



Postal Reply to: CLEVELAND POLICE CENTRAL HQ

St Marks's House
St Mark's Court
Thornaby
Stockton on Tees
TS17 6QW

Telephone: 101

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To potential candidates:

I want to invite you to join me as a key member of a strong and trusted Chief Officer Team to take on one of the most significant challenges in UK policing. I want you to share my vision and commitment here at Cleveland Police and see that the challenges bring opportunities to make a real difference.

Cleveland is a busy and diverse operational environment. It sits within a most-similar group of urban forces, with high levels of organised and violent crime. The force area encompasses some of the most challenged communities in the country, which requires innovative and dynamic leadership with a strong and committed public service ethos.

Whilst the force remains in oversight, I would ask that you put aside any preconceptions you may have. I have met some deeply impressive people in Cleveland who are clearly committed to moving the force forward in providing the best possible service to the public. There remains a clear understanding of the need to change, and a desire to restore public confidence and professional pride, providing a firm base from which we build and develop positive change and momentum.

Key to my approach is enabling staff to deliver. The force needs to be excellent in the fundamentals of policing in order to move forward. I have put a strong emphasis on having a straightforward, clear mission focussed on protecting the public, tackling criminals and supporting and enabling all staff to be the best they can be. Coupled with this will be furthering extensive strategic work with partners to tackle the complex causes of crime.

This is where you come in, with responsibility for force performance, ensuring we deliver on our commitments, and enhancing the quality of our policing services. You will have a key voice in how the force develops and the direction that it takes. I need you to be comfortable working collaboratively, whilst constructively challenging, with a fresh perspective, the way we do business to continually improve. With the quality and commitment of the staff that I have met so far, and the evident support from our public sector partners, I have no doubt that this is achievable.

If the challenge and opportunity here at Cleveland Police interests and excites you, then I'd encourage you to apply. If you want to know more, then please make contact with me to discuss this opportunity further.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Mark Webster', written in a cursive style.

Mark Webster
Chief Constable