ASSISTANT CHIEF CONSTABLE

Location: Based at Force Headquarters
Rank: Assistant Chief Constable
Hours: Full Time
Salary: £98,538 - £111,249 + car or monthly allowance, relocation available if required

Job Advert:
The Chief Constable is seeking to appoint a suitably qualified and experienced senior police officer who has the passion to serve the diverse communities of Greater Manchester and who has the drive and enthusiasm to deliver efficient, high levels of performance.

Greater Manchester Police is the fourth largest police force in the UK covering 500 square miles and is made up of both urban and rural communities. GMP deals with more priority incidents relative to population than any other force.

At a time of unprecedented change for policing, this is an exciting opportunity to shape the future direction and development of policing and wider partnership working within Greater Manchester. The successful candidate will have the strategic and political acumen to contribute to this agenda under the Devolution Agreement. As part of the Chief Officer team, you will be delivering community based policing, enabling and inspiring change to realise the Force’s Target Operating Model and working collaboratively with partner agencies to implement public sector reform and service improvements.

You will be a motivated senior officer who is resilient to cope with complex and often competing demands and has a proven track record of driving significant change at a strategic level. You will have a strong commitment to and the highest respect for diversity amongst your colleagues and the communities you will serve.

Applications are welcomed from current ACC’s and also candidates who have passed the Strategic Command Course.

Full details of the role are included with the application pack which you can obtain as shown below.

Date for applications to be submitted: Midnight Sunday 26th August 2018
Date for Stakeholder Engagement Panel: Friday 31st August 2018
Date for Interview: Monday 3rd September 2018

Application packs and further information may be obtained by contacting [email withheld] on [email withheld] or by emailing [email withheld] and must be submitted via email.

Greater Manchester Police are committed to Equal Opportunities and would welcome applications from members of minority ethnic groups, female applicants and people who consider that they have a disability. All applicants will be selected on an equal basis that determines their suitability to the post applied for.
<table>
<thead>
<tr>
<th>Rank or role of vacancy</th>
<th>ASSISTANT CHIEF CONSTABLE</th>
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<tbody>
<tr>
<td>Force and location</td>
<td>Greater Manchester Police,</td>
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<td>GMP Headquarters, Central</td>
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<td>Park, Northampton Road,</td>
</tr>
<tr>
<td></td>
<td>Manchester, M40 5BP</td>
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<tr>
<td>Description</td>
<td>The Chief Constable is seeking to appoint a suitably qualified and experienced senior police officer who has the passion to serve the diverse communities of Greater Manchester and who has the drive and enthusiasm to deliver efficient, high levels of performance. At a time of unprecedented change for policing, this is an exciting opportunity to shape the future direction and development of policing and wider partnership working within Greater Manchester. The successful candidate will have the strategic and political acumen to contribute to this agenda under the Devolution Agreement. As part of the Chief Officer team, you will be delivering community based policing, enabling and inspiring change to realise the Force’s Target Operating Model and working collaboratively with partner agencies to implement public sector reform and service improvements. Applications are welcomed from current ACC’s and also candidates who have passed the Strategic Command Course.</td>
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<tr>
<td>Contact email</td>
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<td>Contact telephone</td>
<td>[531]</td>
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<tr>
<td>Further information</td>
<td>Date for applications to be submitted: Midnight Sunday 26th August 2018</td>
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<td>Date for Stakeholder Engagement Panel: Friday 31st August 2018</td>
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<td>Date for Interview: Monday 3rd September 2018</td>
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<td></td>
<td>Application packs and further information may be obtained by contacting Elaine Mason as above and applications must be submitted via email.</td>
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<tr>
<td>Link to Vacancy</td>
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<tr>
<td>Closing date</td>
<td>26th August 2018</td>
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CONTENTS

1 Message from the Chief Constable
2 About Greater Manchester Police
3 Annual Report 2016/17
4 Target Operating Model
5 Policing Vision for Greater Manchester
6 Greater Manchester Public Service Reform
7 Organisational Chart
8 Role Purpose and Person Specification
9 Conditions of Appointment and Remuneration
10 Timetable and how to apply
MESSAGE FROM
THE CHIEF CONSTABLE

Thank you for interest in the Assistant Chief Constable opportunity at Greater Manchester Police.

