



CAMBRIDGESHIRE POLICE AND CRIME PANEL CONFIRMATION HEARING

TUESDAY 19 DECEMBER 2017, 11.00 AM

The Executive Suite - ABAX Stadium, London Road, Peterborough PE2 8AL

Contact – jane.webb@peterborough.gov.uk, 01733 452281

AGENDA

Page No

1. **Apologies for Absence**
2. **Declarations of Interest**
3. **Proposed Appointment of the Cambridgeshire Deputy Police and Crime Commissioner** 3 - 18
4. **Local Government Act 1972 - Exclusion of the Public**

To consider whether to pass a resolution under Section 100(A) (4) of the Local Government Act 1972 to exclude the public from the remainder of the meeting on the grounds that consideration of the item of business is likely to involve the disclosure of exempt information as defined in Paragraph 1 of Part 1 of the Schedule 12A, Access to Information: Exempt information to the Act (as amended).

5. **To deliberate upon the Proposed Appointment of the Deputy Police and Crime Commissioner and Determine the Panel's Recommendations to the Commissioner in respect of the proposed appointment**

At this point the Chairperson will ask the Candidate and members of the public to leave the room.



Membership

Councillors: D Baigent, A Dickinson, D Connor, E Murphy, A Bond, D Oliver, T Sanderson, A Sharp, M Shellens, B Shelton, L Ayres

Independent Co-opted Members

Edward Leigh (Chairperson)

Claire George

Substitutes

Councillors: K Cuffley, A Sinnott, A Miscandlon, N Sandford, A Pearson, M Howell, A Ansar, L Nethsingha

Officer Support

Jane Webb, Peterborough City Council

CAMBRIDGESHIRE POLICE AND CRIME PANEL	Agenda Item 3
19th December 2017	Public Report

Report of: Assistant Director (Human Resources & Development), Peterborough City Council

Contact Officer(s) – Paul Smith

Contact Details – Email: paul.smith2@peterborough.gov.uk

Tel: 01733 863629

Proposed Appointment of the Deputy Police and Crime Commissioner

1. PURPOSE

- 1.1 This report is submitted to the Panel following a notification from the Police and Crime Commissioner of his proposed appointment to the post of Deputy Police and Crime Commissioner on 4 December 2017 (Appendix A).

2. RECOMMENDATIONS

- 2.1 That the Panel notes the process to be followed to undertake the confirmation hearing for the post of Deputy Police and Crime Commissioner as identified below.
- 2.2 That the Panel considers the Police and Crime Commissioner’s report (Appendix B) and reviews the proposed appointment of Cllr Ray Bisby as the Deputy Police and Crime Commissioner for the Cambridgeshire Police and Crime Commissioner.
- 2.3 That the Panel considers the information provided by the Police and Crime Commissioner (see appendices A&B) and, following questioning of the candidate at the hearing, agrees a recommendation to the Commissioner on whether or not to appoint Cllr Bisby to the post of Deputy Police and Crime Commissioner in accordance with the Police Reform and Social Responsibility Act 2011.

3. TERMS OF REFERENCE

- 3.1 This report is for the Panel to consider under its Terms of Reference No 3 - To hold a confirmation hearing and review, make a report, and recommendation in respect of proposed senior appointments made by the Police and Crime Commissioner.

4. BACKGROUND

- 4.1 Under Chapter 3 Section 18 of the Police Reform and Social Responsibility Act 2011, the Police & Crime Commissioner may:
 - (a) appoint a person as the deputy police and crime commissioner, and
 - (b) arrange for the deputy police and crime commissioner to exercise any function of the police and crime commissioner.
- 4.2 The Cambridgeshire Police and Crime Commissioner has notified the Chair of the Police and Crime Panel of his proposed appointment to the post of Deputy Police and Crime Commissioner on 4 December 2017.

