

Chief Constable Appointment: 24 June 2016

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. Please refer to Appendix 1 for further details.

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

FORMAL PROCESS

1. I chaired a stakeholder panel comprising:
 - Neil Schneider (Chair)
 - Joanne Hodgkinson (OPCC)
 - Shahda Khan (IAG)
 - Laura Pidcock (Show Racism the Red Card)
 - Jonathan Green (Agreed participant for and on behalf jointly of UNISON, Police Federation and Supt Association)
 - Bronwen Elphick (CRC)
 - John Bentley (VCAS)
 - Ann O’Hanlon (Joint Cleveland Audit Committee)

2. The Panel received a presentation “How as Chief Constable you will play your part in delivering the Police and Crime Commissioner’s key objectives of ‘working together to make Cleveland Safer.’”

3. The Panel scored the presentation a 3 against a matrix of:
 - 0** – No or negative evidence
 - 1** – Insufficient evidence
 - 2** – Sufficient evidence
 - 3** – Good standard of evidence
 - 4** – Excellent standard of evidence

The candidate kept within time (15 minutes).

4. The Panel then asked a wide ranging series of questions to probe further into the presentation and into more specific areas. These included diversity, leadership, community engagement, partnership working, audit and governance and motivation.

5. I then collated reflections from the Panel to provide feedback to the Appointment Panel specifically identifying some areas where we felt we hadn’t ‘stretched’ the candidate sufficiently and also to identify some areas for focus which we didn’t feel had been covered specifically.

6. I then joined the Appointment Panel comprising:
 - Barry Coppinger (PCC for Cleveland)
 - Simon Dennis (Chief Executive)
 - Neil Schneider (Independent Panel member)
 - Denise Curtis Haigh (Head of Human Resources)
 - Chris Sims (Policing Representative)

7. Again a very thorough range of questions covering the Police and Crime Plan, leadership, services for victims of crime, resourcing, values and culture, performance management, prioritisation, relationships with partners and the PCC and decision making.
8. Each answer was scored by the Panel against the matrix referred to paragraph 3 above and on every occasion bar one; a score of 3 or higher was achieved and on no occasion a score of less than 2.

Neil Schneider
Independent Selection Panel Member