

**Information Pack**

**For**

**Deputy and Assistant**

**Police and Crime Commissioners**





**CONTENTS**

|  |  |
| --- | --- |
|  | **Page Number** |
| Letter from the Commissioner | 2 |
| Introduction | 3 |
| Overview of the Roles Available | 4 |
| Role Profile | 5 -7 |
| Person Specification | 8-11 |
| Politically Restricted Posts | 12 |
| South Wales Area | 13-15 |
| About the Commissioner | 15 |
| Police and Crime Panel | 16 |
| About South Wales Police | 17-18 |
| Police and Crime Commissioner for South Wales Support Team | 19 |
| Biography of Alun Michael | 20-21 |
| Pledges of the Commissioner | 22 |
| Oath of Office | 23 |

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**Posts for Deputy and Assistant Police and Crime Commissioner for South Wales**

Dear Candidate,

Many thanks for your interest in the roles of Deputy and Assistant Police and Crime Commissioners for South Wales.

Deputy and Assistant Commissioners are key senior members of my Leadership Team – working with me and my small support team, and with the Chief Constable, Peter Vaughan QPM and his team; and in partnership with Public Health Wales, local authorities and with health and voluntary sectors – to cut crime across South Wales and make the public safe. I am seeking to employ candidates to the Deputy and Assistant Commissioner roles to work with me in delivering my pledges and developing and delivering the Police and Crime Plan for South Wales through a time of opportunity and challenge.

In my second term of office as Commissioner, as well as continuing the cutting edge work we have started in reducing domestic abuse, anti-social behaviour and violent crime; and helping those with mental health issues in relation to the criminal justice system, we have new opportunities of significance. Following our success in bids to the Home Office’s Police Innovation Fund, we will be able to work on breaking the generational cycle of crime through early intervention and prevention initiatives; and to prevent offending and reoffending of those 18-25 year old young offenders age-group. Significant cuts in the Central Police Grant are forcing the police to do more with less, but in tough austere times we are even more determined and ambitious to cut crime and give an even better service to the public of South Wales.

Please read through the enclosed information, where you will find the role profiles, requirements for the posts and details of how to apply for the positions.

If you feel you meet the criteria for the role, and can assist in supporting my vision and pledges, I would very much like to hear from you.

Thank you for your interest.



**Rt Hon Alun Michael, Police and Crime Commissioner for South Wales**

**INTRODUCTION**

The overall responsibility of the South Wales Police and Crime Commissioner is to maintain an effective and efficient police service and to play a leading role in crime reduction and community safety in the force area.

To assist him in this, the Police and Crime Commissioner is seeking to appoint to the Deputy and Assistant Police and Crime Commissioner roles which will be based at South Wales Police Headquarters, Bridgend, but operate across the whole South Wales Police area.

**Deputy Police and Crime Commissioner**

The post of Deputy Police and Crime Commissioner is terminated by law at the time of the next election and is therefore co-terminus with that of the Police and Crime Commissioner. This role is not politically restricted.

**Assistant Police and Crime Commissioner**

The post of Assistant Police and Crime Commissioner is a permanent position and is not co-terminus with that of the Police and Crime Commissioner until the Police and Crime Commissioner elections in 2020. It is a politically restricted role.

The closing date for all vacancies is noon Wednesday 25 May 2016.

This pack provides details of the role profiles, along with background information on the role of the Commissioner and the pledges of Alun Michael.

More information on the work of the Police and Crime Commissioner can be found at <http://www.southwalescommissioner.wales>

You may also have an informal discussion about the role by contacting Cerith Thomas, Chief of Staff for the Commissioner, on 01656 869366.

The Police and Crime Commissioner for South Wales firmly supports a policy of equal opportunities and would welcome applications from all eligible persons irrespective of gender, ethnic origin, religious belief, sexual orientation or disability.

The completed Application Form should be returned by the closing date above, either electronically or in hard copy to:

Email: commissionervacancy@south-wales.pnn.police.uk

Post: Police and Crime Commissioner for South Wales, Tŷ Morgannwg,Police Headquarters, Bridgend, CF31 3SU.

**OVERVIEW OF THE ROLES AVAILABLE**

A Deputy and Assistant Commissioners will assist the Commissioner in the delivery of his responsibilities and the ambitions set out in the Police and Crime Plan 2016 – 2021.

