

# Guide to becoming a Conservative Party Police and Crime Commissioner Candidate (in England and Wales)

## Introduction

We want our Party to represent and reflect modern Britain and we are searching for our next cohort of candidates.

We are searching for people from across the community, with a wide variety of transferable skills and experiences. One of the qualities we value is authenticity, so don't pre-judge what you may think we want to see, just be yourself.

Becoming a Conservative Police and Crime Commissioner is a journey like no other where you'll have the opportunity to make a real and lasting difference to the authority that you are elected to. A Police and Crime Commissioner is responsible for the direction on policing, community safety and criminal justice.

The process to becoming a Conservative Police and Crime Commissioner Candidate contains a number of stages. This guide will answer a number of FAQs about becoming a Police and Crime Commissioner Candidate and how else you can get involved with the Party. We hope this guide will prove useful in informing your

decision about whether or not this is the right path for you at present and hope you will choose to join us as we embark on this exciting journey.

## What does being a Police and Crime Commissioner entail?

Police and Crime Commissioners work to ensure police forces in England and Wales are running effectively. A Police and Crime Commissioner (PCC) is responsible for setting the direction on policing and holding the Chief Constable to account for delivering an effective and efficient police service. A PCC sets the police budget, decides how much you pay towards policing from your council tax, and appoints the Chief Constable who runs the operational side of policing in the force area. Some PCCs are also responsible for their local fire and rescue services.

A PCC works closely with local authorities, health and education services, plus the voluntary sector and local businesses to create a joined-up response to local problems and they work with criminal justice partners to reduce crime and promote community safety. A



PCC is also responsible for commissioning victims' services to deliver help and support to all victims of crime locally. Ultimately PCCs are answerable to the public. Once every four years, they are subject to an election where local people get their say on whether the PCC should remain in their role and continue to represent the public's voice in policing.

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### What type of knowledge is required for this role?

Since their inception in 2012, PCCs have brought a wide range of benefits to the public including: improved engagement and open accountability across local communities; oversight and focus to address the risks and harm that are of most concern to the public; quality-assured commissioning of victims' services to deliver help to victims of crime; and increased policing effectiveness and efficiency.

Although this is a varied role, an understanding of the following is crucial for this role:

- Public service values and accountability
- The purpose of policing, community safety and criminal justice
- The local community and its needs
- Business and financial skills
- Effective engagement experience

### Does this guide cover all authority areas?

This guide is applicable to all Police and Crime Commissioner Authorities in England and Wales **with the exception of** Manchester and London where the Police and Crime Commissioner role is incorporated in the remit of the Greater Manchester and Greater London Mayor respectively (if you are interested in either of these roles you will find the guide to becoming a Mayoral Candidate [here](#)).

### Which Police and Crime Commissioner authorities are responsible for Fire and Rescue Services too?

In Essex, North Yorkshire, Northamptonshire and Staffordshire the role of Police and Crime Commissioner also includes responsibility for fire and rescue services in the area. In these cases, in addition to the PCC responsibilities, you will be responsible for setting the direction of the fire and rescue services, working with Fire Chiefs.

### What are the next steps if I want to apply?

#### 1. Eligibility Questions

The very first step will be to answer some basic eligibility questions which will determine whether you can apply to be an Approved Conservative Party Police and Crime Commissioner Candidate both legally and in line with Party requirements.

It is your personal responsibility to ensure you meet these criteria so please read them carefully.

#### Legal eligibility requirements to apply

- You must be over 18 years old
- You must be a UK, Irish or Commonwealth citizen
- You must not be currently subject to a bankruptcy restrictions order or debt relief restrictions order made by a court in England, Wales or Northern Ireland, or your estate must not have been sequestered by a court in

Scotland and you have not been discharged

- You must be registered as a local government elector in a local council area that is within the police area in which you wish to stand, both at the time of your nomination and on polling day
- There are a number of different disqualifications that would preclude you from standing and you can read about them on the Electoral Commission website via the following [link](#).

#### Party eligibility requirements to apply

- You must be a resident in the UK for tax purposes
- You must have the right to work in the UK
- You must have been a member of the Conservative Party for at least three months
- You must subscribe to the Nolan principles of public life (selflessness, integrity, objectivity, accountability, openness, honesty, leadership)
- You must not be a member of, work for or be a representative of another political party

\*Please note, Police and Crime Commissioners have enhanced criminal record requirements compared to other elected officials



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### 2. The Online Application Form

At the end of this guide you will be able to access a link which will take you to our online platform where you will be invited to create an account and fill in our new application form. This will ask for you to enter information such as contact details, employment history and answer some competency-based questions.

You do not need to complete your application all at once, however once you begin your application, you will have **one month to complete it**.

Applications to apply to the Approved List of Candidates are in an online format, however if you have any difficulty in accessing this please contact us and we will strive to accommodate your needs.

