



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](#)

[Readiness for Superintendent](#)

[Additional Information](#)

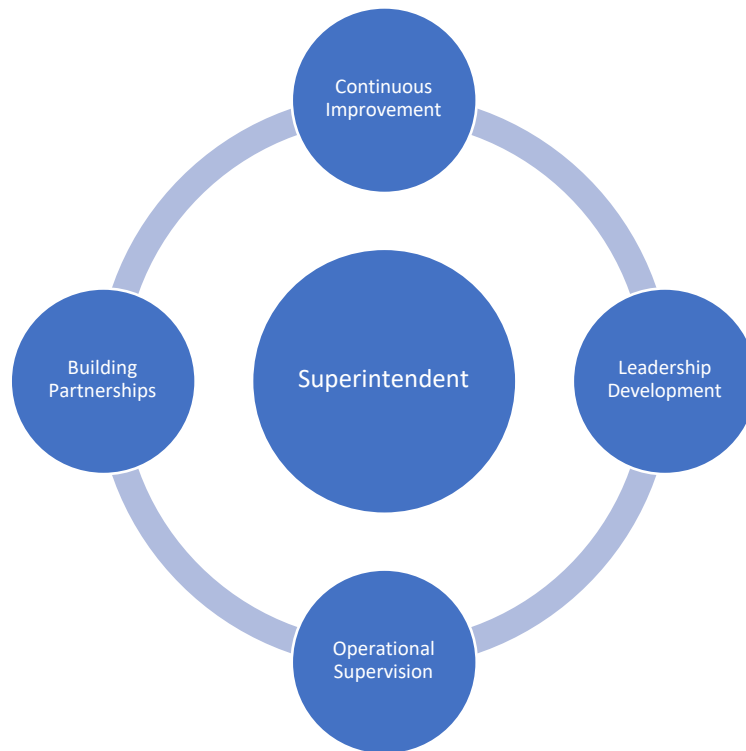
[Manager Endorsement](#)

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 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](#).

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.](#)

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.](#)

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.](#)

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.

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/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.

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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership Development Leading and developing a team whilst appropriately allocating resources in line with future demands, promoting wellbeing, upholding professional standards and addressing underperformance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Operational Supervision Leading compliant operational responses, fulfilling authorising responsibilities and assessing emerging threats in line with legal and force requirements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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	<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 line manager summary 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:		