



## REPORT OF THE CAMBRIDGESHIRE POLICE AND CRIME PANEL

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### DETERMINATION OF APPOINTMENT OF SENIOR STAFF FOLLOWING A CONFIRMATION HEARING

**Position:** Deputy Police and Crime Commissioner

**Candidate:** Ray Bisby

**Date of Notification:** 4 December 2017

**Date of Confirmation Hearing:** 19 December 2017

**Date of Report:** 19 December 2017

#### Guidance

This report gives the recommendation(s) made by the Cambridgeshire Police and Crime Panel in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011. Its purpose is to outline the Panel's recommendations following a review of the proposal made by the Police and Crime Commissioner to appoint Ray Bisby to the position of Deputy Police and Crime Commissioner.

#### Hearing

On 4 December 2017 the Cambridgeshire Police and Crime Panel reviewed a notice from the Police and Crime Commissioner to appoint Ray Bisby to the position of Deputy Police and Crime Commissioner.

During the hearing, which took place on 19 December 2017, which included an interview with the candidate, the Panel had regard to the information submitted about the candidate, the criteria used to assess the suitability of the candidate for the appointment and the terms and conditions on which the candidate was to be appointed.

#### Decision

In accordance with the Police Reform and Social Responsibility Act 2011 and following consideration of the information submitted to it, the Panel recommends that the candidate is accepted for the position.

### **Reasons for the decision**

The Panel determined that the candidate met the assessment criteria and had the relevant professional competence and personal independence required to carry out the role. The Panel felt that the candidate's background and experience demonstrated that he could meet the requirements of the role. The candidate demonstrated an understanding of the importance of the role, the challenges that would be faced and the work that would be involved.

This report is sent to the Police and Crime Commissioner, the proposed candidate and is also published onto the host Authority's website ([Peterborough City Council - Cambridgeshire Police and Crime Panel](#)).

### **Terms of Reference**

The Police Reform and Social Responsibility Act 2011 created the post of elected police and crime commissioner for each force area.

Under the Act, a principal role for the new panels will be to conduct hearings for certain senior staff including chief constable, before they are confirmed in their posts.

*Edward Leigh*

**Edward Leigh**  
**Chairman of the Cambridgeshire Police and Crime Panel**

**Date 19 December 2017**