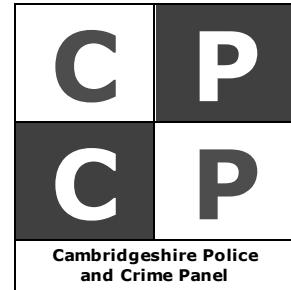


# Public Document Pack



## CAMBRIDGESHIRE POLICE AND CRIME PANEL

**MONDAY 8 NOVEMBER 2021, 2.00 PM**

**Sand Martin House**

Contact – [jane.webb@peterborough.gov.uk](mailto: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 - 16
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.

*\*Members of the public wishing to submit questions or a statement to the Panel can do so by contacting the secretariat no later than 12 noon on the third working day following the publication of the meeting agenda. Further details can be found within paragraph 7, Public Participation within the rules of procedure:*

[Rules of Procedure](#)



Membership

Councillors: A Sharp, A Collis, S Tierney, A Bradnam, S Ferguson, S Warren, A Ali, C Hogg, C Daunton, A Lynn, S Bywater

Independent Co-opted Members

Edward Leigh (Chairperson)

Claire George

Substitutes

Councillors: J Huffer, S Baigent, D Connor, G Wilson, T Sanderson, L Ayres, E Murphy, C Wiggin, F Whelan, H Masson

Officer Support

Jane Webb, Peterborough City Council

<b>CAMBRIDGESHIRE POLICE AND CRIME PANEL</b>	<b>Agenda Item 3</b>
<b>8<sup>th</sup> November 2021</b>	<b>Public Report</b>

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

**Contact Officer(s) – Sarah Spendelow**

**Contact Details – Email:** [sarah.spendelow@peterborough.gov.uk](mailto:sarah.spendelow@peterborough.gov.uk)

## **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 25 October 2021 (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 John Peach 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 1 & 2) and, following questioning of the candidate at the hearing, agrees a recommendation to the Commissioner on whether or not to appoint John Peach 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 25<sup>th</sup> October 2021.

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.

Under the terms of the Act, this Panel is required to:

- 4.4
- 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 John Peach 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 John Peach 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 25<sup>th</sup> October 2021.
- **Appendix B** – Report of the Police and Crime Commissioner.

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

By Email: [jane.webb@peterborough.gov.uk](mailto:jane.webb@peterborough.gov.uk)

25th October 2021

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 and Peterborough. 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



**Darryl Preston**  
**Police and Crime Commissioner for Cambridgeshire and Peterborough**

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<b>CAMBRIDGESHIRE POLICE AND CRIME PANEL</b>	<b>Agenda Item No.</b>
<b>8<sup>th</sup> November 2021</b>	<b>Public Report</b>

## **Report of the Police and Crime Commissioner for Cambridgeshire and Peterborough**

**Contact Officer – Jim Haylett**

**Contact Details – [cambs-pcc@cambs.pnn.police.uk](mailto:cambs-pcc@cambs.pnn.police.uk) 0300 333 3456**

## **APPOINTMENT OF THE DEPUTY POLICE AND CRIME COMMISSIONER FOR CAMBRIDGESHIRE AND PETERBOROUGH**

### **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 John Peach as the candidate for Deputy Police and Crime Commissioner (the “Deputy Commissioner”) for Cambridgeshire and Peterborough (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 John Peach as Deputy Commissioner and makes a recommendation to the Commissioner that he appoints John 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).

- 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 It is the expectation of the Commissioner that should the need arise to appoint an Acting Commissioner in the event that the Commissioner is unable to carry out his role, that in accordance with the Act, the Deputy Commissioner would be appointed as his replacement.

## **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 John Peach 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 John Peach, 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 John can undertake in respect of both supporting and deputising for him. In addition, the role has been shaped to capitalise on John'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.

### **6.3 Why the candidate satisfies those criteria**

- 6.3.1 John has always been passionate about serving the public. He has held many and varied positions in local government, business, and the wider community.
- 6.3.2 He has over 30 years' experience in local politics which has resulted in him having a vast breadth and depth of understanding of the countywide local government landscape and their complex governance arrangements. As a deputy leader, leader, and Chair in various local political governance roles, John is fully cognisant of the responsibilities these bring not only from a leadership perspective but also for the need to achieve outcomes for those who live, work and study within the county.
- 6.3.3 Fundamental to the role of Deputy Commissioner is John's knowledge and understanding of the importance for community engagement to understand community needs and the challenges faced. His considerable experience of working 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.
- 6.3.4 John's experience and skills in knowing how to work with stakeholders, organisations, and all elected representatives is key for this role. He fully recognises the need to take a holistic approach in order to be responsive to find solutions to local needs; something that he has undertaken and achieved during his career. Having this same ethos as the Commissioner is crucial in order for John to support him in his vision and delivery of the Plan.
- 6.3.5 The Personal Statement given at Appendix 2 demonstrates the skills and experience that John will bring to the role of Deputy Commissioner.

#### **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 £28,560 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 and neither should a check on the Police National Computer system be undertaken. The Deputy Commissioner will be asked to sign the Official Secrets Act. He will also be asked to adopt the Code of Ethics for policing.
- 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) 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's office but will require travel around Cambridgeshire and beyond as required by the role.

#### **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>

#### **8. APPENDICES**

Appendix 1 - Role Description of Deputy Police and Crime Commissioner

Appendix 2 - John Peach's Personal Statement



## **DEPUTY POLICE AND CRIME COMMISSIONER FOR CAMBRIDGESHIRE AND PETERBOROUGH**

### **ROLE DESCRIPTION**

**Reports to: Darryl Preston, Police and Crime Commissioner for Cambridgeshire and Peterborough**

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.

