

# Chief Constable Recruitment and Information Pack 2026



**STAFFORDSHIRE COMMISSIONER**  
Police | Fire and Rescue | Crime

# Introduction



The successful candidate will have a proven track record of leading with integrity and setting the highest professional standards. They will lead by example, be visible and approachable, and actively engage with victims, communities, partners, stakeholders and the workforce.

Using the College of Policing's guidance and competencies, I will be looking particularly for a policing leader who can foster a culture where performance, productivity and respect for colleagues are valued and embedded throughout the service.

The next Chief Constable of Staffordshire Police will take office at a pivotal moment for policing. Local government reform, devolution and the establishment of a National Police Service will reshape the governance, funding and delivery of public services.

As greater responsibility for investment and democratic accountability shifts from central government to local places, policing will need to be even more deeply embedded within its communities and partnerships.

In this changing landscape, the Chief Constable will need to build trusted relationships with local authority leaders, elected mayors, criminal justice partners, health services and be increasingly visible and available to the communities of Staffordshire and Stoke-on-Trent. Strong collaboration and effective influence will be essential to securing support for policing priorities, maintaining public confidence and delivering the high-quality neighbourhood policing, protection and prevention that the public expects, consistent with my Police & Crime Plan and the Government's Neighbourhood Policing Guarantee.

With PFCC responsibilities transferring, you will want to advocate to protect and evolve the strong working relationships my team have developed with community safety partners and the organisations we have commissioned to support victims and to provide services that help to steer people away from offending and reoffending, thereby reducing demand on the force and the wider system.

I am seeking a Chief Constable who can lead confidently through this period of change: an outstanding communicator and partnership leader with the credibility to influence, the judgement to balance competing priorities, and the resilience to maintain an unwavering focus on the fundamentals of policing while protecting the most vulnerable and treating everyone fairly.



# Introduction continued...

Given our ambitions for the force and the requirements of HMICFRS, I expect our Chief Constable to contribute to national policing discussions where appropriate. However, their primary focus, energy and commitment should be devoted to delivering in and for Staffordshire.

Before applying, please contact me for an informal conversation. Given my recent experience, I have some specific asks of prospective candidates.

Staffordshire is a great place to live and work and comparatively safe. Investment in officers, staff and technology over the past five years has helped make it safer still, and I am determined this progress continues.

The force is made up of dedicated, professional and committed officers and staff who are eager to be part of a high-performing service once again. Under your leadership, they can be.

**Ben Adams**  
**Police, Fire & Crime**  
**Commissioner**



## Finance



Budget

**£287.81m**

**67 pence**

per person per day



## About Staffordshire



**1.18m**  
people

**488,600**

households



**1,049** square miles

Motorways

**64.5 miles**



A roads

**543.5 miles**

Minor roads

**3,895.5 miles**

## Officers and staff



**2,071**

Officers

**156**

PCSOs

**1,591**

Police Staff

**102**

Special Constables

**360**

Volunteers



## Over the past year there were:



**205,794**

calls to 999



**278,551**

calls to 101



**89.7%**

999 in 10 seconds



**71.8%**

satisfaction after  
police contact



**1,996**

police complaints

**277,409**

incidents

**88,238**

crimes

**8,316**

neighbourhood crimes

**4,870**

vehicle crimes



**18,014**

counts of anti-social behaviour

**17,081**

arrests

**16.5%**

criminal justice outcome rate



**81%**

of victims of crime  
satisfied with the way the  
incident was investigated

**63,303**

crime victims  
referred to the  
Victim Gateway



# The role of the Staffordshire Police, Fire & Crime Commissioner

The Staffordshire Police, Fire & Crime Commissioner is the local governing body for policing in Staffordshire. The Commissioner has an overarching duty to secure an effective and efficient Police force, and has a number of statutory roles, which include:

- Representing all those who live and work in the communities in their force area and identifying their policing needs
- Setting priorities that meet those needs by agreeing a Police & Crime Plan
- Holding the Chief Constable to account for achieving the Commissioner's priorities as effectively and efficiently as possible
- Setting the Staffordshire Police budget
- Hiring and, if necessary, dismissing the Chief Constable

## Support and scrutiny

The Commissioner is supported in his work by an executive team headed by the Chief Executive and Monitoring Officer.

The Commissioner is supported and scrutinised by a Police & Crime Panel. The Panel is made up of ten councillors from across Staffordshire and two independent members. Further information on the work of the Commissioner and the statutory framework in which the Commissioner works can be found on the Commissioner's website.

