

Cleveland Police and Crime Panel

A meeting of Cleveland Police and Crime Panel was held on Monday, 7th April, 2014.

Present: Cllr Norma Stephenson O.B.E(Chairman), Cllr Ken Dixon; Gwen Duncan; Cllr Carl Richardson; Cllr Bernie Taylor.

Officers: David Bond; Peter Bell; Steven Hume; Cheryl Lindsay; Julie Nixon (Stockton-on-Tees Borough Council); Clare Clark (Hartlepool Borough Council);

Also in attendance: Simon Dennis; Barry Coppinger (Police and Crime Commissioner).

Apologies: Cllr Charles Rooney; Cllr Christopher Akers-Belcher; Cllr Ian Jeffrey; Cllr Terry Laing; Cllr Steve Nelson; Mr Geoff Baines.

PCP 64/13 Evacuation Procedure/ Mobile Phones

The Chairman presented the Evacuation Procedures and reminded those present to turn off, or turn to silent, any mobile phone, or similar device, they might have with them.

PCP 65/13 Declarations of Interest

There were no declarations of interest.

PCP 66/13 Introduction and Welcome by Chairman

The Chairman welcomed members to the meeting and asked those present to introduce themselves.

PCP 67/13 Confirmation Hearing Purpose and Procedure

The purpose of the meeting was explained, which was to hold a confirmation hearing before making a report and recommendation to the Police and Crime Commissioner ("the Commissioner") in relation to his proposed appointment of a Chief of Staff. The hearing was a meeting of the Panel, held in public, at which the Candidate, Mr Simon Dennis, was requested to appear for the purpose of answering questions relating to the proposed appointment.

The procedure to be followed was explained, and it was indicated that when the questions asked of the Candidate by Panel members were concluded, the Panel would go into closed session, in order to agree a report and recommendations to the Commissioner. The Panel's decision would be communicated to the Commissioner in writing by the next working day following the hearing, and a copy of the communication would be provided to the Candidate. The Panel's decision would normally be embargoed until a period of five days had elapsed following the hearing, unless agreed otherwise. The Commissioner and Candidate would be asked not to release details of the decision during this period if that was the case.

PCP 68/13 Key Documents associated with the appointment

Details of a notification received from the Commissioner, regarding the

proposed appointment, were considered by the Panel. This provided details of the background to the Commissioner's proposal; a recruitment process overview; role profile; recruitment timetable and the terms and conditions of the post. By way of background, and in confidence, the Panel also had the benefit of the Candidate's Application Summary and Personal Statement.

**PCP
69/13** **Questioning of Candidate**

Panel members asked questions of Mr Dennis regarding the role of Chief of Staff; the abilities and qualities which the Candidate considered he would bring to the role; what individuals, groups and agencies would need to be involved and engaged in order to deliver police and crime plan objectives, how their engagement would be achieved and their commitment secured; the instances where the Candidate had needed to provide what might be difficult or sensitive advice to his superiors in the past and how he had approached that; what experience he had of handling the media, given the negative press that Cleveland Police had received over the years; what further training and development did he consider he would need to become fully effective in his new role; what his aspirations were for the role of Chief of Staff; his previous experience of managing staff; what his management style was; how he would approach the management of the Commissioner's Office; and whether, with hindsight, there was anything in the past which he would have done differently.

When responses had been provided to all of the Panel Members' questions, the Candidate was given an opportunity to clarify any answers given and to ask questions of the Panel.

**PCP
70/13** **Closed session for the Panel to consider its recommendation**

The Panel unanimously supported the appointment of Mr Dennis to the full-time role of Chief of Staff (Statutory post of Chief Executive and Monitoring Officer).

The Panel also agreed that it would not be necessary for the Panel's decision to be embargoed.

RESOLVED that the Panel unanimously confirms its support for the full time appointment of Mr Simon Dennis as Chief of Staff to the Cleveland Police and Crime Commissioner.