The Deputy will be allocated specific lead responsibilities dependent on the skills, experience and potential of the appointed individual and will deputise for the Commissioner on the basis set out in the Police Reform Act 2011.

The Assistant Commissioners will be allocated a portfolio of lead responsibilities, plus a geographical area of responsibility on behalf of the Commissioner. They will be key members of the Commissioner’s Strategic Leadership Team.

**Department:** Police and Crime Commissioner for South Wales

**Location:** Tŷ Morgannwg, Police Headquarters, Bridgend, CF31 3SU

**Security Vetting:** Checks will be made at two levels which are: Management Vetting and a Security Check. The first category involves local checks on South Wales Police systems and the second is a national check with MI5

**Responsible to:** Police and Crime Commissioner

**Specific Health Criteria:** None

**Liaison with:** Police and Crime Commissioner, Chief Constable, Chief Officers, Members of Parliament, Assembly Members, Councillors, local partner organisations including Local Authorities, Public Service Boards, NHS Bodies, Probation, etc, as well as voluntary and community organisations and members of the public

**Salary:** PO 7, £46,986 - £50,154. Depending on the successful applicant’s previous relevant experience and skills it may be possible to negotiate a higher rate of up to £10,000 for an exceptional candidate.

**Hours**: Full-time (37 hours per week) or Part-time options available

**ROLE PROFILES**

**Purpose:**

The Deputy and Assistant Police and Crime Commissioners will be responsible for supporting the Police and Crime Commissioner in all aspects of his role, while taking personal lead responsibility for areas of activity at the request of the Commissioner.

**Main Responsibilities - general**

* To ensure the effective delivery of the priorities identified in the Police and Crime Commissioners Plan 2016-2021
* Engage with relevant community groups, public bodies and organisations to better understand the policing needs of the community and to develop strategies to reduce crime and disorder. Liaise with the Commissioner on how these needs can best be met and incorporated within the Police and Crime Plan.
* Lead collaborative initiatives on crime reduction and community policing issues and be part of the team leading a number of specific initiatives in innovative practice and crime reduction.
* On behalf of the Commissioner, lead on generating long-term policy proposals.
* Assist the Commissioner in liaising with the Chief Constable and his staff and liaise with organisations and individuals at local, regional and national levels.
* Help to brief Ministers, Members of Parliament, Assembly Members, Councillors, government officials, Public Service Boards and other voluntary, health, and criminal justice partners on the Commissioner’s policy.
* Engage with other Commissioners in Wales and England.
* Represent the authorised views of the Commissioner to the media where appropriate.
* In addition, the post holder must be prepared to undertake additional duties arising from changing circumstances, but which do not change the general character or level of responsibility of the post.
* Represent the Police and Crime Commissioner with members of the public, community groups, partner organisations and elected representatives, across South Wales and nationally.

The fulfilling of these responsibilities may require the need to travel around Wales and England.

**Main responsibilities**

1. **Deputy Commissioner**

Responsibilities above those assigned to the role of Assistant Commissioner are likely to include;

* + Deputising for the Commissioner
	+ Leading on specific areas of policy and liaison with agencies of government
	+ Champion the application of the principles of Investors in People, and promote
	+ Staff welfare and wellbeing;
	+ Undertake public facing responsibilities
1. **Assistant Commissioners:**
* Post holders will be expected to take responsibility for specific areas of policy relating to the “Bronze Board” arrangements agreed with the Chief Constable.
* Liaison with local authorities, and with Senior Force personnel in their allocated geographical area.
* Operate as a key member of the Leadership team with the Commissioner, Deputy, Treasurer and Chief of Staff.

They will ensure the successful performance and delivery of the six priorities in the Police and Crime Plan 2016 – 21, vis:

1. We will reduce and prevent crime and anti-social behaviour to keep people safe in their homes and communities;
2. We will improve the way in which we connect with, involve, and inform our communities;
3. We will work to protect the most vulnerable in our communities;
4. We will spend your money wisely to protect policing in your community;
5. We will make sure that the local criminal justice system works effectively and efficiently, meeting the needs of victims and challenging offenders;
6. We will make our contribution to the strategic policing requirement and successfully police major events.