The successful applicant will be joining Greater Manchester Police at a time of unprecedented change for the wider service. Leading change through building effective relationships and partnerships will therefore be a fundamental part of the role as well as driving performance. You will be joining a Chief Officer team who are committed to delivering high levels of performance and public satisfaction. Greater Manchester Police serves a very diverse community which brings both challenges and great rewards.

We face significant financial challenges and operational challenge and it is imperative that we continue to maintain our legitimacy with the public. We are uniquely placed in Greater Manchester because of the devolution agreement to design radical solutions to overcome these challenges. You will be expected to play a full part in public sector reform within the devolution agreement. Andy Burnham, the Mayor of Greater Manchester, was elected in 2017 and set a new plan for policing and crime, Standing Together, in March 2018.

I would like to invite you to apply for the role of Assistant Chief Constable at Greater Manchester Police.

IAN HOPKINS OPM MBA
CHIEF constable
ABOUT GREATER MANCHESTER POLICE

Greater Manchester Police is the 4th largest police force in the United Kingdom. With Manchester city centre at its heart, the 500 square mile area of that makes up the Greater Manchester area spans ten local authority areas, across both urban and rural geographies.

The population is just under 3 million and is diverse in terms of its social, economic, cultural and religious make up, with 16% of the population belong to a minority ethnic group. Manchester itself has been billed as the most diverse city in Europe, with its population speaking at least 200 different languages and has also recently become known as Britain's "City of Languages".

There are 1.13 million households in Greater Manchester and the area has the largest travel-to-work area of any conurbation in the UK outside London, with seven million people living within one hours’ drive of the city centre. At over 100,000, Greater Manchester has one of the largest student populations in Europe.
ABOUT GREATER MANCHESTER POLICE CONTINUED

Manchester is the third most popular city for international visitors in the UK, after London and Edinburgh. The city’s business, retail and leisure appeal combine to generate significant policing challenges. Annually, more than 20 million passengers use Manchester International Airport and the area attracts more than five million delegates to conferences and business events.

The area is also a popular destination for sports, leisure and recreation. Every year four million people watch football in Greater Manchester and there are over 1200 public events each year that draw on policing resources.

GMP deals with more priority incidents relative to population than any other force and GMP’s police officers deal with more crimes per officer than the average of comparable metropolitan forces. There is growing complexity in investigations and safeguarding with more on-line crime and harassment. HMICFRS has recognised GMP’s outstanding work in tackling organised crime, modern slavery and human trafficking. Following the election of the Mayor of Greater Manchester in May 2017, all Public Service Leaders across the conurbation have signed up to Greater Manchester’s Public Service Reform Principles.

This sets out a new relationship between public services and citizens, communities and businesses that enables shared decision making, democratic accountability and voice, genuine co-production and joint delivery of services.
4 TARGET OPERATING MODEL

The Force developed a Target Operating Model (TOM) in 2015 to identify the changes that need to be put in place to meet our current and future challenges. Society is constantly changing and it is essential that policing reflects those changes. The reasons we need to do things differently is our case for change:

- Achieving better outcomes for everyone in Greater Manchester in relation to health, employment and wellbeing as opportunities for local people remain below national levels.
- Responding to the changing nature of vulnerability and crime eg radicalisation, cyber-related crime, sex offending.
- Recognising that the single agency response is not working and that we need to work differently.
- Acknowledging the budgetary deficit, financial constraints and a shrinking workforce facing increasing pressures.

The TOM strategy has five key objectives:

- To achieve better outcomes through place based working.
- To prioritise activity according to threat, harm and risk.
- To build a binding relationship with the people of Greater Manchester (formerly Citizen Contract).
- To develop and support our workforce to change the way we work.
- To embrace opportunities from information and technology.

The work to deliver this is in three phases:

2017 – 2018 We will focus on reducing demand for our services, which will help us create capacity to change.

2019 – 2020 When we have more capacity, we will fully embrace root cause problem solving and deliver activities that improve our services.

