

SETTING STRATEGIC DIRECTION

APPOINTING CHIEF OFFICERS

Background

The departure of a previous Chief Constable under challenging circumstances, prompted the Authority to take an active lead in establishing a new strategic direction for Sussex Police.

The Authority adding value

The Authority appoints chief officers to Sussex Police. Through that appointment process, the Authority have repeatedly defined their ambitions for policing within the county.

The Authority set a clear strategic direction for Sussex Police in the appointment of Ken Jones in 2002. Subsequent chief officer appointments, including the appointment of the current Chief Constable, Mr Martin Richards, have further defined that ambition.

The Authority have fully supported the drive towards enhanced service delivery rather than a focus on targets where the impact on service to victims and witnesses was often lost in the desire to meet detection or other number targets.

As the Authority defined in the recruitment literature for the role, the Chief Constable was expected to articulate and shape the vision for the future of policing in Sussex, with particular focus to create confidence and trust in staff, partners, and, most importantly, the public.

The appointment of Martin Richards reflected this ambition where the Authority appointed a Chief Constable who would deliver a style of policing that reflected humility, honesty, and a real true sense of pride in the service provided to the people of Sussex.

As required in the Personal Specification, the Chief Constable, since his appointment, has articulated that vision into what has now become known as Serving Sussex. The Chief Constable has defined the delivery of policing across three strategic pillars. These pillars, as defined within the Local Policing Plan, are:

- Best Use of Resources
- Neighbourhood Policing
- Keeping People Safe

Outcome

The recently published "Working for the Public Productivity Framework" suggests that leaders should "promote and advocate a compelling vision, embedding customer service, equality and diversity, creating an organisation that empowers all staff to feel able to play their part". The Authority have appointed successive chief officers that have made this a reality in Sussex. The Authority and the Force are now in a position to further develop our work with partners to ensure that the vision of Serving Sussex is recognised by all the public that we serve.

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