Depending on experience and potential, each member of the Commissioner’s Leadership Team will lead on specific specialist areas of work. These currently include:

* 18-25 re-offending
* Anti-social behaviour
* Child Sexual Exploitation
* Domestic abuse and violence against women and girls
* Early intervention (see below)
* Equality and Social Justice
* Mental Health
* Offender Interventions
* Victim Services
* Violent Crime

**Early Intervention**

Early Intervention is a key piece of work going forward for the Commissioner and his team. The results from the first Welsh Adverse Childhood Experience (ACE) study (a joint study between Public Health Wales and Liverpool John Moores University) show that adults in Wales who were physically or sexually abused as children or brought up in households where there was domestic violence, alcohol or drug abuse are more likely to adopt health-harming and anti-social behaviours in adult life.

Early intervention and joint working is at the heart of the Police and Crime Plan for South Wales, and we will ensure that our officers are part of action to intervene earlier and more effectively. This will help to prevent the misery that is caused, and reduce the demand faced by officers in responding to the families and individuals who experience the adversities brought about by these childhood experiences.

Further information can be seen here:



**PERSON SPECIFICATION**

**Skills**

* High-level communication and presentation skills.
* Ability to think and operate at a strategic level, identifying issues and setting priorities at an organisation-wide level and/or over a lengthy time period.
* Maintaining effective working relationships with partner organisations.
* Ability to take a co-operative approach to achieving priorities, including developing effective collaboration proposals with relevant organisations.
* Ability to build relationships, influence and negotiate with high ranking officials.

**Knowledge and Experience**

* Proven ability to contribute to the efficient delivery of the principles and priorities set out in the Commissioner’s Police & Crime Plan and in the delivery of specific project and programmes, mainly in co-operation with other relevant agencies.
* Good awareness of political structures, procedures and policies at both a local level, within Wales; and at national level across Wales and England.
* In-depth familiarity with the communities of South Wales.

**Other**

* A flexible approach to hours of working and a commitment to be available for weekend and evening duties when required.

**Personal Qualities**

**Serving the public**

* Promote a real belief in public service, focusing on what matters to the public and what will best serve their interests.
* Ensure that all staff understand the expectations, changing needs and concerns of different communities and strive to address them.
* Build public confidence by actively engaging with different communities, agencies and strategic stakeholders, developing partnerships and ensuring that people can engage with the police at all levels.
* Understand partners’ perspectives and priorities and work co-operatively with them to deliver the best possible overall service to the public

**Professionalism**

* Act with integrity, in line with the values of the Police Service and Commissioner.
* Deliver on promises, demonstrating personal commitment, energy and drive to get things done.
* Define and reinforces standards, demonstrating these personally and fostering a culture of personal responsibility.
* Take responsibility for making tough or unpopular decisions.
* Demonstrate courage and resilience in difficult situations, defusing conflict and remaining calm and professional under pressure.

**Leading Change**

* Establish a clear future picture and direction with the Commissioner, focused on delivering the Police and Crime Plan.
* Identify and implement the change needed to meet the priorities of the Commissioner, thinking beyond the constraints of current ways of working and to be prepared to make radical change when required.
* Think in the long term, identifying better ways to deliver value for money through services that meet both local needs and priorities across South Wales.
* Encourage creativity and innovation.
* Ask for and act on feedback on own approach, continuing to learn and adapt to new circumstances.

**Leading people**

* Responsible for leading a small team of subject specialist managers and support staff, and the day to day first line management of people, resources, and delivery targets within your team
* Lead and inspire people to meet challenging organisational goals, creating and maintaining the momentum for change.
* Give direction and state expectations clearly.
* Talk positively about policing and crime reduction and what it can achieve, building pride and self- esteem.
* Create enthusiasm and commitment by rewarding good performance and giving genuine recognition and praise.
* Promote learning and development, giving honest and constructive feedback to help people understand their strengths and weaknesses and invest time in coaching and mentoring staff in the Commissioner’s Team.

**Managing Performance**

* Create a clear strategic plan to deliver performance and ensure the priorities of the Commissioner are achieved.
* Agree demanding, but achievable objectives and priorities for the business unit and assign resources to deliver them as effectively as possible.
* Identify opportunities to reduce costs and ensure maximum value for money is achieved.
* Highlight good practice and use it to address under performance.
* Delegate responsibilities appropriately and empowers others to make decisions.
* Monitor progress and holds people to account for delivery.

