

CHIEF CONSTABLE RECRUITMENT BROCHURE





**LOOKING FOR A LEADER WITH AN
OPEN, AUTHENTIC AND ENGAGING
APPROACH.**

Contents



Welcome from the Police and Crime Commissioner	4
Welcome to Norfolk	6 - 7
All about Norfolk	8
Policing in Norfolk	9
Performance in Norfolk	10 - 13
Collaboration	14 - 15
Police and Crime Plan	16 - 17
Advertisement	18 - 19
Terms & conditions	20 - 21
Comprehensive role profile	22 - 25
Person specification	26 - 27
Selection process	29
Privacy notice	30

**Thank you for your interest in
the role of Chief Constable with
Norfolk Constabulary.**

I hope that you find the information in the application pack useful and I look forward to receiving your completed application if you feel that you have the skills to take up this exciting opportunity.

The position of Chief Constable is, without question, pivotal to the future success of Norfolk Constabulary. The creation of an open and honest culture, built on an effective working relationship with the Chief Constable is key to achieving my priorities and my commitment to public accountability.

Norfolk has a strong and established record of multi-agency and partnership working. As the new Chief Constable, I will expect you to bring a strong partnership approach and be able to develop and maintain effective partnerships to support the work of the Force as well as contributing to wider community safety, criminal justice and other relevant agendas.

In terms of personal qualities, I am looking for a leader with an open, authentic and engaging approach, whose professional credibility and passion will inspire support from both the workforce and the public, as we meet the challenges of the future.

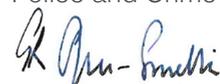
Neighbourhood policing is at the heart of the service at Norfolk, so the successful candidate will possess a strong public service ethic, firmly rooted in the expectations and needs of local communities, and a commitment to continue to foster and develop strategic partnerships.

I will, of course be looking to the new Chief Constable to deliver the Police and Crime Plan, but also to develop a longer term 2030 vision, creating a new, sustainable operating model for Norfolk Police. The successful candidate will need drive, ambition and a deep understanding of the area and its communities to deliver this ambition.

If you have any further questions relating to the process, please do not hesitate to get in touch with my Chief Executive, Mark Stokes who will be happy to assist and can be contacted by email mark.stokes@norfolk.police.uk or by calling 07824080262

I look forward to receiving your completed application.

Giles Orpen-Smellie
Police and Crime Commissioner



WELCOME TO NORFOLK

In Norfolk we can offer you job satisfaction combined with a great quality of life and short commutes. We also have a vibrant city, vast countryside and award-winning beaches on your doorstep.

Norfolk is one of the safest counties in the country with Norwich being one of the safest cities in the UK. Nevertheless, policing such a large county presents officers with unique challenges creating a broad range of roles.



ABOUT NORFOLK

Sandy beaches, windswept marshes, vibrant city life, picturesque villages, royal residences – Norfolk is home to them all.

The county is known for its coastal villages, busy market towns, rural farming communities, and the historic bustling city of Norwich at its heart.

Together, these features combine to make Norfolk the fifth largest shire county in England, with a population of nearly 900,000 – forecast to grow to more than a million by 2036.

That population is supported by a strong jobs market, a busy tourism economy and growth in sectors. Including biotechnology, clean energy and creative digital.

Significant development of new homes is expected over the next 20 years, together with the roads and infrastructure to support that growth.

The diversity of Norfolk's geography is reflected in its citizens too, with the Constabulary serving rural and urban communities and a multi-ethnic population of young families, those who are new to Norfolk life and those who have spent long and happy lives here.



photo credit - Craig Weir

POLICING IN NORFOLK

Norfolk is one of the safest counties in the country, but is still faced with significant and diverse community safety challenges, ranging from combating the supply of drugs through county lines and growing levels of domestic violence, to modern slavery and environmental crime.

About half of Norfolk's residents live in urban towns and cities, and the other half in rural settings and there is a greater concentration of younger people and diversity in Norwich and larger towns.

DOMESTIC ABUSE: Approximately 22% of all crime reported to Norfolk Constabulary is domestic abuse related.

SEXUAL OFFENCES: In 2019, recorded sexual offences in Norfolk were 23% higher than the three-year average. Restrictions imposed as a response to the Covid-19 pandemic have led to minor decreases in some sexual offences, however long-term trends show significant increases.