2021 + When we are working in ways internally that will support it, we will look to fully integrate with our partners.
5

THE FUTURE OF POLICING IN GREATER MANCHESTER

OUR PURPOSE
PROTECTING SOCIETY AND HELPING TO KEEP PEOPLE SAFE

STRATEGY

<table>
<thead>
<tr>
<th>Achieve better outcomes through place based working</th>
<th>Build a binding relationship with the people of Greater Manchester</th>
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</thead>
<tbody>
<tr>
<td>• Getting close to our communities, developing shared solutions together using an asset based approach</td>
<td>• A binding relationship that defines what we do and what role the public can play in building strong, self-sustaining communities - policing alone will not tackle our biggest problems</td>
</tr>
<tr>
<td>• Working as one team with partners at a place level, sharing information and being collectively responsible for outcomes in that area 24/7</td>
<td>• Keeping the public at the heart of what we do, Building and sharing to create a collective responsibility, reduce avoidable demand and allows GMP to maintain its emergency response</td>
</tr>
<tr>
<td>• Taking a problem solving approach to get to the root cause of issues in communities, improve lives and ultimately reduce demand</td>
<td>• Recognising that a single agency reactive response does not reduce crime</td>
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</table>

<table>
<thead>
<tr>
<th>Priorityise activity according to threat, harm and risk</th>
<th>Single Agency response is not working</th>
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<tr>
<td>• Investing in proactive policing</td>
<td>• There is a clear need to work differently with partners and the community</td>
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<tr>
<td>• Risk profiling with partners to problem solve the most serious threats to our communities</td>
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<tr>
<td>• Having a clear structure and framework to drive what we do and the decisions we make</td>
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<tr>
<th>Emboss opportunities from information and technology</th>
<th>Budgetary constraints</th>
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<tr>
<td>• Investing in information and technology as tools to enable a shift towards a digital organisation</td>
<td>• Budget deficit, continued financial pressures and uncertainty</td>
</tr>
<tr>
<td>• Exploiting new technologies such as predictive analytics, to provide us with better, more accurate data that we can share with partners to drive more informed problem solving</td>
<td>• Shifting workforce and increasing pressures on front line staff</td>
</tr>
<tr>
<td>• Enabling the public and our people to access digital tools and support, helping us to improve service and reduce avoidable demand</td>
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<th>Commitments</th>
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Our Commitments guide everything we do. We must all demonstrate how we are achieving them both individually and as part of the teams we work in.

• We work with others to solve problems in our communities
• We are accountable for our actions and decisions, we take responsibility and do the best for the public
• We demonstrate respect and fairness to the public and our colleagues
• We take pride in what we do and we are committed to building a better GMP for our communities

Develop and support our workforce to change the way we work

• Managing the performance of our people in a fair and consistent way
• Improving personal accountability for professional development and learning
• Continuing to invest in the wellbeing of our workforce
• Recruiting and retaining a workforce that reflects our communities

Changing nature of vulnerability and crime

• Changing nature of vulnerability and crime (e.g. radicalisation, cyber-related)
• Increased risks posed to citizens and communities (e.g. sex offending, modern slavery, mental health)
GREATER MANCHESTER PUBLIC SERVICE REFORM

From Strategy...

Children starting school ready to learn

Good jobs for people to progress and develop

A thriving economy in Greater Manchester

World-class connectivity

Greater Manchester

Public Service Reform

Safe, decent and affordable housing

A green city for all

Healthy lives and quality care

Safe and strong communities

An age-friendly Greater Manchester

... to Delivery

GMP's Vision for Public Service Reform

A commitment to view the public we serve as citizens, not consumers, who also carry a responsibility to engage and take responsibility for local problems and where their own expertise and experience is used to influence the behaviour of others.

Place-based, integrated teams of public service professionals working to a shared performance regime and on the principle of effective demand reduction, problem solving and working with local people to help them solve local issues.

District level integrated teams of specialists to deal with more complex issues on the basis of local need and making full use of the different skills, expertise, powers and interventions.

A coordinating "hub" to draw together intelligence and information and carry out research to identify critical and high risk cases and to ensure that this is then tasked to the best suited professional or place-based team.

