

Hertfordshire Constabulary
Transferee Information Pack

www.herts.police.uk

David Lloyd
Police and Crime Commissioner
for Hertfordshire

HERTFORDSHIRE
CONSTABULARY

disability confident
EMPLOYER



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Message from the Chief Constable



I would like to thank you for your interest in transferring to Hertfordshire Constabulary.

Hertfordshire is a fantastic place to live and work, providing a mix of rural and urban communities, thriving businesses and some of the best transport links in the country. The county is full of contrasts that blend together to create a superb quality of life for both residents and visitors.

We are responsible for policing an area starting just 12 miles north of central London that has a resident population of 1.2 million, plus many more who commute through, and around, the county on a daily basis.

Whilst neighbourhood policing provides the bedrock for the Constabulary in delivering the Police and Crime Commissioner's Police and Crime Plan, this is supported by strong local partnership working and excellent investigative capability. We are also in a substantial collaboration with Bedfordshire Police and Cambridgeshire Constabulary that provides many specialist operational functions and organisational support services.

I am extremely proud of the work undertaken across the Constabulary every day and the strength of Hertfordshire Constabulary lies in its people. I very much hope you will be interested in joining us as we strive to make Hertfordshire an even safer place.

Charlie Hall QPM
Chief Constable

Police and Crime Plan



As the elected Police and Crime Commissioner (PCC) for Hertfordshire is it my responsibility to hold the police and the Chief Constable to account on behalf of the public. I also set the strategic direction of the force through the Police and Crime Plan, which in Hertfordshire is called a Community Safety and Criminal Justice Plan.

As PCC, I have developed this strategy to build upon the work of the Constabulary which has been achieved through strong partnership working. My plan recognises the great successes already achieved by the Constabulary and partners and proposes ways to build upon these strong foundations. Underpinning all of our work there are four main strategic themes: Building on Success, Putting Victims at the Centre, Public Focus and Business Sense. This is a plan for all of us. That is why I have called it Everybody's Business and the detailed plan can be found on my website www.hertscommissioner.org




POLICE

About Hertfordshire Constabulary

Hertfordshire Constabulary is a modern, proactive and flexible police force. We put the communities we serve first and are there for victims when they need us the most. The county has a population of well over a million across an area of 632 square miles.

The policing challenge is diverse and ranges from the urban boundaries of London, and our large towns which include St Albans, Stevenage and Watford, through to pretty rural villages which sit amongst rolling countryside. Regardless of setting, our aim is to deliver the best service possible to everyone in Hertfordshire, ensuring it remains a safe place to live, work and visit.



We currently employ just over 2,000 Police Officers and more than 1,600 Police Staff, supported by more than 250 Special Constables and over 900 volunteers.

Together we work hard to catch criminals, keep people safe and reduce crime.

Chief Constable Charlie Hall and his Chief Officer team are based at headquarters in Welwyn Garden City, alongside staff that provide administrative support.

At a strategic level we have invested time and effort in the last year to better understand our current and predicted demand. This will be a cornerstone to shape both our resource deployment and operational focus for the coming years.

Operational delivery at the frontline is delivered through the Local Policing Command which is divided into ten geographic policing areas known as Community Safety Partnerships (CSPs). As well as our emergency response teams, at a local level Safer Neighbourhood Teams (SNTs) work with a wide range of partners and local authorities to promote safety and keep crime low. We have also invested in a range of specialist investigation teams who help support some of the most vulnerable people in our communities, with a significant emphasis upon Safeguarding.




The Herts Way
POLICE

In keeping people safe, reducing crime and catching criminals we aim to:

- Place justice for victims and witnesses at the heart of what we do
- Prioritise and safeguard those most vulnerable to harm
- Do the right thing at the right time
- Prevent crime in the first place and reduce reoffending
- Work with our communities, earn their trust and confidence, and embrace diversity
- Intervene early, working in partnership to solve problems
- Be open and transparent
- Be accountable and learn from our mistakes to continuously improve
- Develop and value our workforce and take pride in what we do
- Collaborate with others and seek to improve efficiency and effectiveness
- Maintain Neighbourhood Policing as our bedrock
- Work in accordance with the National Code of Ethics Policing Principles and Standards of Professional Behaviour



An Average Day in Herts

Source of data - Corporate Communications 1/1/19 - 30/6/19

We receive **461** emergency calls

Attend **340** incidents

69 violent crimes against the person

59 domestic abuse incidents

235 crimes recorded

13 people reported as missing

A Transferee's Case Study



Sergeant Ian Smith transferred to Hertfordshire Constabulary as a PC in 2014 and he's never looked back. Ian is currently leading an intervention team.

Speaking about his reasons for transferring, Ian said: "I looked into transferring to Hertfordshire in 2014 whilst serving as a PC with another force. Due to where I was living, the opportunities in that force were limited to me, and I was also feeling unhappy and unsupported in that force at the time. I had heard good things about Hertfordshire from friends who were serving there.

