

Appendix B

CAMBRIDGESHIRE POLICE AND CRIME PANEL	Agenda Item No. 3
29 JUNE 2016	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 Andy Coles 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 Andy Coles as Deputy Commissioner and makes a recommendation to the Commissioner that he appoints Andy 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.

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.

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 Andy Coles 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 Andy Coles, 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, have 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 Commissioner wanted to give the Panel the opportunity to give their thoughts on the Deputy Commissioner's Role Description and the issues that he should be considering to assess the suitability of Andy for the role. In doing this, the Commissioner was clear that the Panel's involvement at this stage did not circumvent nor pre-empt the Panel's formal Confirmation Hearing process. The draft Role Description was distributed to Panel members with the suggestion that a working group of Panel members meet with the Commissioner to give their thoughts.

6.2.2 Cllr Shelton, Cllr Baigent and Edward Leigh met with the Commissioner and Andy Coles, along with the members of the Commissioner's office, on the 1st June. A note of the salient points from the meeting is given at Appendix 1.

6.2.3 The Role Description for the post of Deputy Commissioner is given at Appendix 2.

6.3 Why the candidate satisfies those criteria

- 6.3.1 Andy has 30 years policing experience, starting as a Constable in the Metropolitan Police Service to progressing to more specialist roles. During his policing career he has worked with a range of community groups, partners and stakeholders. Following his retirement from the police, Andy has undertaken a number of voluntary roles with community organisations, schools, and a social enterprise group. In 2015, Andy was mandated by the residents of Peterborough to represent them as a local councillor. He was also the Lead Cabinet Member for Children Services, which demonstrates his ability in strategic governance and holding to account. Andy has also been a member of the Panel.
- 6.3.2 Given his policing experience, the Commissioner sees Andy acting as a ‘critical friend’ and not a ‘critic’ to Cambridgeshire Constabulary. Although Andy left the police service a few years ago, his experience will enable him to ‘sense check’ the reality of policing matters yet 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 Andy’s 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.
- 6.3.4 Andy’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.
- 6.3.5 The Personal Statement given at Appendix 3 demonstrates the skills and experience that Andy will bring to the role of Deputy Commissioner. In addition, Andy’s Disclosable Interests are also given at Appendix 4.

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.
- 6.4.2 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). However, it is pragmatic to link the Deputy Commissioner’s employment to the term of the Commissioner’s office rather than the occupation of that office by the Commissioner.
- 6.4.3 The Deputy Commissioner will be asked to sign the Official Secrets Act. The post will be based at the Commissioner offices 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 - Letter to Cllr Shelton regarding meeting with Panel members

Appendix 2 - Person Specification for role of Deputy Police and Crime Commissioner

Appendix 3 – Personal Statement – Andy Coles

Appendix 4 - Disclosable Interests – Andy Coles



Cllr Ben Shelton
Chair
Cambridgeshire Police and Crime Panel
c/o Paulina Ford Democratic
Services Team Peterborough City
Council

By email: paulina.ford@peterborough.gov.uk

6th June 2016

Dear Ben

I would like to thank Cllr Baigent, Edward Leigh and yourself for taking the time to meet with me on the 1st June 2016. I said that I would follow up with a note of the salient points from our meeting where the three of you were present as representatives of the Police and Crime Panel, along with Cllr Andy Coles and members of my office.

As I stated at the outset of our meeting, I welcome having an informed and closer working relationship with the Police and Crime Panel. I envisage this relationship as twofold: both to enhance the challenge and support the Panel provides to me in the exercise of my statutory functions, and also enables the Panel to have more of an insight into my role.

The purpose of our meeting was for Panel members to share their thoughts on the role of a Deputy Commissioner and any issues I may wish to consider regarding my proposed appointment of Cllr Andy Coles to that role. My office had previously asked that all Panel members received a copy of the Deputy Commissioner's draft Role Description and that they were given the opportunity to comment through you as their representatives. I was clear that our meeting was not to circumvent the formal statutory process regarding the decision on the appointment of Andy but to help inform the Confirmation Hearing.

I will not detail here the résumé Andy gave you of his career both in policing, voluntary work, and more recently his role as a Councillor in Peterborough. This will be included in his personal statement as part of the report I submit to the Panel for their consideration at his Confirmation Hearing.

