



BCH Chief Superintendent Promotion Process Application Pack

Introduction

We are delighted that you are interested in embarking upon substantive promotion. Chief Superintendents have a critical role in leading operational policing in line with wider policing objectives and legal frameworks, whilst upholding the law, ensuring public safety and strengthening public confidence. They lead multiple areas of command within local forces and across the strategic alliance, and build important strategic relationships with Chief Officer teams, developing culture and adherence to ethical standards whilst driving continuous improvement and accountability. This is a challenging but equally rewarding opportunity to shape policing within BCH and support our wider communities; we wish you the best of luck in your progression to Chief Superintendent.

The application pack consists of several sections which can be accessed via the hyperlinks below. Submission of the endorsed application pack needs to be sent to promotions@bch.pnn.police.uk by Midday on 04/10/2020.

[Personal Information](#)

[Readiness for Chief Superintendent](#)

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Personal Information

Name of Candidate:	Click here to enter text.
Collar Number:	Click here to enter text.
Current Home Force:	<input type="checkbox"/> Bedfordshire <input type="checkbox"/> Cambridgeshire <input type="checkbox"/> Hertfordshire <input type="checkbox"/> Other, please specify Click here to enter text.
Which force do you wish to apply for substantive promotion in?	<input type="checkbox"/> Bedfordshire Click here to select force preference order <input type="checkbox"/> Cambridgeshire Click here to select force preference order <input type="checkbox"/> Hertfordshire Click here to select force preference order
Do you currently work in a collaborated unit within BCH?	<input type="checkbox"/> No <input type="checkbox"/> Yes, please specify Click here to enter text.
Contact Number	Click here to enter text.
E-mail Address	Work: Click here to enter text. Personal: Click here to enter text.
Reasonable Adjustments	Are there any reasonable adjustments that would need to be made at any stage of the selection process to enable you to participate? Please be specific about the adjustments required. <input type="checkbox"/> None <input type="checkbox"/> Yes, please specify Click here to enter text.

Readiness for Chief Superintendent

Please provide a 250-word statement of readiness in each of the 4 accountability areas outlined below, highlighted as key areas for Chief Superintendent rank. Your statements should refer to your knowledge and experience in each accountability area and how this demonstrates readiness for substantive promotion to Chief Superintendent.



These 4 accountability areas are borne out of the College of Policing Chief Superintendent National Role Profile, which you can read in full by searching *BCH Role Profiles* on [iQuery](#).

Strategic Leadership

Overview: Leading multiple commands, promoting wellbeing, ethical and professional standards whilst addressing underperformance to enable high performing teams. Developing resource and budget plans in line with force priorities.

Statement of Readiness

Please provide your evidence in a 250-word response below:

[Click here to enter text.](#)

Organisational Change

Overview: Driving continuous improvement, assessing future demand to develop operational and workforce plans, leading significant organisational change to ensure effective service delivery and value for money.

Statement of Readiness

Please provide your evidence in a 250-word response below:

[Click here to enter text.](#)

Building Partnerships

Overview: Managing stakeholders and developing strategic relationships with partners, leading on collaboration across multiple commands and partnerships to deliver a consistent service and improve public safety.

Statement of Readiness

Please provide your evidence in a 250-word response below:

[Click here to enter text.](#)

Operational Accountability

Overview: Accountability for leading compliant policing responses to major events and fulfilling authorising responsibilities Continuous improvement of policy and strategy in line with national directives to ensure effective service delivery.

Statement of Readiness

Please provide your evidence in a 250-word response below:

[Click here to enter text.](#)

Additional Information

Upon successful promotion, with regard to the **Department** you would like to be considered for, please indicate your top three preferences with as much detail and description of the role as possible. For example, Local Policing, Investigations, ERSOU, JPS, Professional Standards, Change, Operational Support.

1st preference	Click here to enter text.
2nd preference	Click here to enter text.
3rd preference	Click here to enter text.

Please provide details 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.

Click here to enter text.

DECLARATION

I confirm that this application is my own work and that the evidence contained within this application is true and accurately demonstrates my own performance and does not include performance evidence of others.	
E-signature:	Date:

Please now forward your application pack to your 1st line manager. If your 1st line manager is currently a T/Chief Superintendent, please send on to your ACC for completion.

Manager Endorsement

As 1st Line Manager, please assess the candidate's statements of readiness against the 4 accountability areas, considering the extent this demonstrates readiness for substantive promotion to Chief Superintendent.

The local force moderation panel will review your assessment and comments in detail. Following moderation, candidates deemed as having full or sufficient evidence of readiness for promotion, will move to board stage.

Assessment level	Criteria
Full Evidence	Evidence demonstrates how they have personally contributed in this accountability area, identifying opportunities and implementing improvements.
Sufficient Evidence	Evidence sufficiently demonstrates understanding and contribution in this accountability area.
Lacking Evidence	Evidence shows understanding of why the accountability area is important but lacks evidence in how they have contributed.

As Line Manager, please mark your assessment level for each accountability area below:

Key Requirements at Chief Superintendent Rank	Full Evidence	Sufficient Evidence	Lacking Evidence
Strategic Leadership Demonstration of leading multiple commands, promoting wellbeing and professional standards whilst addressing underperformance to enable high performing teams. Developing resource and budget plans in line with force priorities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organisational Change Demonstration of driving continuous improvement, assessing future demand to develop operational and workforce plans, leading significant organisational change to ensure effective service delivery and value for money.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Building Partnerships Demonstration of managing stakeholders and developing strategic relationships with partners, leading on collaboration across multiple commands and partnerships to deliver a consistent service and improve public safety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Operational Accountability Demonstration of accountability for leading compliant policing responses to major events and fulfilling authorising responsibilities Continuous improvement of policy and strategy in line with national directives to ensure effective service delivery.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide summary comments which supports the rationale for your assessment, considering the candidate statements of readiness alongside wider consideration of the

candidate's performance and capability. These comments will be shared in the local force moderation panel.

Click here to enter comments.

LINE MANAGER DECLARATION

I confirm that the information contained within the Manager Endorsement is true to the best of my knowledge and confirm that if I did not support this application, I have had a discussion with the candidate to give them feedback and there are plans to support them with their future development.

Name:				Collar Number:	Rank:
e-Signature:				Date:	
Force	Beds <input type="checkbox"/>	Cambs <input type="checkbox"/>	Herts <input type="checkbox"/>	Other Click here to enter text.	

Please forward this application pack to the Candidate's Head of Department.

HEAD OF DEPARTMENT SIGN OFF

Please confirm sight of the application pack and line manager comments by adding your details below.				
Name:			Collar Number:	Rank:
e-Signature:			Date:	
Force	Beds <input type="checkbox"/>	Cambs <input type="checkbox"/>	Herts <input type="checkbox"/>	Other Click here to enter text.
OPTIONAL Should you wish to add any further details for consideration by the moderation panel, or if you disagree with the assessment provided by the candidate's line manager, please add your comments and supporting rationale below:				

Once completed, please email to promotions@bch.pnn.police.uk no later than Midday on **04/10/2020.**

For completion by the Local Moderation Panel only

Overall Assessment of Readiness	Full Evidence <input type="checkbox"/>	Sufficient Evidence <input type="checkbox"/>	Lacking Evidence <input type="checkbox"/>
Moderation Panel Comments Please provide a rationale in the adjoining box to support your overall assessment of the evidence. This is particularly important where a decision has been made that the candidate is lacking evidence.	Click here to enter comments.		
Date:	Panel Chair:		