

Office of the Police and Crime Commissioner for Hampshire

ROLE PROFILE

Job Title	Deputy Police & Crime Commissioner (DPCC)
Job Grade	Not applicable (SPOT)
Reporting to	Police & Crime Commissioner (PCC)
Direct Reports	Not applicable
Relationships	<p>Police & Crime Commissioner</p> <p>OPCC Executive & Senior Leadership Teams</p> <p>OPCC Executive Assistants</p> <p>Hampshire Constabulary Chief Officer Group, as well as strategic boards & panels relevant to the role profile (for example Force Performance Group and the Policing Legitimacy Board)</p> <p>Police & Crime Panel, including the Equality & Diversity Working Group</p> <p>Non-Charge Outcomes Scrutiny Panel and other similar panels</p> <p>Hampshire ICS Board, various public health boards and the Trauma Informed Executive Board</p> <p>Hampshire Community Safety Strategy Group & all Community Safety Partnership Boards</p> <p>Modern Slavery Partnership Board</p> <p>Hampshire Community Safety Strategy Group and all Community Safety Partnership Boards</p>
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 amongst partner organisations.</p> <p>The DPCC will also support delivery of the Police & Crime Plan 2021-2024 and will take the OPCC executive lead for oversight & scrutiny of performance, and specifically that of Hampshire Constabulary, commissioned services, grants providers and through section 22a arrangements with Thames Valley Police.</p> <p>The DPCC will also lead on behalf of the PCC in strategic relationship management and development of Integrated Care</p>

	<p>Systems (ICS) and Community Safety Partnerships (CSPs).</p> <p>The job purpose will be subject to review and change, depending on the commitments of the Police & Crime Commissioner.</p>
<p>Context</p> <p>Terms and Conditions</p>	<p>The Police Reform & Social Responsibility Act 2011 ('the Act') provides that the Police & Crime Commissioner 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 Deputy PCC in all areas in England & Wales.</p> <p>In the interim, PCCs should also have a formal succession plan in the event of vacancy or incapacitation. Further, PCCs should arrange for the DPCC to exercise any of their functions, except for the issuing of a Police and Crime Plan, appointing the Chief Constable, suspending the Chief Constable, calling upon the Chief Constable to retire or resign, or calculating a budget requirement under section 43 of the Local Government Finance Act 1992.</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 Police & Crime Commissioner and a confirmation hearing with the Police & Crime Panel.</p> <p>The DPCC will be subject of a fixed term contract until May 2024 and, although he/she need not be subject to formal vetting, the post-holder is required to sign the Official Secrets Act.</p> <p>Salary is set at 75% of that of the Police & Crime Commissioner, and expenses rates are as published in OPCC policy.</p> <p>The role is not politically restricted and, as a result, the DPCC can carry out political activity on behalf of the PCC.</p> <p>Under 'the Act', the DPCC is a member of the PCC's staff and, in Hampshire, will be subject to a contract of employment which will generally reflect the terms and conditions that apply to the PCC's staff.</p>

Key Responsibilities

Executive leadership	<p>Work with the Commissioner 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 Commissioner locally, regionally and nationally at an executive level, as agreed or when required</p>
Police & Crime Plan	<p>Proactively review monthly performance dashboards and the Force Performance Profile in support of effective oversight and scrutiny, including attendance at Force Performance Group</p> <p>Work with Hampshire Constabulary's Corporate Insights Team to understand the performance challenges within policing and to promote the Commissioner's aspirations as expressed in the Police & Crime Plan</p> <p>Review the performance of all grants and commissioned services in-line with the agreed reporting schedule, reporting into the Executive Leadership Team on a quarterly basis</p> <p>Support the Commissioner with the performance and review (oversight & scrutiny) of all collaboration agreements, including with Thames Valley Police, as well as lead the development and review of new collaborative arrangements and proposals</p> <p>Prepare performance progress reports and presentations for the Police & Crime Panel, sub-committees and working groups, as required by the Commissioner or OPCC Executive Leadership Team</p>
Leadership within partnerships	<p>Chair of the Modern Slavery Partnership and provide leadership, direction and resource for these OPCC activities</p> <p>Provide the Vice Chair of the Anti-social Behaviour (ASB) Task Force</p> <p>Provide the Vice Chair of the Violence Against Women & Girls (VAWG) Task Force</p> <p>Working alongside the Commissioning Lead, provide OPCC executive leadership in the development of Integrated Care Systems (ICS), public health approaches and trauma informed practice, including membership of the Hampshire ICS Board,</p>

	<p>Support the Commissioner and Chief Executive in respect of all statutory obligations</p> <p>Support the writing of speeches to be delivered by the Commissioner</p>
Key decision making areas in the role	<p>Manage the effectiveness of all the areas under the DPCC's portfolio</p> <p>Take decisions on behalf of the Commissioner 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 world to seek out areas of interest to and/or for development through the OPCC Executive and/or Senior Leadership Teams.</p>
Role Dimensions – financial (e.g. budgets) and non-financial units (e.g. workload, customers/staff)	<p>Financial The post-holder will have some financial autonomy over budget decisions, subject to the PCC's approval. This includes collaborating within the Executive and Senior Leadership Teams when additional expenditure or other resources are required above and beyond OPCC capabilities or capacity</p> <p>Non-financial 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 deliver the Commissioner'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.