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Police & Crime Panel for Lancashire Confirmation Hearing

Wednesday, 19th September, 2018
11.30 am

Savoy Suite 2, County Hall, Preston

AGENDA

1. **Welcome and Apologies**
2. **Declarations of Interest**
3. **Confirmation Hearing for Proposed Appointment of Deputy Police and Crime Commissioner**
 - Covering Report** 2 - 11
 - Appendix A**
 - Appendix B**
 - Annex 1**
 - Annex 2 - Supporting statement**

PART 2: ITEMS FOR CONSIDERATION IN PRIVATE

The Press and Public may be excluded under Part 2 regulations at the end of discussion on this matter.

Date Published: 11th September 2018

CONFIRMATION HEARING - POLICE AND CRIME PANEL

Meeting to be held on 19 September 2018

Proposed Appointment of the Deputy Police and Crime Commissioner

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

EXECUTIVE SUMMARY

This report is submitted to the Panel following a notification from the Police and Crime Commissioner of his proposed appointment to the post of Deputy Police and Crime Commissioner on 7 September 2018 (Appendix A).

RECOMMENDATION

1. That the Panel notes the process to be followed to undertake the confirmation hearing for the post of Deputy Police and Crime Commissioner as identified below.
2. That the Panel considers the Police and Crime Commissioner's report (Appendix B) and reviews the proposed appointment of Mr Christopher Webb as the Deputy Police and Crime Commissioner for the Lancashire Police and Crime Commissioner.
3. That the Panel considers the information provided by the Police and Crime Commissioner (see appendices A and B) and, following questioning of the candidate at the hearing, agrees a recommendation to the Commissioner on whether or not to appoint Mr Christopher Webb to the post of Deputy Police and Crime Commissioner in accordance with the Police Reform and Social Responsibility Act 2011.

1. BACKGROUND

- 1.1. Under Chapter 3 Section 18 of the Police Reform and Social Responsibility Act 2011, the Police & Crime Commissioner may:
 - appoint a person as the Deputy Police and Crime Commissioner, and
 - arrange for the Deputy Police and Crime Commissioner to exercise any function of the Police and Crime Commissioner.
- 1.2. The Police and Crime Commissioner for Lancashire has notified the Chair of the Police and Crime Panel of his proposed appointment to the post of Deputy Police and Crime Commissioner on 7 September 2017.
- 1.3. **Schedule 1** Section 8 of the Police Reform and Social Responsibility Act 2011 sets out the requirements of appointing to the role of Deputy Police and Crime Commissioner.
- 1.4. Under the terms of the Act, this Panel is required to:
 - Review the proposed senior appointment

- Make a report to the Police and Crime Commissioner on the proposed senior appointment
- Include within the report recommendations to the Police and Crime Commissioner as to whether or not the candidate should be appointed.

1.5. It should be noted that for Schedule 1 appointments, the Panel has no power to veto the appointment.

1.6. Attached at Appendix B is a report from the Police and Crime Commissioner that proposes Mr Christopher Webb for the post of the Deputy Police and Crime Commissioner and details the criteria that was used to assess his suitability, how he has satisfied the criteria and the terms and conditions on which he is to be appointed. A role description and a personal statement from Mr Christopher Webb are appended to this report.

1.7. The Panel is therefore required to question the candidate in order to confirm he has the necessary competence to carry out the role. Following the hearing, the Panel will deliberate on the proposed appointment during a closed session in accordance with Local Government Act 1972, Paragraph 1 of Part 1 of Schedule 12A, Access to Information.

1.8. The Panel will then publish a report within five working days on the proposed appointment to the Deputy Police and Crime Commissioner, with a recommendation as to whether or not the candidate should be appointed. The Act allows the Police & Crime Commissioner the right to accept or reject the Panel's recommendations; however, he must inform the Panel of his decision.

2. Consultation

None

3. Implications

Legal: The legal implications are contained within the body of this report. The hearing must be conducted within the bounds of the appropriate legislation, and must not stray into unwarranted intrusion, or lines of questioning that might be unfair or unreasonable

Financial: The remuneration for this role will be funded from within the Police & Crime Commissioner's budget.

Equality: Equality and diversity principles apply to the appointment process, in order to ensure compliance with the public sector equality duty.

4. Background Documents

- LGA Guidance – Police and Crime Panels – Guidance for Confirmation Hearings
- Police Reform and Social Responsibility Act 2011

Appendices

- **Appendix A** – notification to the Panel from the Police and Crime Commissioner of his proposed appointment to the post of Deputy Police and Crime Commissioner on 7 September 2017.
- **Appendix B** – Report of the Police and Crime Commissioner.

Clir Alistair Bradley

BY EMAIL ONLY

Please ask for: Clive Grunshaw
Telephone: 01772 533587
Email: commissioner@lancashire-pcc.gov.uk
Date: 7th September 2018

Dear Alistair

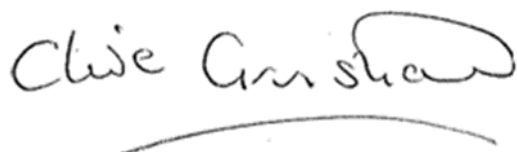
Appointment of Deputy Police and Crime Commissioner

As you will recall I recently advised you and the Panel of my intention to appoint a Deputy Police and Crime Commissioner for Lancashire.

