



RECRUITMENT PACK

Chief Constable



Dan Price
Cheshire
Police & Crime
Commissioner



Cheshire
Constabulary

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Thank you for your interest in applying for the role of Chief Constable here in Cheshire. I am conducting an open and transparent recruitment process and welcome applications from anyone who has experience as an Assistant or Deputy Chief Constable or indeed is currently a Chief Constable.

I am aware that in some processes, candidates can be put off applying if they believe a preferred candidate is waiting in the wings. I can assure you that is not the case here in Cheshire. I have no shortlist before the process starts and am keen to attract as many candidates to apply as possible.

Our county is large and diverse and as a police force, Cheshire Constabulary's crime-fighting credentials are very strong. But there's always more to be done.

When I was elected as Police and Crime Commissioner in 2024, I set out my priorities for the Constabulary. These fall into three pillars – listening to the public, modernising and reducing crime – with a strong focus on prevention.

However, as you will know, we always need to keep one step ahead of criminals. As they find new ways to commit crime, we must find new ways to prevent it. When I take part in my citizens' assemblies, residents are always surprised to hear how much crime goes on unseen and how much resource is put into fighting issues such as online exploitation in all its forms. We both know that the online world is where a lot of crime happens these days, bringing additional challenges. On top of that, like any sector, policing is about working smarter and using the tools and technology available to catch the criminals and help to combat budget pressures.

Technology and the online world are changing fast and it's affecting how society works. Public services cannot be left behind by this. This is where you come in. Our county needs an innovator who is forward-thinking. Someone who can see how adopting technology like drones and AI is vital to keeping people safe during such a period of change.

I want the next Chief Constable of Cheshire Constabulary to challenge the way policing has been traditionally designed and delivered. Someone who will explore the best workforce mix of officers, staff and volunteers to deliver a high performing, innovative and sustainable police service of the future.

You must be able to engage and build strong and meaningful partnerships to collaborate externally and internally. Communicating a clear direction whilst setting a positive and inclusive culture, promoting values, ethics and high standards of professional conduct.

I'm looking for a Chief Constable to build on the force's existing success whilst remaining outward-looking and navigating the backdrop of major external events. The national police reform, local devolution and the next PEEL inspection, are some of the significant events just around the corner.

Cheshire is already leading the way. Together we can continue to build on Cheshire Constabulary's performance and reputation, whilst keeping people safe and making a difference to the lives of those living, studying, working and visiting our county.



Dan Price
Cheshire Police and Crime Commissioner



[Click to see a video from Dan Price](#)

Timetable

Recruitment page	Date
Recruitment opens	Thursday 8th October
Notify Chief Executive if attending the familiarisation event by no later than	Friday 16th October at 3pm
Familiarisation event (at Constabulary HQ)	Tuesday 20th October
Closing date for applications	Thursday 5th November (noon)
Shortlisted candidates notified by no later than	Friday 13th November
Internal and external stakeholder panels	Monday 23rd November
Interviews	Tuesday 24th November
Police and Crime Panel confirmation hearing	Friday 4th December (venue TBC)
Start date	TBC



Cheshire is a diverse county of rural landscapes home to a large farming population, sitting alongside urban areas characterised by heavy industry, a thriving nighttime economy and vibrant local communities.



Situated in the North West of England, Cheshire spreads over an area covering 919 square miles with a population of just over one million.

Connectivity

Cheshire has excellent connectivity by rail and by road with the M6, M56 and M62 motorways and good proximity and access to airports. The county consists of four unitary authorities: Cheshire East, Cheshire West & Chester, Halton and Warrington.

Mayoralty

May 2027 will see the county vote for its first mayor of the new Cheshire and Warrington Combined Authority. Importantly, the new Authority doesn't fully align with the Force area, as Halton sits within the Liverpool City Region. The impacts of this on the current Cheshire policing area are still unknown whilst we await publication of both the Devolution and Police Reform white papers.

Cheshire's population continues to age with older people making up an increasing proportion. One-fifth (20.3%) in 2021 were aged 65 years and over which is just slightly above the national average (18.6%). Just over one-sixth (16.35%) were aged under 15 years (where national average for this age group is 17.4%).