**Decision Making**

* Assimilate complex information quickly, weighing up alternatives and making sound, timely decisions,
* Gather and consider all relevant available information, seeking out and listening to advice from specialists.
* Asks incisive questions to test facts and assumptions and gain a full understanding of the situation.
* Identify key issues clearly and search out the inter-relationships between different factors.
* Consider wider implications of different options, assessing the costs, risk and benefits of each.
* Make clear, proportionate and justifiable decisions, reviewing these as necessary.

**Working with others**

* Build effective working relationships with people through clear communication and collaborative approach.
* Maintain visibility to staff and ensure communication processes work effectively.
* Consult widely and involve people in decision making, speaking to people in a way they understand and can engage with.
* Treat people with respect and dignity regardless of their background or circumstances, promoting equality and the elimination of discrimination.
* Treat people as individuals, showing interest, tact, empathy and compassion.
* Sell ideas convincingly, setting out benefits of a particular approach and striving to reach mutually beneficial solutions.
* Express own views positively and constructively and fully commit to team decisions.

The expectation of the successful incumbent will be high levels of performance, including attendance, and being flexible in your approach to working hours.

Individuals are required to effectively engage with others within the Commissioner’s Team, within South Wales Police generally and with people in other organisations at all levels, in order to provide a high quality standard of service to the public.

Team members are expected to undertake relevant training in respect of their role.

Team members will be vetted to the required standard for the role. They must maintain safe working practices for self and others in accordance with Police and Crime Commissioner Statement of Policy on Health and Safety and be responsible for identifying all risk management issues arising out of work duties and taking appropriate action.

Team members will be subject to annual appraisal, which will incorporate a review of the post holder’s performance against the competencies and accountabilities for the role.

All members of the Police and Crime Commissioner’s team must be able to work with members of minority groups of all sorts and to provide service to minority groups in the community. They must contribute to an open, fair working environment where inappropriate behaviour is not permitted and be committed not to contribute in any way to workplace bullying or any other form of discriminatory behaviour.

**POLITICALLY RESTRICTED POSTS**

The Local Government and Housing Act 1989 places an obligation upon staff of the Police and Crime Commissioner to prepare a list of all posts which are regarded as politically restricted. The Act imposes restrictions on public political activity by the holders of such posts.

The Deputy Police and Crime Commissioner is **not** a **politically restricted** post.

The Assistant Police and Crime Commissioner **is** a **politically restricted** post.

All staff of the Police and Crime Commissioner, except for the Commissioner and the Deputy Police and Crime Commissioner, are politically restricted.

In summary, the restrictions imposed on post holders include:

* Becoming (whether by election or otherwise) or remaining a member of a Local Authority, of the National Assembly for Wales, of the European Parliament or of the House of Commons, or Police and Crime Commissioner;
* Announcing, or allowing others to announce, ones candidature for one of the aforementioned offices;
* Holding office in a political party;
* Canvassing at elections; and
* Speaking or writing publicly on matters of party political controversy.

**SOUTH WALES AREA**

South Wales Police provides a policing service to 1.3 million people covering 42% of the country's population with around 49% of the total crime in Wales. South Wales Police is the 7th busiest force in England and Wales (outside of London) in terms of crimes per 1000 population, and the 15th most effective in England and Wales in terms of detections.

This places a high demand on resources within the Force and in the 12 months to December 2015 the Force has had 405,442 occurrences, 169,091 emergency (999) calls, 454,537 non-emergency (101 calls) and has achieved 34,853 arrests.

The Force has an extensive understanding of the demands on its services. For example, we make on average 94 arrests, trace 32 missing people, manage 54 assaults and deal with 359 public safety welfare calls on a typical day.

Policing in South Wales is delivered by 2,864 officers, 1,736 staff and 409 PCSOs, with a budget of £255million.

The Force area and its four Basic Command Units, span the seven unitary authority boundaries of Bridgend, Cardiff, Merthyr Tydfil, Neath Port Talbot, Rhondda Cynon Taff, Swansea and the Vale of Glamorgan, with Headquarters situated in Bridgend.

The area includes 64 of the 100 most deprived communities in Wales (and indeed Europe).  It is a diverse region, boasting urban, rural and coastal areas and featuring the two largest cities in Wales, Swansea and the capital city, Cardiff.

Famed for its strong sense of history, South Wales continues to expand in the business, leisure, and tourism areas and over the last 30 years has undergone significant change. Communities are more widespread, employment areas have moved, and more and more people are coming to South Wales, be it to set up home or as visitors to our capital city, our coast and our heritage sites.

