

# Cleveland Police and Crime Panel

A meeting of Cleveland Police and Crime Panel was held on Tuesday, 9th April, 2019.

**Present:** Cllr Norma Stephenson (Chair); Cllr David Coupe, Cllr Ian Jeffrey, Cllr Chris Jones, Cllr Charlie Rooney, Cllr Matthew Vickers and Cllr David Wilburn.

**Officers:** Julie Butcher, Fiona Attewill, Peter Bell (Stockton-on-Tees Borough Council).

**Also in attendance:** Barry Coppinger (Police and Crime Commissioner for Cleveland), Simon Dennis and Liz Byrne (Office of the Police and Crime Commissioner).  
Richard Lewis (Candidate).

**Apologies:** Cllr Alec Brown, Cllr Lesley Hamilton, Cllr David Harrington, Paul McGrath, Cllr Katie Trueman and Cllr Lewis Young.

**PCP 61/18 Welcome and Evacuation Procedure**

The Chair welcomed everyone to the meeting and the evacuation procedure was noted.

**PCP 62/18 Declarations of Interest**

There were no interests declared.

**PCP 63/18 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 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, Richard Lewis, 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.

RESOLVED that the Confirmation Hearing Purpose and Procedure be noted.

**PCP 64/18 Key Documents/Information associated with the appointment**

Details of a report of the Police and Crime Commissioner for Cleveland relating

to the Chief Constable appointment including a link to the advert for the position, a summary of the key terms and conditions, role profile and Cleveland Police Chief Constable Candidate Information Pack were considered by the Panel.

It was noted that the Chief Constable for Cleveland would 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 which deal with terms and conditions of appointment.

During the recent period of vacancy including the recruitment for a permanent successor, Mr Lee Freeman had led Cleveland Police on a temporary basis under the terms of a collaborative arrangement between Humberside and Cleveland. The Commissioner gave his thanks to the Police & Crime Commissioner for Humberside for facilitating this arrangement and acknowledged in the most positive terms Mr Freeman's service as Interim Chief Constable for Cleveland.

The progress and conclusions of the recent Chief Constable appointment process to fill the substantive vacancy was noted. The Commissioner had selected a preferred candidate and proposed a candidate for appointment.

The recruitment process had been supported throughout by the College of Policing. The Commissioner recorded his thanks to the College of Policing for their support throughout.

The Commissioner determined that he wished to appoint a Chief Constable who shared his belief that (amongst the range of priorities for policing, community safety and public protection) 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.

The Commissioner had set strategic directions for Cleveland Police to deliver and embed 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 needed a Chief Constable with the requisite leadership skills and values to carry this into effect.

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 Richard Lewis as Chief Constable.

RESOLVED that the Key Documents and Information be noted.

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### **Questioning of the Candidate**

Panel members were given the opportunity to ask questions of the Candidate and these centred around the following, the difference in the Dyfed-Powys force area and the Cleveland force area and what experience he has of tackling the issues facing Cleveland Police including the rural areas of Cleveland, what are the biggest challenges facing Cleveland Police in the next 5 years and how

does he intend to respond to these challenges including the rise of the so called far right and the threats they can bring to a diverse community, his vision for Neighbourhood Policing for Cleveland Police and issues around speeding drivers, his response to the recent negative press and public coverage of Cleveland Police, why he wants to come to Cleveland and what commitment can he give to stay in the position long term, what is his management philosophy, how he manages on a day to day basis and how will he obtain the trust and motivate his staff, what are his key messages he wanted the Panel to consider in deciding whether to approve his appointment.

When responses had been provided to all of the Panel Members' questions, the Candidate was given an opportunity to clarify any answers given. The hearing then concluded and the Panel went into closed session to consider its report and recommendations.

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### **Closed Session for the Panel to Consider its Recommendations**

The Panel unanimously agreed that Mr Lewis appeared suitable to carry out the role of Chief Constable in Cleveland and would support his appointment.

RESOLVED that the Panel recommends to the Police and Crime Commissioner that Richard Lewis be appointed as Chief Constable for the Cleveland Police Force.