

CONFIRMATION HEARING FOR THE ROLE OF CHIEF CONSTABLE

REPORT AND RECOMMENDATIONS TO THE POLICE AND CRIME COMMISSIONER FOR HUMBERSIDE

Thursday 22 June 2017



1. Executive Summary

- 1.1. This document constitutes the report and recommendations of the Humberside Police and Crime Panel (hereafter referred to as 'the Panel') in respect of the proposed appointment of Assistant Chief Constable Freeman (of Humberside Police) to the role of Chief Constable, and is submitted to the Commissioner in accordance with the requirements of Paragraph 4, Schedule 8 of the Police Reform and Social Responsibility Act 2011.
- 1.2. The report recommends that Assistant Chief Constable Freeman be confirmed in their appointment to the role of Chief Constable.
- 1.3. The Panel would like to thank Assistant Chief Constable Freeman for his attendance at the confirmation hearing on 22 June 2017.

2. Humberside Police and Crime Panel

- 2.1. The Membership of the Panel for the Confirmation Hearing was as follows:
 - Councillor Jonathon Evison (*Conservative, North Lincolnshire Council*) (Chairman)
 - Councillor Sean Chaytor (Labour, Hull City Council) (Vice-Chair)
 - Councillor Danny Brown (Labour, Hull City Council)
 - Councillor Jackie Cracknell (Conservative, East Riding of Yorkshire Council)
 - Councillor Richard Hannigan (*Conservative, North Lincolnshire Council*)
 - Councillor Linda Tock (*Liberal Democrat, Hull City Council*)
 - Councillor Vanessa Walker (*Conservative, East Riding of Yorkshire Council*)

3. Powers of the Humberside Police and Crime Panel

- 3.1. The Panel have the functions conferred by Schedule 8 Part 1 of the Police Reform and Social Responsibility Act 2011 (Appointment of Chief Constables). This enables them to:
 - (i) Review the proposed appointment, by holding a Confirmation Hearing within three weeks of notification being given. A 'confirmation hearing' is a meeting of the Panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment;

- (ii) Make a report to the Commissioner on the proposed senior appointment;
 - (iii) Include a recommendation to the Police and Crime Commissioner as to whether or not the candidate should be appointed;
 - (iv) Publish the report to the Commissioner made under this paragraph.
- 3.2. The Panel have the power to veto the proposed appointment. A veto would mean that the Panel, by the required majority, have decided that the candidate should not be appointed as Chief Constable. If it takes this course of action, the Panel:
- (i) Will include a statement within their report confirming that the Panel have vetoed the appointment;
 - (ii) Will provide a reason for the veto of the appointment (as per the Confirmation Hearing protocol);
 - (iii) Will provide evidence from the proceedings of the Confirmation Hearing in support of the reason for vetoing the appointment (as per the Confirmation Hearing protocol).
- 3.3. Should the Panel not veto the appointment, the following steps shall be taken:
- (i) The Police and Crime Commissioner may accept or reject the Panel's recommendation as to whether or not the candidate should be appointed.
 - (ii) The Police and Crime Commissioner must notify the Panel of the decision whether to accept or reject the recommendation.
- 3.4. Should the Panel veto the appointment, the following steps shall be taken:
- (i) The Police and Crime Commissioner must not appoint that candidate as Chief Constable.

4. Confirmation Hearing for the role of Chief Constable

- 4.1. The Panel received notification from the Humberside Police and Crime Commissioner (hereafter referred to as 'the Commissioner') of the proposed appointment to the role of Chief Constable on 26 May 2017. It was agreed that the Confirmation Hearing would be convened to take place during the Panel's Annual General Meeting scheduled for 22 June 2017.
- 4.2. The Panel were provided with a report by the Commissioner in advance of their meeting. The report set out the Commissioner's proposed job description and person specification for the Chief Constable and explained the recruitment process.

The Panel was satisfied that this report provided them with the information set out in Schedule 1(9) of the Police Reform and Social Responsibility Act 2011. The Commissioner's report also provided the Panel with detailed information about the advertisement, shortlisting and selection process.

The Commissioner also provided the Panel with a copy of the report by the independent member who had observed and advised on the process in line with the requirements of Home Office Circular 20/2012.