Swansea is a vibrant city boasting a ferry port, a Premier League football team and the Ospreys rugby team. The city is also home to Swansea University and Swansea Metropolitan University, which together have almost 20,000 students.

Cardiff is one of the fastest growing cities in Europe and attracts over 18 million visitors per year. The city is home to the National Assembly for Wales, the world-renowned Millennium Stadium, Cardiff International Airport, Wales’ other top football team, Cardiff City, the Cardiff Blues rugby team, and the SWALEC cricket stadium hosting both Glamorgan and international cricket matches. The impact of these events on policing and the nature of Cardiff being the capital city of Wales bring its own funding issues, which are not recognised by the Westminster Government, unlike London and Edinburgh.

The city is also home to Cardiff University and Cardiff Metropolitan University.  The University of South Wales has campuses in Cardiff, Newport and Pontypridd and incorporates the Royal Welsh College of Music and Drama.  This amounts to a total of over 80,000 students in a city which is also home to Wales’ most diverse communities.

Situated in the northernmost part of the force area, Merthyr Tydfil is the gateway to the Brecon Beacons and, over recent years, has seen a programme of regeneration that has provided new opportunities for business and tourism in the area.

The southern coastal border of South Wales covers the ports of Barry, Port Talbot and Swansea, along with seaside towns like Penarth and Llantwit Major, the Glamorgan Heritage Coast and the popular tourist destinations of Porthcawl, the Mumbles and the Gower, which has been designated an Area of Outstanding Natural Beauty.

Southern Wales is of major strategic importance with the road network (in particular the M4 and A465 Heads of the Valley road) good rail links and the sizeable market presenting a continuing risk that organised crime gangs from England and Europe will infiltrate the region.

The relative proximity to Bristol, and major cities such as London, Manchester, Liverpool and Birmingham, which have levels of gun crime and drug related violence that are not seen to the same extent in South Wales, is an ever present reminder of the seriousness of the threat from organised crime. This emphasises that crime does not recognise national borders and administrative boundaries and stresses the importance of co-operation in fighting crime.

The presence of the Welsh Government requires a dedicated policing unit responsible for security and Cardiff, as the seat of Welsh Government, attracts increasing numbers of demonstrations against regional and national policy.

South Wales Police is the strategic force in Wales delivering not only a local service but also providing support for major national events outside the Force area.   The Force polices approximately 500 events each year which require varying levels of police intervention in terms of planning and resources.  These include policing premiership, European and International football, international cricket and rugby and other sporting events, concerts, royal visits, Public Military events, demonstrations and protest marches and key date policing for the night time economy in Cardiff and Swansea. In 2015 the Force has supported Welsh political party conferences and events linked to the General Election, major sporting events including the Rugby Six Nations tournament and Rugby World Cup matches, and a number of other major events. The significant contribution made by South Wales Police at a national level has often been outstanding, for instance during the 2014 NATO conference, the 2014 Commonwealth Games,  the Olympics and Paralympics in 2012, and in 2011 when our officers were called upon to help out during the riots in London.  The successful policing of these events, and the specialist support that South Wales Police has provided to incidents and investigations nationally and internationally, has enhanced the Force’s reputation to a global audience

**ABOUT THE POLICE AND CRIME COMMISSIONER**

Alun Michael was first elected as Police and Crime Commissioner for South Wales on 15 November 2012.

He has made clear his ambition to “add value” by working closely with the Chief Constable, with the whole police team and with other partners across South Wales to reduce crime as well as fulfilling his responsibility to maintain an effective and efficient police service and to hold the Chief Constable to account.

The Police and Crime Plan produced for the period 2016 – 2021 is a joint Road Map of shared principles and values for the delivery of policing in South Wales to keep it a safe place. It has been developed, agreed and is implemented and reviewed by both the Commissioner and Chief Constable

The Commissioner plays a leading role in community safety and crime reduction in the Force area.

The formal duties of the Commissioner in law include:

* Set the local policing priorities, following consultation with the public and taking account of any national requirements from the Home Secretary;
* Produce a Police and Crime Plan, outlining the priorities;
* Scrutinise, support and challenge the performance of the force;
* Set the annual police budget and council tax precept\*;
* Appoint\* and, if necessary, dismiss the Chief Constable;
* Publish an Annual Report and Statement of Accounts;
* Attend meetings of the Police and Crime Panel;
* Investigate complaints against the Chief Constable, and monitor all complaints against officers and staff;
* Administer an Independent Custody Visiting Scheme;
* Consult with and involve the public;
* Collaborate with other Forces and criminal justice agencies.

