



Cambridgeshire
Police & Crime
Commissioner

To: Business Coordination Board

From: Chief Executive

Date: 27 August 2015

CHIEF CONSTABLE: PROPOSED APPOINTMENT

1. Purpose

1.1 The purpose of this report is to update the Business Coordination Board (“the Board”) of the Police and Crime Commissioner’s (“the Commissioner”) proposed candidate to appoint as Chief Constable, to be notified to the Police and Crime Panel (“the Panel”).

2. Recommendation

2.1 The Board is recommended to note this report

3. Background

3.1 The former Chief Constable retired on 31 July 2015. The Deputy Chief Constable was appointed as the Constabulary’s Acting Chief Constable until the substantive appointment of a Chief Constable.

3.2 The Police Reform and Social Responsibility Act 2011 (“the Act”) requires the Commissioner to appoint a Chief Constable. The Commissioner has a legal duty to adhere to the appointment process for the Chief Constable as set out in the Act. Further requirements are set down in Regulations and a Home Office Circular.

3.3 The Act requires the Panel to review the proposed appointment, hold a public confirmation hearing and make and publish a report to the Commissioner on the proposed appointment. The report must include a recommendation as to whether or not the candidate should be appointed.

4. Recruitment Process

- 4.1 The Commissioner undertook a robust, fair and open selection process, adhering to the requirements under the Act, Regulations and Home Office Circular. The process was also developed in accordance with the College of Policing 'Guidance on the Appointment of Chief Officer'.
- 4.2 The Commissioner and the Deputy Commissioner led the process, with support from the College of Policing. In line with the Home Office Circular, an Independent Member was also involved in the process to ensure that it was conducted with the principles of merit, fairness and openness and to produce a written report on the appointment process.
- 4.3 Members of the Police and Crime Panel and Council Leaders were invited to submit their views on the qualities and competencies needed by the new Chief Constable.
- 4.4 The position was advertised in accordance with the Home Office Circular and Regulations. Potential candidates were given the opportunity to contact the then incumbent Chief Constable to discuss aspects of the role. The application pack also indicated that successful candidates at the shortlisting stage would be invited to attend a familiarisation day prior to their interview.
- 4.5 The application process comprised an Application Form, Diversity Monitoring Form and details of referees that could be contacted. The Application Form asked for evidence against the personal qualities/competencies as set out in the Policing Professional Framework for Chief Constables. In addition, a covering letter highlighting their motivation for the role and how their experience matched the role profile was required.
- 4.6 Following shortlisting and prior to the Assessment Panel, personality profiling was conducted by the College of Policing to inform the subsequent stages in the assessment. References were sought and vetting was undertaken.
- 4.7 A competency based interview took place on 12 August 2015. The Assessment Panel consisted of the Commissioner, Deputy Commissioner and an Independent Member.

5. Proposed Candidate

- 5.1 Following the robust assessment process, the Commissioner chose Alec Wood as his choice of candidate for the new Chief Constable.
- 5.2 The Commissioner is notifying the Police and Crime Panel of his proposed appointment and they will be required to arrange a public Confirmation Hearing. In accordance with the Act, the Commissioner will notify the Police and Crim Panel of 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.
- 5.3 The Act requires the Panel to review the proposed appointment, hold a public confirmation hearing and make and publish a report to the Commissioner on the proposed appointment. The report must include a recommendation as to whether or not the candidate should be appointed.

6. Recommendation

6.1 The Board is recommended to note this report.

BIBLIOGRAPHY

Source Document	Business Coordination Board, 14 July 2015, Agenda Item 4.0 Appointment of Acting Chief Constable http://www.cambridgeshire-pcc.gov.uk/work/The Commissioner's Work - The Police & Crime Commissioner for Cambridgeshire
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