A commitment to view the total public service spend as a shared resource to be used for the public good rather than individual organisational priorities, leading to a radically different capability that meets the needs of modern society and ensures demand is effectively managed and reduced.
Role Purpose:

- To provide effective strategic leadership in the development and implementation of strategies to further the policing of Greater Manchester
- To support the Chief Constable in delivering the Force Target Operating Model; delivering a better policing service for the communities of Greater Manchester
- To continually improve performance standards linked to a designated portfolio
- To provide clear direction and leadership in delivering policing to both police officers and police staff

Responsibilities:

- Working with the Chief Constable, the Executive Command Team and the Deputy Mayor to develop and implement strategies to further the policing of Greater Manchester
- To participate in the strategic management of Greater Manchester Police as a member of the Executive Command Team
- To undertake duties for a designated portfolio as directed by the Chief Constable
- To undertake the role of Force Duty Cover ACC. This will include the deployment of firearms, specialist units and tactics
- To represent the Force at local, regional and national levels when required
- Contributing to and influencing external and internal environments which impact on the policing of Greater Manchester
- To work in strategic, collaborations with wider partners across Greater Manchester to deliver
- Working with the Executive Command Team and the wider Force Senior Leadership Team to formulate strategies, policies, practices and procedures to ensure the effective and delivery of policing within Greater Manchester
- To carry out such other duties which are consistent with the nature and responsibilities appropriate to the role of Assistant Chief Constable as may be determined by the Chief Constable
8

ROLE PURPOSE AND PERSON SPECIFICATION CONTINUED

KNOWLEDGE AND EXPERIENCE:

- Commitment to the community and public sector reform at a senior leadership level
- National policing issues
- Driving and implementing transformational change
- Operational police command
- Leading strategic performance management and implementing successful policing plans
- Leadership skills, both internally and working with wider partners to deliver a better public service
- Commitment to continued professional personal development
- Business and financial skills

PERSONAL QUALITIES:

The Competency and Values Framework (CVF) sets out nationally recognised competencies and values that will provide a consistent foundation for a range of local and national processes. The CVF sets out clear expectations of everyone working in policing.

There are six competencies that are clustered into three groups. All of the competencies are underpinned by four values that should support everything that we do as a police service.
Conditions of appointment

The appointment will be made by the Chief Constable in accordance with Police Regulations which the Secretary of State may vary from time to time. An appointment may not be confirmed until the successful candidate is certified medically fit by the medical advisor and necessary security clearance checks are complete.

Remuneration Package

- The starting salary for the post of Assistant Chief Constable is £98,538, with the opportunity to rise to £111,249 per annum.
- The package includes the provision of a Force vehicle or a monthly vehicle allowance in line with the Force’s Chief Officer Vehicle Scheme. The vehicle will be fully insured and maintained by the Force, business mileage may be claimed in line with Force policy. The vehicle will be subject to HMRC rules as a benefit in kind.
- Payment for the membership of CPOSA and associated insurance.

Working Location

The majority of work will be carried out from Force Headquarters, Northampton Road, Manchester, M40 5BP. However, the nature of the work will also require representation at regional and national level.

Working Hours

Working hours will be not less than 40 hours per week and such as are needed to fulfil the requirements of the post, subject to the requirements of the Working Time Directive.

However, the post holder will have responsibility for representing the service and meeting statutory and operational requirements, often at short notice, which may require working additional hours from time to time. There is a requirement to be contactable 24 hours per day when not on leave or in the absence of a designated deputy. This role will require evening and weekend working including attending meetings and events during these times.

Whole Time Service

The post holder must devote the whole of their time to the duties of the office of Assistant Chief Constable and will not hold any other appointment or engage in other work except with the prior written consent of the Chief Constable.
9 CONDITIONS OF APPOINTMENT AND REMUNERATION CONTINUED

Medical
Only the successful candidate will be required to undertake a medical examination.

Security Clearance
The successful applicant will be required to obtain security clearance in accordance with the Force's policy. Full details will be circulated to short-listed candidates.

Relocation
Relocation expenses may be paid in accordance with Police Regulation 35 Annex V and would be subject to agreement by the Chief Constable.

Termination
Termination is subject to three calendar months' notice in writing.

Pension
The office holder will be eligible for membership of the Police Pension Scheme and contributions will be deducted at the rate specified in the Police Pension Regulations.

Nationality
You can apply for this post as long as you are a UK national or have dual nationality with one part being British. In addition, this post is open to Commonwealth citizens and nationals of any of the member states of the European Economic Area (EEA).