In 2021 around 91% of Cheshire residents identified their ethnic group within the "white" category (as per Census 2021 categorisation - White: English, Welsh, Scottish, Northern Irish, British and White: Irish). National average is 81.7% and this would indicate that Cheshire is not as ethnically diverse as many other areas of England and Wales. However, there are diverse communities from across Cheshire from all backgrounds and it is important that their policing and support service needs are met.

Whilst Cheshire is a largely affluent area, there are also pockets of deprivation across the county.

By understanding local needs through greater partnership working, we can develop better support services.

Cheshire is recognised by not only its rich and valuable historic heritage but also as a county where large-scale events such as Creamfields, Nantwich Jazz, Blues and Music Festival, Neighbourhood Weekender, Royal Cheshire County Show and Chester races are held.



Police and Crime Plan

The Cheshire Police and Crime Plan is based on **three pillars**:

Listen to the public

Modernise

Reduce crime

These pillars are the focus of everything that the PCC and the Chief Constable do. They are underpinned by a strong focus on prevention, reducing reoffending, supporting victims and partnership working.

Your voice for a safer Cheshire



Police and Crime Plan

Full details of the Plan can be found [here](#) together with [our latest annual report](#)



More information

More information on delivery against the Plan can be found on the [PCC website](#).



Cheshire Constabulary

Cheshire Constabulary was formed in 1857. Over the years the force has had many headquarters and today is based at Clemonds Hey in Winsford in the geographical centre of the county.

The force is made up of approximately 4,000 people, from police officers, police community support officers (PCSOs), police staff and volunteers - all playing a vital role in keeping Cheshire safe.

Further information about the Force can be found on its [website](#).



View the report here:
<https://hmicfrs.justiceinspectorates.gov.uk/peel-reports/cheshire-2023-25/>

PEEL 2023–2025: An inspection of Cheshire Constabulary

Outstanding	Good	Adequate	Requires improvement	Inadequate
Protecting vulnerable people Managing offenders	Police powers and public treatment Preventing crime Developing a positive workplace Leadership and force management	Responding to the public Investigating crime		

The most recent PEEL Report from HMICFRS can be read [here](#).

In 2026, His Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) placed Cheshire in Level One, indicating that no performance intervention was required.

The next PEEL inspection is already underway.

One of the safest counties in the UK

The [Crime Report from the Office of National Statistics for the year ending March 2026](#) shows Cheshire as one of the safest counties in the UK. There were reductions compared to previous reports when it came to a range of offences, including:

2% reduction in overall crime	8% reduction in theft offences	10% reduction in burglary	10% reduction in shoplifting	14% reduction in knife crime
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National performance data shows Cheshire Constabulary is among the leading forces in England and Wales for bringing offenders to justice. The Constabulary has achieved the highest charge rate for overall crime in the country. This includes - the highest charge rate for violent offences, stalking and harassment and sexual offences. This is together with some of the highest charge rates for burglary, vehicle offences and theft.



Cheshire Constabulary



406
999 calls
received



64
Calls from other
emergency
services



599
incidents
recorded



460
Non emergency
calls received



132
Online Reports
received

212

crimes recorded
including:

7
Burglaries

15
Criminal
Damage

2
Possession of
Weapons

12
Drug Offences

1
Robbery

6
Other
Crimes

31
Theft/stolen goods

6
Vehicle
Crimes

26
Public
Order

95
Violence against
the person

11
Sexual
Offences

59
Arrests made

1
Serious road
collision

16
Missing persons
cases reported

26
Incidents
of ASB
dealt with

37
Stop & Search
conducted

All the above information based on an average day in the 2025-26 calendar year.