SERIOUS VIOLENCE: Knife crime has increased by 11% in Norfolk for the 12 months ending December 2020 compared to the previous 12 months. The increase has been associated with drug supply, in particular the County Lines drug delivery model.

PREVENT: The UK faces a continuing threat from terrorism, and whilst Norfolk is a low risk area, threats exist from both Islamic extremists and extreme right-wing group ideologies.

CRIMINAL EXPLOITATION: These crime types are hidden by their nature, although the number of cases locally have risen over recent years.

NEIGHBOURHOOD CRIMES: Neighbourhood crimes (burglary, vehicle crime, robbery, and theft from the person) are considerably lower in number than their peak in the mid-1990s, though before the outbreak of the pandemic, this trend had plateaued. Anti-social behaviour has a big impact on feelings of safety within communities.

FRAUD: More than 5,000 reports of fraud were made in a year in Norfolk to Action Fraud, with a total reported loss of £16.1m.

PROJECT ADDER: Norwich has one of the highest drug related death counts nationwide, leading to funding for Project ADDER from the Home Office and Public Health England to tackle drug related crime and improve health outcomes.

PERFORMANCE IN NORFOLK

Policing Norfolk in context:



A TYPICAL DAY FOR US:

On an average day Norfolk Constabulary are likely to deal with:



HIGH PERFORMANCE IN NORFOLK

Norfolk is a higher performing force, during its last PEEL inspection conducted by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) it assessed the force on the three strands below:



Candidates can obtain more information on Norfolk's performance [here](#).

*(violence with injury and violence without)

A photograph of a wooden walkway leading towards a sunset over a field. The walkway is made of wooden planks and is flanked by wooden posts and rails. The sun is low on the horizon, creating a warm, golden glow. The sky is filled with soft, wispy clouds. In the background, there are several tall, thin trees and a line of trees. The foreground is filled with tall grasses and weeds.

The role of the Police and Crime Commissioner (PCC) extends beyond just policing and includes working with community safety and criminal justice partners.

No single organisation can tackle the all too often complex problems in our society or meet the significant community safety challenges we all face.

The Chief Constable's ability to work in a partnership is fundamental, requiring the experience and skills to bring partners together to tackle crime, the causes of crime, and support victims and offenders. It is only by working together in partnership that we will be able to achieve a shared vision, deliver on the outcomes and tackle the priorities in the Police and Crime Plan.

COLLABORATION



NORFOLK & SUFFOLK

Norfolk and Suffolk Constabularies have been collaborating since 2010, and that partnership has produced significant savings for both constabularies. Extensive collaboration with Suffolk Constabulary achieved savings of £17.9m of the £34m saved since 2010 whilst minimising reductions on frontline local services. This programme of collaborative work has already delivered a number of joint units and departments in areas such as Major Investigations, Protective Services, Custody, Transport, HR, Finance and ICT.

Collaboration between Norfolk and Suffolk Constabularies is one of the most successful in the country. The PCC meets with Suffolk's Police and Crime Commissioner and the Chief Constables of both counties to monitor collaborative work between the two forces and keeps existing collaboration arrangements under review.



7 FORCE / EASTERN REGION COLLABORATION

The 7 Force Collaboration Programme includes Bedfordshire, Cambridgeshire, Hertfordshire, Norfolk, Suffolk, Essex and Kent police forces. This strategic collaboration programme was established in 2015 to develop and implement successful collaborative solutions to protect the frontline local delivery of policing.



7 FORCE / PROCUREMENT SUPPLIER CHARTER

The public sector has a vital role in furthering sustainable development through its procurement of goods, works and services. Our Supplier Charter sets out some basic principles of how we will conduct business in an open, honest and transparent manner and the behaviours and practices we expect of our suppliers and partners from whom we expect the highest standards of business ethics.

We expect suppliers to comply fully with all laws, regulations and standards that are applicable to their business and operations and that they will also ensure their suppliers and supply chains comply with this charter.



EMERGENCY SERVICES COLLABORATION POLICE AND FIRE

During the 2016-2021 PCC term, a legislative change under the Policing and Crime Act 2017 permitted PCCs to consider whether governance of fire and rescue services in their police force area should fall under their remit.

You can view the annual reports of the enhanced collaboration work programme via our website.