Information on Staffordshire Police can be found at:  
[www.staffordshire.police.uk](http://www.staffordshire.police.uk)

To fulfil these statutory roles, the Commissioner has a range of powers and responsibilities:

- Must produce a Police & Crime Plan
- Must produce an Annual Report
- Must set the policing 'precept', which is the part of local council tax that goes to policing
- Appoints and, if necessary, dismisses the Chief Constable
- Makes Crime and Disorder Reduction Grants
- Has oversight of how complaints against the Police are managed
- Must keep under review opportunities for collaboration
- Has duties relating to national crime threats, safeguarding of children, and consulting the public
- The exercise of duties relating to equality and diversity that are imposed on the Chief Constable by any enactment
- Has a role in ensuring the effectiveness of the wider criminal justice system

## Corporate Governance

We have a Joint Corporate Governance Framework which ensures business is carried out lawfully and efficiently. The Chief Constable is responsible for efficient management of resources and expenditure, and should do so in accordance with the principles and regulations contained within the Corporate Governance Framework. The Joint Audit & Risk Committee is an independent body, and its role is to ensure there are robust processes for the recognition, evaluation, mitigation and management of risk.



# Police & Crime Plan Priorities

## Priority 1

An outstanding local Police service



*Closer to communities to really understand what matters to them and proactive in solving their concerns. Easy to contact, focused on the needs of victims and providing excellent customer service. Proficient and professional in everything they do. This will mean that people are safer and feel safer, and are confident in and proud of Staffordshire Police.*

## Priority 2

Preventing and protecting



*'Prevent harm and protect people (particularly children and those who are vulnerable) by intervening early, ensuring they are appropriately safeguarded and receive the help and support they need. Challenge and support people to make life choices that will prevent them from offending or reoffending. Doing so will mean fewer victims of crime.*

## Priority 3

Supporting victims



*Ensure that victims (which includes witnesses) are treated with respect and empathy to ensure they remain confident in the force's response and are provided with high quality, specialist support services so they feel able to cope and recover from the impact of crime and ASB.*

## Priority 4

Impactful partnerships



*Bring partners together and ensure the appropriate agency plays to its strengths in preventing crime and ASB, protecting people from harm, supporting those affected and delivering justice. Encourage people to get more involved in shaping priorities, volunteering and helping to solve problems in their community.*

# Plan on a Page 2025-2027



Our vision

A safe and confident Staffordshire, secured by an outstanding local police service that is passionate about serving the public, caring for its people and working in partnership

*An outstanding local police service that cares*

Our focus

## Ensure Safe and Confident Communities

- Prevent and reduce crime whilst protecting the most vulnerable
- Enhance the service we provide to improve public confidence and trust
- Provide a responsive service placing victims and the most vulnerable at the heart of what we do
- Deliver high quality investigations, protecting the vulnerable and improving outcomes for our victims
- Be accessible and responsive to calls for service
- Listen to our communities, reduce demand and repeat victimisation
- Ensure a visible and responsive neighbourhood policing service, that will meet the needs of our communities and the government's Neighbourhood Policing Guarantee
- Support delivery of the Police, Fire and Crime Commissioners Police and Crime Plan

Deliver what matters to victims and our communities

## Develop an Exceptional Workforce

- Support the wellbeing of our people, with a focus on those dealing with the highest harm
- Ensure the highest standards of professional behaviour
- Create a diverse and inclusive workplace, becoming an employer of choice
- Develop engaged, modern and empowered leaders
- Ensure we have the right people, with the right skills, in the right place
- Engage and communicate with our diverse workforce in a way that matters and unlocks potential
- Support our workforce in becoming data and digitally confident and capable
- Ensure our culture and behaviour is victim focused, making every contact count

Respect, inspire and support each other

## Develop Active and Productive Partnerships

- Maximise collaboration, with a focus on building on our strong relationship with Staffordshire Fire and Rescue Service, and our local authority partners
- Work with partners and our communities to problem solve the issues that matter most, with a focus on safeguarding the most vulnerable
- Ensure that with our partners, the right organisations are supporting our communities, including through Right Care, Right Person
- Build resilience and preparedness to respond effectively to emergency and routine incidents
- Ensure that through our partnerships we deliver on our commitment to prioritise harm prevention
- Improve processes for sharing information across a range of partnerships
- Work and collaborate with commercial organisations to help deliver cost-effective and outstanding services to the public

Think and act collaboratively – doing better, together

## Build an Outstanding Organisation

- Deliver the Efficiency Programme 2025-29
- Provide the right sustainable estate, fleet, equipment and support services
- Improve resource planning to align people, capabilities and skills
- Use data, information and digital capabilities to improve our efficiency and effectiveness
- Embed a culture of continuous improvement through audit, assurance and learning
- Deliver an efficient and effective police service through good governance, strategic planning and organisational change
- Become a data driven organisation, making decisions based on data, insights and 'what works'

