

POLICE AND CRIME PANEL

Meeting to be held on 31 January 2024

Chief Constable Recruitment

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 informs the Police and Crime Panel of the retirement of the current Chief Constable, Christopher Rowley. 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 on 4 March 2024 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 31 March 2024 following his 30-year service in policing.

1.2. In preparing this report the Chief Constable was asked to reflect on his time in Lancashire and has provided the following message.

"Becoming the Chief of Lancashire Constabulary was a huge achievement for me. The Constabulary has always had a great reputation and to be successful in becoming the Chief Constable was a proud moment for me, achieving the pinnacle role of my career.

Upon my arrival I visited as many different areas and spoke with as many staff as I possibly could so that I could understand how the Constabulary was functioning, and this led to a number of internal reviews. Subsequently we have undergone a complete restructure in order to deliver our Target Operating Model which is now embedded. The focus of this operating model is to deliver an outstanding service to the communities of Lancashire. We were reviewed in 2022 as a good force by HMICFRS and stood out as one of the better performing forces in the country. The Target Operating Model will help us to ensure our next HMICFRS inspection is even better. It has ensured that resources are more effectively aligned to demand, and investigation teams are better staffed and equipped to investigate crime. This has already led to a reduction in recorded crime and an increase in positive outcomes for victims.

We have also made huge changes in our Force Control Room which have resulted in significant improvements for our 'Time To Arrive' at incidents, as well as reduced waiting

times for both emergency and non-emergency calls. Both of these critical measures are vitally important to the people of Lancashire when they need a service from the police.

This vast amount of significant change could not have been delivered without a fantastic workforce who are committed to public service to make Lancashire a safe place to live, work and visit. I am grateful to all of the Police Officers and Police Staff for their unwavering commitment during my tenure to adapt to this change and deliver a better service to Lancashire. I will look back at my time here extremely fondly and with great pride.”

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. Accordingly, it has been agreed 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
Receive letter from CC	
Advise the Chair of the P&CP	2 January 2024
Advertisement	5 January 2024
Familiarisation Day	17 January 2024
Report to Police and Crime Panel	31 January 2024
Closing Date for applications	8 February 2024
Shortlisting	9 February 2024
2-day Assessment Centre	21/22 February 2024
Conditional Offer subject to Confirmation Hearing	26 February 2024
Confirmation Hearing for new Chief Constable	4 March 2024
Formal Offer to be sent allowing 3 months' notice for July 2024 start	5 March 2024
Retirement Date of current Chief Constable	31 March 2024
Estimated start Date for new Chief Constable	1 July 2024

2.7. The Commissioner has invited the Chair and Vice-Chair to independently observe the recruitment process.

3. Implications

Financial

3.1 Costs relating to the advertising and recruitment of a new Chief Constable will be met from the Police budget 2023/24.

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