(\* subject to veto of the Police and Crime Panel)

The Police and Crime Commissioner is responsible for the local Police Fund.  He receives all government grants and police precept on council tax and determines the budget, in consultation with the Chief Constable.

The Chief Constable is in charge of operational policing.

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**POLICE AND CRIME PANEL**

A Police and Crime Panel is responsible for overseeing the Police and Crime Commissioner and reviewing and scrutinising his decisions.

The Panel is made up of ten local Councillors, representing the seven local authorities in South Wales, along with two co-opted independent members.

The responsibilities of the Panel include:

* Make reports and recommendations about actions and/or decisions of the Commissioner;
* Scrutinise the draft Police and Crime Plan;
* Summon the Commissioner, and Commissioner’s staff, for public questioning;
* Scrutinise and potentially (subject to a two-thirds majority) veto the police budget and council tax precept;
* Scrutinise and potentially (subject to a two-thirds majority) veto the appointment of the Chief Constable;
* Appoint an Acting Police and Crime Commissioner from amongst the Commissioner's staff if he resigns, is disqualified from office, is incapacitated or is suspended;
* Hold a confirmation hearing for the Commissioner's proposed Chief Executive/Chief of Staff, Chief Financial Officer/Treasurer and Deputy Police and Crime Commissioner appointments;
* Deal with lower level complaints against the Commissioner.  Serious allegations will be referred to the Independent Police Complaints Commission (IPCC).

The Panel is not there to scrutinise the performance of the force directly – that is the role of the Police and Crime Commissioner but will scrutinise the actions and decisions of the Commissioner. However, both the Commissioner and the Chief Constable believe that the engagement of the Panel’s members can make a significant and positive contribution to the work of the South Wales Police. With that in mind, as well as welcoming the Panel’s role in scrutiny, have gone beyond the statutory requirements by jointly providing full information to Panel members about the current policy and financial pressures against which the Budget and Police and Crime Plan are being developed.

Merthyr Tydfil County Borough Council is responsible for the administration of the Police and Crime Panel.

**ABOUT SOUTH WALES POLICE**

On his appointment as Chief Constable in January 2010, Peter Vaughan outlined his long-term vision for South Wales Police to become **‘the best at understanding and responding to our communities’ needs’**, and to ensure the Force continues its mission of ‘**Keeping South Wales Safe’**. This approach is incorporated into the Police and Crime Plan which sets out the joint ambitions and intentions of both the Chief Constable and the Commissioner.

**Values**

Our values are about the way we work together to achieve our vision and underpin everything we do. We see the involvement of our staff in shaping our organisation as being essential to our success, which is why our staff have created our three organisational values:

* We want to be a **professional** organisation with staff who are honest, take ownership, and show respect.
* We want our staff to be **proud** of our organisation, of the communities they serve and of themselves.
* We want our organisation to be **positive**, to respond to people and their concerns, to be reliable and to be caring.

Policing is complex and demanding by nature; its requirements are influenced by a vast number of factors from the state of the economy through to the latest technological trends, yet forces are expected to adapt and respond effectively to these challenges.

Her Majesty’s Inspectorate of Constabulary (HMIC) regularly undertakes inspections to ensure the police deliver the service expected of them. This process has highlighted the following areas for improvement:

Greater effectiveness as regards Domestic Abuse, Cyber incidents and Organisational Learning;

Better efficiency in further Collaborative opportunities with partners;

Greater legitimacy in the Code of Ethics, and in the Vetting of staff.

South Wales has never been a safer place to live, work or visit with the service provided to victims amongst the best in England and Wales.

The Chief Constable is responsible for putting the operational delivery of the Police and Crime Plan into action. The policing priorities are delivered under the following operational headings:

Our public – Our communities will be confident that South Wales Police is listening and responding to their needs;

Our Policing – we will continue to develop our operational approaches to keeping communities safe from current and emerging threats;

Our Resources – we will focus on how we can deliver our services at lower cost and meet the evolving needs of communities, making the best use of all our non-staff resources, including technology.

