

**Chief Constable Appointment: Report of Neil Schneider, independent member of the Selection Panel**

**Purpose of the Report**

To report on the selection process for a Chief Constable for Cleveland by the Police and Crime Commissioner, further to the requirements of the Police Reform and Social Responsibility Act 2011, Schedule 8.

An appointment panel must be convened and comprise of one independent member; as the independent member in this case, I report to you on the appointment process.

This report seeks to address the appointment principles of merit, fairness and openness and the ability of the panel to fulfil for their purposes the extent to which the candidate meets the necessary requirement to perform the role.

**Recommendation**

That the Police and Crime Panel are satisfied that the process of appointment has been properly conducted in accordance with the legislation and published guidance from the college of policing, and that the preferred candidate meets the requirements of the role.

**Background**

In making this appointment, the Police and Crime Commissioner and Police and Crime Panel must adhere to the legal requirements relating to the appointment process. It is the PCC's role to make the decision about which candidate to appoint, subject to the power of the Police and Crime Panel to veto the first candidate proposed.

Whilst the process of appointment is at the discretion of the Police and Crime Commissioner, there are essential requirements for meeting the principles of merit, fairness and openness that must be followed. These are described below:

**Merit**

The appointee must be the candidate who best meets the agreed and published requirements of the role. It is desirable that the successful candidate is chosen from a sufficiently strong and diverse pool of eligible candidates.

I can confirm that the preferred candidate fully met the principles of appointment on merit.

**Fairness**

The process of assessing candidates' skills and qualities against the agreed and published requirements of the role must be objective, impartial and applied consistently to all candidates.

I can confirm that the process of assessing candidates was fair and open.

**Openness**

Information about the requirements of the role and the appointment process must be available to all prospective candidates. The role should be advertised in a way which ensures that all those who are eligible are likely to see the advert. The aim of the advert should be to attract a strong field of potential candidates.

In summary, I am satisfied that the appointment process has been conducted in accordance with the College of Policing Guidance and legal requirements. I can confirm that the panel was able to fulfil its purpose of challenging and testing that the preferred candidate met the requirements of the role.

Neil Schneider  
Independent Selection Panel Member