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Police and Crime Commissioner Mr Barry Coppinger
Chief of Staff Mr Ed Chicken

T/Chief Constable Mrs Jacqui Cheer

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Report of the Police and Crime Commissioner to the Chair and Members of the Cleveland Police and Crime Panel 5th February 2013

Chief Constable Appointment

1.0 Purpose of the Report:

- 1.1 To consider the appointment of a Chief Constable, further to the requirement of The Police Reform and Social Responsibility Act 2011.

2.0 Recommendation

- 2.1 It is recommended that the panel confirms the appointment of Jacqui Cheer, the preferred candidate as Chief Constable.

3.0 Background

- 3.1 The Chief Constable for Cleveland is to be appointed, and hold office, in accordance with section 38 (schedule 8), the Police Reform and Social Responsibility Act 2011, section 50 of the Police Act 1996 and the terms and conditions of the appointment.
- 3.2 Following the dismissal of Sean Price on 4th October 2012, it was necessary upon my election to consider the appointment of a permanent Chief Constable to achieve my manifesto commitments and establish stability in the Senior Officer Team at Cleveland Police.
- 3.3 I determined that I would need a Chief Constable with -
A commitment to integrity and professional standards, a clear focus on delivery so that the people of Cleveland feel safe on their streets and in their homes...while criminals are in real fear of being brought to justice.

4.0 Job Advert

Your Force Your Voice
www.cleveland.pcc.police.uk

- 4.1 Nationally 14 PCC's have advertised Chief Constable vacancies. Police Authorities, prior to their abolition were given a moratorium, by the Home Secretary on Chief Constable recruitment and consequently there is an unprecedented number of vacancies and Chief Constables in temporary posts.
- 4.2 This appears to have resulted in a shortfall in the number of people eligible to apply. Consequently I received only one application for the position of Chief Constable. Cleveland is not alone in only receiving one application.
- 4.3 The job was advertised on the PCC and the Association of Police and Crime Commissioners websites for 3 weeks, as is normal for such appointments. A copy of the advert is provided at appendix 1, together with a copy of the Terms and Conditions of Appointment at appendix 2.
- 4.4 The advert for the position of Chief Constable for Cleveland was designed to interest all eligible candidates. In receiving only one application, advice was sought from the HMIC regarding re-advertising the post to attract more applicants and HMIC confirmed that it was inappropriate.

5.0 Appointments Panel

The appointments panel comprised:

Barry Coppinger (PCC)

Ed Chicken (Chief of Staff)

Neil Schneider (Independent Panel Member see report at appendix 3)

Karen Lindberg (HR Adviser)

Paul West (Former Chief Constable of West Mercia)

6.0 Shortlisting

Shortlisting took place on 10th January 2013.

7.0 Interview

The interview was held on Thursday 24th January 2013

- 8.0 In summary I believe I needed a Chief Constable who could deliver my policing objectives. I believe Jacqui Cheer, the preferred candidate fully meets the appointment criteria for the following reasons -
- 1) In October 2011, Jacqui was subjected to a competitive recruitment process to be successful in securing the post of Temporary Chief Constable for Cleveland.
 - 2) Jacqui Cheer has been an exceptional Temporary Chief Constable. The progress that she has made to date makes me confident that she is the right person for the job.
 - 3) During interview, the preferred candidate fully demonstrated a commitment to integrity and professional standards and shared my vision for keeping people safe in their homes and on their streets and bringing offenders to justice.

Barry Coppinger

Police and Crime Commissioner for Cleveland