

## **POLICE AND CRIME PANEL**

**Meeting to be held on 16 September 2020**

### **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, Andrew Rhodes. 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 7 December 2020 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 6 April 2020 following his 30 year service in policing.
- 1.2. Mr Rhodes, who has spent his entire policing career with Lancashire Constabulary has been in his current post since June 2017.
- 1.3. During his time as Chief Constable, his greatest challenge has been to continue to deliver an excellent policing service to Lancashire through a sustained period of austerity, and through his leadership the Constabulary was rated as “outstanding” in 2020 by Government inspectors in relation to the efficient use of resources, and has ensured a strong position for his successor and for the people of Lancashire.
- 1.4. Mr Rhodes has been instrumental at a national level leading on the National Police Chiefs’ Wellbeing portfolio. Lancashire now has an established wellbeing programme that means officers and staff are encouraged to look after both their physical and mental health as routine, not as an exception. Also, his commitment to equality, diversity and inclusion has seen Lancashire Constabulary ranked 12<sup>th</sup> in the Inclusive UK Employers Awards 2019/20 and being placed in the Stonewall 2020 top 100 employers.
- 1.5. As Chief Constable, he has also overseen the high profile policing operation at Preston New Road due to the fracking protests and more latterly the policing response to the Coronavirus pandemic.

## 2. Recruitment Process

- 2.1. Section 38 of the Police Reform and Social Responsibility Act 2011 (the Act) 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 Police and Crime 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 Act.
- 2.4. The table below sets out in broad terms the recruitment timetable for the recruitment of the Chief Constable.
- 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. However, due to the covid-19 restrictions currently in place the format may change following discussions with the College of Policing.
- 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
Receive letter from CC	22 June 2020
Advise the Chair of the P&CP	6 July 2020
Report to Police and Crime Panel	16 September 2020
Advertisement	17 September 2020
Familiarisation Day	28 September 2020
Closing Date for applications	16 October 2020 at 4.00pm
Notification of short listed candidates	23 October 2020
NEO personality testing	26 October – 6 November 2020
2 day Assessment Centre	10/11 November 2020
Conditional Offer subject to Confirmation Hearing	20 November 2020
Confirmation Hearing for new Chief Constable	07 December 2020
Formal Offer to be sent allowing 3 months' notice for April 2021 start	08 December 2020
Retirement Date of current Chief Constable	6 April 2021
Start Date for new Chief Constable	7 April 2021

- 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 2020/21.

#### 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 013/2018: selection and appointment of Chief Officers is available via the following link.

<https://www.gov.uk/government/publications/circular-0132018-selection-and-appointment-of-chief-officers/selection-and-appointment-of-chief-officers>

#### 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 Commissioner in the delivery of the priorities 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 013/2018