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- About Lancashire Constabulary

Lancashire Constabulary is a large organisation just under

- 2,900 police officers

supported by

- 2,000 police staff

- 349 special constables

- 268 police community support officers

It covers an area of

- 2,000 sq miles

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### East Lancashire:
- Blackburn with Darwen
- Ribble Valley
- Rossendale
- Hyndburn
- Burnley

### South Lancashire:
- Preston
- South Ribble
- Chorley
- West Lancashire

### West Lancashire:
- Blackpool
- Fylde
- Wyre
- Lancaster and Morecambe

We also have specialist areas including dogs and mounted branch.
Lancashire is situated on the north west coast of England and has an estimated population of 1.4 million people spread over 3075km². By 2039, the population is likely to rise by 4.1 per cent to an estimated 1.45 million people. By 2037, the number of people aged 90 and older is projected to increase from 10,000 (2012) to around 32,000 (2037). Further, by 2037, there is likely to be a substantial increase of over 50 per cent in age group 65 and over.

The 2011 census shows that the largest ethnic group is white (90 per cent). The black and minority ethnic (BME) makes up eight per cent of the population. The majority of this group were Asian/Asian British. Numerically, there are over 90,000 black minority ethnic people in the county. Three quarters of the BME population reside in Preston, Pendle, Burnley and Hyndburn. Lancashire has pockets of severe social and economic deprivation and has five of the top 50 most deprived areas in England, according to the Index of Multiple Deprivation 2015 (Blackburn with Darwen, Blackpool, Burnley, Hyndburn and Pendle).

There are 12 District Councils, two unitary authorities, Blackpool Council and Blackburn with Darwen Council and the County Council (Lancashire County Council). There is a single Fire and Rescue Service for the whole of the county.

There are eight NHS Clinical Community Groups pan Lancashire, along with five NHS Trusts. Preston, Ormskirk and Lancaster are home to respected universities with many colleges also providing additional further and higher education opportunities. Blackpool and the Fylde coast offer a major seaside tourist destination which attracts millions of visitors throughout a large part of the year extended into the autumn for the annual illuminations weeks.

A message from our Chief Constable

Thank you for your interest in joining Lancashire Constabulary.

These are both challenging and exciting times for policing. Increasing demand and reducing available resources require us to design original and innovative ways of policing to meet changing community expectations. New advancements in digital policing and the introduction of academic frameworks for policing provide new areas of development that traditional policing has not fully utilised.

Lancashire Constabulary faces a number of challenges to meet the expectations of its communities and it is through our people that we will meet and exceed these challenges.

As part of Lancashire Constabulary, you will be a member of a large team that focuses on delivering high levels of public service and in return you will be provided with a role that offers challenge, great team working, personal development and rewards.

We are proud of what Lancashire Constabulary has achieved in our recent years and look forward to a successful future.

Good luck with your application.

Andy Rhodes
Chief Constable
**Objective**

To keep people safe and feeling safe and when needed, we can be trusted to CONSISTENTLY deliver a COMPETENT and COMPASSIONATE service 24/7.

**Core Services**

- **Contact and Response**
- **Local Policing**
- **Serious Crime & Investigation**

**Values**

We will conduct ourselves in line with the Code of Ethics:

- Fairness
- Honesty
- Integrity
- Accountability
- Leadership
- Objectivity
- Openness
- Respect
- Selflessness

**Our DEMAND**

On a typical day Lancashire Police:

- **Make 83 arrests**, 3 of which are for sexual offences
- **Carry out 8 stop & searches**, all of these are drug related
- **Have 344 crimes reported**
- **Deal with 128 thefts**
- **Deal with 15 burglaries**
- **Deal with 195 anti-social behaviour incidents**
- **Deal with 105 violent crimes**
- **Deal with 19 missing person reports**
- **Submit 34 vulnerable adult and 37 vulnerable child referrals**, 4 of which are CSE related
- **Respond to 18 incidents involving people with mental health problems**
- **Attend 55 domestic abuse incidents**
- **Attend 10 road traffic collisions**
- **Attend 195999 calls and 2315 non-emergency calls**

Just 19% of our calls for service are crime related. 81% is everything else, 33% of which relates to concerns for safety and of that 33% 20% relates to mental health.
We are committed to providing a service to our communities, which embraces diversity and promotes equality.

We know that engaging with our communities and listening to their views is fundamental to building trust and confidence and we strive to be active leaders in the field of diversity, promoting good practice and providing support to our partners, taking those values and beliefs back into the wider community.

In addition, it is key we have a clear understanding of the people who work for us. Being able to take an effective ‘snap’ of our complete workforce mix, breaking it down into areas of race, religion, sexual orientation, disability and gender allows for increased understanding and points to areas where we need to develop and support. This organisational intelligence is important in how it would shape our service, better understand and help the wellbeing of our people and improve engagement with our communities.

WFR covers our entire workforce, all grades, ranks and roles. Monitoring information lets us understand:
- Our diverse workforce
- The spread of our people across our workforce at all levels
- The satisfaction levels of our workforce
- How this links to the wider recruitment, retention and development of our workforce.

We are proud to be in Stonewall top 100 employers, have been accredited as a Disability Confident employer and provide a number of staff networks, including LGB&T, Lancashire Black Police Association, Autism and Inspire, women in policing.

If you are from an under-represented group and would like support please contact our workforce Representation Team by emailing workforcerep@lancashire.pnn.police
Eligibility and Vetting

You must be a British Citizen on EU/EEA National or a Commonwealth Citizen. Foreign nationals must have lived in the UK for 3 years and have no restrictions on their stay.

For further information on eligibility and vetting please visit:
lancashire.police.uk/policeofficer
lancashire.police.uk/policestaff

DID YOU KNOW?
You must tell us about any other employment including:
- Other jobs (paid or unpaid)
- Any voluntary work
- Any business you own

You MUST also tell us about any property you rent out

DID YOU KNOW?
We will carry out a full credit reference check on you

If you have any existing County Court Judgements outstanding against you or have been registered BANKRUPT and have NOT discharged the bankruptcy

You will NOT be considered

Debts which are being managed responsibly should NOT affect your application.

DID YOU KNOW?
We will check the backgrounds of your:
- Partner
- Parents
- Step Parents
- Partner's Parents
- Children (aged 10 or over)
- Step / Partner's Children
- Siblings
- Step and Half Siblings
- Co-residents
- Criminal Associates

DID YOU KNOW?
You MUST tell us about ALL convictions and cautions including:
- Dishonesty
- Drugs
- ASB
- Fixed Penalty Notices
- Drink Driving
- Domestic Abuse
- Speeding

If you are unsure - tell us. Failure to disclose will lead to your application being rejected.