

# **POLICE AND CRIME PANEL**

## **Meeting to be held on 19 October 2016**

### **Chief Constable Recruitment**

Contact for further information: Ian Dickinson, 01772 533462, Office of the Police and Crime Commissioner, [ian.dickinson@lancashire-pcc.gov.uk](mailto:ian.dickinson@lancashire-pcc.gov.uk)

#### **EXECUTIVE SUMMARY**

This report informs the Police and Crime Panel of the retirement of the current Chief Constable, Stephen Finnigan. It provides detail on the timescales and process for the recruitment of a replacement permanent Chief Constable.

#### **RECOMMENDATION**

The Panel is asked to

- i) note the content of the report and agree to organise a confirmation hearing in March 2017 to enable the panel to review the recruitment process in accordance with legislation.
- ii) agree the proposal as set out in 2.7 of the report.

## **1. Background**

1.1. The Chief Constable has notified in writing to the Police and Crime Commissioner his intention to retire on 28 June 2017 following his 41 year service in policing.

1.2. Since 2005, under Steve Finnigan's strong leadership as Chief Constable, Lancashire Constabulary has consistently been within the top tranche of forces in the various assessment regimes conducted by Her Majesty's Inspectorate of Constabulary (HMIC). He has also kept the Constabulary well connected nationally by leading for the Police Service on 'Performance' since 2009, as well as sitting on various influential national groups. In 2013 he instigated work on the 'Changing Nature of Demand' that has sought to refocus policing towards 'Risk, Threat, Harm and Vulnerability', as the Constabulary seeks to deliver its mission – "To keep people safe from harm, and especially the most vulnerable in our communities". By far his greatest challenge, since the economic crisis of 2008/9, has been to deliver cuts to Lancashire Constabulary's budget of £75 million, which has regrettably meant losing 750 police officers and 450 police staff since 2010, but whilst continuing to offer excellent policing services to the people of Lancashire.

## 2. Recruitment Process

- 2.1. Section 38 of the Police Reform and Social Responsibility Act 2011 provides the Police and Crime Commissioner with the legal authority to appoint a Chief Constable for their Force area. The Police and Crime Commissioner must inform the Panel of the proposed appointment within three weeks of his decision.
- 2.2. In appointing a Chief Constable under Section 38 the Police and Crime Commissioner must comply with schedule 8 of the Act. Under this schedule no appointment can be made until the end of a confirmation process. The Police and Crime Panel must hold a confirmation hearing to review the proposed appointment and then submit a report to the Police and Crime Commissioner on whether the appointment should be made.
- 2.3. In addition the Secretary of State has made regulations on how the Police and Crime Panel must exercise their powers as referred to in Schedule 8 of the Police Reform and Social Responsibility Act.
- 2.4. The table below sets out in broad terms the recruitment timetable for the recruitment of the Chief Constable. It is possible following discussion with the College of Policing and other bodies that this timetable might change.
- 2.5. The form of the selection is subject to consideration and agreement by the Police and Crime Commissioner. It is likely to include an interview, stakeholder panel and final appointments panel.
- 2.6. Under legislation the Police and Crime Commissioner must appoint an independent member to be part of the appointments panel. Their role is to ensure the appointments process is conducted in line with the principles of merit, fairness and openness, and the successful candidate is selected on merit. They are required to submit a report to the Police and Crime Panel to be considered at the confirmation hearing.

Action	Date
Appointment of Independent Policing Advisor/organisation to assist with recruitment and attracting high calibre candidates	May 2016 - complete
Advertisement published	January 2017
Familiarisation Day	24 January 2017
Closing date for shortlisting	13 February 2017
Notification to short list candidates	
Interview (2 days)	28 February & 1 March 2017
Conditional offer to be sent out	7 March 2017
Confirmation hearing to be arranged with PCP	w/c 13 March 2017
Formal Offer to be sent out providing 3 months' notice for 1 July start.	March 2017

2.7. The Commissioner would like to invite David Fairclough to independently observe the recruitment process.

### **3. Implications**

#### **Financial**

3.1 Costs relating to the advertising and recruitment of another Chief Constable will be met from the Police budget 2016/17.

#### **Legal**

3.2 The Police Reform and Social Responsibility Act 2011 provides the legal basis for the recruitment and appointment of a Chief Constable.

3.3 Both the Home Office and the College of Police have published good practice guidance and a tool kit on successfully appointing Chief Officers. A copy of the Home Office circular 20/2012 is attached for information in Appendix A.

#### **Equality**

3.4 All aspects of the recruitment process will comply with the provision of the equalities Act 2010. The Act prohibits discrimination, harassment and unlawful conduct because of protected characteristics.

### **4. Link to the Police and Crime Plan Priorities**

4.1 Key responsibility of a Chief Constable is to support the Police and Crime Commission in the delivery of the strategy and objectives set out in the Police and Crime plan.

### **5. Consultation**

5.1 The Police and Crime Commissioner has been fully consulted on the timetable and recruitment process contained within this report.

### **6. Background Papers**

6.1 Home Office Circular 20/2012.