- 4.3 Schedule 1 Section 8 of the Police Reform and Social Responsibility Act 2011 sets out the requirements of appointing to the role of Deputy Police and Crime Commissioner.
- 4.4 Under the terms of the Act, this Panel is required to:
- Review the proposed senior appointment
 - Make a report to the Police and Crime Commissioner on the proposed senior appointment
 - Include within the report recommendations to the Police and Crime Commissioner as to whether or not the candidate should be appointed. It should be noted that for Schedule 1 appointments, the Panel has no power to veto the appointment.
- 4.5 Attached at Appendix B is a report from the Police and Crime Commissioner that proposes Cllr Bisby for the post of the Deputy Police and Crime Commissioner and details the criteria that was used to assess his suitability, how he has satisfied the criteria and the terms and conditions on which he is to be appointed. A role description and a personal statement from Cllr Bisby are appended to this report.
- 4.6 The Panel is therefore required to question the candidate in order to confirm he has the necessary competence to carry out the role. Following the hearing, the Panel will deliberate on the proposed appointment during a closed session in accordance with Local Government Act 1972, Paragraph 1 of Part 1 of Schedule 12A, Access to Information. The Panel will then publish a report within five working days on the proposed appointment to the Deputy Police and Crime Commissioner, with a recommendation as to whether or not the candidate should be appointed. The Act allows the Police & Crime Commissioner the right to accept or reject the Panel's recommendations; however, he must inform the Panel of his decision.

5. KEY ISSUES

- 5.1 To assess whether the proposed candidate is suitable for the post and make a recommendation to the Commissioner.

6. Consultation

None

7. Implications

- 7.1 Legal: The legal implications are contained within the body of this report
- 7.2 Financial: The remuneration for this role will be funded from within the Police & Crime Commissioner's budget.
- 7.3 Human Resources: The hearing must be conducted within the bounds of the appropriate legislation, and must not stray into unwarranted intrusion, or lines of questioning that might be unfair or unreasonable
- 7.4 Equality: Equality and diversity principles will apply to the appointment process, in order to ensure compliance with the public sector equality duty.

8.0 Background Documents

- LGA Guidance – Police and Crime Panels – Guidance for Confirmation Hearings
- Police Reform and Social Responsibility Act 2011

9. Appendices

- **Appendix A** – notification to the Panel from the Police and Crime Commissioner of his proposed appointment to the post of Deputy Police and Crime Commissioner on 4th December 2017.
- **Appendix B** – Report of the Police and Crime Commissioner.

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Edward Leigh
Cambridgeshire Police and Crime Panel
c/o Jane Webb
Peterborough City Council

By email: jane.webb@peterborough.gov.uk

4th December 2017

Dear Edward

I am writing to formally notify the Cambridgeshire Police and Crime Panel of the proposed appointment of the Deputy Police and Crime Commissioner for Cambridgeshire. This notification is in accordance with Section 9 to Schedule 1 of the Police Reform and Social Responsibility Act 2011 (the "Act") and paragraph 17.0 of the Police and Crime Panel's Rules of Procedure.

In accordance with the Act and paragraph 17.2 of the Panel's Rules of Procedure, I will submit a report to the Panel which will set out the criteria used to assess the suitability of the proposed Deputy, why he satisfies the criteria, and the terms and conditions on which he is to be appointed.

I look forward to receiving the details of the Panel's arrangements for the Confirmation Hearing for consideration of this appointment. I will send through the report in accordance with the Panel's requirements.