Our purpose – the reason we are here

Listen to the Public

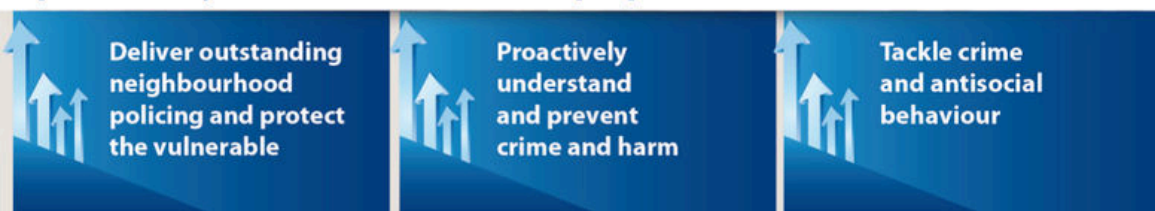
Reduce Crime

Modernise



Delivering Even Safer Communities for the whole of Cheshire

Operationally how we will deliver our purpose



What success looks like

✓ Dealing well with contact from the public ✓ Providing a good response ✓ Safeguarding the vulnerable and those at risk	✓ Fewer victims ✓ Less repeat victimisation ✓ Less re-offending ✓ Effective problem solving ✓ Strong management of offenders and suspects	✓ Creating a hostile environment for criminals ✓ Justice for victims ✓ Disrupting Serious Organised Crime ✓ High quality, timely investigations
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The foundations for our success



Strategic Policing Requirement

National Crime and Policing Measures

More information

Details of other joint strategies underpinning how the force operates can be found on the [PCC website](#).

Over the last decade, there has been a shift in how policing in Cheshire is funded. In 2010/11, 28% of our funding came from council tax, compared to 44% in 2026/27. However, Cheshire remains in the bottom 13 forces nationally in terms of precept costs.



Following years of austerity and a sustained period of high inflation, the financial climate we operate in remains difficult. As policing becomes more complex and pressures increase, there needs to be sufficient funding in place to deliver an effective service.

Cheshire Constabulary has a strong track record in delivering efficiencies and sustainable savings through the Constabulary's annual Priority Based Budgeting exercise and regular meetings of its Savings and Efficiencies Board. Over the last three years savings of £16.2m have been successfully delivered, putting Cheshire Constabulary in a strong position to meet future financial challenges to policing whilst maintaining excellent performance.

Precept flexibility

For 2026/27, PCCs were, for the first time, given the opportunity by the Government to bid for exceptional precept flexibility where additional increases on the police precept were viewed as critical to maintaining financial sustainability.

We requested this flexibility to enable the budget gap to be closed with fewer reductions in PCSO numbers and the higher amount was reflected in our precept consultation. The Government granted an additional £3.50 on top of the general £15 and for 2026/27 the precept was increased by £12.33 on a Band A property, taking full advantage of this flexibility. This represents a 6.7% increase from 2025/26 and, together with measures taken as part of budget planning, enabled an additional 30 PCSO posts to be saved.

Through a combination of grant increases and policing precept flexibility, the funding available for Cheshire increased to a net budget of £292.912m for 2026/27 compared to £262.527m in the previous year. We will continue to work with the government to ensure Cheshire Constabulary remains adequately funded.



The Chief Constable:

- **Has overall responsibility for leading the Constabulary, creating a vision and setting direction and culture that builds public and organisational confidence and trust that enables the delivery of a professional, effective and efficient policing service.**
- **Holds direct accountability for the operational delivery of policing services and the effective command and leadership of the policing response to crime, and major and critical incidents.**
- **Is responsible for influencing the development of regional and national policing and may be accountable for national operations or standard setting.**
- **As a Corporation Sole, is responsible for fulfilling all statutory and legal obligations of the office of Chief Constable and complying with any Scheme of Governance or Consent that exist, which determine force governance arrangements.**

