

# Cleveland Police and Crime Panel

A meeting of Cleveland Police and Crime Panel was held on Thursday, 3rd June, 2021.

**Present:** Cllr Tony Riordan (Chair); Cllr Barrie Cooper, Cllr Chris Gallacher, Cllr Lynn Hall (Substitute for Cllr Stefan Houghton), Cllr Tom Mawston, Paul McGrath, Cllr Steve Nelson, Cllr Stephen Picton, Cllr Amy Prince, Luigi Salvati and Cllr Paul Weston (Substitute for Cllr Norma Stephenson).

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

**Also in attendance:** Steve Turner (Cleveland Police and Crime Commissioner), Lisa Oldroyd (Office for the Cleveland Police and Crime Commissioner - Candidate).

**Apologies:** Cllr Stefan Houghton, Mayor Andy Preston, Cllr Carl Quartermain and Cllr Norma Stephenson.

## **PCP Introduction and Welcome by the Chair**

**62/20**

The Chair welcomed everyone to the meeting and introductions were given.

## **PCP Declarations of Interest**

**63/20**

Councillor Barrie Cooper declared a personal non prejudicial interest as he was Social Secretary for the National Association of Retired Police Officers in Cleveland.

## **PCP Confirmation Hearing Purpose and Procedure**

**64/20**

The Panel was presented with the Confirmation Hearing Purpose and Procedure.

RESOLVED that the Confirmation Hearing Purpose and Procedure be noted.

## **PCP Key documents associated with the appointment**

**65/20**

A report was submitted to the Panel following notification from the Police and Crime Commissioner of his intention to appoint an acting Chief Executive and Monitoring Officer.

The post of Chief Executive and Monitoring Officer had been held by Simon Dennis who also acted as Chief Executive and Monitoring Officer for the Police, Fire and Crime Commissioner for North Yorkshire. Mr Turner agreed to release Mr Dennis from his role with the Police and Crime Commissioner's Office for Cleveland early by mutual agreement with North Yorkshire, leaving the post at Cleveland vacant.

The Police Reform and Social Responsibility Act 2011 obliges a Police and Crime Commissioner to appoint a chief executive, and further requires the Commissioner to appoint an acting chief executive whenever that post was vacant. The Commissioner had notified the Panel that he was reviewing the role profile and would undertake a permanent selection process but, in the meantime, proposed to appoint Lisa Oldroyd as the acting chief executive and monitoring officer.

The Police and Crime Commissioner was obliged to notify the Police and Crime Panel of a proposed appointment to the post of Chief Executive or Acting Chief Executive which he did by letter addressed to the Chair of the Panel dated 14 May 2021 which was appended to the report.

The Commissioner was also obliged to provide the following:-

- (a) the name of the person whom the commissioner is proposing to appoint (“the candidate”);
- (b) the criteria used to assess the suitability of the candidate for the appointment;
- (c) why the candidate satisfies those criteria; and
- (d) the terms and conditions on which the candidate is to be appointed.

The details of a) to c) were provided to the Panel. The appointment was proposed to be for six months, but subject to the timescales for recruiting a permanent chief executive.

The Panel was obliged to review the proposed appointment at a confirmation hearing and make a recommendation to the Commissioner whether or not to make the appointment. The recommendation must be made within 3 weeks of the Commissioner notifying the Panel of the proposal.

The Panel had no power to veto the appointment of a Chief Executive.

The proposed candidate could be requested to attend the confirmation hearing to answer questions and Lisa Oldroyd was in attendance at the hearing.

The Commissioner may accept or reject the Panel’s recommendation.

Guidance published by the Local Government Association to Panels regarding confirmation hearings advised that a panel should only consider a candidate’s professional competence, i.e. ability to carry out the role, personal independence, operationally, from the Commissioner and how they met the person specification for the role.

RESOLVED that the Key documents associated with the appointment be noted.

**PCP  
66/20**

### **Questioning of the Candidate**

Before the commencement of the question and answer session the Candidate read out a personal statement.

Panel members were then given the opportunity to ask questions of the Candidate and these centred around the following, what do you consider the role of chief Executive to be? What abilities and qualities are needed for this role in your view? Why do you believe you have what it takes to fulfil the requirements of the job? Detail relevant experience in your previous role? What individuals, groups or agencies do you consider would need to be involved and engaged in order to deliver the objectives of the police and crime plan? How will that involvement/engagement be achieved? What expectations will you have of those who are involved in the plan’s delivery? Can you tell us about any cases when you have needed to provide unwelcome advice to your superiors, and describe how you have approached that? What further training and

development do you think you need to become fully effective in your new role?

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.

RESOLVED that the question and answer session be noted.

**PCP  
67/20**

**Closed Session for the Panel to consider its recommendation**

Members of the Panel unanimously agreed that Lisa Oldroyd appeared competent to carry out the role of Acting Chief Executive and Monitoring Officer and would support her appointment.

RESOLVED that the Panel recommends to the Police and Crime Commissioner that Lisa Oldroyd be appointed as Acting Chief Executive and Monitoring Officer.

The Panel also agreed that the embargo on publishing the report could be reduced and this was agreed with the Police and Crime Commissioner.