5 July 2021

Dear Applicant

**Appointment of Deputy Police & Crime Commissioner**

Thank you for your interest in becoming my Deputy Police & Crime Commissioner (DPCC).

This is a time of change in Avon and Somerset – a new PCC and a new Chief Constable and Chief of Staff to be appointed. A new Deputy PCC completes this opportunity to make a real difference for the diverse communities we serve. I am looking for someone with leadership and with a strong sense of civic duty.

My priorities are to

* Reassure the Public that the Police are there for them;
* Refocus the Police on Fighting Crime;
* Rebuild and reinvigorate the morale and effectiveness of the Police.

The role will involve:

* To work with the PCC to support delivery of the Police and Crime Plan
* To support community engagement on behalf of the PCC and adopt a strategic approach to mapping and understanding the concerns of the diverse communities in the PCC area
* To support partner working on behalf of the PCC and support the OPCC team develop the PCC’s partner plan with clarity on how and why the PCC engages with partners and how outcomes are tracked
* To support the PCC engage and seek the views and concerns of the people in the PCC area
* To communicate these views to the PCC and their staff to ensure they are reflected in the work of the PCC
* Support PCC with Criminal Justice Boards
* Support PCC with frequent communication with Local Authority leaders
* Support PCC and CEO to attend Local Resilience Forums

You will be adept at managing and maintaining essential relationships with key stakeholders at high levels across all public sector agencies and local, as well as central government. You will have a good understanding of politics and experience of how to navigate the executive and political arena’s at both local and national levels.

Finally, Avon and Somerset is a very diverse area. I am setting the Police the challenge of being more representative of the community that they serve, and I intend to set myself that challenge. I therefore encourage all applications from as wide a range and background as possible.

Under Phase 1 of the PCC Review led by the Home Office, candidates may wish to note that from 2024 legislation will stipulate that DPCCs will be political roles aligned to the party of their elected PCC. I am a member of the Conservative party and whilst Conservative affiliation it is not a necessity, the candidate must be able to demonstrate political agility and understanding.

There is a lot to be done so I look forward to receiving your application outlining the part you want to play in making Avon and Somerset a safer place to live, work and visit.

Fare Thee Well



**Mark Shelford**

Police and Crime Commissioner for Avon and Somerset