



Special Police and Crime Panel

Date Monday 1 July 2024
Time 1.30 pm
Venue Council Chamber, County Hall, Durham

Business

Part A

**[Items during which the Press and Public are welcome to attend.
Members of the Public can ask questions with the Chairman's
agreement]**

1. Apologies for Absence
2. Substitute Members
3. Declarations of Interest, if any
4. Confirmation Hearing - Proposed Appointment of Deputy Police and Crime Commissioner - Report of the Monitoring Officer and Clerk to the Police and Crime Panel (Pages 3 - 28)
5. Such other business, as in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration
6. Any resolution relating to the exclusion of the public during the discussion of items containing exempt information

Part B

Items during which it is considered the meeting will not be open to the public (consideration of exempt or confidential information)

7. Confirmation Hearing - Proposed Appointment of Deputy Police and Crime Commissioner - Report of the Monitoring Officer and Clerk to the Police and Crime Panel
8. Such other business, as in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration

Helen Bradley
Monitoring Officer

County Hall
Durham
21 June 2024

To: **The Members of the Police and Crime Panel**

Durham County Council

Councillors D Boyes, L Brown, L Howvels, D Nicholls, R Potts, K Robson and
A Savory

Darlington Borough Council

Councillors S Ali, N Johnson and G Lee

Independent Co-opted Members

Mr N Hallam and Mr R Rodiss



Durham Police and Crime Panel

1 July 2025

Confirmation Hearing - Appointment of a Deputy Police and Crime Commissioner

Report of Helen Bradley, Monitoring Officer and Clerk to the Panel

Purpose of the Report

1. To provide information to Panel Members on the process to be undertaken to hold a confirmation hearing for the position of Deputy Police and Crime Commissioner (Deputy PCC) and to consider a report from the Police and Crime Commissioner (the Commissioner) on the proposed appointment of the Deputy PCC.

Executive summary

2. The Police Reform and Social Responsibility Act 2011 ('the Act') provides, under Section 18(1), that the Commissioner for a police area may appoint a person as the Deputy PCC for that area.
3. Schedule 1, Paragraph 9, of the Act, the Commissioner must notify the Police and Crime Panel ("the Panel") of their proposed appointment to the post of 'Deputy PCC'.
4. The Commissioner must also notify the Panel of the following information:
 - (a) The name of the person whom the commissioner is proposing to appoint ("the candidate");
 - (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. The Panel, in accordance with Schedule 1, Paragraph 10 of the Act, must review the proposed appointment and make a report to the Commissioner on the proposed appointment, including a recommendation as to whether or not the candidate should be appointed.
6. The confirmation hearing must be held within three weeks beginning with the day on which the Panel receives notification from the Commissioner of the proposed appointment.
7. The Commissioner must notify the Panel of the decision whether to accept or reject the recommendation of the Panel.

Recommendation

8. Members of the Panel are recommended to:
 - (a) note the process to be followed for the confirmation hearing for the appointment of the Deputy PCC.
 - (b) consider the report of the Commissioner shown at Appendix 3 and review the proposed appointment of Graham Hall as the Deputy PCC; and
 - (c) make recommendations to be included in the report to the Commissioner as to whether or not the candidate should be a report.
 - (d) Delegate authority to the Monitoring Officer and Clerk to the Panel in consultation with the Chair to finalise and publish the report to the Commissioner.

Background

9. The Panel have the functions conferred by Schedule 1, Paragraph 10 of the Police Reform and Social Responsibility Act 2011 (Scrutiny of Senior Appointments). This enables the Panel to:
 - (a) Review the proposed appointment, by holding a confirmation hearing within three weeks of notification being given. A 'confirmation hearing' is a meeting of the Panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment;
 - (b) Make a report to the Commissioner on the proposed senior appointment;
 - (c) Include a recommendation to the Commissioner as to whether or not the candidate should be appointed;
 - (d) Publish the report to the Commissioner made under (b).
10. Section 18(1) of the Police Reform and Social Responsibility Act 2011 ('the Act') provides that the Commissioner for a police area may appoint a person as the Deputy police and crime commissioner for that area.
11. Part 1 of the Police and Crime Commissioner Review conducted by the Home Office concluded that to enhance resilience and capacity of Police and Crime Commissioners, legislation will come forward to mandate the appointment of a Deputy PCC. In the interim, Commissioners are expected to have a formal succession plan in the event of a vacancy or incapacitation.
12. The Police and Crime Commissioner for Durham (the Commissioner) has notified the Panel of her intention, in accordance with the Act, to appoint a Deputy PCC. Therefore, the Panel are now required to hold a confirmation hearing to consider the appointment.