Key accountabilities

- Set and ensure the implementation of organisation and operational strategy for Cheshire Constabulary, having due regard to the Police and Crime Commissioner's Police and Crime Plan 2024-2028 and Strategic Policing Requirement and any wider plans and objectives, in order to provide an effective and efficient policing service fit for the future which is connected with, based within and accessible to local communities.
- Create and drive a culture of innovation through a passionate belief in exploiting new ways of policing to maintain and improve current performance whilst challenging traditional ways of delivery through the use of technology and innovation and a different workforce mix, ensuring enhanced effectiveness and value for money in an increasingly challenging financial environment.
- Develop a mutually productive strategic partnership with the Police and Crime Commissioner in line with the requirements of the Policing Protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole.
- Develop and maintain governance arrangements and processes within Cheshire Constabulary to ensure effective decision making and appropriate action at all levels / tiers of the organisation.
- Lead Cheshire Constabulary; communicating a clear direction, setting a supportive organisational culture and promoting values, ethics and the highest standards of professional conduct to enable an effective and professional service.
- Lead the Force, communicating a clear direction, setting a positive and inclusive organisational culture, promoting values, ethics and high standards of professional conduct to enable an effective and professional service.
- Hold accountability for Cheshire Constabulary's financial management and determine functional budgets within the agreed framework as issued by the Police and Crime Commissioner to ensure the efficient use of public spending and maximise value for money under the constraints of continued funding challenges.

Chief Constable role profile

- Fulfil the authorising responsibilities of a Chief Constable, e.g. authorisation of intrusive surveillance and maintain operational oversight, holding accountability for effective, compliant policing responses, to protect the public and further develop Cheshire Constabulary's operational strategies.
- Lead and command the operational policing response on occasion, in the highest risk and high-profile instances, to protect the public and ensure an appropriate and effective response.
- Advise national bodies such as COBR on matters of public safety and national security to contribute to effective decision making that protects the public from serious threats and upholds the law.
- Develop and lead strategic relationships with local, regional and national partners, effectively influencing and collaborating to contribute to improvements in the broader operating context and enable the achievement of Cheshire Constabulary's objectives.
- Represent Cheshire Constabulary at a local, regional and national level to the public, media and other external stakeholders to promote visibility, connect with the public and build confidence in policing.
- Lead national thinking, policy and guidance within an area of specialism to ensure enhanced productivity, value for money and continuous improvement in evidence-based policing.
- Play an active role in national decision making on the development of the Police Service to enable effective coordination of operations, reform and improvements in policing and the provision of value for money.



Experience and skills

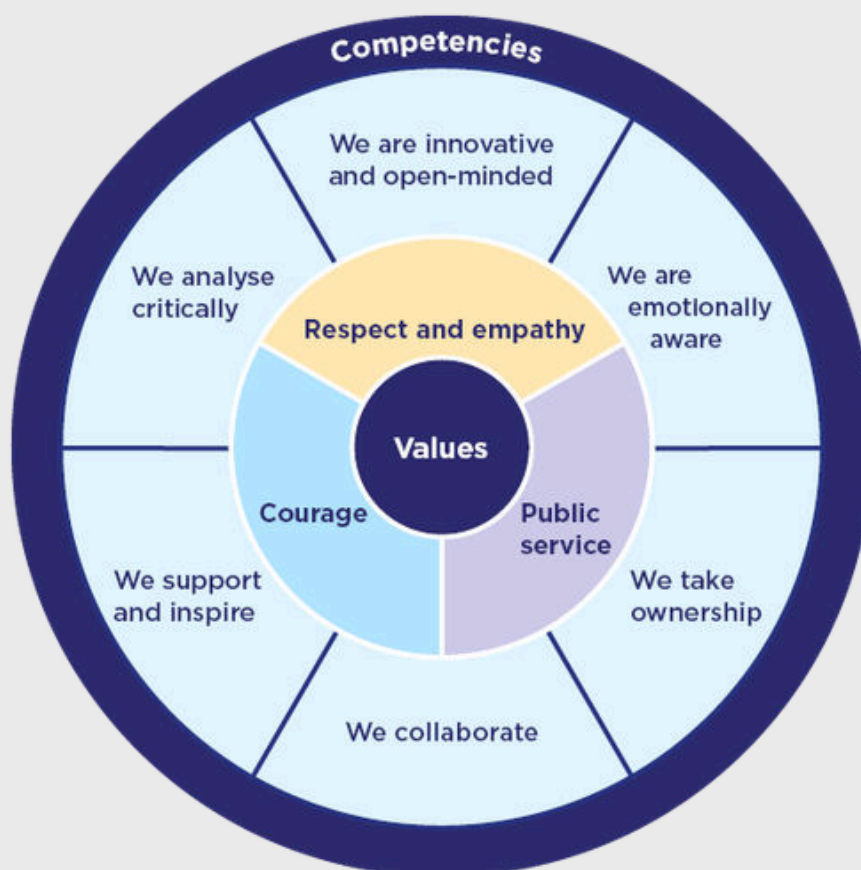
- Has held rank of ACC/Commander or a more senior rank in a UK Police Force (or have held one of the designated roles if appointed from overseas).
- Experience of strategic command at a senior rank in a range of demanding operational policing environments, including major security/incident situations.
- Successful completion of the College of Policing's Executive Leaders Programme (ELP) or successful completion of the Senior Police National Assessment Centre (PNAC) and the Strategic Command Course (SCC) prior to 2023.
- Authorising Officer Training.
- Wide ranging operational law enforcement experience and up to date operational/technical policing knowledge.
- A demonstrable track record of successful working at a strategic level, including the leadership of law enforcement officers and staff at senior leadership level.
- Skilled in effective organisational financial management which balances conflicting resource demands and drives value for money.
- A positive track record and ongoing willingness of identifying, commissioning and implementing new or improved technologies/services that have a transformational impact on Force service delivery and/or cost.
- Experience of successfully engaging with and influencing multi-agency partnerships.
- Successful implementation of an effective performance management framework, organisational development, change and innovation.
- Practical knowledge of developing legal, political, economic, social, technological and environmental factors and an understanding of the implications for strategic planning.
- Keen understanding of relevant local, regional and national policies, strategies and initiatives and of the implications within the policing context, with the ability to operate with high levels of political astuteness, skilled in impacting the internal and external political landscape effectively.
- Highly skilled in the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals.
- Willingness to develop an open, collaborative and positive culture and approach between the Constabulary and the Commissioner and his team for the betterment of policing and community safety across Cheshire.
- Demonstrable experience of creating strategic organisational change, to deliver appropriate responses to emerging trends and issues.
- Demonstrable commitment to eliminating discrimination, advancing equality of opportunity and fostering good community relations.
- Experience of influencing and contributing to the development of policing at a national level.
- Understanding of the impacts of crime from an individual, cultural and community perspective, such as trauma. Able to understand the inequality of crime and strategies required to redress this imbalance.