Be efficient and effective in all we do

Our values



Caring



Collaborative



Accountable

# Advert

|                          |                                                                                            |
|--------------------------|--------------------------------------------------------------------------------------------|
| <b>Post Title:</b>       | Chief Constable of Staffordshire Police                                                    |
| <b>Accountable to:</b>   | Staffordshire Police, Fire & Crime Commissioner                                            |
| <b>Location:</b>         | Staffordshire Police HQ, Weston Road, Stafford, and flexible across the County as required |
| <b>Salary:</b>           | £195,258 pa with effect from 1 September 2026                                              |
| <b>Contract:</b>         | Fixed term contract, up to 5 years                                                         |
| <b>Benefits include:</b> | Car allowance or vehicle provided                                                          |

The Chief Constable has overall responsibility for leading Staffordshire Police, creating a vision and setting direction in accordance with the Police Act 1996.

They will be responsible for leading an inclusive culture that builds public and organisational confidence and trust, and enables the delivery of a professional, effective and efficient policing service for today and the future.

The Chief Constable will be expected to embed genuine empowerment and accountability at all levels of the workforce. They will ensure that every level of the organisation is enabled to deliver an outstanding police service to improve public confidence, by understanding and responding to public needs, getting closer to the communities and being proactive in solving their concerns.

The Chief Constable is directly accountable for the operational delivery of policing services and the effective command and leadership of the policing response to crime, and major and critical incidents. They are responsible for influencing the development of regional and national policing and may be responsible for national operations or standard setting.



# Advert continued

The Chief Constable will need to lead the organisation across all aspects organisationally, ensuring best value for money through responsible budget and workforce management and development. They will use evidence-based decision making to deliver measurable results.

As a Corporation Sole, the Chief Constable is responsible for fulfilling all statutory and legal obligations of the Office of the Chief Constable and complying with any Schemes of Governance or Consent that exist, which determine force governance arrangements. Please refer to the [Role Profile](#) for further details regarding the role purpose and key accountabilities.

The successful candidate will be expected to deliver against Staffordshire's [Policing Plan 2025-2027](#), and the Commissioner's [Police & Crime Plan 2024-2028](#).

Closing date: **14 September 2026, at 12:00 midday.**

**The Staffordshire Commissioner's Office is committed to equal opportunities and welcomes applications for this post from all sections of the community.**

# Applications

The closing date for applications is **14 September 2026**, at 12:00 midday. Candidates are asked to complete an [Application Form](#) and [Declaration and Interests form](#) and email both documents to Louise Clayton, Chief Executive: [louise.clayton@staffordshire-pfcc.gov.uk](mailto:louise.clayton@staffordshire-pfcc.gov.uk)

We are keen to understand what your research has told you about Staffordshire Police and the PFCC's priorities and we want to know what skills and experience you will bring, and how you will lead Staffordshire Police through challenging times, both locally and nationally.

A familiarisation day will be arranged, providing an opportunity to visit the force and learn more about Staffordshire Police. There will also be an opportunity to meet the Police, Fire & Crime Commissioner on that day. This session is not part of the formal assessment. If you would like to attend this session, please contact: [louise.clayton@staffordshire-pfcc.gov.uk](mailto:louise.clayton@staffordshire-pfcc.gov.uk) to book your place.

# The selection process

A Personality Assessment will take place after shortlisting, to enable the appointment panel to consider candidates' preferred ways of operating, which may be strengths or areas for development. Being aware of these tendencies can help an interview panel to identify areas they may wish to explore in more depth.

The Assessment Centre will take place over two days in mid-October. The assessment will include an external stakeholder panel and a staff association panel. The final day will be a formal interview. Candidates will be asked to deliver a presentation, and prior notice will be given of the presentation topic.

All information submitted by applicants will be considered by the Police, Fire & Crime Commissioner and his shortlisting panel. Evidence will be drawn from the application form, including how you meet the criteria set out in the [Competencies and Values Framework](#) and the skills as detailed in the [Role Profile](#).

The following checks will be undertaken during the shortlisting stage, prior to interview:

- Social media sweep
- Personality assessment
- Two references

Please be aware of the key dates set out below and ensure that, should you be shortlisted, you are available for the date indicated.

Shortlisted applicants will be informed no later than 18 September 2026; if successful, candidates will be invited to Staffordshire Police HQ for the stakeholder panels and interview in mid-October.