of work to improve ways of working.
- ✓ Able to contribute to resource planning, to manage financial budgets and utilise commercial acumen to make risk-based decisions that deliver effective outcomes within the resources allocated.
- ✓ Able to seek out and identify a range of information to identify patterns, trends and options, and use SARA (scan, analyse, respond and assess) principles to solve multifaceted and complex problems.
- ✓ Skilled in coaching and mentoring to enable appropriate career and professional development.
- ✓ Able to lead the delivery of change initiatives within a complex team.
- ✓ Able to problem solve and critically question and identify potential opportunities to enhance efficiency and/or effectiveness across teams.
- ✓ Able to maintain personal resilience and wellbeing in challenging situations and enable others to develop personal resilience and wellbeing.



Chief Constable's Delivery Plan Themes and High-Level Priority Areas



Durham Constabulary's Chief Constable Delivery Plan 2024 - 2027

Our Purpose
We will build trust and confidence by:

- Relentlessly Pursuing Criminals
- Providing a First-Class Service to Victims
- Being Determined to Protect Vulnerable People
- Being the Best at Preventing Crime & ASB



P22-24

 ORGANISATIONAL	 PEOPLE	 OPERATIONAL	 PREVENTION
Innovative and Productive	Health, Safety and Wellbeing	Responding and Investigating	Early Intervention and Prevention
Data Led	Diversity, Equality and Inclusion	Protect Against Exploitation and Vulnerability	Problem Solving
Digital Inclusivity	Supportive Leadership and Accountability	Focus on Victims and Victim Satisfaction	Offender Management and Diversion