Core competencies and values

- As Chief Constable you will be operating at Level 3 of the Competency and Values Framework. The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.
- The application process will require you to evidence how you meet these. The evidence you present must be from the last three years and be relevant to the post being applied for.

Behaviours

The competency and values framework provides clear expectations for everyone working in policing. It describes the behaviours required by police officers and staff to be effective in their roles and uphold the Code of Ethics for Policing. This role should be operating at the following levels of the Competency and Values Framework.



Resolute, compassionate and committed

- emotionally aware: CVF Level 3
- take ownership: CVF Level 3

Inclusive, enabling and visionary leadership

- collaborate: CVF Level 3
- support and inspire: CVF Level 3

Intelligent, creative and informed policing

- analyse critically: CVF Level 3
- innovative and open-minded: CVF Level 3

How to apply

The application form has been designed to provide the Appointment Panel with sufficient information to carry out a preliminary assessment of your suitability for the post of Chief Constable and will be used for the purpose of shortlisting candidates.

Before completing this application form you are advised to read the instructions for completion carefully. Information given will be treated in accordance with our privacy notice.

Application form guidance notes

The form should be completed in typeface. **No attempt** should be made to redesign the form. **Answers must be restricted to the word count as stated on the form.** Please provide specific examples from your experience to demonstrate your qualities.

Applicants are required to complete all sections of the form. It is imperative that you are open and honest with your answers. Evidence needs to be specific and focused on your personal involvement, experience and actions. The evidence you present must be from 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 Cheshire Constabulary.

Familiarisation day

A candidate familiarisation day has been scheduled for **Tuesday 20th October**. If you would like to attend, please contact the Chief Executive OPCC at damon.taylor@cheshire-pcc.gov.uk **by 3pm on Friday 16th October**. If you have any general queries about the role or the process please contact the Chief Executive.

