



We are Northamptonshire Police

There are 42 other Police forces, but none has more heart. Northamptonshire Police punches above its weight, it is fast and fluid, dedicated and creative and more than anything it has stamina. It is a county force tackling metropolitan issues in an ever complex environment.

The CVF and Professional Standards may be the foundation of all Policing in the UK, and they remain so for us, but we are more than that, and this is why I want to celebrate the story of how we lead here in Northamptonshire Police.

To be clear when I say 'we' and 'lead', I mean everyone. If one member of our force feels that this does not apply to them, then we need to talk. We all fight crime and protect people, whether we are specialists, 'boots on the ground', or supporting those vital functions.

So who are we?

We are, each and every one of us, first and foremost principled leaders. We define confidence, humanity and humility, recognising that these things are not exclusive, rather they are co-dependent.

We understand that no individual is more important than another, rather we have different responsibilities. It is recognised that the most dangerous threat to our policing mission is to put personal pride above succeeding as a team. Those who fail to embrace this will not succeed here.

We use our emotional intelligence to interpret the dynamics of the people around us in order to earn their trust, engagement and forge genuine connections with them. This means that we are strong and flexible communicators who can not only command, but who inspire confidence and empower innovation.

We have the capacity and appetite for decision making, and have confidence in the clarity of our vision to entrust those around us to deliver those decisions. We don't shirk in the face of accountability, but thrive on the responsibility implicit in this, to make our part of the world better than it was the day before.

Those around us trust us because we are worthy of trust; we are professionally knowledgeable, committed to each other and enthused and innovative in how we discharge our duty.

We have the courage to face the unknown and change course when the circumstances dictate. Flexibility is a strength and it is our strength too as individuals.

All of these factors give us character; when people look to us they see grip and grit, compassion and good humour, and the courage to speak truth to power in the execution of our duty.

It is for all of these reasons that we not only embody the CVF and our Professional Standards; **we are Northamptonshire Police.**

Nick Adderley
Chief Constable



Northamptonshire Police

Fighting crime, protecting people