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**Chief Constable  
Application Form**

**Completed forms to be returned to:** [ccrecruitment@cleveland.police.uk](mailto:ccrecruitment@cleveland.police.uk)

**Closing date:** 11th May 2025 at 23:55hrs

**Application Form Guidance**

Thank you for your interest in the role of the Chief Constable of Cleveland Police.  
  
The Police and Crime Commissioner for Cleveland is committed to equality and diversity and welcomes applications from all suitably qualified candidates.  
  
This application form has been designed to provide us with sufficient information to carry out a preliminary assessment of your suitability for the post of Chief Constable.  
  
Information provided in this form will be handled in accordance with the [privacy notice](https://www.cleveland.pcc.police.uk/wp-content/uploads/2022/08/Privacy-notice-Update-July-2022.pdf) of the Office of the Police and Crime Commissioner.   
  
Please ensure that this form is completed in full using Arial 12 font. No attempt should be made to redesign the form. Answers must be restricted to the indicated word limits - please use the word count function with Microsoft Word to ensure accuracy.  
  
It is imperative that you are open and honest with your answers. Evidence needs to be specific and focussed on your personal involvement, actions and experience.  
  
The evidence you present must be from within the last three years.  
  
The success of your application will be determined by the extent to which your evidence relates to the competency area, how thoroughly you respond to the questions asked and how appropriate your answers are in relation to the issues facing Cleveland Police.  
  
Please ensure the completed application form, a copy of your latest Performance Development Record (or equivalent) and Equal Opportunities Monitoring form are returned to: [ccrecruitment@cleveland.police.uk](mailto:ccrecruitment@cleveland.police.uk)   
  
As the applicant, it is your responsibility to ensure all required information is returned by **11th May 2025 at 23:55hrs**.  
  
Late applications will not be accepted.  
  
The successful applicant will be appointed subject to a Police and Crime Panel confirmation hearing, conduct, medical and security vetting checks.  
  
Should you require any support or reasonable adjustment in meeting these requirements please contact [ccrecruitment@cleveland.police.uk](mailto:ccrecruitment@cleveland.police.uk)

**1. Personal Information**

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| --- | --- | --- | --- | --- |
| **Personal Information** | | | | |
| Last name: |  | | Forename(s): |  |
| Date of birth: |  | | NI number: |  |
| Current job title: |  | | | |
| Current force: |  | Police Service start date: | |  |
| Work address: |  | | | |
| Telephone: |  | | | |
| Email: |  | | | |
| Correspondence address: |  | | | |
| Telephone: |  | | | |
| Email: |  | | | |

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| **Reasonable Adjustments** - Are there any reasonable adjustments we could make to assist you with your application or if you are selected for interview? |
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**2. Your Work History**

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| --- | --- | --- | --- |
| **Your last three posts (most recent first) -** Please detail your last three roles in policing. | | | |
| **Current role title:** |  | | |
| **Force:** |  | | |
| **Start date:** |  | **Finish date:** |  |
| **Brief description of role and responsibilities, including key achievements:** | | | |
|  | | | |
| **Previous role title:** |  | | |
| **Force:** |  | | |
| **Start date:** |  | **Finish date:** |  |
| **Brief description of role and responsibilities, including key achievements:** | | | |
|  | | | |
| **Previous role title:** |  | | |
| **Force:** |  | | |
| **Start date:** |  | **Finish date:** |  |
| **Brief description of role and responsibilities, including key achievements:** | | | |
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**3. Education and Training**

Please list any educational qualifications and training courses you consider are relevant to the role for which you are applying (inserting extra rows as you require).

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| --- | --- | --- | --- |
| **Higher Education Qualifications or Equivalent** | **From** | **To** | **Qualifications and grade attained** |
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| --- | --- | --- | --- |
| **Training Course title** | **From** | **To** | **Summary of course contents** |
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Please provide details of name and type of membership of professional bodies, (inserting extra rows as you require)

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| --- | --- | --- | --- |
| **Professional Body** | **From** | **To** | **Level of membership and responsibility** |
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**4. Evidence and Suitability for the Role**

Candidates will be assessed and scored against the Role Profile, and against the Competencies selected from the [Competency and Values Framework](https://www.college.police.uk/career-learning/competency-and-values-framework).

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| **Skills and Experience** - Please provide details of your suitability for the role, based on the Role Profile, specifically the Skills and Experience section. (approx. 750 words) |
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For each of the following competencies please provide evidence and examples where you have demonstrated your ability to meet the expectations of the Competency and Values Framework 2024 at a level appropriate to the role of Chief Constable.

Please ensure each of your responses are verified by an appropriate referee(s) – different verifiers can be used.

|  |  |
| --- | --- |
| **I am emotionally aware** - up to 350 words | |
|  | |
| **Verifier Name and Role:** | **Contact details:** |
| **Signed:** | **Dated:** |

|  |  |
| --- | --- |
| **I take ownership -** up to 350 words | |
|  | |
| **Verifier Name and Role:** | **Contact details:** |
| **Signed:** | **Dated:** |

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| **I collaborate** - up to 350 words | |
|  | |
| **Verifier Name and Role:** | **Contact details:** |
| **Signed:** | **Dated:** |

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| --- | --- | --- |
| **I support and inspire -** up to 350 words | | |
|  | | |
| **Verifier Name and Role:** | | **Contact details:** |
| **Signed:** | | **Dated:** |
| **I analyse critically -** up to 350 words | | |
|  | | |
| **Verifier Name and Role:** | **Contact details:** | |
| **Signed:** | **Dated:** | |

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| --- | --- |
| **I am innovative and open-minded -** up to 350 words | |
|  | |
| **Verifier Name and Role:** | **Contact details:** |
| **Signed:** | **Dated:** |

**5. Performance and Development**

Please provide a copy of your most recent Performance Development Report (or equivalent).

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| **Evidence of Performance Development -** please confirm you have attached your most recent performance development report |
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**6. Conduct and Conflicts of Interest**

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| **Disciplinary Record** - Please give details below 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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| **Conflicts of Interest -** Please give details of any personal relationships to employees or officers of Cleveland Police and the Police and Crime Commissioner (answer ‘none’ if no relationship exists): |
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| **Business Interests** – Please give details of any current business interests that you would seek to maintain if you are successful in your application |
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| **Social Media** – please provide your social media account names for an open-source search |
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**7. Declaration**

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| **Declaration** | |
| I apply for the appointment of Chief Constable of Cleveland Police in accordance with the terms of the selection process and I declare that, to the best of my knowledge and belief, all the statements contained in this form are correct.  I confirm that give consent for my disciplinary record to be reviewed if I am shortlisted for this role.  I am not on the College of Police Barred List and have no live warnings or notifications in line with the Police Performance and/or Police Conduct Regulations (as amended)  I understand that the information I have provided will be held on manual and computer systems as part of the recruitment process.   In line with the [privacy notice](https://www.cleveland.pcc.police.uk/wp-content/uploads/2022/08/Privacy-notice-Update-July-2022.pdf) of the Office of the Police and Crime Commissioner, I consent to my data being processed to progress my application. | |
| **Signature** |  |
| **Name:** |  |
| **Date:** |  |