I can confirm that based on the recruitment process I undertook, I intend to appoint Mr Christopher Webb to the role. This appointment will end either when I reach the end of my current term of office in May 2020 or I cease to hold office for any reason.

Accordingly, I have asked my Director, Angela Harrison to liaise with the Panel's Secretariat to provide the necessary papers ahead of the Confirmation Hearing on the 19 September 2018.

Yours sincerely

A handwritten signature in black ink that reads "Clive Grunshaw". The signature is written in a cursive style and is positioned above a horizontal line that serves as a separator.

Clive Grunshaw
Police & Crime Commissioner for Lancashire

CONFIRMATION HEARING - POLICE AND CRIME PANEL**Meeting to be held on 19 September 2018****APPOINTMENT OF THE DEPUTY POLICE AND CRIME COMMISSIONER FOR LANCASHIRE**

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

EXECUTIVE SUMMARY

The purpose of this report is for the Police and Crime Commissioner for Lancashire (the "Commissioner") to formally notify the Police and Crime Panel for Lancashire (the "Panel") under the Police Reform and Social Responsibility Act 2011 (the "Act") of the Commissioner's proposal to appoint Mr Christopher Webb as the candidate for Deputy Police and Crime Commissioner for Lancashire (the "Deputy Commissioner") (also referred to in this report as the "candidate").

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.

RECOMMENDATION

2.1 The Panel reviews the proposed appointment of Mr Christopher Webb as Deputy Commissioner and makes a recommendation to the Commissioner.

1. BACKGROUND

1.1. In accordance with the Act the Commissioner is entitled to appoint a Deputy Police and Crime Commissioner and to delegate certain functions and responsibilities to that person.

2. LEGISLATIVE REQUIREMENTS

2.1. The appointment process for Deputy Police and Crime Commissioner (DPCC) is set down in the Act. The DPCC is a member of the Commissioner's staff but the post is not politically restricted and as a result the DPCC 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).

2.2. The Commissioner may arrange for the DPCC to exercise any function of the Commissioner in accordance with the Act.

2.3. 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.

2.4. 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.

3. HOW THE CANDIDATE SATISFIES THE CRITERIA

3.1. The Commissioner is proposing to appoint Mr Christopher Webb as the Deputy Police and Crime Commissioner.

3.2. 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 Mr Webb, 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.

3.3. The role of DPCC provides additional capacity to assist the Commissioner to deliver his Police and Crime Plan (the "Plan"). The role incorporates statutory functions which the Commissioner may decide that Mr Webb can undertake in respect of both supporting and deputising for him. In addition, the role will be shaped to capitalise on Mr Webb'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 DPCC is given at Annex 1.

3.4. Through his roles, especially as a councillor, Mr Webb has worked closely with many agencies to resolve issues facing his constituents. He has attended numerous briefings on policing issues and the challenges they face under cuts to funding and new reforms. His considerable experience of work 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.

3.5. Mr Webb has also joined local police officers on live city-wide operations, where he has had the opportunity to observe all aspects of policing up-close alongside them.

3.6. Mr Webb is able to adapt to the current political climate quickly and can resolve problems efficiently and effectively.

3.7. Mr Webb's knowledge, experience and skills, and his dedication to public service can be effectively deployed to ensure the duties of the Commissioner's office are discharged in the best way. For instance, Mr Webb's experience as a Councillor, and working with partners and stakeholders to understand issues, look for solutions and bring about change, will be beneficial in supporting, empowering and scrutinising others in the delivering of the Commissioner's Plan.

3.8. The supporting statement given at Annex 2 demonstrates the skills and experience that Mr Webb will bring to the role of DPCC.

4. Terms and Conditions of Appointment

- 4.1. The DPCC will be required to work flexibly, equating to 3 days per week. The role will attract a payment of £25,750 per annum. The terms and conditions can be subject to review as required by the Commissioner.
- 4.2. The post of DPCC is subject to medical clearance and police vetting. The DPCC will be also be asked to sign the Official Secrets Act.
- 4.3. The Act provides that a Deputy Police and Crime 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 in 2020) 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.
- 4.4. The post will be based at the Commissioner offices but will require travel around Lancashire and beyond as required by the role.

5. BACKGROUND DOCUMENTS

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>

Policing and Crime Act 2017

<http://www.legislation.gov.uk/ukpga/2017/3/contents/enacted>

6. APPENDICES

Annex 1 - Role Profile of Deputy Police and Crime Commissioner

Annex 2 – Mr Webb's supporting statement

ROLE PROFILE

Pay: £25,750 plus expenses

Hours: 22.2 hours per week (the post holder is expected to work flexibly and outside standard working hours)

Contract: Fixed Term for the duration of the Police & Crime Commissioner's term of office.

