

APPENDIX A – DEPUTY POLICE AND CRIME COMMISSIONER Role Profile

Job Title	Deputy Police & Crime Commissioner (DPCC)
Job Grade	Not applicable
Reporting to	Police & Crime Commissioner (PCC)
Direct Reports	Not applicable
Relationships	<p>PCC OPCC Executive & Senior Leadership Teams OPCC Executive Assistants Hampshire & Isle of Wight Constabulary Chief Officer Group</p> <p>Strategic boards and panels relevant to the role profile, including:</p> <ul style="list-style-type: none"> • Hampshire Integrated Care Partnership • Health and Wellbeing Boards • Trauma Informed Executive Board • Force Performance Group • Police Legitimacy Board • Scutiny Panels • Hampshire Community Safety Strategy Group • Community Safety Partnerships • Modern Day Slavery Partnership Board
Job Purpose	<p>The DPCC will support, share and deliver the vision and responsibilities of the Police & Crime Commissioner through visibility to local residents and working with partner organisations.</p> <p>The DPCC will support delivery of the Police & Crime Plan 2024-2028.</p> <p>The DPCC will lead on behalf of the PCC in strategic relationship management, and support the Integrated Care Partnership (ICP), Trauma Informed Executive Board, Health and Wellbeing Boards and Community Safety Partnerships (CSPs).</p> <p>The job purpose will be subject to review and change, depending on the commitments of the PCC.</p>
Context	<p>The Police Reform & Social Responsibility Act 2011 ('the Act') provides that the PCC may appoint a person as the Deputy Police & Crime Commissioner for that area. An outcome of Part 1 of the PCC Review concluded that, to enhance resilience and capacity of PCCs, legislation will mandate the appointment of a DPCC in all areas in England & Wales.</p>

	<p>The appointment of a DPCC is exempt from the requirement of Section 7 of the Local Government and Housing Act 1989 and, therefore, there is no requirement for the open recruitment process that would normally apply when recruiting staff to the PCC's office.</p> <p>Appointment is subject to a formal recommendation by the PCC and a confirmation hearing with the Police & Crime Panel.</p>
Terms and Conditions	<p>The DPCC will be subject of a fixed term contract until May 2028 and although this role is not subject to formal vetting, the post-holder is required to sign the Official Secrets Act.</p> <p>The salary is £66,925.80 and expenses are as published in OPCC policy.</p> <p>The DPCC is a political appointment and is therefore not subject to the rule of political restriction which is a requirement of OPCC staff.</p>
Key Responsibilities	
Executive Leadership	<p>Work with the PCC and within the Executive Leadership Team to develop the strategic vision.</p> <p>Provide leadership that will give staff and partners a clear understanding of that vision in order to inspire and motivate, and to ensure they are focused on the agreed priorities and objectives.</p> <p>Represent the PCC locally, regionally and nationally at an executive level, as agreed or when required.</p>
Police & Crime Plan	<p>Collaborate with youth related stakeholders, develop inclusive strategies, and implement effective programs that address the specific needs and challenges faced by children and young people. Support the Youth Commission, and champion the voice of young people.</p> <p>Chair the Modern Day Slavery Partnership and provide leadership and direction for OPCC activities.</p> <p>Work alongside the Independent Custody Visiting Manager (ICV) ensuring the PCC's statutory function is delivered. This includes reviewing national standards, overseeing the training strategy, and the production of an ICV Annual Report.</p>
Leadership within partnerships	<p>Work alongside the Partnerships Lead, providing leadership in the development of Integrated Care Systems (ICS), public health approaches and trauma informed practice. This includes membership of the Integrated</p>

	<p>Care Partnership, Health and Wellbeing Boards and jointly chairing the Trauma Informed Executive Board.</p> <p>Attend the Hampshire Community Safety Strategy Group and Community Safety Partnerships across the two counties, developing and managing relationships, and improving communication and dialogue.</p>
Leadership of equality, inclusion and legitimacy	<p>Provide comprehensive oversight of the scrutiny process ensuring effective management of panels.</p> <p>Provide executive-level leadership within the OPCC in all matters concerning children and young people, including championing the PCC's commitment to the Public Sector Equality Duty as it pertains to children and young people.</p> <p>Provide executive-level leadership within the OPCC in all matters relating to diversity, equality and inclusion, acting as the champion for the PCC's commitment to the Public Sector Equality Duty.</p>
Support the Police & Crime Commissioner	<p>Establish and maintain regular communication and collaboration with portfolio leads in local government, ensuring effective partnership and coordination in delivering key initiatives and services. This involves actively engaging with portfolio leads to understand their priorities, challenges, and opportunities, aligning efforts and resources accordingly and presenting them to the public.</p> <p>Provide support for community cohesion and policing legitimacy, including senior oversight at the Police Legitimacy Board on behalf of the PCC.</p> <p>Chair the Scrutiny Panels to ensure police powers are being used effectively, legitimately and in a non-discriminatory manner.</p> <p>Support the PCC with case-work.</p> <p>Attend Parish Council meetings and manage relationships in support of the PCC.</p> <p>Attend and speak at key-note events on behalf of the PCC.</p> <p>Support the PCC and Chief of Staff in respect of statutory obligations.</p> <p>Support the writing of speeches to be delivered by the PCC.</p> <p>Attend APCC portfolio briefings and provide feedback to the PCC and Senior Leaders Team (SLT).</p> <p>Attend SLT and take on tasks as requested.</p>

Key decision making areas in the role	<p>Manage the effectiveness of all areas under the DPCC's portfolio.</p> <p>Take decisions on behalf of the PCC in-line with the approved Scheme of Delegation & Consent.</p> <p>Set the general direction for the portfolio and take an overarching role in deciding which projects are carried out and by whom.</p> <p>Resolve conflicting demands on time, workload and resource to meet business requirements.</p> <p>Take a proactive role in the crime, policing and partnerships landscape and identify areas of interest for development through the OPCC Executive or Senior Leadership Teams.</p>
Role Dimensions – financial (e.g. budgets) and non-financial units (e.g. workload, customers/ staff)	<p>The post-holder has diverse and significant responsibilities and will work across OPCC portfolios; specialising in relationship management. The DPCC will provide an innovative, forward thinking approach in support of delivering the PCC's priorities and statutory responsibilities.</p>

Corporate and statutory requirements and initiatives – including equalities/ health and safety/ e-government/ sustainability

Maintains an awareness of organisational equalities, health, safety and wellbeing policies and procedures, and applies them in day to day activities

Ensures staff are aware of and comply with the above organisational policies and procedures

Promotes and role models an ethical approach to public service delivery in all interactions with staff members and partners.

Working Conditions

There will be a need to work in the evening and/or at weekends but this can be taken as time owed in lieu at a later date or in-line with other agreed policies.

Expenses can be claimed in-line with policy and the OPCC Flexible Workplace Policy applies to the post-holder.