Firstly, we discussed the role of Deputy Commissioner both in general and specific terms. I outlined that it was likely that there would be more powers and responsibility being devolved from central government to Commissioners over the next four years, such as collaboration with the fire service, youth offending, and the wider criminal justice agenda. Therefore, the

role of Deputy Commissioner would need to evolve over this period to support myself and my office to deliver these responsibilities.

I outlined the benefits of Andy being my proposed appointment and in doing so acknowledged that the role of Deputy Commissioner is not a political restricted role. We also explored both the advantages and disadvantages of Andy's policing experience in respect of working with the Constabulary. Foremost, I emphasised that Andy has been clearly mandated by the residents of Peterborough as a local councillor. His experience as Lead Cabinet Member demonstrates his ability in strategic governance and holding to account. Both Andy and I see him acting as a 'critical friend' and not a critic to Cambridgeshire Constabulary in holding them to account given he understands the policing environment and culture. Although he left the service a few years ago, his experience still enables him to 'sense check' the reality of policing matters yet from a distance to inform a more strategic approach to matters. This 'distancing' in terms of time away from policing will respect the statutory requirement to maintain operational independence between the role of Commissioner and the Constabulary.

I felt we had a useful discussion in response to the constructive challenge brought as to why I needed a Deputy Commissioner when such a role could be undertaken by a broader range of staff in my office, the value for money that my role and that of the Deputy Commissioner provides, and whether any consideration had been given to the appointment being more representative of the ethnicity and diversity of the county. I acknowledged that my office does undertake some aspects given in draft Role Description, such as public engagement. However, given the size of Cambridgeshire and my commitment to wide-ranging engagement with the public, communities and partners, I stressed that it is imperative that the Deputy Commissioner supports me in this. Whilst the role of Deputy Commissioner will be working for two to three days per week, with a salary to reflect this, Andy gave his assurance that he is willing to work as required over and above his remunerated hours. I reiterated that any person in the role of Deputy Commissioner would need to represent all groups of the community fairly and equally. Andy's two years' experience in an equality role for the police service, along with his voluntary work with communities, will enable him to do this.

To conclude, I hope Panel members appreciate that in appointing a Deputy Commissioner it has to be someone that I can work with, and I know that Andy and I have complementary skills and approaches to be able to achieve this.

I found our meeting useful and look forward to the Panel's report and recommendations following Andy's Confirmation Hearing.

Yours sincerely,



Jason Ablewhite
Cambridgeshire Police and Crime Commissioner

cc Cllr Andy Coles



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:
 - a. acting as a local link between communities and the police
 - b. assisting in setting the force budget and the precept, and deciding how other crime reduction budgets are spent
 - c. assisting in the development of the Police and Crime Plan
 - d. entering into collaboration agreements as necessary
 - e. holding the Chief Constable to account
 - f. 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:
 - a. issuing a Police and Crime Plan
 - b. determining police and crime objectives
 - c. attendance at a meeting of a Police and Crime Panel in compliance with a requirement by the Panel to do so
 - d. preparing an annual report to a Police and Crime Panel
 - e. appointing the Chief Constable, suspending the Chief Constable, or calling upon the Chief constable to retire or resign
 - f. calculating a budget requirement.

4. 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. 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:
 - a. Serve all the people of Cambridgeshire in the office of Deputy Police and Crime Commissioner
 - b. Act with integrity and diligence in the role
 - c. Execute the duties of the office to ensure that the police are able to cut crime and protect the public
 - d. Give a voice to the public, especially victims of crime
 - e. Work with other services to ensure the safety of the community and effective criminal justice
 - f. Take all steps within their power to ensure transparency of their decisions, that they may be properly held to account by the public
 - g. Not interfere with the operational independence of police officers.

6. For the absence of doubt, in the event of vacancy or incapacity of the Police and Crime Commissioner, the Deputy would not automatically assume the role. In accordance with section 62 of the Police Reform and Social Responsibility Act, the Police and Crime Panel must appoint a person to act as Police and Crime Commissioner. That person must be a member of the Police and Crime Commissioner's staff at the time of appointment.

PERSONAL STATEMENT

ANDY COLES

I am delighted that Cambridgeshire's new Police and Crime Commissioner, Jason Ablewhite, has asked me to act as his Deputy Police and Crime Commissioner during his term of office. Subject to confirmation of my appointment by the Police and Crime Panel, I am looking forward to working with Jason and his team of staff in this important and challenging role. Jason and I bring a joint vision for policing in Cambridgeshire and we share a determination that local people should receive the very best policing service possible, that victims of crime are properly supported, that offenders are dealt with appropriately yet get wider support to stop their offending, that the causes of crime are recognised and measures put in place to reduce their impact.

