



Police and Crime Commissioner:  
Chief Executive & Monitoring Officer:

Barry Coppinger  
Simon Dennis BA, Solicitor

Tel: 01642 301653  
Tel: 01642 301653

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## **Report of the Police and Crime Commissioner to the Chair and Members of the Cleveland Police and Crime Panel**

### **21<sup>st</sup> July 2016**

### **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**

- 3.0 It is recommended that the panel confirms the appointment of Iain Spittal, 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 retirement of Chief Constable Jacqui Cheer and appointment of Iain Spittal as Temporary Chief Constable in January 2016, 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 who shares my belief that neighbourhood policing and protection of the vulnerable must be priorities for the police. An individual whom is committed, as I am, to continuing to address the areas for improvement highlighted by HMIC and driving forward further changes in the organisation's approach to valuing diversity and inclusivity.

## **4.0 Job Advert**

- 4.1 The job was advertised on the PCC and the Association of Police and Crime Commissioners websites and all Police HR departments were informed as is normal for such appointments. In addition to this an opportunity to have a personal guided tour of Cleveland with the PCC was included in the advert to attract applications. A copy of the advert is provided at appendix 1, together with a copy of the Terms and Conditions of Appointment at appendix 2 (to follow).
- 4.2 The advert for the position of Chief Constable for Cleveland was designed to interest all eligible candidates. Advice was sought from the HMIC regarding attracting candidates and advice provided by HMIC that consistent with the trend nationally there may only be one or very few applicants.

## **5.0 Shortlisting**

A single application was received. Shortlisting took place on Thursday 16<sup>th</sup> June 2016.

## **6.0 Appointments Panel**

The appointments panel comprised:

Barry Coppinger (PCC)

Simon Dennis (Chief Executive and Monitoring Officer, Office of the Police and Crime Commissioner)

Neil Schneider (Chief Executive, Stockton Borough Council, Independent Panel Member see report at appendix 3)

Denise Curtis Haigh (Head of People and Diversity)

Chris Sims (Formerly West Midlands Chief Constable and Policing Advisor)

Stakeholder Panel

Comprising of:

Neil Schneider (Chief Executive, Stockton Borough Council, Independent Panel Member)

Joanne Hodgkinson (Assistant Chief Executive and Deputy Monitoring Officer, Office of the Police and Crime Commissioner)

Jonathan Green (Superintendents Association, Cleveland Police, Staff Associations representative)

John Bentley (Chief Executive, Safe in Tees Valley)

Shada Khan (Cleveland Strategic Independent Advisory Group Chair)

Ann O Hanlon (Independent Audit Committee Chair)

Laura Pidcock (Regional Manager, Show Racism the Red Card)

## **7.0 Interview**

The interview was held on Friday 24<sup>th</sup> June 2016.

- 7.1 In summary I believe I needed a Chief Constable who could deliver my five policing objectives. Iain Spittal set out a strong portfolio of responses to

questions posed to him by the Panels, testing his suitability for appointment across the following key personal and professional qualities

- Serving the Public
- Leading Strategic Change
- Leading the Workforce
- Managing Performance
- Professionalism
- Decision Making
- Working with Others

7.2 Mr Spittal also expressed a strong personal core motivation to devote himself to providing the best possible policing services to the communities of Cleveland as well as ensuring that Cleveland's interests are well served in the regional and national policing context.

7.3 Subject to Police and Crime Panel confirmation, Iain Spittal will be appointed as Chief Constable on an initial contract of 4 years with a starting salary of £150,846 per annum. (This salary is in line with the chief police officer pay structure agreed by the Police Review and Remuneration Board (PRRB) in September 2015 and adjusted up to 10% in line with Home Office circular 025/2012.

Barry Coppinger  
Police and Crime Commissioner for Cleveland