Job Purpose: To support and share the responsibilities and vision of the Police & Crime Commissioner.

Main Responsibilities:

- Develop and promote effective working relationships with key internal and external stakeholders, including local and national media, strategic partners and politicians, in order to further the aims and objectives of the PCC;
- Hold portfolios of work as required by the PCC;
- Support the Commissioner, as required, including summarising and briefing the PCC on these issues;
- Assist the PCC in holding the Chief Constable to account;
- Support the PCC with the development and shape of the future strategy;
- Develop an enhanced understanding of the political landscape in Lancashire and to lobby and influence political stakeholders to support the PCC policy;
- To represent the views of the PCC to all relevant stakeholders, including media and politicians;
- Undertake other duties commensurate with the nature, level of responsibility and grading of this post, as required.

PERSON SPECIFICATION

DEPUTY POLICE & CRIME COMMISSIONER FOR LANCASHIRE

Skills and Experience:

Essential Requirements:

- This post is a political appointment. As such, candidates are expected to share the Commissioner's principles and values;
- Educated to a degree level or equivalent experience;
- Broad understanding of national policing and criminal justice challenges;
- Senior experience in governance in a private, public or third sector body;
- Proven experience of persuading and influencing, including with political and organisational leaders;
- Proven track record of working with local communities and representing their needs;
- Demonstrable ability to network, build relationships with, and engage with, a wide variety of stakeholders including MPs and councillors;
- Excellent interpersonal and communication skills and the ability to chair and make presentations to meetings with partners or the general public;
- Participation in successful delivery of major organisational change;
- Political astuteness;
- Experience of managing and improving performance;
- Proficient use of IT and Office software

Personal Attributes:

- Selflessness;
- Honesty and integrity;
- Objectivity;
- Accountability;
- Openness;
- Personal judgement;
- Respect for others;
- Leadership

Special conditions for the role:

- The PCC is an equal opportunities employer and welcomes applications from all sections of the community;
- All applications must meet the eligibility criteria and must not be disqualified;
- The post holder is required to sign the Official Secrets Act;
- The successful candidate will be required to work flexibly, including working evening and weekends;
- The role requires regular travel across Lancashire. A full driving licence and access to transport is required.

Cover Letter

Deputy Police and Crime Commissioner

Christopher Webb

[REDACTED]

[REDACTED]

18th August 2019

Dear Clive Grunshaw PCC,

I enclose my CV to be considered for the role of Deputy Police and Crime Commissioner, I believe I have the right skills, drive and personality to take successfully take the role forward.

The roles and skills that I have amassed in my career have given me the knowledge and experience needed to be a successful Deputy Police and Crime Commissioner.

I am a reliable, hardworking, friendly, quick thinking and trustworthy individual, who has worked productively under pressure in both the long and short term. I have successfully shown how I can oversee a team of staff and volunteers, whilst managing multiple projects personally.

Through my roles, especially as a councillor, I've worked closely with police officers where I regularly held meetings to discuss issues facing my constituents. I've attended numerous briefings on policing issues and the challenges they face under cuts to funding and new reforms. I have also joined local police officers on live city-wide operations, where I had the opportunity to observe all aspects of policing up-close alongside them.

I am able to adapt to the current political climate quickly where I can resolve problems efficiently and effectively. I have the ability to address situations as they arise and brief on the issue in a timely manner, regardless of the hour or day.

I have cultivated relationships with regional, national and international stakeholders where I regularly liaise with politicians from all parties to further the aims and objectives of my employer, many of these skills were invaluable to me during my time as a councillor for Manchester City Council.

I have regularly held politicians and public officials to account, both privately and in a public forum. Both within my roles as a publicly elected politician and as an appointed civil servant. One example of this was lobbying for the implementation of a UK Living Wage for all social care staff in Manchester, which I achieved after a long campaign and through motions I tabled, which were passed unanimously at full council.

I am a confident and professional person who can work both independently as well as part of a team, I will always give an honest assessment to any situation and believe in collective responsibility. I am responsible for both paid members of staff and volunteers, most recently as the UK head of office for Wajid Khan MEP, who I also represent in the UK at various meetings during his work overseas in Brussels.

I have represented the views of my employers to stakeholders and the media, one such example being where, on behalf of the MEP, I helped raise the humanitarian crisis of the Rohingya community to UK and EU stakeholders, in order to promote awareness of this and urge UK and EU foreign ministers to intervene. Our strategy of raising awareness with politicians and the media was successful and led to his speech on the issue being watched by over 600,000 people.

I have always sought to improve and increase my skill set and I have taken it upon myself to attend numerous training sessions on leadership and time management, digital programmes and media training.

I am willing to work above and beyond the normal working office hours and have increased workloads alongside working from other locations when required.

I have a full clean driving licence and own my own car.

I am always looking for new opportunities and challenges, both in my private life and employment. I would relish a new role in public life, where my skills and experience will enable me to carry out this role very effectively, and I believe the role of Deputy Police and Crime Commissioner would be a fantastic honour.

Yours faithfully,

Christopher Webb.