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| CAMBRIDGESHIRE POLICE AND CRIME PANEL | Agenda Item No. |
| 8th November 2021 | Public Report |

Report of the Police and Crime Commissioner for Cambridgeshire and Peterborough

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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