



Leadership Charter

In order to achieve Our Vision and role model Our Values we expect our leaders to have the courage and capability to operate in a climate of increasing demand and continuous change.

The people who work for Hertfordshire Constabulary should be able to demonstrate leadership in the way they carry out their roles and the way in which they work with colleagues, partners and the public.

To achieve our aspiration, everybody needs to contribute.

To achieve Our Vision you will:

- Have the courage to take the lead
- Create a shared sense of purpose
- Take personal responsibility for delivering improved performance
- Achieve the best from the resources available
- Continually seek improvements in the way we do business
- Strive always to build trust and confidence

You will do this by:

- Communicating a clear vision for the future
- Inspiring your team
- Informing your staff and involving them in decision-making
- Actively seeking and responding to feedback
- Taking timely, proportionate, decisive action
- Being resilient, seeing things through and making success happen
- Taking responsibility for your own and others' learning and encouraging inquiry
- Showing genuine concern and interest in others
- Being visible and accessible



HERTFORDSHIRE
CONSTABULARY



'Safety, Justice and Reassurance'