Yours sincerely,



Jason Ablewhite
Cambridgeshire and Peterborough Police and Crime Commissioner

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APPENDIX B

CAMBRIDGESHIRE POLICE AND CRIME PANEL	Agenda Item No. 3
19 December 2017	Public Report

Report of Cambridgeshire Police and Crime Commissioner

Contact Officer – Dorothy Gregson

Contact Details – cambs-pcc@cambs.pnn.police.uk 0300 333 3456

APPOINTMENT OF THE DEPUTY POLICE AND CRIME COMMISSIONER FOR CAMBRIDGESHIRE

1. PURPOSE

1.1 The purpose of this report is for the Cambridgeshire Police and Crime Commissioner (the “Commissioner”) to formally notify the Cambridgeshire Police and Crime Panel (the “Panel”) under the Police Reform and Social Responsibility Act 2011 (the “Act”) of the Commissioner’s proposal to appoint Ray Bisby as the candidate for Cambridgeshire’s Deputy Police and Crime Commissioner (the “Deputy Commissioner”) (also referred to in this report as the “candidate”).

1.2 In accordance with the Act this report provides the Panel with:

- the name of the person whom the Commissioner is proposing to appoint;
- the criteria used to assess the suitability of the candidate for appointment;
- why the candidate satisfies those criteria; and
- the terms and conditions on which the candidate is to be appointed.

2. RECOMMENDATION

2.1 The Panel reviews the proposed appointment of Ray Bisby as Deputy Commissioner and makes a recommendation to the Commissioner that he appoints Ray to the role.

3. TERMS OF REFERENCE

3.1 Item 3 - To hold a Confirmation Hearing and review, make a report, and recommendation (as necessary) in respect of the proposed senior appointment made by the Police and Crime Commissioner.

4. BACKGROUND

4.1 In accordance with the Act the Commissioner is entitled to appoint one Deputy Commissioner and to delegate certain functions and responsibilities to that person.

5. LEGISLATIVE REQUIREMENTS

5.1 The appointment process for Deputy Commissioner is set down in the Act. The Deputy Commissioner is a member of the Commissioner’s staff but the post is not politically restricted and as a result the Deputy Commissioner can carry out political activity on behalf of the Commissioner. Section 7 of the Local Government and Housing Act 1989 (Appointment of Staff on Merit) does not apply and therefore the post is not subject to the normal competitive employment processes. (All other posts within the Commissioner’s office are politically restricted and subject to normal recruitment processes).

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- 5.2 The Commissioner may arrange for the Deputy Commissioner to exercise any function of the Commissioner in accordance with the Act.
- 5.3 Under the Act the Panel must:
- review the proposed appointment;
 - hold a Confirmation Hearing in public;
 - make a report to the Commissioner on the proposed appointment, which must include a recommendation to the Commissioner as to whether or not the candidate should be appointed, and must publish their report.
- 5.4 Under the Act the Commissioner may accept or reject the Panel's recommendations as to whether to or not the candidate should be appointed. The Commissioner then has to notify the Panel of the decision whether to accept or reject the recommendation.
- 5.5 The Policing and Crime Act 2017 introduced measures to enable Police and Crime Commissioners to take on responsibility (or the governance) for fire and rescue services in their area. The Commissioner submitted a proposal to the Secretary of State for him to become the Cambridgeshire Police, Fire and Crime Commissioner thus having overall responsibility for the governance of both Cambridgeshire Constabulary (the "Constabulary") and Cambridgeshire Fire and Rescue Service. The Business Case that formed part of the Commissioner's proposal provided for the additional cost, equating to 1 day per week, of a Deputy Commissioner/Assistant Fire Commissioner role.

6. HOW THE CANDIDATE SATISFIES THE CRITERIA

6.1 The name of the person whom the Commissioner is proposing to appoint

- 6.1.1 The Commissioner is proposing to appoint Ray Bisby as the Deputy Commissioner.
- 6.1.2 None of the disqualifications for appointment, as set out in Section 18(6) of the Act or Paragraphs 8(2) and 8(6) of Schedule 1 of the Act, apply to Ray Bisby, in that he is not:
- a member of the House of Commons, the Scottish Parliament, the National Assembly for Wales, the Northern Ireland Assembly or the European Parliament.
 - a police officer, a Special, a member of police staff, or Police and Crime Commissioner staff, or a member of staff of certain national policing bodies, or the City of London Police Authority.
 - a British citizen, having been declared bankrupt, having been convicted of any imprisonable offence in the United Kingdom, Channel Islands or Isle of Man, or committed corrupt or illegal elections practice.