POLICE & CRIME PLAN FOR NORFOLK

The Police and Crime Plan is the foundation upon which police, partners and communities join forces to achieve shared goals, working to make Norfolk a safer place for everyone.

A public consultation is currently underway to inform the development of a new Police and Crime Plan to come into effect in April 2022. Until that time, the priorities of the existing plan remain in place.

INCREASE VISIBLE POLICING

We will:

- Increase the number of volunteers in policing
- Increase opportunities for the public to engage with the police and me
- Bring communities, and the police together to develop positive relationships
- Give people an opportunity to influence policing priorities where they live
- Increase public confidence and reduce fear of being a victim of crime.

SUPPORT RURAL COMMUNITIES

We will:

- Prioritise rural crime with commitment to new ideas & joined-up approaches
- Increase confidence of rural communities
- Increase levels of crime reporting in rural communities.

IMPROVE ROAD SAFETY

We and the Norfolk Road Casualty Reduction Partnership will:

- Tackle dangerous driving through education and enforcement
- Reduce speeding in rural villages and communities
- Reduce killed and serious injury collisions caused by the Fatal (speeding, using a mobile phone while driving, not wearing a seatbelt, driving while under the influence of drink or drugs).

DELIVER A MODERN & INNOVATIVE SERVICE

We will:

- Support the police by giving them the tools to fight and reduce crime
- Improve information technology and invest in new technologies
- Improve information-sharing across partner agencies.



PREVENT OFFENDING

We will:

- Tackle all forms of violence and abuse
- Reduce the number of domestic abuse incidents
- Continue to work in partnership to tackle anti-social behaviour
- Reduce overall levels of re-offending by addressing the underlying causes through continued collaboration and innovative responses
- Reduce the number of first-time entrants into the criminal justice system, the number of young adults entering custody and re-offending rates of young people by prioritising support for vulnerable young people.

SUPPORT VICTIMS & REDUCE VULNERABILITY

We will:

- Work to improve the overall experiences and outcomes for victims and witnesses
- Work in partnership to make those at risk less vulnerable to victimisation
- Work in partnership to deliver the most appropriate response to those in mental health crisis
- Work in partnership to reduce the impact of drugs and alcohol on communities, families and people at risk
- Support and encourage victims and witnesses to come forward to disclose traditionally under-reported crimes including modern slavery, human trafficking, stalking and hate crime.

GOOD STEWARDSHIP OF TAXPAYERS' MONEY

We will:

- Deliver an efficient policing service, achieving value for money for all Norfolk residents
- Join up emergency services and identify opportunities for further collaboration
- Develop robust accountability frameworks and governance arrangements.

Full details of the Police and Crime Plan is available on the website

ADVERTISEMENT

CHIEF CONSTABLE NORFOLK CONSTABULARY

£153,282 plus allowances (as at September 2020) | Fixed 5 year contract

The Police and Crime Commissioner for Norfolk is seeking to appoint a new Chief Constable and applications are invited from suitably qualified and experienced senior police officers for this demanding position.

Norfolk continues to be one of the safest places in which to live, work, travel and invest – and is served by a Constabulary dedicated to doing the best for the public. The person sought by the Police and Crime Commissioner will need to embrace his vision to build on this strong base and further improve the efficiency and effectiveness of Norfolk Constabulary.

The successful candidate will need to:

- Deliver outcomes in line with the PCC's Police & Crime Plan;
- Create a safer Norfolk by protecting people from crime and harm;
- Lead the Constabulary in its strategic management and development to ensure enhanced productivity, value for money and continuous improvement against a background of reducing resources;
- Be a strong effective leader of the Constabulary, communicating a consistent, forward-looking and inspiring vision to all;
- Undertake a leading role in promoting strategies that ensure a customer-focussed service and high levels of public confidence;
- Consolidate and further progress the extensive collaboration undertaken by the Constabulary;
- Work with partners to progress the delivery of the police and crime objectives and enhance the delivery of community safety outcomes.



The appointment will be offered for a fixed term of five years. The salary is £153,282 plus the allowances applicable to this level of seniority, including removal/relocation expenses. The appointment will be subject to vetting and medical clearances and to the provisions of the relevant Police Acts, Regulations and Determinations.

The Office of the PCC is proud to be committed to equal opportunities and welcomes applications for this post from all sections of the community.

