

From: Malik Naseem (ELHT) Trust Senior Management Team

Sent: 07 January 2021 15:43

To: Dickinson, Ian

Subject: Appointment of Chief Constable

Dear Angela,

Thank you for asking me to be part of the recruitment process for the Chief Constable of Lancashire.

Given the current COVID-19 restrictions I set out this letter by email.

The process was in two parts, a shortlisting meeting and a full day interview. Before the shortlisting, I reviewed the material that was available to candidates. It was a clear explanation of the process and the requirements of the role as well as the evidence that was required. The short-listing panel received six applications. The applications were comprehensive and the short-listing panel considered that all candidates demonstrated the necessary qualities, skills and experience to be put forward for interview. The process was set out and conveyed to the candidates. The candidates were evaluated across all of the competencies in the person specification.

There were four members of the interview panel, the Police and Crime Commissioner, the CEO of the College of Policing, the Director of the Office of the police and Crime Commissioner as well as myself.

Unfortunately, prior to the Presentation exercise and formal interview on the 22 December 2020, two candidates had chosen to withdraw from the process. However, each of the remaining candidates were given the same presentation topic as well as the same questions. All of the members of the interview panel had an opportunity to ask questions and put supplementary questions as they felt necessary to each candidate. The panel also viewed the videos provided by the candidates setting out their vision for Lancashire Constabulary.

Each candidate was scored against the answers to their questions against agreed criteria and marked individually by each of the panel members. All candidates were considered to meet all of the criteria for the role and were capable of being appointed. The marks for the candidates were considered individually and were then aggregated. The panel awarded the highest marks to Christopher Rowley and it was agreed that he met the standards and criteria for the role of Chief Constable of Lancashire. I confirm that I am happy to attend the meeting of the Police and Crime Panel. Please do not hesitate to contact me if you would like anything further.

Yours sincerely,

Naseem Malik