6.2 The criteria used to assess the suitability of the candidate for appointment

- 6.2.1 The role of Deputy Commissioner provides capacity for the Commissioner to deliver his Police and Crime Plan (the "Plan"). The role incorporates statutory functions which the Commissioner may decide that Ray can undertake in respect of both supporting and deputising for him. In addition, the role has been shaped to capitalise on Ray's knowledge, skills and experience that he can bring to the assist the Commissioner and his team in the delivery of the Plan. The Role Description for the post of Deputy Commissioner is given at Appendix 1.

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6.3 Why the candidate satisfies those criteria

- 6.3.1 Ray has 19 years operational policing experience in the Royal Ulster Constabulary (RUC) primarily undertaking a local policing role. His work with the RUC also involved working with other partners, stakeholders and blue light services. Following his retirement from the RUC he undertook a range of voluntary work with the prison service, local communities, schools, and associations. In 2015, Ray was mandated by the residents of Peterborough to represent them as a local Councillor. In addition to Ray sitting on a number of Peterborough City Council scrutiny committees, he is Chair of the Council's Corporate Parenting Committee. This important role has enabled Ray to lead major changes to raise the standards for looked after children in Peterborough.
- 6.3.2 Given his policing experience, the Commissioner sees Ray acting as a 'critical friend' and not a 'critic' to Cambridgeshire Constabulary. Although Ray left the police service a number of years ago, his experience will enable him to 'sense check' the reality of policing matters from a distance to inform a more strategic approach to matters. This 'distancing' will respect the statutory requirement to maintain operational independence between the role of Commissioner and the Constabulary.
- 6.3.3 Ray's knowledge, experience and skills, and his dedication to public service can be effectively deployed to ensure the duties of the Commissioner's office are discharged in the best way. For instance, Ray's experience as a Councillor, and working with partners and stakeholders to understand issues, look for solutions and bring about change, will be beneficial in supporting, empowering and scrutinising others in the delivering of the Commissioner's Plan.
- 6.3.4 His considerable experience of work with local communities will be advantageous in supporting the Commissioner in his commitment to wide-ranging engagement with the public, communities and partners across the county.
- 6.3.5 The Personal Statement given at Appendix 2 demonstrates the skills and experience that Ray will bring to the role of Deputy Commissioner. In addition, Ray's Disclosable Interests are also given at Appendix 3.

6.4 Terms and Conditions of Appointment

- 6.4.1 The Deputy Commissioner will be required to work flexibly, equating to 2-3 days per week. The role will attract a payment of £28,000 per annum. This payment has been calculated on the basis of 80 per cent of the salary of the Commissioner, pro rata at 50 per cent. These terms and conditions can be subject to review as required by the Commissioner.
- 6.4.2 The post of Deputy Commissioner is excluded from vetting as it is a political position, is deemed a Crown Servant and Parliament has agreed that this role should not be subject to Police Vetting, National Security Vetting. Neither should a check on the Police National Computer system be undertaken. The Deputy Commissioner will be asked to sign the Official Secrets Act.
- 6.4.3 The Act provides that a Deputy Commissioner's appointment must end no later than the day when the Commissioner's term of office ends (i.e. the sixth day after the day of the poll at the next ordinary election in 2020) or, in the event of a by-election being called due to a vacancy in the post of Commissioner, the new Commissioner makes and delivers a declaration of acceptance of office.
- 6.4.4 The post will be based at the Commissioner offices but will require travel around Cambridgeshire and beyond as required by the role.

