

Personal Statement to the North Yorkshire Police, Fire and Crime Panel

Deputy Chief Constable Tim Forber, South Yorkshire Police

I have been a police officer for over 27 years, and it is the honour of my career to be selected as the preferred candidate to be the next Chief Constable of North Yorkshire Police. In making this personal statement, I hope to set out my qualifications; the breadth of my experience; my track record of delivery; my motivation for applying for the role; and the key principles that will underpin my leadership of the organisation.

Education

I was born and brought up in St Helens, Merseyside, and completed my secondary education at Cowley High School. I am a second generation police officer, my father having served as an officer in several forces for over 36 years, retiring in 2000. I studied for an undergraduate law degree at Liverpool John Moores University, graduating in 1994 and went on to complete a post graduate diploma in legal practice at the College of Law in Chester, graduating in 1995. I have completed two master's degrees during my policing career. I have an MSc in Police Leadership and Management from the University of Leicester, graduating in 2010, and I graduated from Durham Business School with a Master of Business Administration (MBA) with Distinction in 2012.

Policing Experience

I joined the Metropolitan Police Service in June 1996. My first posting was as a uniform response officer in Richmond upon Thames in Southwest London. I was awarded a Royal Humane Society Testament on Parchment for my actions rescuing a woman from drowning in freezing waters on the River Thames on 27th December 1997. In 1998 I joined the CID as a trainee detective on a burglary squad and in April 2000 was commended for detective ability for my role in bringing to justice a criminal gang committing high value antique burglaries against elderly vulnerable victims across the country. I went on to work as a detective at all ranks up to Detective Chief Inspector in inner city South London. I gained broad experience investigating serious violent crime, robbery, as well as tackling drugs markets. In 2003, while a Detective Inspector, I was commended for leadership and detective ability for my work in dismantling a drugs market in Clapham, South London.

In 2005 I left the Metropolitan Police on promotion to Detective Superintendent in West Yorkshire Police where I spent three years as a Senior Investigating Officer on the force Homicide and Major Inquiry Team. I led a significant number of murder and kidnap investigations including some high profile cases. In 2006 I successfully investigated the racist murder of taxi driver Mohammed Parvaiz in Huddersfield, which resulted in the conviction of four people for murder and two for violent disorder. In February 2007 I investigated the murder of Mian Shahid Mehmood, who was abducted from his home in Halifax and shot dead by a group of individuals hired by his wife's family to murder him. I convicted four people for murder following a highly complex investigation and was commended by both the trial judge and the Chief Constable for my leadership and detective ability. In May 2008 I investigated the violent murder of Shoaib Khan outside the Hanfia Mosque in Manningham, Bradford, and was again commended for my leadership of the investigation, bringing three individuals to justice.

In 2010 I was promoted to Chief Superintendent in Greater Manchester Police (GMP), where I was the Divisional Commander at Oldham for three years. A very diverse community, both in terms of demography and geography, I gained invaluable experience in managing threat, risk, harm, and community cohesion, across communities from the outskirts of Manchester to the rural communities

of Saddleworth. I introduced a new policing model which delivered a significant shift from a reactive approach, to one with preventative neighbourhood policing at its core. I built a range of partnerships, most notably with Oldham Council, focused on early intervention and prevention. The success of this period of my career cemented my belief that effective neighbourhood policing in partnership with communities, accompanied by a relentless focus on managing offenders and the highest standards of victim care, provides the foundation of an outstanding police service. During my tenure, this approach delivered significant results, including a 45% reduction in anti-social behaviour and a 28% reduction in residential burglary.

I gained further experience of strategic leadership and business change within GMP Headquarters before attending the College of Policing Strategic Command Course in 2016. In December that year I joined South Yorkshire Police (SYP) as Assistant Chief Constable (ACC). At this time SYP was rated by HMICFRS as requires improvement in all areas and was suffering from significant reputational issues as a result of various legacy and contemporary events. During my tenure as a chief officer for seven years, including two portfolios as ACC, and Deputy Chief Constable (DCC) since June 2021, the force has transformed into one of the highest rated forces in the country. In the 2022 PEEL inspection, South Yorkshire Police was rated as 'outstanding' at Protecting Vulnerable People; Preventing Crime; and Planning and Efficiency. It was rated 'good' in all other areas bar one and has been noted for its innovative practice across a range of areas.