Equality and Diversity
A fundamental requirement is that the appointments process promotes, demonstrates and upholds equality of opportunity and treatment to all applicants, underpinned by equality and diversity.
TIMETABLE AND HOW TO APPLY

The selection timetable is set out below:

- Closing date for applications to be submitted: Midnight Sunday 26th August 2018
- Stakeholder Engagement Panel: Friday 31st August 2018
- Interview Panel: Monday 3rd September 2018

The Stakeholder panel for this appointment will comprise of a number of key stakeholders from staff associations and partners

The interview panel for this appointment will comprise of:
- The Chief Constable of Greater Manchester, Ian Hopkins, QPM
- The Deputy Chief Constable of Greater Manchester, Ian Pilling
- The Deputy Mayor for Greater Manchester, Baroness Beverley Hughes
- Independent Panel member

Application packs can be obtained by contacting [redacted] on [redacted] or by emailing [redacted].

Completed packs must be returned via email to [redacted].

Applications will not be accepted after the closing date.

Applicants must disclose any outstanding complaints, criminal convictions, investigations or disciplinary proceedings being carried out in relation to their conduct. In addition, candidates are required to disclose previous disciplinary offences that have not been expunged.

The Recruitment team will process your completed application, which will be dealt with in the strictest of confidence. You will be assessed by the short listing panel on the evidence provided within your application form to determine if you have the necessary skills, knowledge and experience required for the position.
ASSISTANT CHIEF CONSTABLE

Application Form

First Name:

Last Name:

Completed application forms should be returned to:

Closing Date: Midnight Sunday 26th August 2018
GUIDE TO COMPLETION

INTRODUCTION

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 Assistant 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 confidence.

- The form should be completed in black ink or type-face (Arial 12 pitch). No attempt should be made to redesign the form.
- Answers must be restricted to 500 words per question. Please provide specific examples from your experience to demonstrate your competency and values.
- 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 two 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 the Force.
- It is the applicant’s responsibility to ensure the Application Form and the Equal Opportunities Monitoring Form are completed and returned to the person specified on the front of this Application Form.
- It is the applicant’s responsibility to ensure all paperwork is submitted by midnight on Sunday 26th August 2018. Late applications will not be accepted.
- Applicants are strongly advised to read the Role Profile and the College of Policing Competency and Values Framework for Policing.
- Treat the questions as an opportunity to demonstrate the skills, experience and values that you think are important for the role.
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<th>Details of Candidate</th>
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<td>Previous Last Names:</td>
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<td>First Name (s):</td>
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<td>Any other name (s) you are known by or have used previously:</td>
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<td>Home Telephone No:</td>
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<td>Mobile Telephone No:</td>
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<tr>
<td>Daytime Telephone No:</td>
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<td>E-mail Address:</td>
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Please provide details of previous two postings, starting with the most recent.

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<tr>
<th>Current Role Title:</th>
<th>Force:</th>
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<td>Start Date:</td>
<td>Current salary:</td>
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Brief description of role and responsibilities, including key achievements:

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<th>Previous Role Title:</th>
<th>Force:</th>
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<tr>
<td>Start Date:</td>
<td>Finish Date:</td>
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Brief description of role and responsibilities, including key achievements:
Please list any academic, professional and/or vocational qualifications relevant to this appointment.

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<tr>
<th>Date from:</th>
<th>Date to:</th>
<th>Name of Institution:</th>
<th>Qualifications Gained:</th>
<th>Subject and Level:</th>
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Please list any training courses attended that you consider are relevant to this application. Please note that it is an essential requirement that you have successfully completed the Strategic Command Course and the Senior Police National Assessment Centre.

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<tr>
<th>Course Title:</th>
<th>From:</th>
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<th>Summary of course contents:</th>
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4. Emotional Awareness: Provide evidence to demonstrate how you have created or supported an organisational culture that values diversity and challenges intolerance. (Max 500 words).
Ownership: Provide an example of a strategic issue where you have identified that organisational improvement was required and detail your rationale for solving the issue. (Max 500 words).

Date of example provided: ________________________________________

Referee: ___________________________ Contact Number: ____________
Collaborative: Provide an example of when you have built effective long-last partnerships and describe how you were able to negotiate new ways of providing services together. (Max 500 words).

