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CAMBRIDGESHIRE POLICE AND CRIME PANEL	Agenda Item No. 3
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Report of Cambridgeshire Police and Crime Commissioner

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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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