

## Chief Constable Appointment: 11 January 2018

### Report of Tony Parkinson - 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 2 candidates were considered and 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 all candidates and that the preferred candidate met the requirements of the role.

Tony Parkinson  
Independent Selection Panel Member

## FORMAL PROCESS

1. I chaired a stakeholder panel comprising:

Tony Parkinson (Chair)	Middlesbrough Council
Julie Allan	National Probation Service
Ian Blakeman	Executive Governor
Andrea Breeze	Police Federation
Graham Clyburn	Unison
Julie Dhuny	NHS England
Ian Hayton	Cleveland Fire Brigade
Joanne Hodgkinson	Office of Police & Crime Commissioner
Craig Marshall	External Ethics Committee
Kulbir Peacock	Strategic Independent Advisory Group
Andrew Penhale	CPS North East
Alistair Simpson	Chief Superintendents Association

2. The Panel received a presentation “Define your vision for Cleveland and how you will work with the Police & Crime Commissioner and with partners to realise that vision.” Following their presentation each candidate received a number of supplementary questions from panel members in response to the presentation made.

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

All candidates kept within time (15 minutes).

4. The Panel then asked a total of 8 pre-determined questions to probe into more specific areas. Topics covered included diversity, leadership style, community engagement, partnership working, public confidence, austerity and its impact on public services reputation and legitimacy and motivation.

5. I then collated reflections from the Stakeholder Panel to provide feedback to the Appointment Panel specifically identifying areas where it was felt Appointment should seek further information from each candidate.

6. I then joined the Appointment Panel comprising:

- Barry Coppinger (PCC for Cleveland)
- Simon Dennis (Chief Executive)

- Tony Parkinson
- Peter Neyroud (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 were asked.
8. The Appointments Panel were unanimous in their view that both candidates were appointable and chose that the PCC should reflect panel member views in a single scoring for each candidate.

Tony Parkinson  
Independent Selection Panel Member