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Dear

Appointment of Deputy Police and Crime Commissioner

I write to you following the recent confirmation hearing and the panel's decision not to support the appointment of Paul Robinson as my deputy.

First and foremost I found the confirmation hearing to be a robust challenge to the proposed appointment. The introduction of police and crime commissioners along with the check and balance provided through police and crime panels are fundamental changes to the governance and oversight of policing. You have my assurance that I will do everything I can to make this an opportunity to improve outcomes for our communities and in doing so will always respect the part you and the panel have to play.

In line with my commitment to you, I did seriously reflect upon all the views expressed at the hearing and in the formal response received from your legal adviser, Liz Connolly. Although I recognise that my consideration could be restricted to that contained in your formal recommendations, due to the range of additional issues highlighted in the media both before and after the hearing, I also reflected upon those too. I did so because I wanted to be sure in my own mind that those issues played out in the public domain had been given proper consideration. Before I came to my final judgement I also thought back to the time of my election, where the enormity of the electorate's mandate became more than apparent.

Having taken everything into account I remained convinced that the appointment of Paul Robinson is the right thing for me to do to enable me to fulfil my manifesto. Although I respect your concerns over the process, Paul's knowledge, experience and understanding, I genuinely believe that this is the right decision for me to take. I make it in the knowledge that ultimately I will be judged and held to account by local people on the difference I make during my term of office. Paul has considerable experience, skill and knowledge of this sector and personally I have no doubt that his contribution will be significant.

The future will present some difficult choices for us all, but I know that like me, you are committed to doing your best for local people. I respect the different roles we have, but they are designed to achieve the same end, namely improved lives for local people.

So I continue to look forward to working with you in the months and years ahead and whilst there is still some time left for the festive season, I send my best wishes to you and your family.

Yours sincerely

Matthew Grove
Police and Crime Commissioner