

## Lancashire Police and Crime Panel

### **Report of the confirmation hearing on 20<sup>th</sup> March 2017**

Proposed appointment of the Chief Constable of Lancashire

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#### **EXECUTIVE SUMMARY**

A confirmation hearing was held by the Lancashire Police and Crime Panel ('the Panel') on Monday 20<sup>th</sup> January 2017 to consider the proposed appointment of the Chief Constable of Lancashire.

This report provides information on the Panel's recommendation as a result of the confirmation hearing.

#### **Background Information**

##### **Present:**

Councillors Alistair Bradley (Chair), Peter Gibson, Andy Kay, David Whipp, Ben Aitken, Roger Berry, Kevin Wright, and Terry Hill.

##### **Officers:**

Sian Roxborough - Head of Legal Services, Sally Ann Wolstenholme – Lead Consultant Human Resources, Phil Llewellyn - Executive and Councillor Support Manager Blackburn with Darwen Borough Council Democratic Services David Fairclough, Secretary Lancashire Police & Crime Panel

##### **Also present:**

Clive Grunshaw, Police and Crime Commissioner for Lancashire ['PCC'], Deputy Chief Inspector Andrew Rhodes.

##### **Apologies:**

Altaf Baghdadi (Coopted member), Councillors Robert Boswell, B.Hughes, Ivan Taylor, Jacqueline Mort, Joyce Plummer, Adrian Lythgoe, Julie Gibson, L.Oades, Paul Elms, and Sue Graham

##### **Declarations of Interest:**

None

#### **Confirmation Hearing Purpose and Procedure:**

The Chair explained the purpose of the meeting, which was to hold a confirmation hearing before making a report and recommendation to the Police and Crime Commissioner ('the Commissioner') in relation to his proposed appointment of the Chief Constable of Lancashire

The hearing was a meeting of the Panel, held in public, at which the proposed candidate, Deputy Chief Constable Andrew Rhodes, was requested to appear for the purpose of answering questions relating to the proposed appointment.

The Legal Officer explained the procedure to be followed and it was indicated that when the questions asked of the Candidate by Panel members were concluded, the Panel would go into closed session, in order to agree a report and recommendations to the Commissioner. The Panel's decision would be communicated to the Commissioner in writing by the next working day following the hearing and a copy of the communication would be provided to the candidate. The Panel's decision report would be embargoed until a period of five days had elapsed following the hearing.

The Legal Officer advised the Panel that in accordance with Schedule 8 of the Police Reform and Social Responsibility Act 2011 they had the power to veto the proposed appointment if the Panel resolved by a two thirds majority that the candidate had not reached the minimum standards required in relation to professional competence and personal independence.

### **The Hearing:**

Details of a report with notification of the proposed appointment and accompanying documents from the PCC, were considered by the Panel. These provided details of the appointment process leading to the PCC's proposal to appoint Deputy Chief Constable Andrew Rhodes as Chief Constable of Lancashire. As well as including the name of the person whom the PCC proposed to appoint, the report detailed the criteria used to assess the suitability of the candidate, why the candidate satisfied those criteria and the terms and conditions of appointment.

Questions had been agreed in advance at a pre-meeting of the Panel in accordance with the Local Government Guidance on Confirmation Hearings. Questioning centred around the issues of professional competence and personal independence. Panel members asked questions of the candidate regarding his skills, knowledge and experience that were applicable to the role. The candidate was also asked to outline his key strategies, aims and objectives in the role. He explained how he would continue to maintain continued improvements in neighbourhood policing despite the downsizing of resources and climate of financial challenges. The candidate emphasised the need to keep policing 'connected to the community.'

The Panel enquired how the candidate would approach key partners regarding the impact of mental health illness within our communities and the major impact on operational policing. The candidate discussed involvement in integrated partnership working, seeking to avoid duplication of work and the benefits resulting with a common aim to 'keep people safe.'

The candidate informed the Panel of his involvement as a Professional Community Chair which had helped him gain a significant insight into policing practice around the country.

The candidate discussed his vision in leading the Lancashire Police Force which included his role as a negotiator with community partners, seeking to influence and drive forward a culture which also focussed on preventative measures to avoid criminal activity.

There was a discussion from the candidate around stakeholder engagement in delivering strategy and the Police and Crime Plan, supporting the Commissioner's objectives.

The panel questioned the candidate about his approach to ensuring continuing professional development in officers emerging area of practice and the candidate also outlined his views on maximising the skills of special police officers to make most effective use of such volunteers.

The panel enquired about the role of the police in organised protests. The candidate confirmed his understanding of personal independence, stating his paramount priority was to keep the public safe. Expanding on this theme the candidate said the operational direction and control of the police was not in the PCC's remit and that the position of The Chief Constable and PCC were different but compatible involving appropriate consultation.

When responses had been provided to all of the Panel Members' questions, the candidate was given an opportunity to clarify any answers given and to ask questions of the Panel. The hearing then concluded and the Panel went into closed session to consider its report and recommendations. The Panel agreed unanimously that Deputy Chief Constable Andrew Rhodes was a suitable candidate and that his appointment should be fully supported.

**RESOLVED** - the Panel unanimously confirmed its full support for the appointment of Deputy Chief Constable Andrew Rhodes as the Chief Constable of Lancashire.

Background papers:

LGA Guidance on Confirmation Hearings.