Our People - we will focus on ensuring that we have the right people, with the right skills and capabilities to meet the needs of our communities;

Our Partners – we will work with partners in line with our vision, particularly where we have a clear common purpose.

**POLICE AND CRIME COMMISSIONER FOR SOUTH WALES SUPPORT TEAM**

The Police and Crime Commissioner is supported by a small team of officers, who provide him with expert assistance in fulfilling his duties.

**Team Details**

Deputy Police and Crime Commissioner – Vacant\*

Assistant Police and Crime Commissioner – Vacant\*

Chief of Staff – Cerith Thomas

Chief Finance Officer – Geoff Petty

Equality and Social Justice Manager – Hannah Jenkins

Public Response Manager – Jacqueline Trow

Partnership Analyst – Christina Strode

Staff Officer - Helen Adams

A/Staff Officer – Cerys Parker

Police Secondee – Sgt Rob Blunt

Partnerships and Volunteer Manager – Sue Poole

Policy Officer – Holly Taylor

PA to the Commissioner and Office Manager - Leah Lewis

PAs and Admin Support – Susan Crutcher and Wallace Hacuma

\*Temporary arrangements were put in place after Sophie Howe left to become Wales’ Future Generations Commissioner. Those arrangements run to June 2016 when the appointments being made to the roles of Deputy Commissioner and Assistant Commissioner will take effect.

**BIOGRAPHY OF ALUN MICHAEL**

In the election on 15th November 2012, Alun Michael was elected as the first Police and Crime Commissioner for South Wales. He had been the Labour & Co-operative Member of Parliament for Cardiff South and Penarth for 25 years from 1987 and stepped down to stand in the Police and Crime Commissioner election in South Wales.

His stated aim is “to serve the people of South Wales by holding the police accountable and setting our priorities for preventing and reducing crime”.

On 5 May 2016 he was re-elected as Police and Crime Commissioner with 204,874 votes giving him a majority of 108,804 over the nearest candidate.

Here is a summary of his background and engagement with policing and criminal justice:

**Alun Michael has spent all his working life in South Wales:** On leaving University he worked as a reporter on the South Wales Echo for six years, and during that period he was branch secretary of the National Union of Journalists,

From 1972 he was a youth and community worker in Cardiff for 15 years. He developed innovative projects with a focus on young offenders and unemployed young people. Having become a Justice of the Peace in 1972, he chaired the Cardiff Juvenile Bench until being elected to Parliament in 1987. He also served as a City Councillor from 1973 to 1989, playing a leading role in planning, redevelopment and economic development. After a time as a Shadow Minister for Welsh Affairs, he served as deputy to Tony Blair and then Jack Straw at Home Affairs. Following the 1997 general election he became Deputy Home Secretary with responsibility for police, criminal justice, youth justice and the voluntary sector. In 1998 he joined the Cabinet as Secretary of State for Wales, then being elected to the new National Assembly for Wales and becoming the first First Secretary (First Minister) of Wales. After standing down from the Assembly, he became the first Minister of State for Rural Affairs and subsequently became Minister of State for Industry and the Regions.

After leaving Government in 2006, he came a leading member of the Justice Select Committee, playing a leading role in the Committee’s seminal report on “Justice Reinvestment”, and was also a leading member of the Welsh Affairs Select Committee, taking part in major inquiries into the changing landscape of policing, the city riots of 2011 and drugs policy nationally and internationally. He also chaired the UK Internet Governance Forum, recently moderated an international forum on the “rule of law online”, and chaired a number of major all-Party Groups such as PICTFOR (the Parliamentary Internet and Information Technology Forum), the All-Party Group for Corporate Governance, the All-Party Group for Somaliland and Somalia and the All-Party Group for Civil Society and Volunteering as well as being Deputy Chair of the All-Party Group on Policing.

He was a member of the expert delegation to examining gang-related crime, radicalisation and elected police chiefs in Los Angeles in 2011. He was a member of the joint committee of both Houses on detention of terrorist suspects.

**His political roots are in strengthening local communities.** It was his experience of working with young offenders and unemployed young people in, Llanrumney, Llanedeyrn, Ely, Butetown and Grangetown that brought him into national politics. As an MP he supported local communities – for example playing a leading role in the successful four-year campaign to stop Cardiff County Council building on the precious “village green” known as Rumney Recreation Ground.