Closing date for applications: 8 November 2021

Briefing & Familiarisation session: 10 November 2021 (virtual format)

Date for shortlisting: completed by 11 November 2021

Dates for interviews: 15 and 16 November 2021

Interviews will include a full panel, stakeholder panels and a media exercise. Candidates must be available to attend both days.

The appointment is also subject to a Confirmation Hearing by the Police & Crime Panel.

Further information and application packs can be downloaded from the Norfolk PCC's website.

To arrange a confidential conversation ahead of application, please contact Mark Stokes, Chief Executive, Office of the Police and Crime Commissioner for Norfolk at Mark.Stokes@norfolk.police.uk or call 07824 080262



TERMS & CONDITIONS



ELIGIBILITY

The appointment of Chief Constable will be made in accordance with the provisions of the Police Acts, Regulations and Determinations and any other relevant legislation and will be subject to the outcome of the Confirmation Hearing by the Police and Crime Panel.

TERM OF APPOINTMENT

The term of appointment will be for a maximum five year period with any extension(s) to that term requiring the approval of the PCC

PERIOD OF NOTICE

The appointment will be subject to three months' written notice or such shorter notice as may be accepted by the PCC.

SALARY

The salary for the position is £153,282 (as at September 2020). The Police and Crime Commissioner may, on appointing the Chief Constable, set the salary at 10% above this salary rate.

PLACE OF WORK AND HOURS

The majority of work will be carried out from Police Headquarters, Wymondham. However the nature of the work

will require travel throughout Norfolk, the Eastern Region and nationally. The successful applicant will be required to reside within a reasonable travelling distance of Police HQ for operational purposes and which is subject to the agreement of the Police and Crime Commissioner.

REPLACEMENT ALLOWANCE

The successful applicant will receive a replacement allowance: £4073.00 housing allowance or £5074.00 transitional rent allowance if applicable in accordance with Police Regulations.

The replacement allowance will be payable if the successful applicant was receiving such an allowance immediately prior to transfer to Norfolk.

BENEFITS

The successful applicant will be provided with a "company car" up to the value of £41,500 or an equivalent allowance.

RELOCATION EXPENSES

Where relocation of the successful applicant's home is required to take up post, reasonable removal and relocation expenses and any tax

liability arising thereon will be paid in accordance with Police Regulations on the production of receipts.

In the event that the successful applicant's appointment ceases then the amount of the removal and relocation expenses paid will be repaid to the Commissioner by reference to the following time periods and percentages:

- appointment ceasing within 1 year: 75% repayable;
- appointment ceasing within 2 years: 50% repayable;
- appointment ceasing within 3 years: 25% repayable.

Reimbursement will be paid for reasonably incurred incidental expenditure.

LEAVE

The successful applicant will be entitled to leave in accordance with Police Regulations.

WHOLE-TIME SERVICE

The successful applicant will be required to devote his/her whole-time service to fulfilling the duties of the Chief Constable and shall not take up any other additional appointment or role, or undertake a business interest without the prior written consent of the Police and Crime Commissioner.

PRE-EMPLOYMENT CHECKS

Any conditional offer of employment will be subject to successful completion of various pre-employment checks including a medical assessment and reference checks. The appointment will also be subject to security clearance at Management Level (MV) and Development (DV) vetting level if not in place on appointment and this will remain a requirement of the post. A formal offer of appointment will not be made until all of the pre-employment checks have been completed to the satisfaction of the Police and Crime Commissioner.

CPOSA INSURANCE

The CPOSA insurance (non-personal) element will be paid for from police funds to be reviewed by the Police and Crime Commissioner from time to time in accordance with national policy developments. The successful applicant will be required to pay the CPOSA insurance protective element and their membership subscription themselves.

POST-SERVICE EMPLOYMENT

It is a condition of appointment that the successful applicant will comply with the system for approving post-service employment introduced by the Home Office in November 2017.





COMPREHENSIVE ROLE PROFILE



POST:

Chief Constable

ACCOUNTABLE TO:

The PCC for Norfolk

LOCATION:

OCC Wymondham

RESPONSIBLE FOR:

The direction and control of the Norfolk Constabulary in order to provide Norfolk with an effective and efficient police service and the fulfilment of all the statutory and legal obligations of the office of Chief Constable.

