



## REPORT OF THE CAMBRIDGESHIRE POLICE AND CRIME PANEL

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

**Position:** Chief Constable

**Candidate:** Nick Dean

**Date of Notification:** 18 July 2018

**Date of Confirmation Hearing:** 30 July 2018

**Date of Report:** 31 July 2018

#### Guidance

This report gives the recommendation(s) made by the Cambridgeshire Police and Crime Panel in accordance with Schedule 8 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 Nick Dean to the position of Chief Constable.

#### Hearing

On 30 July 2018 the Cambridgeshire Police and Crime Panel reviewed a notice from the Police and Crime Commissioner to appoint Nick Dean to the position of Chief Constable.

During the hearing, 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.

The Panel also recommends that the Chief Constable should attend at least one Panel meeting a year. The Panel fully accept that the Chief Constable is accountable to the Commissioner and not the Panel, but nevertheless feel the Chief Constable's presence at occasional meetings could add value and provide a greater understanding of both the Commissioner and the Constabulary's work.

### **Reasons for the decision**

The Panel determined unanimously 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 clearly demonstrated that he could meet the requirements of the role. The candidate demonstrated a thorough understanding of the challenges facing the police both now and in the medium term and satisfied the Panel that under his leadership, the Constabulary would adapt and respond efficiently and effectively. The Panel was especially impressed by the candidate's commitment to local policing, and the importance of personally meeting with communities to understand their specific needs. It was also noted positively that the candidate referred to the police as a *service* rather than a *force*, a subtle but important indication of how he understands modern policing.

This report is sent to the Police and Crime Commissioner, the proposed candidate and is also published onto the host Authority's website ([www.peteborough.gov.uk/cpcp](http://www.peteborough.gov.uk/cpcp)).

### **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 panels is to conduct hearings for certain senior staff before they are confirmed in their posts.

**Signed: Edward Leigh**

**Date: 31 July 2018**

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