

BCH Superintendent Promotion Process

Application Pack

Introduction

We are delighted that you are interested in embarking upon substantive promotion. Superintendents have a critical role in planning and directing operational policing, whilst upholding the law, ensuring public safety and strengthening public confidence. They lead a large area of command, developing culture and adherence to ethics and standards whilst driving continuous improvement and accountability. Leading collaboration across the strategic alliance and partnerships are equally important to the role of a Superintendent and therefore development of these professional relationships is key. 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 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](#_Personal_Information_1)**

# **[Readiness for Superintendent](#_Readiness_for_Superintendent_1)**

# **[Additional Information](#_Additional_Information_1)**

# **[Manager Endorsement](#_Manager_Endorsement_1)**

# **Personal Information**

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| **Name of Candidate:** | Click here to enter text. |
| **Collar Number:** | Click here to enter text. |
| **Current Home Force:** | [ ]  Bedfordshire[ ]  Cambridgeshire[ ]  Hertfordshire [ ]  Other, please specify Click here to enter text.  |
| **Which force do you wish to apply for substantive promotion in?** | [ ]  Bedfordshire Click here to select force preference order[ ]  Cambridgeshire Click here to select force preference order[ ]  Hertfordshire Click here to select force preference order |
| **Do you currently work in a collaborated unit within BCH?** | [ ]  No [ ]  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. [ ] None [ ]  Yes, please specify Click here to enter text. |

# **Readiness for Superintendent**

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

These 4 accountability areas are borne out of the College of Policing Superintendent National Role Profile, which you can read in full by searching *BCH Role Profiles* on [iQuery.](https://iqueryportal.bch.police.uk/article/562382c2-f113-11ea-842d-00155d88578b)

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| Continuous Improvement |
| **Overview:** Developing policy and strategy to ensure legal compliance and negotiating budgets to meet force priorities and maximise value for money.  |
| **Statement of Readiness**Please provide your evidence in a 250-word response below: Click here to enter text. |

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| Leadership Development |
| **Overview:** Leading and developing a team whilst appropriately allocating resources in line with future demands, promoting wellbeing, upholding professional and ethical standards and addressing underperformance.  |
| **Statement of Readiness**Please provide your evidence in a 250-word response below: Click here to enter text. |

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| Operational Supervision |
| **Overview:** Leading compliant operational responses, fulfilling authorising responsibilities and assessing emerging threats in line with legal and force requirements. |
| **Statement of Readiness**Please provide your evidence in a 250-word response below: Click here to enter text. |

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| Building Partnerships |
| **Overview:** Developing professional relationships with partners and across the strategic alliance to drive efficiency and consistency in service delivery, improve public safety and build trust in policing |
| **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.

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| --- | --- |
| **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.**

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| Click here to enter text.  |

**DECLARATION**

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| 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/Superintendent, please send on to your Chief Superintendent 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 Superintendent.

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

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| **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 Superintendent Rank** | Full Evidence | Sufficient Evidence | Lacking Evidence |
| **Continuous Improvement**Demonstration of developing policy and strategy to ensure legal compliance and negotiating budgets to meet force priorities and maximise value for money.  |[ ] [ ] [ ]
| **Leadership Development**Leading and developing a team whilst appropriately allocating resources in line with future demands, promoting wellbeing, upholding professional standards and addressing underperformance. |[ ] [ ] [ ]
| **Operational Supervision**Leading compliant operational responses, fulfilling authorising responsibilities and assessing emerging threats in line with legal and force requirements. |[ ] [ ] [ ]
| **Building Partnerships**Developing professional relationships with partners and across the strategic alliance to drive efficiency and consistency in service delivery, improve public safety and build trust in policing |[ ] [ ] [ ]

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.

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| Click here to enter line manager summary comments.  |

**LINE MANAGER DECLARATION**

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| 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** [ ]  | **Cambs** [ ]  | **Herts** [ ]  | **Other** Click here to enter text. |

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

**HEAD OF DEPARTMENT SIGN OFF**

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| **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** [ ]  | **Cambs** [ ]  | **Herts** [ ]  | **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*

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| **Overall Assessment of Readiness** | Full Evidence [ ]  | Sufficient Evidence [ ]  | Lacking Evidence [ ]  |
| **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: |