



Police & Crime Commissioner for Cleveland
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Report of the Police and Crime Commissioner to the Chair and Members of the Cleveland Police and Crime Panel 23 January 2018

Chief Constable – Notification of Proposed Appointment

1.0 Purpose of the Report:

- 1.1 To notify the Panel of the Commissioner's proposed appointee to the office of Chief Constable of Cleveland Police, further to the requirements of the Police Reform and Social Responsibility Act 2011.
- 1.2 To notify the Panel of the name of the candidate; the criteria used to assess suitability; how the candidate satisfied those criteria; and the terms and conditions of appointment.

2.0 Recommendation

- 2.1 That the panel reviews the proposed appointment and reports to the Commissioner on his proposal to appoint Mr Mike Veale.

3.0 Background

- 3.1 The Chief Constable for Cleveland is to be appointed, and hold office, in accordance with the relevant legal provisions – principally, s38 and Schedule 8 Police Reform and Social Responsibility Act 2011 and the Police Regulations in force at the present time which deal with terms and conditions of appointment.
- 3.2 The Police & Crime Commissioner is obliged to appoint a person to the role of Chief Constable for Cleveland. Following the retirement of Chief Constable Iain Spittal, the Commissioner has acted promptly and thoroughly in launching the recruitment of a permanent successor. During the interim

period Mr Simon Nickless has acted as Temporary Chief Constable and will continue to do so until such time as the post is filled on a permanent basis. The Commissioner records his thanks to Mr Nickless for his service in this regard.

- 3.3 The Commissioner has selected a preferred candidate and now proposes Mike Veale for appointment.
- 3.4 The Commissioner determined that he wished to set out to appoint a Chief Constable who shares his belief that neighbourhood policing and protection of the vulnerable must be priorities for the police and furthermore, an individual committed to working alongside the Commissioner in continuing to address the areas for improvement highlighted by HMICFRS.
- 3.4 As Panel members are aware, the Commissioner has set an explicit strategic direction for Cleveland Police to deliver transformation in both Standards and Ethics and driving forward further changes in the organisation's approach to valuing diversity and inclusivity, through Everyone Matters. Cleveland Police needs a Chief Constable with the requisite leadership skills and values to carry this into effect.

4.0 Job Advert

- 4.1 The advertisement for the position of Chief Constable for Cleveland was designed to interest all eligible candidates. Advice was sought from the HMICFRS and the College of Policing regarding attracting candidates; advice provided by HMICFRS was that consistent with the trend nationally, there may only be one or very few applicants.
- 4.2 The job was advertised extensively through the Home page of the Cleveland PCC website and the Association of Police and Crime Commissioners website.
- 4.3 In addition to this an advert was placed in the Police Professional Journal, this included a prominent advertisement in the printed publication, an advert in the electronic version of the publication and an interview with the Police and Crime Commissioner about what the Commissioner was looking for in the candidates.
- 4.4 Given the scale of the challenge to attract candidates the Commissioner decided to make a direct and personal approach to all eligible Chief Police Officers from all UK police forces, by way of an emailed letter. The Commissioner wanted to ensure that he outlined his sincere desire to secure the strongest possible field of candidates and his wish to attract the best possible individual for the role. In the advert the PCC included the opportunity to have a personal guided tour of the Cleveland Police area with him. Feedback from the PCC's personal letter to candidates has been positive and the campaign resulted in a shortlist, notwithstanding the downbeat assessment of the overall recruitment market as outlined at 4.1 above.

- 4.5 A copy of the advertisement, together with the candidates selection pack has been provided with the panel papers and appears at item 5.

5.0 Shortlisting

Three applications were received. A shortlisting panel consisted of the Chair of the Cleveland Independent Joint Audit Committee, The OPCC Chief Finance Officer and the OPCC Standards and Scrutiny Manager. Shortlisting took place on Wednesday 3 January 2018 and two candidates were shortlisted. One applicant was not eligible to be shortlisted because the applicant failed to meet the legal criteria including the rules on non-UK nationals under the Appointment of Chief Officers of Police (Overseas Police Forces) Regulations 2014.