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7. BACKGROUND DOCUMENTS

7.1 Police Reform and Social Responsibility Act 2011

<http://www.legislation.gov.uk/ukpga/2011/13/contents>

The Policing Protocol Order 2011

<http://www.legislation.gov.uk/uksi/2011/2744/made>

Policing and Crime Act 2017

<http://www.legislation.gov.uk/ukpga/2017/3/contents/enacted>

8. APPENDICES

Appendix 1 - Role Description of Deputy Police and Crime Commissioner

Appendix 2 – Ray Bisby’s Personal Statement

Appendix 3 - Ray Bisby’s Disclosable Interests



CAMBRIDGESHIRE DEPUTY POLICE AND CRIME COMMISSIONER

ROLE DESCRIPTION

Reports to: Jason Ablewhite, Cambridgeshire Police and Crime Commissioner

Job Purpose

1. The Police Reform and Social Responsibility Act 2011 (the “Act”) enables a Police and Crime Commissioner to appoint a Deputy and to delegate certain functions and responsibilities to that person. The Act also outlines certain functions which cannot be delegated.
2. The role of Deputy Police and Crime Commissioner, working with the Commissioner’s other staff, is to deputise and support the Commissioner in carrying out his functions including:
 - acting as a local link between communities and the police;
 - assisting in setting the force budget and the precept, and deciding how other crime reduction budgets are spent;
 - assisting in the development of the Police and Crime Plan;
 - entering into collaboration agreements as necessary;
 - holding the Chief Constable to account;
 - working co-operatively with community safety and criminal justice partners.
3. In accordance with section 18 of the Act, the following functions may not be delegated:
 - issuing a Police and Crime Plan;
 - determining police and crime objectives;
 - attendance at a meeting of a Police and Crime Panel in compliance with a requirement by the Panel to do so;
 - preparing an annual report to a Police and Crime Panel;
 - appointing the Chief Constable, suspending the Chief Constable, or calling upon the Chief constable to retire or resign;
 - calculating a budget requirement.

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4. Overall, the role will include:
 - seeking and representing the views and concerns of the people of Cambridgeshire through a range of means including attending relevant meetings on behalf of the Commissioner;
 - representing these views to the Commissioner and staff so that they may be reflected in the work of the Commissioner;
 - reporting back to the people of Cambridgeshire on behalf of the Commissioner;
 - ensuring effective monitoring of the budget.
5. In addition and more specifically, the role will support and scrutinise the delivery of the Commissioner's Police and Crime Plan through such work as 'reality testing' and acting as the Commissioner's link in the following areas (but not exclusively):
 - **Victims**
 - Safeguarding Boards
 - **Offenders**
 - Criminal Justice Boards/Groups, linkages with Youth Offending Services
 - **Communities**
 - Conduit with voluntary schemes such as Neighbourhood Watch
 - **Transformation**
 - Collaboration governance boards such as Joint Protective Services and the Eastern Region Special Operations Unit.
6. The Oath made by the Commissioner for how he will carry out his role also defines the personal attributes required to carry out the role of Deputy, namely a demonstrable ability to:
 - serve all the people of Cambridgeshire in the office of Deputy Police and Crime Commissioner;
 - act with integrity and diligence in the role;
 - execute the duties of the office to ensure that the police are able to cut crime and protect the public;
 - give a voice to the public, especially victims of crime;
 - work with other services to ensure the safety of the community and effective criminal justice;
 - take all steps within their power to ensure transparency of their decisions, that they may be properly held to account by the public;
 - not interfere with the operational independence of police officers.

PERSONAL STATEMENT**RAY BISBY**

I could not be more delighted that the Police and Crime Commissioner, Jason Ablewhite, has selected me as his preferred candidate to become his Deputy Police and Crime Commissioner.

Subject to the Police and Crime Panel's recommendation to the Commissioner on my appointment, I am really looking forward to working with Jason as part of his team. I fully support the aims within Jason's Police and Crime Plan and wish to work as part of the team to bring these to fruition to ensure the public have a police force that we can all be proud of to keep Cambridgeshire and Peterborough safe.

