

<b>CAMBRIDGESHIRE POLICE AND CRIME PANEL</b>	<b>Agenda Item 3</b>
<b>19<sup>th</sup> December 2017</b>	<b>Public Report</b>

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

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**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 4<sup>th</sup> December 2017.
- **Appendix B** – Report of the Police and Crime Commissioner.

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