6.0 Appointments Panel

- 6.1 The Appointments Panel comprised:

- Barry Coppinger – PCC
- Simon Dennis – Chief Executive & Monitoring Officer, Office of the Police & Crime Commissioner (OPCC)
- Dr Peter Neyroud – Former Chief Constable of Thames Valley Police, Former Chief Executive of the National Policing Improvement Agency and Lecturer, Evidence Based Policing, Cambridge University
- Tony Parkinson – Chief Executive, Middlesbrough Council

- 6.2 The Stakeholder Panel was settled upon from a longlisted range of partner and stakeholder organisations, the aim being to ensure that the Commissioner (and the Police & Crime Panel) had the benefit of advice and perspective from the broadest possible range of local and regional stakeholders. A number of invited organisations were unable to offer delegates for reasons of practicality or otherwise but was nevertheless representative of a broad cross-section of stakeholder bodies and groups. The final panel comprised

- Julie Allan – National Probation Service
- Ian Blakeman – Executive Prison Governor
- Andrea Breeze- Police Federation
- Graham Clyburn – Unison
- Julie Dhuny – Head of Commissioning Health and Justice, NHS England
- Ian Hayton, Chief Fire Officer, Cleveland Fire Brigade
- Joanne Hodgkinson – Assistant Chief Executive, OPCC
- Craig Marshall – Chair, External Ethics Committee
- Tony Parkinson – Chief Executive, Middlesbrough Council
- Kulbir Peacock – Chair, Strategic Independent Advisory Group

- Andrew Penhale – Chief Crown Prosecutor, CPS North East
- Alistair Simpson – Superintendents Association

7.0 Interview and Criteria to Assess Suitability

7.1 Interviews were held on Thursday 11 January 2018. Both candidates were invited to prepare a 15 minute presentation on the topic '**Define Your Vision For Cleveland And How You Will Work With The PCC And Partners To Deliver The Vision**' and to deliver the presentation to the Stakeholder panel. The presentation was followed by questions from the Stakeholder Panel on the presentation and a set of structured questions designed to test candidates on their ability to work in partnership in pursuit of delivering the Police and Crime Plan. The candidates were each allocated an extensive period of 1 hour 15 minutes for questioning.

7.2 Each candidate was then interviewed by the Appointments Panel. The appointment panel asked a series of structured questions, chosen to bring forward the candidates' evidence relating to the values, skills and competencies set out in the role profile. The candidates were each allocated up to 2 hours for questioning.

7.3 In summary the Commissioner undertook a rigorous exploration of the ability of the candidates to be a Chief Constable who could lead Cleveland Police and work in partnership alongside the PCC and across the public, private, voluntary and community sectors to deliver against the five Police & Crime Plan objectives.

- Investing in our Police
- A Better Deal for Victims and Witnesses
- Tackling Re-offending
- Working Together to Make Cleveland Safer
- Securing the Future of our Communities

7.4 The Commissioner and the Interview Panel also posed questions to candidates drawn from the Competency and Values framework (CVF) and the Police & Crime Plan objectives as follows

- **CVF: Inclusive, Enabling & Visionary Leadership**
- **Plan Objective: Investing in Our Police**
 - *Candidates were asked to outline how they would build and lead an outstanding team, how they would address their work-life balance and work with the PCC around personal and professional development and how they would deliver in respect of standards and ethics for Cleveland Police.*
- **CVF: Intelligent, Creative and Informed Policing**
- **Plan Objective: A Better Deal for Victims and Witnesses**
 - *Candidates were asked to explain how they felt the Force and OPCC should work together to deliver for victims. Candidates were also*

questioned on their perspective on achieving an appropriate balance between investigating impartially and putting victims first.

