

CLEVELAND POLICE AND CRIME PANEL

CONFIRMATION HEARING – 23 JANUARY 2018

**PROPOSED APPOINTMENT OF A CHIEF CONSTABLE BY THE CLEVELAND POLICE
AND CRIME COMMISSIONER**

REPORT OF THE HEARING

A confirmation hearing was held by the Cleveland Police and Crime Panel (“the Panel”) on Tuesday 23 January 2018 to consider the proposed appointment of a Chief Constable by the Police and Crime Commissioner for Cleveland.

Present:

Cllr Norma Stephenson (Chair); Cllr Gillian Corr (substitute for Cllr David Harrington), Cllr David Coupe, Cllr Chris Jones, Cllr Jim Lindridge, Paul McGrath, Cllr Katie Trueman, Cllr Charlie Rooney and Cllr David Wilburn.

Officers

Margaret Waggott, Julie Butcher, Jill Douglas, Peter Bell (Stockton-on-Tees Borough Council).

Also in attendance:

Barry Coppinger (Police and Crime Commissioner), Simon Dennis and Joanne Hodgkinson (Office for the Cleveland Police and Crime Commissioner), Tony Parkinson (Independent Selection Panel Member).
Mike Veale (Candidate).

Apologies:

Cllr Alec Brown, Cllr David Harrington, Cllr Ian Jeffrey, Cllr Tom Mawston, Cllr Matthew Vickers and Andrew Dyne.

Declarations of Interest:

There were no interests declared.

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 Constable. The hearing was a meeting of the Panel, held in public, at which the Candidate, Mike Veale, was in attendance 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 if the Panel recommend that the Candidate be appointed. The Panel's report would normally be embargoed until a period of five days had elapsed following the hearing, however it was agreed that in the particular circumstances of this case that would not be necessary or appropriate. Details of the Panel's decision could therefore be released immediately following its communication to the Commissioner and the Candidate.

The Hearing:

Details of a report of the Police and Crime Commissioner for Cleveland relating to the Chief Constable appointment including a copy of advert for the position, role profile and Cleveland Police Chief Constable Candidate Information Pack were considered by the Panel. The Panel were also presented with a report of Independent Member of the Selection Panel. These papers provided details of the appointment process leading to the Commissioner's proposal to appoint Mike Veale, as Chief Constable.

Panel members were given the opportunity to ask questions of the Candidate and these centred around the following, regarding his approach and commitment to identifying, removing and preventing racism, sexism, or any other kind of discrimination in the Force, the considerable value the public places on Neighbourhood Policing and his commitment to retaining and developing it, against a backdrop of cuts in budgets and increased service pressures, how would he ensure that Cleveland Police remain active and committed to overall partnership working, his understanding of 'operational independence', the first things he intend to focus his attention on when commencing his appointment at Cleveland, the impact of the press and public perception on the post holder and the force, why Cleveland and what challenges he considered he would face and what made him an exceptional individual .

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. The hearing then concluded and the Panel went into closed session to consider its report and recommendations.

The Panel supported the Commissioner's recommendation that Mike Veale be appointed as Chief Constable.

RESOLVED that the Panel confirms its full support for the appointment of Mike Veale as Chief Constable for the Cleveland Police Force.