The majority of my professional career was spent as a police officer in the Metropolitan Police Service. I have had wide experience in a series of specialist policing roles, from basic beat policing to neighbourhood policing, youth and community work, to public order policing. I have a depth of experience in specialist roles such as in police intelligence functions, surveillance duties, working as an Authorised Firearms Officer and developing effective liaison with external agencies.

I joined the police service in 1982 and spent the first part of my career as a beat PC in Hackney, which was an extremely challenging inner city area. Six years later I became a detective and for the majority of my service thereafter I was based at New Scotland Yard.

During my career I was responsible for leading the delivery of counter terrorist training to specialist officers across the United Kingdom on behalf of the Association of Chief Police Officers, working closely with colleagues in the Security Service to make certain that both agencies could work effectively together in extremely high risk operations against terrorists. I drew upon my own wide operational experience, such as the investigation of, and recovery from the 7/7 and 21/7 attacks, where I was working in the strategic command group.

My last role before retiring in 2012 was reviewing the operational capability of security policing in the Eurotunnel in conjunction with French colleagues and our own Border Agencies. In addition, I was also involved in the national counter terrorist Protect programme, where I reviewed joint force responses to a complex counter terrorism exercise in the West Midlands.

Prior to that I was elected as Police Federation representative to Inspectors and Chief Inspectors in two specialist departments. This gave me valuable skills and experience in representing and promoting the interests of policing colleagues, and influencing internal and external decision makers, including within the Metropolitan Police Force. This included conducting sensitive negotiations with senior staff and dealing with complaints, whilst at the time being cognisant of the 'politics' involved.

After retiring in 2012, I became involved in voluntary work. I currently sit on the governing body of West Town Primary Academy, Peterborough. I am also Chair of Governors at the Voyager Academy, Peterborough. When I took up the role, Ofsted had placed the school in special measures, and during my tenure as Chair of Governors, the school was moved out of special measures and continues to make further improvements in performance. I am also a trustee of the Comberton Academy Trust.

I work closely with a number of community organisations in Peterborough in voluntary roles. I chair a Community Association that provides facilities for a wide variety of local community

groups. I am a non-executive Chair of a small Social Enterprise that provides specialist services for some of the most challenging young people in the City who are at risk of, or are currently excluded from school. In the past I have also chaired a community choir, an umbrella group representing all community associations in Peterborough, and have worked part-time for Peterborough Council for Voluntary Service.

In 2015 I stood for the first time for the Conservative Party as a councillor candidate in Peterborough City Council local elections, where I was delighted to be elected to represent Bretton South Ward. The same year I was appointed to the Cabinet to lead Children's Services in the authority and have overseen steady improvement in performance of the department during my tenure. I was also a member of the Cambridgeshire Police and Crime Panel from May 2015.

In 2016 I stood as a candidate in Fletton and Woodston Ward as the effect of boundary changes was to merge my old seat with an existing ward. I was delighted to be elected by local residents to represent them in the City Council for the next four years. I have not taken on a Cabinet position this year as I wish to ensure I am fully committed to support the Police and Crime Commissioner in his work.

I am a fellow of the Chartered Management Institute and a Fellow of the Royal Society for the Encouragement of Arts, Manufactures and Commerce. I am a keen motorcyclist and am a member of both the Motorcycle Action Group and the Institute of Advanced Motorcycling. I am also a member of the Wildlife Trust for Bedfordshire, Cambridgeshire and Northamptonshire, and the Saluki Welfare Fund, which supports the welfare of Saluki dogs.

DISCLOSABLE INTERESTS

ANDY COLES

Land – beneficial interest:

Home address: 88 Aldermans Drive, Peterborough PE3 6AZ

Landlord of: 86 Aldermans Drive, Peterborough, PE3 6AZ
which is currently is occupied by a tenant.

Trustee (unremunerated role): Comberton Academy Trust

Comberton Educational Trust

Non-Executive Chair (unremunerated role): Families First Peterborough Community
Interest Company

Voluntary Chair (unremunerated role): West Town Community Association,
Peterborough

Additional: A Retired Metropolitan Police Service
Pensioner

This page is intentionally left blank