Confirmation Hearing for the appointment of a Deputy Police and Crime Commissioner

13. The Clerk to the Panel received formal notification from the Commissioner of the proposed appointment of Mr Graham Hall to the role of Deputy Police and Crime Commissioner on 10 June 2024. A copy of Commissioners report with regard to the proposed appointment is attached at Appendix 3.
14. The appointment is subject to the public scrutiny that is required as part of a proposed senior appointment within the meaning of Schedule 1 of the Police Reform and Social Responsibility Act 2011.

15. In order to assist the Panel in reviewing the suitability of the preferred candidate, the Commissioner has provided a report detailing the following:
 - (a) Name of the preferred candidate;
 - (b) The criteria used to assess the suitability of the candidate for the appointment;
 - (c) A report from the Commissioner stating why the preferred candidate meets criteria of role; and
 - (d) Terms and conditions of appointment.

The Process

16. The first part of the meeting will be conducted in public and structured as follows:
 - (a) The Chair will welcome the candidate to the meeting and make appropriate introductions.
 - (b) Apologies for absence
 - (c) Declarations of Interests
 - (d) The Chair will ask the Clerk to the Panel to briefly outline the format for the hearing.
 - (e) The Chair will ask the candidate if he has any questions on the procedure.
 - (f) The Chair will invite the Commissioner to outline the proposed appointment and introduce the candidate.
 - (g) The Chair will invite the Panel members to ask questions of the candidate which relate to his professional competence and personal independent, the answers to which will enable the Members to evaluate the candidate's suitability for the role.
 - (h) When all Panel members' questions have been asked and addressed the Chair will invite the candidate to clarify any answers that he has given during the hearing and to ask any questions of the Panel, for example about the next steps in the process.
 - (i) The Panel will be asked to agree a resolution to exclude the press and public from the meeting, and will go into closed session to consider their report and recommendations in relation to the appointment.

17. The Panel will need to consider and discuss the following:
 - (a) Whether the candidate has the professional competence to exercise the role as set out in the role profile.
 - (b) Whether the Panel feels that the candidate has the personal independence to exercise the role.
18. Since Deputy PCC appointments are likely to be political, a lower standards of independence might be expected, reflecting the fact that their role is to provide political support and directly assist the Commissioner in the delivering her vision and priorities. There is no requirement for the Commissioner to conduct a formal recruitment process in selecting her Deputy.
19. The Local Government Association/Centre for Governance and Scrutiny Guidance on confirmation hearing acknowledges that as a political appointment, the role of a Deputy Commissioner is less able to be tested in terms of professional judgement and expertise. However, the Panel still need to assure themselves of the understanding by the candidate of his role, the position of the commissioner and the operational independence of the chief constable.
20. Where a candidate meets the standards expected by the Commissioner for the political appointment of Deputy PCC, but there is cause for concern about his suitability, it may be appropriate to outline those concerns in the Panel's response to the Commissioner.
21. The Panel do not have a power to veto the proposed appointment. In instances where a candidate does not meet the minimum standards, this would suggest a significant failure in the appointments process undertaken by the Commissioner. If the Panel believes that there has been a significant failure in the appointments process, the Panel may choose to not recommend the candidate to the role of Deputy PCC.
22. Following the confirmation hearing, the recommendations of the Panel will be communicated to the Commissioner in writing. The Commissioner must notify the Panel of the decision whether to accept or reject the recommendation of the Panel. A guidance note with regard to the Procedure is attached at Appendix 4.

Background papers

None.

Other useful documents

None.

Contact: Helen Bradley

Tel: 03000 269732

Appendix 1: Implications

Legal Implications

As detailed within the report there is a requirement to hold a confirmation hearing within three weeks of notification to consider the proposed appointment in accordance with the Police Reform and Social Responsibility Act 2011

Finance

The remuneration of the Deputy PCC is met by the budget held by the Durham Police and Crime Commissioner.

