

REPORT TO SOUTH YORKSHIRE POLICE AND CRIME PANEL

1. Meeting:	Police and Crime Panel
2. Date:	8 July 2016
3. Title:	Proposed appointment of the Chief Constable for South Yorkshire
4. Organisation:	Office of the Police and Crime Commissioner for South Yorkshire

5. Summary

- 5.1 Chief Constable David Crompton is due to retire on 30 November 2016.
- 5.2 Section 38(1) of the Police Reform and Social Responsibility Act 2011 ('the Act') provides that Police and Crime Commissioner for a police area must appoint the Chief Constable of the Police Force for that area.
- 5.3 Paragraph 3 of Schedule 8 of the Act requires the South Yorkshire Police and Crime Commissioner ('the Commissioner') to notify the South Yorkshire Police and Crime Panel ('the Panel') of his proposed appointment to the post.
- 5.4 The Commissioner must include the following information in the notification:
- a) The name of the person he is proposing to appoint;
 - b) The criteria used to assess the suitability of the candidate for the appointment;
 - c) Why the candidate satisfies those criteria; and
 - d) The terms and conditions on which the candidate is to be appointed.
- 5.5 Paragraph 4 of Schedule 8 of the Act, sets out the Panel's responsibility to review the proposed appointment and make a report to the Commissioner within a period of three weeks from when the Panel receive notification from the Commissioner of the proposed appointment, including a recommendation as to whether or not the candidate should be appointed. This report is 'notification' for the purpose of Paragraph 4 of Schedule 8.
- 5.6 The Panel must hold a public confirmation hearing before making a report and recommendation to the Commissioner in relation to a proposed appointment of a Chief Constable (or before vetoing such an appointment, as detailed at paragraph 5.7 below). At the confirmation hearing, the candidate is requested to attend to answer any questions relating to the appointment.
- 5.7 In accordance with paragraph 5 of Schedule 8, the Panel has the power to veto the appointment of the candidate in exceptional circumstances. The

decision must be made by the required majority of at least two thirds of the members of the current panel membership at the time the decision is made.

6. Recommendations

That the panel reviews the proposed appointment of Stephen Watson as Chief Constable of South Yorkshire Police by South Yorkshire's Police and Crime Commissioner.

That the panel make a report to South Yorkshire's Police and Crime Commissioner on the proposed appointment of Stephen Watson as Chief Constable of South Yorkshire Police in accordance with the requirements of Schedule 8 of the Act.

7. Proposals and details

7.1 The Recruitment and Selection Process

7.1.1 Home Office Circular 20/2012 gives Commissioners the flexibility to decide how they wish to undertake their recruitment process and which candidate they wish to appoint. The process however should involve an independent member who should be asked to submit a formal report.

7.1.2 Mr Andrew Lockley was appointed as the independent panel member. Mr Lockley currently is the Chair of the Commissioner's Independent Ethics Panel.

7.1.3 Mr Lockley has submitted a full report setting out the details of the recruitment process (Appendix A). The report provides full details about the selection and decision-making processes as well as a statement that the process fully met the principles of fairness and openness and that the appointment recommendation was based on merit.

7.1.4 Three applications were received and all candidates met the shortlisting criteria to allow them to proceed to the next stage of the selection process.

8. The Proposed Appointment

8.1 The South Yorkshire Police and Crime Commissioner has selected Stephen Watson as his proposed candidate for Chief Constable. Stephen is currently serving as Deputy Chief Constable with Durham Constabulary.

8.2 The role profile and personal qualities for the Chief Constable post are included in the independent report. The main criteria for the post included 'executive' level personal qualities under the following headings:

- Serving the public
- Leading strategic change
- Leading the workforce
- Managing performance

- Professionalism
- Decision making
- Working with others

8.3 Deputy Chief Constable Watson has provided evidence that he meets the criteria set out in the person specification in a variety of ways throughout the application process including evidence that he has:

- built public trust and confidence;
- successfully led fundamental strategic change in organisational culture and service provision; and
- successfully led and inspired the workforce.

8.4 A copy of the application form received is attached in Part 2 of the papers for this meeting.

8.5 The Panel is asked to review the proposed appointment and make a report to the Commissioner on the proposal, including a recommendation as to whether or not the candidate should be appointed. Until the conclusion of this process, Deputy Chief Constable Watson remains the preferred candidate for the appointment.

9. Terms and Conditions on which the Candidate is to be appointed

9.1 Subject to confirmation of the appointment from the Panel, the proposed candidate will be appointed for a period of five years at a salary of £152,685 per annum, in line with the Chief Officer pay structure agreed by the Police Negotiating Board in June 2015. A copy of the provisional offer letter is attached at Appendix B.

10. Financial Implications

10.1 The salary and employer on-costs will be provided for within existing budgetary provisions.

11. Papers Attached

Appendix A – Independent Member Report

Annex 1 – Role Profile

Annex 2 – Personal Qualities (Person Spec)

Annex 3 – Job Advert

Annex 4 – Letter from the Commissioner, application form and diversity monitoring form

Annex 5 – Rating scale

Appendix B – Copy of the provisional offer letter and terms and conditions of appointment

11. Contact

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