- **CVF: Resolute Compassionate and Committed**
- **Plan Objective: Investing in Our Police**
 - *Candidates were asked to explain how they would drive forward the diversity and inclusivity agenda within Cleveland Police so that the Force becomes and remains an employer of choice for all who wish to flourish in a policing career; and the new ideas they would bring to enhancing positive attitudes and behaviours.*
- **CVF: Intelligent, Creative and Informed Policing**
- **Plan Objective: Investing in Our Police**
 - *Candidates were asked how they would meet the PCC's aspiration for Cleveland Police to be outstanding in terms of service for communities.*
- **CVF: Inclusive, Enabling & Visionary Leadership**
- **Plan Objective: Securing the Future of Our Communities**
 - *Candidates were asked to explain how they would achieve an appropriate balance between local and national responsibilities in the role; how they would contribute to driving forward the PCC's groundbreaking work alongside Durham in terms of criminal justice partnership working; and the part that blue light collaboration played in their vision for policing.*
- **CVF: Public Services and Transparency**
 - *Candidates were invited to explain to the PCC their views on the best way to work together with him for the benefit of the public; and also, their views on the benefits of a challenging and rigorous scrutiny programme by the PCC.*
- **CVF: Decision Making**
 - *Candidates explained to the PCC how they would take steps to ensure that their strategic decisions were aligned with those of the PCC; how they would approach resolving disagreements if they occurred – and also, as a final question, the way in which they would ensure that they worked effectively together to achieve the very best of communication and engagement with the public in order to contribute to positive developments in public confidence.*

7.5 Both interviews were of a notably high standard, during which both candidates put forward evidence which the Appointments Panel considered made them appointable to the role. Further more, both applicants came over as inspiring leaders, dedicated to policing and protecting the public. After consultation with fellow members on the Appointments Panel; feedback from the stakeholder panel; and much careful reflection, the PCC has decided to propose Mike Veale as his preferred candidate for the post of Chief Constable for Cleveland.

7.6 Mike Veale set out a strong, compelling and exciting vision for progressing Cleveland Police to the next level. Mr Veale has enjoyed a distinguished policing career with extensive experience as a Chief Police Officer including several years in the rank of Chief Constable. He has faced extremely difficult and

complex policing challenges and has never shied away from taking tough decisions in the best interests of justice.

- 7.6 Mike Veale 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. He presented particularly strongly in terms of his approach to inspiring and empowering police personnel; diversity and inclusivity; and his track record in respect of transformative partnership working.
- 7.7 Prior to reaching a decision as to the preferred appointee, the Commissioner satisfied himself that Mr Veale would take an active approach to listening and learning from the communities of Cleveland and from the dedicated professionals who work in the public, voluntary and community sectors for the benefit of the public of the area. The Commissioner also felt it important to ensure that Mr Veale would build on the existing programme and pace of change for Cleveland Police, bearing in mind the enormous progress the Force has made in recent years and the significant limitations on its resources, as well as the need to maintain momentum in respect of the transformation of standards and ethics and the Everyone Matters programme.

8.0 Terms

- 8.1 Mr Veale will take part in today's hearing and subject to the review Members are now invited to undertake, the Commissioner proposes to appoint Mr Veale for an initial fixed term appointment of 4 years on the terms set out in the Candidate information pack at item 5.
- 8.2 On the basis of Mr Veale's significant experience of eight years in Chief Officer ranks, including two in the rank of Chief Constable, the Commissioner would propose to exercise the discretion available to him in line with Home Office Circular 025/2012 with the effect that the Chief Constable's starting salary will be £152,350 per annum.
- 8.3 The Commissioner's Chief Executive has undertaken checks with the College of Policing in order to discharge the Commissioner's responsibility to check the Barred List in respect of appointments. The Chief Executive will also take the necessary steps to ensure that the Chief Constable's policing vetting status is transferred and maintained in accordance with the Vetting Code and Authorised Professional Practice.

Barry Coppinger
Police and Crime Commissioner for Cleveland