Consultation

None.

Equality and Diversity / Public Sector Equality Duty

None

Climate Change

None.

Human Rights

None

Crime and Disorder

This is a key focus of the role of the Police and Crime Commissioner and Police and Crime Panel. The appointment of the Deputy PCC allows the PCC to enhance resilience to deliver the objectives of the Commissioner.

Staffing

The report proposes the appointment of a Deputy PCC. In accordance with Section 18(10) of the Act, the Deputy police and crime commissioner is a member of the police and crime commissioner's staff.

Accommodation

None

Risk

None

Procurement

None.

Appendix 2: Relevant extracts from the Police Reform and Social Responsibility Act 2011

Section 18 Police Reform and Social Responsibility Act 2011 Delegation of functions by police and crime commissioners

1. The police and crime commissioner for a police area may –
 - (a) appoint a person as the Deputy police and crime commissioner for that police area, and
 - (b) arrange for the Deputy police and crime commissioner to exercise any function of the police and crime commissioner.
2. A police and crime commissioner may arrange for any person (who is not the Deputy police and crime commissioner) to exercise any function of the commissioner.
3. But a police and crime commissioner may not -
 - (a) appoint a person listed in subsection (6) as the Deputy police and crime commissioner;
 - (b) arrange, under subsection (1)(b) or (2), for the Deputy police and crime commissioner or any other person to exercise a function that the police and crime commissioner has under or by virtue of Part 2 of the Police Reform Act 2002 (see instead section 23(2)(pa) of that Act and regulations made under that provision);]
 - (c) arrange for the Deputy police and crime commissioner to exercise a function listed in subsection (7)(a), (e) or (f);
 - (d) arrange, under subsection (2), for a person listed in subsection (6) to exercise any function; or
 - (e) arrange, under subsection (2), for any person to exercise a function listed in subsection (7).
4. A Deputy police and crime commissioner may arrange for any other person to exercise any function of the police and crime commissioner which is, in accordance with subsection (1)(b), exercisable by the Deputy police and crime commissioner.
5. The persons referred to in subsections (3)(a) and (c) and (5) are –
 - (a) a constable (whether or not in England and Wales);
 - (b) a police and crime commissioner;
 - (c) the Mayor's Office for Policing and Crime;

- (d) the Deputy Mayor for Policing and Crime appointed by the Mayor's Office for Policing and Crime;
- (e) the Mayor of London;
- (f) the Common Council of the City of London;
- (g) any other person or body which maintains a police force;
- (h) a member of the staff of a person falling within any of paragraphs (a) to (g).

Schedule 1, Paragraph 8, Police Reform and Social Responsibility Act 2011

1. This paragraph applies to a person appointed under section 18 by a police and crime commissioner to be the Deputy police and crime commissioner.
2. None of the following may be appointed as the Deputy police and crime commissioner –
 - (a) a person who has not attained the age of 18 on the day of the appointment;
 - (b) a person who is subject to a relevant disqualification;
 - (c) a Member of the House of Commons;
 - (d) a member of the European Parliament;
 - (e) a member of the National Assembly for Wales;
 - (f) a member of the Scottish Parliament;
 - (g) a member of the Northern Ireland Assembly.
3. The terms and conditions of a person appointed as the Deputy police and crime commissioner must ensure that the term of office ends no later than the sixth day after the day of the poll at the next ordinary election of police and crime commissioners (that is, the day on which the term of office of the appointing police and crime commissioner would, if there were no vacancy in the office before then, end in accordance with section 50(7)(b)).
- 3A. The terms and conditions must also provide for the Deputy police and crime commissioner's appointment to end when, following an election held under section 51 to fill a vacancy in the office of the appointing police and crime commissioner, the person elected makes and delivers a declaration of acceptance of office under section 70(1).