- 4.3. The Confirmation Hearing was held at 2.00 pm on 22 June 2017, at County Hall, Beverley, East Riding of Yorkshire Council. The Hearing was held in public, with the Panel retiring to a closed session after this in order to agree their recommendation. The Panel agreed that if members of the press or public were present during this session, there could be disclosure to them of exempt information within Paragraph 3 of Part I Schedule 12A to the Local Government Act 1972, being information relating to the financial or business affairs of any particular person.
- 4.4. The Commissioner explained that he had undertaken a rigorous and transparent process and that his preferred candidate had fully demonstrated his ability to fulfil the role effectively.
- 4.5. The Panel Chairman, who had been invited by the Commissioner to sit as an observer at the final selection process, advised the Panel he felt the selection process had been fair, objective and transparent.
- 4.6. During the public session, the Panel asked questions of the candidate which related to their professional competence and personal independence, the answers to which enabled the Members to evaluate their suitability for the role.
- 4.7. The Panel explored the candidate's ability to undertake the role through an appraisal of the supporting documents provided by the Commissioner, and through questioning. The Panel asked the following questions:

Professional Competence

1. What qualities do you offer which make you the best candidate to lead Humberside Police?

Serving the public

2. How will you make local communities feel that they are involved in Policing? Specifically, how will you understand and meet the needs of local communities in Humberside?
3. What experience do you have of communicating with the wider public to increase confidence in local policing?

Working with Others

4. Can you provide an example which demonstrates your ability to strategically plan and collaborate with other Forces?
5. Partnership working is now commonplace between public sectors and the Government is exploring what greater blue-light collaboration might look like. What experience would you bring to the role which would enable you to work collaboratively and innovatively to bring about further efficiencies and greater effectiveness between partners?
6. Can you provide an example of a time when you've had to react to, and lead on the approach to, the outcome of an inspection report or similar?
7. Michael Cunningham, HMIC Lead Inspectors' assessment of Humberside Police for 2016 stated that he was "particularly concerned about Humberside Police's weaknesses in identifying and addressing the needs of the most vulnerable people, including children. What steps would you take to tackle this issue?"

Leading Strategic Change

8. Can you tell us about a time when you have had to deal with a new threat or public safety concern, and how you went about strategically planning for this?

Leading the Workforce

9. How will you work to improve service delivery with a workforce that may have 'change fatigue' and 'morale failure'?
10. How will you effectively communicate and engage with all levels of staff throughout Humberside Police, and involve them in the future direction of the Force?

Professionalism, Decision Making and Effective Communication

11. Chief Constables do not always make popular decisions. Can you give a recent example of when you have had to make such a decision? What process did you follow?
12. What is your experience of effectively handling major critical incidents?

Respect for Diversity

13. How will you ensure that the Constabulary takes into account the needs of diverse and hard to reach communities across Humberside?
14. How would you seek to make Humberside Police a more diverse workforce (over the next two years)?

Personal Independence

15. What steps would you take if, hypothetically, you felt the Commissioner was preparing to do something you felt strayed into operational policing?

5. Conclusions and Recommendation

5.1. On the basis of the information provided by the Commissioner, and the discussions held in the Confirmation Hearing and the closed session, the Panel agreed that:

- Mr Freeman had provided excellent responses to all of the Panel's questions in a strategic and detailed manner.
- It was considered that Mr Freeman had the required leadership and management qualities to engage, motivate and encourage all Humberside Police Officers and staff to support his ideas and vision for the force in the future.
- Mr Freeman has a detailed knowledge of the area and he was committed to engaging with the Police and Crime Panel and all local councils to work collectively to make Humberside a safer place to live and work.
- The answers provided by Mr Freeman gave the impression of a passion and commitment for nurturing talent and leadership within Humberside Police.
- Mr Freeman had a clear recognition of the requirements of modern policing and empathy towards the needs and demands of local communities and all his staff.
- Mr Freeman had sufficient knowledge and experience of handling major critical incidents, working strategically and in partnership with other agencies.

5.2 The Panel also noted that the report provided by the Independent Member on the recruitment panel confirmed that the recruitment and selection process had complied with the principles of merit, fairness and openness and that the PCC had followed the College of Policing guidance on the recruitment and selection of Chief Officers and acted in accordance with the spirit of this guidance.

6. RECOMMENDATION

That the appointment of Mr Lee Freeman to the post of Chief Constable of Humberside Police on the terms and conditions set out in the report submitted to the Panel be confirmed.

HUMBERSIDE POLICE AND CRIME PANEL