ROLE PURPOSE

- The Chief Constable has overall responsibility for leading the Force, creating a vision and setting direction and culture that builds public and organisational confidence and trust, and enables the delivery of a professional, effective and efficient policing service.
- The Chief Constable holds direct accountability for the operational delivery of policing services and the effective command and leadership of the policing response to crime, and major and critical incidents
- The Chief Constable is responsible for influencing the development of regional and national policing and may be accountable for national operations or standard setting.
- As a Corporation Sole, the Chief Constable is responsible for fulfilling all statutory and legal obligations of the office of Chief Constable and complying with any the Schemes of Governance or Consent that exist, which determine force governance arrangements.

KEY RESPONSIBILITIES

- To set and ensure the implementation of organisational and operational strategy for the Force, having due regard to the Police and Crime Plan and strategic Policing Requirement and any wider plans and objectives, in order to provide an effective and efficient policing service that meets current and future policing demands
- To develop a mutually productive strategic relationship with the Police and Crime Commissioner in line with the requirements of the Policing protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole.
- To develop and maintain governance arrangements and processes within the force, to ensure effective decision making and appropriate action at all levels/tiers of the organisation.
- To lead the Force. Communicating a clear direction, setting organisational culture and promoting values, ethics and high standards of professional conduct to enable an effective and professional service
- To lead, inspire and engage the Chief Officer Team; setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of the force visions and goals.
- Hold accountability for force financial management and determine functional budgets within the agreed framework as issued by the Police and Crime Commissioner, to ensure the effective use of public spending and maximise value for money.
- Fulfil the authorising responsibilities of a Chief Constable e.g. authorisation of intrusive surveillance and maintain operational oversight, holding accountability for effective, compliant policing responses, in order to protect the public and further develop the Force's operational strategies.
- Lead and command the operational policing responses on occasion, in the most high risk and high profile instances, in order to protect the public and ensure an appropriate and effective response.



KEY RESPONSIBILITIES

- Advise national bodies such as COBR on matters of public safety and national security to contribute to effective decision making that protects the public from serious threat and upholds the law.
- Develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context and enable the achievement of the Force objectives.
- Represent the Force at local, regional and national level to the public, media and other external stakeholders to promote visibility, connect with the public and build confidence in policing.
- Lead national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.
- Create and drive a culture of development, change and innovation and problem solving to ensure enhanced productivity, value for money and continuous improvement in evidence based policing.
- Play and active role in national decision making on the development of the Police

Service to enable the effective co-ordination of operations, reform and improvements in policing and the provision of value for money.

ELIGIBILITY

The following eligibility criteria must be satisfied to perform the role of Chief Constable of Norfolk Constabulary. The eligibility criteria must be addressed in the completion of the Application Form:

- All applicants must have successfully completed the Senior PNAC and the Strategic Command Course.
- UK applicants must have served at the rank of constable in a UK police force.
- UK applicants must have held the rank of ACC, commander, or a more senior rank in a UK police force.
- Overseas applicants must meet the immigration requirements to live and work in the UK.
- Overseas applicants must have served in an approved overseas police force at an approved rank – a list of the approved forces and ranks are listed in the College of Policing Guide for Appointing Chief Officers.

BEHAVIOUR

- The role is expected to understand and act within the ethics and values of the police service.
- The Competency and Values Framework (CVF) for policing published by the College of Policing has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

COMPETENCY & VALUES FRAMEWORK

The role should operate at the following levels of the CVF:

- Resolute, compassionate and committed
- Inclusive, enabling and visionary leadership
- Intelligent, creative & informed policing

Level 3

- We are emotionally aware
- We take ownership
- We deliver, support & inspire
- We are collaborative
- We analyse critically
- We are innovative & open-minded



PERSON SPECIFICATION



PRIOR EDUCATION AND EXPERIENCE

Held the rank of Assistant Chief Constable/ Commander or a more senior rank in a UK Police Force (or have held one of the designated roles if appointed from overseas) or have held a senior position in the Fire and Rescue Service in cases where a single employer model has been adopted.