**He has a proven track record on policing issues**: As Deputy to the Shadow Home Secretary – first Tony Blair and then Jack Straw – he developed Labour’s detailed policies on Youth Justice, Policing, Crime Reduction Partnerships and the Voluntary Sector. In 1997, as Deputy Home Secretary, he steered the Crime and Disorder Act onto the Statute Book, leading to the establishment of local crime reduction partnerships, youth offending teams, the Youth Justice Board and Anti-Social Behaviour Orders. It has been widely praised by the police as the best piece of criminal justice legislation in a generation.

The Police and Crime Plan published in December 2015 represents the culmination of three year’s work by the Commissioner and his team in conjunction with the Chief Constable and the operational policing team. The [Police and Crime Plan 2016- 21](http://pcclivewww.blob.core.windows.net/wordpress-uploads/Police-and-Crime-Reduction-Plan-2016-21-English.pdf) and the Annual Report [Annual report 2014 - 15](http://pcclivewww.blob.core.windows.net/wordpress-uploads/Annual-Report-2014-2015.pdf) are available via these links. Detailed consideration has been given to a variety areas of development including [Tackling Violence Against Women and Girls](http://pcclivewww.blob.core.windows.net/wordpress-uploads/26211-14-VAWG-2014-2017English.pdf), child sexual exploitation, violence reduction and the night time economy.

**PLEDGES OF THE COMMISSIONER**

On taking the oath of office, Alun Michael made three initial pledges to the people of South Wales: “My first pledge is to serve, and represent the interests of, the whole population of South Wales without fear or favour and without bias.

“My second pledge is to place the strongest possible emphasis on the importance of values in the governance of the police. These are the principles of honesty and integrity and transparency, but I also believe in some principles for action:

* to be tough on crime and tough on the causes of crime
* to put co-operative values into practice, not least in encouraging a partnership approach to crime reduction - engaging with local authorities and other agencies as well as voluntary and community organisations and the public
* to pursue social justice as well as justice and
* to both hold the police to account and protect the police from political interference from whatever quarter.

“My third pledge is to eradicate the use of the initials PCC when referring to the Police and Crime Commissioner in communications with the public and internally. The Commissioner should not be confused with the Parochial Church Council, or that toothless body the Press Complaints Commission, never mind the Peebles Cycling Club or the Polynesian Culture Centre.

“Eradicating these meaningless initials will be symbolic of making all communications clear and simple, using words that are understood by the public, in place of initials which act as a barrier for anyone within a magic circle of communication.”

In January 2014 Alun Michael presented his second Budget and revisions to the Police and Crime Plan to the Police and Crime Panel who, following debate, gave unanimous endorsement to both. The revised Plan builds on the document that had been agreed a year earlier, being more ambitious and more specific in terms of policy and delivery, with a firm basis in clear evidence.

The report segments the Commissioner’s priorities in four “quartiles” – (1) Policing and Police-led action (2) Partnership Action to Cut Crime (3) Joint work within the Criminal Justice System and (4) Development Priorities where work is under way to build the evidence base and identify action to meet clear needs, for example in protecting the elderly and dealing with “online street crime”.

Success in bids to the Police Improvement Fund – a fund created by top-slicing the Police Grant to Police Forces across England and Wales – has provided even greater impetus for work on specific priorities such as cutting crime in the 18-25 age group, reducing violence and tackling domestic abuse and violence against women and girls and harnessing the potential of mobile IT to improve police efficiency. Further work delegated to Commissioners - on supporting victims and on Restorative Justice - are current and immediate challenges as is promoting equality and diversity within the Police and.in society more generally.

**OATH OF OFFICE**

Below is the Oath of Office made by Alun Michael prior to starting as Police and Crime Commissioner.

“I, Alun Edward Michael do hereby declare that I accept the office of Police and Crime Commissioner for South Wales.

“In making this declaration, I solemnly and sincerely promise that during my term of office:

“I will serve all the people of South Wales in the office of Police and Crime Commissioner.

“I will act with integrity and diligence in my role and, to the best of my ability, will execute the duties of my office to ensure that the police are able to cut crime and protect the public.

“I will give a voice to the public, especially victims of crime, and work with other services to ensure the safety of the community and effective criminal justice.

“I will take all steps within my power to ensure transparency of my decisions, so that I may be properly held to account by the public.

“I will not interfere with the operational independence of police officers. “