The role of Deputy Police and Crime Commissioner, working with the Commissioner’s staff in the Office of the Police and Crime Commissioner (OPCC), is to deputise and support the Commissioner in carrying out his functions.

Overall, the role will support the Commissioner in:

- The delivery of the Police and Crime Plan;
- Acting as a senior local link between communities and the police;
- Seeking and representing the views and concerns of the people of Cambridgeshire and Peterborough through a range of means and representing these views to the Commissioner and OPCC staff in order that these may be reflected in the work of the Commissioner;
- Reporting back to the people of Cambridgeshire and Peterborough on behalf of the Commissioner; and
- Working across the range and complexity of the current and emerging political, partnership and organisational landscape in Cambridgeshire and Peterborough, regionally and nationally.

In addition, and more specifically, the role will assist and support in the delivery of the Commissioner’s Police and Crime Plan through the following areas (but not exclusively):

- To support the Commissioner, and act as his representative, by engaging with relevant community groups, public bodies, elected representatives and organisations to better understand the policing needs of the community.
- To represent the views of the Commissioner, involving attendance at external events and meetings, seeking the views and concerns of the public and diverse communities, ensuring their voices are reflected, and where appropriate, translate these needs into actions and outcomes, providing analysis of issues and summarised feedback and advice to the Commissioner.

- To pro-actively develop, maintain and enhance effective working relationships across the range and complexity of the current and emerging political, partnership and organisational landscape in Cambridgeshire and Peterborough, regionally and nationally in order to influence stakeholders in the collaborative support of the Commissioner's policy and delivery of his Police and Crime Plan.
- To provide advice and briefing to the Commissioner on emerging issues and risks and take the lead on specific projects or themes as delegated by the Commissioner.
- In the event of either the Commissioner's position becoming vacant or the Commissioner becomes incapacitated, the Deputy will be appointed as Commissioner in accordance with the terms of the legislation.
- The Deputy Commissioner must be prepared to undertake additional duties arising from changing circumstances but these do not change the general character or level of responsibility of the post.
- The role of Deputy Police and Crime Commissioner is not politically restricted and as a result the postholder can carry out political activity on behalf of the Commissioner.

The Oath made by the Commissioner for how he will carry out his role and his adoption of the Code of Ethics for policing also defines the personal attributes required to carry out the role of Deputy, namely a demonstrable ability to:

- Serve all the people of Cambridgeshire and Peterborough 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 so that they may be properly held to account by the public; and
- Not interfere with the operational independence of Cambridgeshire Constabulary, its officers or staff.

**PERSONAL STATEMENT**

**JOHN PEACH**

I have been asked by Darryl Preston to be his Deputy Police and Crime Commissioner for Cambridgeshire and Peterborough.

I am aware that the Police and Crime Panel needs to review my proposed appointment before I am confirmed in the post and as such assure themselves that I am suitable for the role and will be able to support the Commissioner in his role.

I hope that my experience in the many and varied positions I have held in local government, in business and the wider community, will enable me to support Darryl in tackling crime, supporting victims and keeping communities safe across Cambridgeshire and Peterborough.

I have always lived and worked in the county and therefore know it well in terms of its communities, their needs and the challenges faced. This is so important as an elected representative. Equally important is knowing how to work with stakeholders, organisations, and all elected representatives to discuss matters in order to take a holistic approach which is responsive to find solutions to local needs. This is something that I have undertaken and achieved during my career, believing in 'positive politics' achieves more.

I have always taken a keen interest in policing and how it works in Cambridgeshire. This is from the perspective of those who I represented as a Ward Councillor and as Leader of the Council, but equally taking into account the views of local officers and PCSOs. I've engaged with the Constabulary on numerous occasions from going out with them on day and night patrols and at meetings. At the same time I recognise the operational independence between policing and politics, and that of a Commissioner, Deputy Commissioner and the police force they hold to account.

I started my career in local media, moving on to national newspapers and magazines working as part of a team in marketing and business organisation roles.

I have always been passionate about serving the public and have vast experience in local politics. I have over 30 years' experience as a local and county Councillor representative. I was initially elected to Cambridgeshire County Council, where I served 12 years before moving to Peterborough City Council when it became a unitary authority in 1998.

While on the County Council I was Chairman of its Environment Committee, and a member of three other separate committees: Police; Fire; and Policy.

Whilst serving on Peterborough City Council, I had several roles as Committee Chairman and Cabinet Member. I was elected Deputy Leader of the City Council for three years and its Leader for another three years.

I have served on the Cambridgeshire and Peterborough Fire Authority and was Deputy Chairman for three years between 2015 to 2018.

I've also been the Mayor of Peterborough raising thousands of pounds for my charities which included the scouts, the guides, and various charities encouraging people back into stable accommodation and work using my experience in the property/housing field.

I have, and continue to, serve on various local and community groups including being a School Governor and Trustee of the Thomas Deacon Academy and Foundation (respectively) in Peterborough, the largest secondary school in Europe.

I have owned a property maintenance and development business for many years.

Overall this is why I feel that my various life, business, local authority, and political experiences will put me in good stead to help serve the people of Cambridgeshire and Peterborough.

As Deputy Commissioner it will be an honour to support Darryl in the delivery of his new Police and Crime Plan in order to achieve his vision to make a difference to those within Cambridgeshire and Peterborough. I hope my assistance and support to Darryl will bring the necessary resilience and capacity required in a range of tasks, from deputising at meetings through to attending engagement opportunities, and of course working with his Team.

I am fully committed to adopting the policing Code of Ethics and to upholding the highest professional standards in carrying out my role.