I believe that my operational policing experience, together with my work as a local Councillor in engaging with the public, leading change, along with providing support and scrutiny on various Council committees, will be valuable in fulfilling the role of Deputy Police and Crime Commissioner.

My career has been different from many. I joined the Military in 1975 straight from school as a Musician and Medic, serving in the UK, Germany and Northern Ireland. In 1979, I left the Military and joined the Royal Ulster Constabulary (RUC), serving in local stations, walking the beat and patrols. I also spent time in a Mobile Support Unit, travelling throughout Northern Ireland to support local police with a range of operational matters. I also had a number of other roles with the RUC, such as working within the Juvenile Liaison office, being a Facilitator/Trainer, and undertaking joint working with other agencies including Fire and Ambulance services to provide an improved service to the public.

Having been medically retired from the RUC in 1999, I undertook voluntary work with the Northern Ireland Prison Service. This involved working with both prisoners and prison officers to help resolve their individual or working issues. During this time I gained a BSC Honours Degree in Social Psychology.

In 2007 I moved to Peterborough and wished to continue my voluntary work. I worked with Age UK to start a club for the over 60s. I founded a Neighbourhood Watch Group, which I am still a member of. I have also worked with local schools, and helped local community groups. I was also Chair of a local Policing Board, which provided regular interaction between Cambridgeshire Constabulary and residents.

In 2015 I was asked to stand as a Peterborough City Councillor and was successfully elected, but due to boundary changes, was re-elected the following year to the Stanground South ward.

In 2016 I was appointed Chair of Peterborough City Council's Corporate Parenting Committee. This important role has enabled me to lead major changes that have raised the standards for looked after children in Peterborough. Upon taking up the position of Chair, I was able to help influence other relevant Council committees to recognise the need to prioritising looked after children where appropriate to do so. In addition, children were also given a 'voice' and platform, such as co-chairing committee meetings, and becoming 'Champions' to look at issues as housing and education. Ofsted has recognised this as innovative but a better measure is that the children themselves feel empowered to make changes that directly affect their lives.

I also sit on various other scrutiny committees at Peterborough City Council, namely Children and Education, and Planning and Environmental Protection, the latter for which I am Deputy. I have also previously sat on the Council's Adult and Communities Committee. I currently act as Peterborough City Council's representative on a number of bodies including the Italian Community Association, and deputising as required on the Cambridgeshire and Peterborough Combined Authority.

I have been a member of the Police and Crime Panel since 2016, and in 2017 I was elected as Vice Chair of the Panel. This has enabled me to both support and scrutinise the Commissioner in his work and as such I am familiar with the Commissioner's work and that of Cambridgeshire Constabulary.

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I currently volunteer in local schools to support with various areas of the curriculum such as teaching and reading. I am the Vice Chair of Governors at Oakdale Primary School as well as their Safeguarding Governor. I also volunteer with a local sports association.

Should I be appointed as Deputy Police and Crime Commissioner, both the Commissioner and the Leader of Peterborough City Council have agreed that I can continue with: my Councillor role representing my ward; Chair of Peterborough City Council's Corporate Parenting Committee; Deputy for Planning and Environmental Protection; and sit on the Italian Community Association. The Commissioner has also agreed that I can continue with my work with the school and the local sports association.

DISCLOSABLE INTERESTS

RAY BISBY

Land – beneficial interest and Home Address:	41 Juno Way, Cardea, Stanground, Peterborough, PE2 8GR
Trustee (unremunerated role):	None
Non-Executive Chair (unremunerated role):	None
Voluntary Chair (unremunerated role):	None
Voluntary Role (unremunerated role):	Governor and Safeguarding Governor, Oakdale Primary School, Peterborough Cardea Community Sports Association, Peterborough
Additional:	A Retired Military and Police Service Pensioner

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