### 3. The Webinar

If your application form meets our assessment criteria, you will be invited to attend a webinar. We want to ensure you are fully prepared and understand what is ahead of you. One of the conditions of attending an Assessment Centre is attending the Webinar.

The Webinar will cover:

- Due Diligence Checks
- The Assessment Centre – competencies, exercises and outcomes
- The Development Centre

### 4. Due Diligence Checks

If you decide that you wish to progress with your application, you will be invited to start the due diligence process.

This aspect of the application process will cost £110.

Once your payment has been submitted online you will be invited to our due diligence portal where you can input your information. The checks that will be undertaken will include the production of an in-depth due diligence report and a DBS check.

### 5. Assessment Centre

If you fulfill all the requirements you will be invited to book an Assessment Centre from a list of dates and locations. The cost of this will be £250.

At the Assessment Centre, formally known as a PAB, we look specifically at the competencies, skills and abilities which are most prevalent in successful Candidates and holders of Public Office.

At its core, the Assessment Centre looks for you to demonstrate good judgement, a breadth of life experience, sound political conviction and integrity. From these stem various competencies that will be tested across the exercises presented to you at the Assessment Centre.

You should seek to demonstrate such skills and competencies from a variety of different areas including your political, professional, personal and voluntary/charitable life.

If you begin the process and your circumstances change or you decide it is not right for you at any point, you can withdraw your application and start again once you are ready.

### What assistance is provided if I am a disabled applicant?

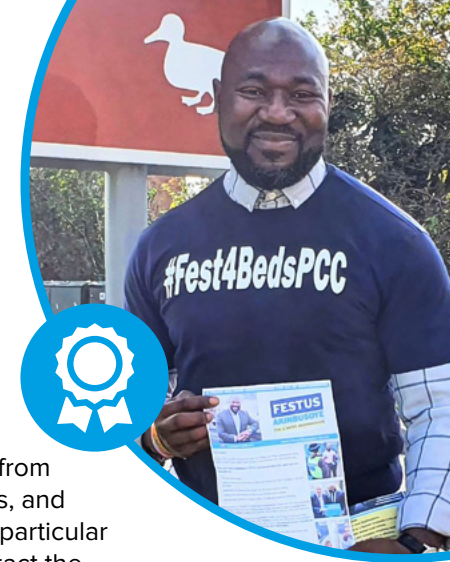
We welcome applications from those who have disabilities, and if you want to discuss any particular concerns then please contact the Candidates Team. We have worked with the disability organisation SCOPE to survey our processes and help us to remove any barriers to disabled applicants.

As part of the recruitment process you are asked what we can do to assist you to achieve your potential, and following discussion with you, we will make whatever reasonable adjustments we can to fit your personal circumstances. This includes any measures required at the venues for your Assessment Centre.

### What happens once I pass the Assessment Centre?

If you pass the Assessment Centre, you will be added to our Approved List of Conservative Party Candidates. Our modern and dynamic recruitment and development platform will be the home of your Candidate experience and is provided by the Access Group.

You will be invited to sign up to our 'Candidate Portal' where you will be able to access your bespoke training and development pathway, update your information and apply for any vacancies. The type of pass you receive will be personalised based on your



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assessment and will determine your pathway and the vacancies you can apply for.

Being a member of the Approved List of Conservative Party Candidates carries with it a number of rights and responsibilities which you will be required to sign up to. We are dedicated to the provision of an excellent service to our candidates, delivered with professionalism, respect, transparency and a caring attitude. You are expected to play an active role in the Party and take up appropriate training courses.

### Are there other ways to get involved if I am not yet ready to apply or if I haven't passed the Assessment Centre?

Volunteering with your local Conservative association and area helps to build-up your campaigning experience. You will learn and develop key skills by having access to training opportunities, whilst making a difference in elections. Our volunteering structure is fluid and works around you. From supporting local campaigns near you, assisting in marginal electoral areas or getting involved with national campaigns, we will facilitate your involvement and offer one-to-one mentoring to further your progress.

If you are interested please email [volunteer@conservatives.com](mailto:volunteer@conservatives.com).

### Are there other ways I can get involved with the Party?

If you decide the Police and Crime Commissioner route is not for you, there are many ways you can get involved with your local community whether this is through being an activist supporting campaigns or standing yourself as a Councillor, a School Governor, as a Parliamentary Candidate, a Mayoral Candidate, a GLA Candidate, a Senedd or Member of the Scottish Parliament Candidate. You could also apply for a Public Appointment and you can find details of the current vacancies [here](#).

#### Useful websites:

[www.conservatives.com](http://www.conservatives.com)

[www.parliament.uk](http://www.parliament.uk)

[www.conservativewomen.uk](http://www.conservativewomen.uk)

[www.conservativedisabilitygroup.com](http://www.conservativedisabilitygroup.com)