As ACC Crime, I was responsible for a fundamental restructure of safeguarding assets across the force, bringing together reactive investigation with forward facing safeguarding under the leadership of geographic commanders. This led to vastly improved performance in relation to domestic abuse, results that were described by HMICFRS as 'remarkable' in the 2022 PEEL inspection. As ACC for Local Policing, I continued to develop Neighbourhood Policing, introducing a bespoke Performance Management Framework and accredited training to ensure the force was properly focused on engaging with communities; using evidence-based problem solving; and undertaking targeted activity to deal with the issues that matter most to local people.

In November 2019 I led the multi-agency response to widespread flooding throughout the South Yorkshire area, which occurred at the height of the General Election Campaign. I chaired the Strategic Co-ordination Group, attended COBR and had to personally brief the then Prime Minister regarding the ongoing response. Throughout my time as chief officer I have been a Gold Public Order Commander and a Strategic Firearms Commander, and I have broad experience of both disciplines including the command of high-risk covert armed operations.

As DCC I oversaw the force's continued improvement from 'good' to 'outstanding' by focusing on values-based leadership and effective governance. I sponsored the development of a Leadership Academy to provide a variety of modular leadership courses from front line leader to senior leader. These encompass both police officers and staff which reflects a 'one team' approach that I believe is of vital importance to organisational development. I have also developed technical skills courses for sergeants and inspectors to ensure the force builds capacity and capability in its ever more inexperienced workforce. I have developed governance arrangements that promote accountability rather than a 'blame' culture and this has strengthened a collegiate approach to performance. I delivered a very clear focus on inspection governance that promoted the excellent work of the force and sought out innovation from across the country.

As DCC, I have gained invaluable experience in handling the various legacy issues of South Yorkshire Police, including the management of complex civil litigation involving multiple stakeholders. I also introduced Priority Based Budgeting as a methodology to ensure the force focuses its resources on

the key areas to deliver the Police and Crime Plan; drives efficiencies throughout the organisation; and ensures we continue to build capacity and capability to meet the demands of today and the medium-term future.

My motivation for applying for the role of Chief Constable

In preparation for applying for this role, I had the opportunity to speak to officers and staff from North Yorkshire Police; executive leaders from key partners; as well as local political leaders. Without exception I found people who were absolutely committed to delivering the very best outcomes for the communities of York and North Yorkshire. I am passionate about policing, and it is all I have ever known in terms of my professional career. I believe that North Yorkshire Police has the potential to be truly outstanding.

I will bring a strong collegiate leadership to the organisation, combined with a track record of delivery. I will lead a force focused on prevention and place-based collaboration to ensure the county remains one of the safest areas in the country. There will be three pillars to this mission:

1. **North Yorkshire Police will deliver an outstanding Neighbourhood Policing Service** – this means we will continue to develop close community links and engage with people in all communities to understand their policing needs. At its best, Neighbourhood Policing is something that is done ‘with’ communities rather than ‘to’ communities. Our policing service will be visible and accessible and respond effectively to deal with the issues which matter most to local residents. We will work tirelessly to reduce the crime and incidents which impact most on communities, having regard to the impact of isolation in rural areas. We will seek to inspire confidence in everything we do.
2. **North Yorkshire Police will deliver a whole system approach to protecting vulnerable people** – this means we will work collaboratively with partners to effectively understand the broader spectrum of public protection, as well as the changing nature of demand linked to online criminality and hidden harms such as human trafficking and county lines. We will collaborate with partners to ensure support is available for victims of crime, and the process of safeguarding delivers the best possible service. We will prioritise prevention and early intervention activity and use a strong evidence base to inform practice in areas such as domestic abuse, hate crime, and violence against women and girls.
3. **North Yorkshire Police will reduce crime and anti-social behaviour and bring offenders to justice** – this means we will investigate crimes effectively and bring offenders to justice, with a focus on the areas of neighbourhood crime; the most serious violence; domestic abuse; sexual offending; and the exploitation of children. This will include relentless proactivity in suspect management, investigative processes, use of civil orders and powers, and the management of offender cohorts.

I intend to deliver this in a way that inspires confidence among communities that we are on their side, displaying high ethical standards and the highest degree of professionalism.

In summary, I am committed to serve the communities of York and North Yorkshire as the next Chief Constable and look forward to building on the work of my predecessor to make North Yorkshire Police an outstanding organisation.