

## **Chief Constable Appointment: 9 April 2019**

### **Report of Amanda Skelton, Chief Executive, Redcar and Cleveland Borough Council 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.

Guidance as to the selection process for Chief Officers is further detailed within the National College of Policing's 'Guide for Appointing Chief Officers'. I can confirm that the National College of Policing have assisted the Police and Crime Commissioner by facilitating the recruitment process and as such complying with the Guidance.

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.

In accordance with the College of Policing's Guidance for Appointing Chief Officers, I can confirm that I have been involved in all stages of the appointment process. The assessment of each of the candidates has been completed using assessment and scoring criteria against the National Policing Competency and Values Framework.

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 3 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.

Amanda Skelton  
Independent Selection Panel Member

## FORMAL PROCESS

### Shortlisting

1. I can confirm that I was part of the shortlisting panel, reviewed all application forms against assessment criteria to identify suitable candidates to take forward to the next stage of the recruitment process.
2. There was a scoring process facilitated by the College of Policing. I can confirm that there were seven applications made, of which the three highest scoring applicants were taken forward to the interview stages.

### External Stakeholder Panel

3. I chaired a stakeholder panel comprising:

Julie Dhuny, Head of Commissioning, NHS England

Bronwen Elphick – Chief Executive, – TV CRC

Ann O Hanlon (Joint Audit Committee chair)

Joanne Hodgkinson, Chief Executive, Safe in Tees Valley

Sarah Lewis - Hart Gables Manager

Katie Needham, Interim Director of Public Health, Stockton-on-Tees

Kulbir Peacock, Chair Strategic Independent Advisory Group

Andrew Penhale – CPS

Dave Smith – Ethics Committee Chair

Mark Simpson, Pro Vice Chancellor Teesside University

Alan Tallentire - Governor – HMP Holme House

4. Candidates were asked to meet with strategic partners from across Cleveland and provide a five minute briefing on the following:  
*'It is your first day as Chief Constable of Cleveland Police and you are about to meet the strategic partners you will be working with – what are the key messages you want them to take away from the meeting?'*
5. The Panel were asked to consider both the quantity and quality of the evidence provided, under the four headings.
  - a. How well did the candidate meet the aims of the exercise?
  - b. Was there anything in the candidate's approach that enhanced their performance in this exercise?
  - c. Was there anything in the candidate's approach that detracted from their performance in this exercise?

d. How did the candidate's performance in this exercise match with what you expect of a successful Chief Constable of Cleveland Police?

6. The Panel used the following criteria:

- 1 – An area where improvement is needed
- 2 – An area of acceptable performance
- 3 – An area of some strength
- 4 – An area of considerable strength

7. The preferred candidate was the highest scoring applicant.

8. The Panel then asked a total of 9 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.

9. The College of Policing facilitated the panel after each applicant had completed the exercise. Feedback was agreed, collated and provided to the Appointment Panel.

10. I then joined the Appointment Panel as the Independent Member. Including myself, the Appointment Panel comprised of:

- Barry Coppinger (PCC for Cleveland)
- Simon Dennis (Chief Executive and Monitoring Officer)
- Mike Cunningham (Chief Executive, National College of Policing - Policing Advisor)

11. The questions asked were finalised prior to the interviews taking place and were linked to the criteria within the Competency and Values Framework. Specifically questions covered the applicants plan for Cleveland Police in the immediate and longer term. Follow up questions were then asked covering the areas of leadership, services for victims of crime, resourcing, values and culture, performance management, prioritisation, relationships with partners and the PCC.

12. Each applicant was scored in accordance with the guidance for appointing Chief Officers.

13. Within a strong, competent field, the Appointment Panel were unanimous in their view that the preferred candidate should be offered the role.

Amanda Skelton  
Independent Selection Panel Member