Date of example provided: ___________________

Referee: ___________________  Contact Number: ___________________
**4. Deliver, support and inspire:** Provide an example of when you have used your leadership skills to inspire and develop others to achieve improved outcomes. (Max 500 words).

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<th>Date of example provided:</th>
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<tr>
<th>Referee:</th>
<th>Contact Number:</th>
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Critical Analysis: Describe a situation when you were required to make and implement a difficult decision and what steps you took to do so. (Max 500 words).

Date of example provided: ____________________________

Referee: ____________________________  Contact Number: ____________________________
Innovative and open-minded: What experience and interests do you bring to the changes that Greater Manchester Police are looking to implement and deliver as part of its Target Operating Model. (Max 500 words).

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<th>Date of example provided:</th>
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<td>__________________________</td>
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<td>Contact Number:</td>
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Please list membership of any organisation(s) relevant to this position.

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<tr>
<th>Name of Organisation</th>
<th>Type of Membership</th>
<th>Date of Membership</th>
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Do you currently have any job or business interest which you intend to continue should you be successful in this application? Please indicate yes or no:

If YES please state the nature of this job or business and the extent of your involvement (e.g. actively involved, non-executive director). Include hours involved in activity per week.

Shortlisted candidates will be sent a medical questionnaire. You should complete the medical questionnaire and bring it to the interview in a sealed envelope.

If you are successful at interview you will be required to undertake a medical examination.
8. Convictions/Cautions

You must declare if you have ever been investigated, arrested, summonsed, charged, cautioned or convicted for any offence by any UK or non-UK Police Force, Law Enforcement Agency or any other statutory prosecuting authority or agency – this includes, but is not limited to:

- Traffic offences (including fixed penalty notices excluding parking);
- Receipt of an absolute/conditional discharge or bind over;
- Receipt of a reprimand, warning, final warning or caution as an adult or juvenile;
- Being the subject of an Anti-Social Behaviour Order, Football Spectator Banning Order, Risk of Sexual Harm Order, Harassment Order;
- Being issued with a Penalty Notice for Disorder or other Fixed Penalty Notice (other than for parking).

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In addition, the following must also be declared:

- Any involvement with the military authorities on disciplinary matters (whether involving court martial or not);
- Involvement in a criminal investigation (whether or not this has led to a prosecution);
- Being subject of 'Service Confidence' procedures;

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In accordance with the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, and the Rehabilitation of Offenders (Northern Ireland) Order 1978 (Exceptions) Order 1979, spent convictions may be taken into account.

Do you have any of the above? Yes ☐ No ☐

If YES please give details of dates, offences and court of conviction.
In connection with this application Greater Manchester Police will carry out criminal record, intelligence and financial checks.

Please give details of any outstanding 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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<th>Details</th>
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Please indicate your current vetting status and date for review.

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<tr>
<th>Vetting Status</th>
<th>Dates</th>
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The post is subject to MV and SC clearance.
Your Chief Constable is required to highlight your suitability for the role and any areas for development in support of your application prior to submission.

____________________________________

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Name: ____________________________ Date: ____________________________
12. Disability

Do you consider yourself to have a disability which is covered under the Equality Act 2010 or have a physical or mental impairment that has a "substantial" and "long term" negative effect on your ability to do normal daily activities.

Yes  No

If you have a disability or feel you may require reasonable adjustments to participate in the appointment process, please advise us about any specific access or support requirements required overleaf.

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<tr>
<th>Details</th>
<th>Support Required</th>
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Age: ___________________________

Gender:

Is your gender identity the same as the gender you were assigned at birth? Yes:  No:

Status: i.e. Married/ Civil Partnership:

What is your country of nationality? ___________________________

Ethnic origin: ___________________________

Sexual Orientation: ___________________________

Religious belief / faith: ___________________________
14. Declaration

PLEASE ENSURE YOU SIGN THIS DECLARATION BEFORE RETURNING YOUR APPLICATION FORM

I declare that, to the best of my knowledge and belief, all statements contained in this form are correct and I understand that should I conceal any material fact, I will, if appointed, be liable to the termination of my appointment.

Name: ________________________________

Date: ________________________________