

# **CARMEL NAPIER**

## **DEPUTY CHIEF CONSTABLE**

### **GWENT POLICE**



Carmel Napier joined Hertfordshire Constabulary in 1983 after graduating with a honours degree in English and Music. She served in a wide variety of general and specialist investigative policing roles before transferring to North Yorkshire Police on promotion to Superintendent, Head of the Complaints and Professional Standards Department.

As Head of Complaints and Professional Standards Carmel worked to ensure that not only were complaints and concerns thoroughly investigated, but that appropriate standards of conduct were understood and delivered by all employees.

Further advancement was achieved in October 2002 when Carmel was promoted to Detective Chief Superintendent, Head of Specialist Support. Her portfolio of responsibilities included specialist crime investigation and operational support units. She was Programme Director for NYP Public Access programme realigning and driving performance for the Force Control Rooms and implementing the NYP centralised Crime Recording Unit.

In 2004 Carmel was selected for and attended the Strategic Command Course to prepare her for future appointment as a Chief Officer. On completion of this course Carmel carried out the role of Force Strategic Development Officer and in April 2005 was appointed as Temporary Assistant Chief Constable taking up the portfolio of responsibilities from the Deputy Chief Constable Roger Baker who is leaving the force to become Chief Constable of Essex. Her portfolio includes force performance, the Corporate Development Department, Press Office, Complaints and Professional Standards Department and the Chief Officer lead on the force development programme – NYP Forward.

In October 2006 Carmel joined Essex Police as Assistant Chief Constable responsible for the Territorial Policing and Partnerships. On 4th September 2008 she starts as Deputy Chief Constable in Gwent.

## Academic

Carmel Napier has a BA Honours (BA Hons) degree in English and Music; a Licentiate of Trinity College London (LTCL) and Diploma in Applied Criminology from the Institute of Criminology, University of Cambridge.