Documents to submit

To apply for the role the following documents need to be completed and returned to the Chief Executive in the Commissioner's Office by noon on Thursday 5th November 2026:

- [Application form](#) 
- [Equal opportunities monitoring form](#) 



Applications will be shortlisted by the Appointment Panel. Shortlisted applicants will then be invited to the next stage of the process.

Internal and external stakeholder panels

Candidates will take part in two stakeholder panels on the day before the formal interview. One panel will consist of Constabulary officers and staff, and the other of external partners and key stakeholders.

These sessions will give candidates the opportunity to discuss their priorities and ambitions for policing, respond to questions, and engage with a range of stakeholders.

Feedback from both panels will be provided to the Appointment Panel to help inform its deliberations as part of the selection process.

Selection process

The final selection process will consist of an interview by a Panel made up of the following:

- Police and Crime Commissioner
- Deputy Police and Crime Commissioner
- a policing advisor
- an independent member

The Panel will be advised by:

- the Chief Executive, Cheshire OPCC
- the College of Policing

In advance of the interview itself, shortlisted candidates will be asked to prepare a short video statement as well as a presentation for delivery on the day. The details for both will be notified to those shortlisted by no later than Friday 13th November 2026.

Both the panels and the interview will take place at Constabulary HQ in Winsford

Fair process

The PCC is committed to a process underpinned by the principles of merit, fairness and openness. All panel members will be briefed on recruitment practices to ensure the process is standardised and each candidate is treated fairly.

No candidate will be unfairly advantaged or disadvantaged as part of the process and all efforts will be made to level the playing field.

Any candidate who requires adjustments to access the process fully should discuss this with the OPCC Chief Executive.

Any canvassing, whether direct or indirect, will result in disqualification from the recruitment process.

Vetting

The successful candidate will be re-vetted as part of the appointment process, in accordance with the Vetting Code of Practice and the authorised professional practice (APP) on Vetting.

Disciplinary records

Disciplinary records of all candidates will be considered and candidates should therefore declare any outstanding allegations or ongoing incidents on the application form. A check will be made of the barred and advisory lists. Applicants must consent to a review of their disciplinary record as part of the appointment process.

Salary

The salary for the post is set out in the Police Regulations, currently set as £195,258 and is subject to such pay awards and any nationally agreed adjustments, in accordance with Police Regulations. Salary, allowances and expenses will be paid in accordance with the prevailing Regulations.

Vetting

The appointment is subject to security clearance at Management Vetting (MV) level (NPPF) and also Developed Vetting (UKSV). These levels of clearance must remain valid throughout the duration of the appointment.



Place of work

The normal place of work will be Cheshire Constabulary Headquarters in Winsford, but the postholder will also be expected to undertake regular travel within and outside of the Force area.

Agile and flexible working

The PCC encourages the Chief Constable to set a positive and progressive example in respect of work – including location and working hours, commensurate with the requirements for visible leadership that the role commands.

Hours of work

Hours of work will be in accordance with the prevailing Regulations.

Annual leave

Entitlement to annual leave is regulated by the appropriate Police Regulations. The current entitlement is 35 days. Rest days are to be taken in accordance with Police Regulations.

Vehicle provision and personal mileage

A vehicle is provided and must be used in accordance with the Chief Officer vehicle policy.

Force policies

The postholder must abide by the force policy applicable in respect of gifts, hospitality, business interests, travel and subsistence.

Accountability and performance

Primary and secondary legislation governs the relationship of accountability between the Chief Constable and the Commissioner. In particular, the prevailing Policing Protocol Order makes detailed provision in respect of accountability. The postholder will be expected to commit to regular discussions with the PCC about the exercise of the functions of the office, in the spirit of mutual respect, trust and confidence. There will also be the expectation of an annual review of performance conversation.

National work

NPCC and other national representational work may be undertaken following consultation with the PCC.

Insurance and professional subscriptions

The PCC will pay such reasonable professional subscriptions and indemnity insurance where they are required for the proper performance of the role.

Professional development

The PCC commits to and encourages professional development.

Ethical behaviour

The PCC expects the Chief Constable to exemplify the highest standards of public service leadership and values, including demonstrable adherence to the Code of Ethics.

Contact us

 damon.taylor@cheshire-pcc.gov.uk

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**Cheshire
Constabulary**