"I found the process very easy; I spoke with a HR advisor initially for some information, who was very helpful and advised me on the timescale of the application process, and answered my questions and queries quickly. I then attended my interview at Hertford, with the Chief Inspector and Inspector. I was extremely nervous but they put me at ease immediately, which helped to relax me, and this certainly had an impact on my performance in the interview.

"I was asked what my intentions and aspirations were in the police, and I stated that I was considering sitting the Sergeants' exam to try for promotion, and he then informed me of upcoming workshops that he was running to assist officers in this position. I was extremely impressed that he took the opportunity to show an interest in me, and it made the whole process feel a lot more personal.

"Since joining Hertfordshire, I have been very impressed with the way the force works. Shortly after joining, I was assaulted on duty, and the following morning received a call from the Assistant Chief Constable, enquiring into my welfare. I was absolutely shocked by this level of care and interest by the Senior Management Team, and thought it was a lovely thing to do.

"I have found my line managers to be extremely supportive and they have given me real direction. I took and passed the OSPRE Part 1 exam in 2017 with the highest mark in the force, and following a period of acting in Summer 2017, I passed the promotion process in February 2018 with the highest pass mark.

"All police forces are under pressure due to the austerity cuts, but I feel Hertfordshire are managing these very well; still introducing new, innovative measures to assist frontline officers such as the Mental Health Triage Team*, and the Locate Team, which is a dedicated unit that assists frontline officers with tracing missing people. Being a smaller force as well, you get to know a lot of people very quickly, which is very personable, and helps you to feel you are not just a number. I would certainly recommend transferring to Hertfordshire."

*The Mental Health Triage Team is a vehicle crewed by a mental health clinician and a response trained police officer, which attends incidents where mental health is a factor. The clinician provides qualified, professional guidance on how to effectively help the person in crisis.

Strategic Alliance



In 2008 Hertfordshire Constabulary began working collaboratively with neighbouring forces.

Hertfordshire Constabulary first began working with Bedfordshire Police and then with Cambridgeshire Constabulary. Whilst sharing boundaries and many similarities, the three counties present differing contexts and challenges and therefore a diverse range of strategic and operational issues.

The strategic alliance has produced extensive achievements in the collaboration of operational and organisational departments. This programme of change is not just about delivering savings; but also about creating a structure that is sustainable and supportive of local policing in each of the three counties, regardless of local differences. Hertfordshire Constabulary hold the strategic lead on Firearms and Explosive Licensing, Criminal Justice and Custody.

Bedfordshire Police hold the strategic lead on Joint Protective Services (JPS) and the Eastern Region Special Operations Unit (ERSOU) comprising of Bedfordshire, Cambridgeshire, Hertfordshire, Essex, Norfolk, Suffolk and some functions covering Kent. The unit also incorporates the Eastern Region's Counter Terrorism Command.

Cambridgeshire Constabulary hold the strategic lead on Human Resources, Professional Standards, ICT, Procurement and Information Management.



Application Process

The application form and additional information can be found at **www.hertspolicecareers.co.uk/police-officer-transferees**

Eligibility

You must meet the following requirements;

- You must be from a UK Home Office force to be considered a direct transferee.
- If you are from non-Home Office forces/Police Scotland/PSNI you will be eligible to apply, but a skills/risk audit form is required at application stage to assess specific needs. Dependent on the analysis, non-Home Office applicants may be required to undertake the full Initial Police Learning and Development Programme (IPLDP) and applicants will be informed of the outcome of the assessment prior to progression to interview.
- If you are currently in your probation period with your current force, you can apply to transfer but please note that you will be required to complete the 16 week IPLDP course along with the full two year probation period with the force. If you decide not to transfer whilst in your probation period then please wait to submit an application until your probation has completed and you are a substantive officer in your current force.
- If you're applying for detective roles, you must have completed the Initial Crime Investigators Development Programme (ICIDP) or equivalent and be PIP Level 1/2 qualified unless otherwise advertised.

If you successfully meet the selection criteria at application stage you will be invited to undertake a force interview assessing against the Core Values Framework (CVF). Following interview we will provide you with a force contact who will be able to provide advice and guidance throughout your journey.

If you are successful at interview, we will write to your home force to request previous records including:-

- Dates of service (reference)
- Pay roll details
- Last two years of PDR
- Up-to-date training records

You will also be required to complete pre-employment checks including vetting, medical, eyesight and fitness test.

Once all checks are successfully completed, we will confirm your start date.

Equality

We are committed to increasing representation from underrepresented groups which includes those who identify as black and minority ethnic (BME), female, LGBT and disabled. Therefore we would encourage applications from these individuals.

If you have any questions regarding any stage of the process, please contact **BCHcareers@herts.pnn.police.uk.**