- Authorising officer training;
- Wide-ranging operational law enforcement experience;
- A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff at senior leadership level;
- Experience of successfully engaging with and influencing multi-agency partnerships;
- Experience of implementing an effective performance management framework;
- Experience of implementing successful organisational development, change and innovation;
- Experience of accountability for management of significant budgets;

- Up to date operational/technical policing knowledge;
- Knowledge of developing legal, political, economic, social, technological, and environmental factors and an understanding of the implications for strategic planning;
- Knowledge of relevant local, regional and national policies, strategies and initiatives and an understanding of the implications within the policing context.

SKILLS

- Highly skilled in the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals;
- Able to operate with high levels of commercial acumen, skilled in effective organisational financial management which balances conflicting resource demands and drives value for money;
- Able to create strategic organisational change, to deliver appropriate responses to emerging trends and issues;

- Able to scan the internal and external horizon, identifying emerging trends and issues and use these to inform strategic planning;
- Able to operate with high levels of political astuteness, skilled in impacting the internal and external political landscape effectively;
- Able to use a wide range of highly effective communication and influencing techniques and methods to successfully negotiate, collaborate and influence change at the most senior levels and across a diverse range of stakeholders;
- Skilled in building and maintaining strategic stakeholder relationships at the most senior levels, being able to resolve issues and to reconcile conflicts of interest;
- Skilled in leading, developing and inspiring people, engaging the organisation with strategic priorities, values and behaviours;
- Able to reflect on and hold themselves, individuals and the organisation to account for performance and behaviours;
- Able to identify, commission and implement new or improved technologies/services that have a transformational impact on Force service.





SELECTION PROCESS



The appointment will be handled by a panel convened by the Police and Crime Commissioner. The panel will include the Commissioner, an appointed independent member and other members.

Applications will be shortlisted against the eligibility requirements and the person specification set out in the Comprehensive Role Profile.

The Assessment and Selection process will be open, transparent and merit based and designed to measure the extent to which each applicant meets the requirements of the values and competencies within the Competency and Values Framework and as applicable to the post.

The key dates for the process are:

Closing date for applications on the application forms supplied:
8 November 2021

Briefing and Familiarisation session:
10 November 2021 (virtual format)

Shortlisting: 11 November 2021

Date for final interviews:
15 and 16 November 2021

Interviews will include a full panel, stakeholder panels and a media exercise. Candidates must be available to attend both days.

The appointment is also subject to a Confirmation Hearing by the Police & Crime Panel, which the successful candidate must attend.

Applicants will be reimbursed by the PCC in respect of their reasonable and necessary travel expenses incurred in attending for the Assessment and Selection process and the Confirmation Hearing only. The Office of the PCC will arrange any overnight accommodation that is required in respect of the Assessment and Selection process and Confirmation Hearing.

Feedback on the outcome of the Assessment and Selection process will be provided to short-listed candidates on request.

Applicants who wish to confidentially find out more about the role should in the first instance contact Mark Stokes, Chief Executive, Office of the Police and Crime Commissioner for Norfolk on Mark.Stokes@norfolk.police.uk or call 07824 080262.

PRIVACY NOTICE

■ ■ ■

The PCC in pursuance of his statutory functions appoints the Chief Constable.

In order to make this appointment he requires access to the personal data of applicants. The data collected in the application process will be used to make an appointment decision. In the case of unsuccessful applicants the data will be retained and disposed of in accordance with the time period specified in the PCC's GDPR Policy (available on the PCC website).

Where an applicant is successful the applicant's data will be retained and disposed of, again in accordance with the time period in the GDPR policy. Personal data obtained from the successful applicant will be used to facilitate the successful delivery of the appointment. It will be shared with Norfolk Constabulary in order to deliver where appropriate the functions relating to service delivery, HR, pension, payroll, ICT and vetting and such other necessary functions.

Your personal data will only be reasonably used to enable the discharge of statutory functions. The PCC has adopted a GDPR Policy which sets out his approach to handling personal data.

A data subject has the following rights under the GDPR:

- The right of access to their personal data;
- The right to require a controller to rectify errors in their personal data;
- The right to require a controller to delete their personal data if the continued processing of those data is not justified;
- The right to restrict the controller in the processing of their personal data;
- The right to transfer their personal data between controllers where appropriate;
- The right to object to the processing of their data in certain circumstances;
- The right not to be evaluated on the basis of automated processing.

These rights are explored in more detail in the PCC's GDPR Policy on our [website](#).



