

CONFIRMATION HEARING - POLICE AND CRIME PANEL

Meeting to be held on 28 July 2021

Proposed Appointment of the Deputy Police and Crime Commissioner

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EXECUTIVE SUMMARY

The Police Reform and Social Responsibility Act 2011 ('the Act') provides, under section 18(1), that the Police and Crime Commissioner for a police area may appoint a person as the deputy police and crime commissioner for that area.

An outcome of Part 1 of the PCC Review conducted by the Home Office concluded that to enhance resilience and capacity of PCCs, legislation will come forward to mandate the appointment of a Deputy PCC. In the interim, PCCs should have a formal succession plan in the event of a vacancy or incapacitation.

Following the election in May 2021, and to address the recommendations of the PCC Review Part 1, Andrew Snowden, the Police and Crime Commissioner, would like to appoint Andrew Pratt as his Deputy Police and Crime Commissioner. He has therefore notified the panel of his intention, in accordance with the Act.

RECOMMENDATION

That the Police and Crime Panel support the appointment of Andrew Pratt as Deputy Police and Crime Commissioner.

1. BACKGROUND

- 1.1.** The Police Reform and Social Responsibility Act 2011 ("the Act") provides, under section 18(1), that the Police and Crime Commissioner (PCC) for a police area may appoint a person as the Deputy Police and Crime Commissioner (DPCC) for that area. The PCC can arrange for them to exercise any of their functions, except for the issuing of a Police and Crime Plan, appointing the Chief Constable, suspending the Chief Constable, or calling upon the Chief Constable to retire or resign, or calculating a budget requirement under section 43 of the Local Government Finance Act 1992.
- 1.2.** There is an ever-increasing demand on a PCC's time in so far as balancing both the inward facing statutory responsibilities and outward engagement and visibility with the public. The PCC is focused on increasing the number of police officers on the beat, investing in rural policing; getting tough on re-offenders by providing the resources and legal powers needed to crack down on repeat offenders; tackling antisocial behaviour, drugs and burglary, and having a Deputy PCC will assist hugely in balancing the needs of the role and serving the public. Time is also of the essence, with a shorter than normal term of office of just three years.

1.3. The exact functions and responsibilities to be taken on by the Deputy PCC will be finalised after the Confirmation Hearing. However, in general terms, the focus will be on supporting the PCC with the development and shaping of future policy, plans and strategies; summarising, and briefing the PCC on policy issues; assisting the PCC in holding the Chief Constable to account; assisting the PCC in engaging and building relationships with relevant community groups, the public, public bodies, and organisations across Lancashire to better understand the policing needs of the community; representing and promoting the interests of the PCC, by participating in local, regional, and national activities, to influence and contribute to policy on decisions in furtherance of the priorities of the Police and Crime Plan and representing the views of the PCC to all relevant stakeholders, including media and politicians where so authorised.

Legislative requirements for Confirmation Hearing

Name of candidate

1.4. The name of the person the PCC is proposing to appoint to the post of DPCC for Lancashire is Andrew Pratt. Attached at Appendix A is the confirmation letter of appointment which was sent to the Police and Crime Panel on the 3 June 2021.

Criteria used to assess the suitability of the candidate for the appointment

1.5. In selecting a preferred candidate, the PCC chose someone who can satisfy the following criteria:

- Forms excellent working relationships with partner organisations;
- Takes a co-operative approach to achieving priorities, including proposing effective collaboration initiatives with relevant organisations;
- Builds relationships, influence and negotiate with high ranking officials;
- awareness of political structures, procedures and policies at both a local and national level;
- Strong background in local government and other local public services;
- Available to begin in post with immediate effect.

1.6. The full Job Description is set out at Appendix B.

Why the candidate satisfies those criteria

1.7. Although the DPCC is a member of the PCC's staff (s18(10) of the Act), under paragraph 8(4) of Schedule 1 of the Act the appointment of a DPCC is exempt from the requirement of Section 7 of the Local Government and Housing Act 1989, that all staff appointments should be made on merit. There is therefore no requirement for the open recruitment process that would normally apply when recruiting staff to the PCC's office.

1.8. The PCC has identified that a Deputy PCC as one of the most important roles in the office. In preferring Mr Pratt for the position, the PCC has chosen someone who knows his approach, opinions and vision for Lancashire.

1.9. The PCC has chosen an individual who has a complementary skillset and an excellent attention to detail. With a strong background in Policing and Partnership working, Mr Pratt will assist with a number of projects the PCC will be embarking on, and with a

shortened term of just three years, and a lot of ground that needs covering, it is essential to have someone that can hit the ground running.

1.10. Mr Pratt has declared that he is aware of the provisions of the Act as regards eligibility to be appointed. Attached at Appendix C are the relevant extracts from the Act concerning disqualification of a person from appointment to the post of DPCC which have been provided to Mr Pratt.

1.11. Mr Pratt has declared that, to the best of his knowledge and belief, he is eligible for appointment and is not subject to a relevant disqualification. Attached at Appendix D is a written statement from Mr Pratt.

1.12. A copy of the declaration form is attached at Appendix D

The terms and conditions on which the candidate is to be appointed

1.13. Under section 18(10) of the Act, the DPCC is a member of the PCC's staff. The DPCC for Lancashire will be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC's staff. A summary of Terms and Conditions of Appointment is attached as appendix E.

1.14. Mr Pratt has indicated that he only wishes to be paid the minimum living wage foundation hourly rate for the 2.5 days he is to be employed per week. This equates to £9,139 p.a.

Starting date

1.15. Mr Pratt is able to begin in this position with immediate effect, should the PCC choose to confirm the appointment following receipt of the Panel's considerations.

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: There was no appointment process undertaken and therefore the Equality and diversity principles do not apply.

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 3 June 2021.
- **Appendix B** – Job Description
- **Appendix C** - Disqualification Criteria
- **Appendix D** – Declaration of eligibility from Mr Pratt
- **Appendix E** – Summary of Terms and Conditions.