- 3B. Subject to sub-paragraphs (3) and (3A), the terms and conditions may make such provision about termination as the appointing police and crime commissioner thinks appropriate.]
4. Section 7 of the Local Government and Housing Act 1989 (appointment of staff on merit) does not apply to the Deputy police and crime commissioner.
5. . . .
6. For the purposes of this paragraph, a person is subject to a relevant disqualification if the person is disqualified from being elected as, or being, a police and crime commissioner under—
- (a) section 65(1) (police officers, police-related employment etc), other than paragraph (e)(ii); or
 - (b) section 66(1), (3)(a)(iii) or (iv), (3)(c) or (3)(d) (citizenship, bankruptcy, criminal convictions & corrupt or illegal election practices).

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**Section 65 of Police Reform and Social Responsibility Act 2011
Disqualification from election or holding office as police and crime commissioner: police grounds**

1. A person is disqualified from being elected as, or being, a police and crime commissioner if the person—
- (a) is disqualified from being a member of the House of Commons under section 1(1)(d) of the House of Commons Disqualification Act 1975 (members of police forces for police areas in the United Kingdom);
 - (b) is a member of—
 - (i) the British Transport Police Force;
 - (ii) the Civil Nuclear Constabulary;
 - (c) is a special constable appointed—
 - (i) under section 27 of the Police Act 1996 for a police area or the City of London police area;
 - (ii) under section 25 of the Railways and Transport Safety Act 2003 (British Transport Police Force);
 - (d) is a member of staff of the chief officer of police of any police force maintained for a police area;
 - (e) is a member of staff of—
 - (i) a police and crime commissioner;

- (ii) the Mayor's Office for Policing and Crime;
- (g) is the Mayor of London;
- (h) is a member of the Common Council of the City of London or a member of staff of that Council in its capacity as a police authority;
- (h) is a member (including a member who is chairman or chief executive), or member of staff, of—
 - (i) the British Transport Police Authority;
 - (ii) the Civil Nuclear Police Authority;
 - (iii) the [Independent Office for Police Conduct];
 - (iv) the Serious Organised Crime Agency;
 - (v) . . .
- (i) holds any employment in an entity which is under the control of—
 - (i) a local policing body;
 - (ii) any body mentioned in paragraph (h);
 - (iii) the chief officer of police for any police force maintained for a police area or the City of London police area;
 - (iv) the chief officer of police for any police force mentioned in paragraph

Section 66 of Police Reform and Social Responsibility Act 2011
Disqualification from election or holding office as police and crime commissioner: other grounds

1. A person is disqualified from being elected as, or being, a police and crime commissioner unless the person satisfies the citizenship condition (see section 68).
2. A person is disqualified from being elected as, or being, a police and crime commissioner if the person—
 - (a) is disqualified from being a member of the House of Commons under section 1(1)(a) to (c) of the House of Commons Disqualification Act 1975 (judges, civil servants, members of the armed forces), or
 - (b) is a member of the legislature of any country or territory outside the United Kingdom.
3. A person is disqualified from being elected as, or being, a police and crime commissioner if—
 - (a) the person is the subject of—
 - (i) a debt relief restrictions order under paragraph 1 of Schedule 4ZB to the Insolvency Act 1986;

- (ii) an interim debt relief restrictions order under paragraph 5 of that Schedule;
 - (iii) a bankruptcy restrictions order under paragraph 1 of Schedule 4A to that Act;
 - (iv) a bankruptcy restrictions interim order under paragraph 5 of that Schedule;
- (b) a debt relief restrictions undertaking has effect in respect of the person under paragraph 7 of Schedule 4ZB to that Act;
 - (c) the person has been convicted in the United Kingdom, the Channel Islands, or the Isle of Man, of any imprisonable offence (whether or not sentenced to a term of imprisonment in respect of the offence); or
 - (d) the person is incapable of being elected as a member of the House of Commons, or is required to vacate a seat in the House of Commons, under Part 3 of the Representation of the People Act 1983 (consequences of corrupt or illegal practices).
4. For the purpose of subsection (3)(c)—
- (a) “imprisonable offence” means an offence—
 - (i) for which a person who has attained the age of 18 years may be sentenced to a term of imprisonment, or
 - (ii) for which, in the case of such a person, the sentence is fixed by law as life imprisonment;
 - (b) a person is to be treated as having been convicted -
 - (i) on the expiry of the ordinary period allowed for an appeal or application in respect of the conviction, or
 - (ii) if an appeal or application is made in respect of the conviction, when the appeal or application is finally disposed of or abandoned or fails by reason of non-prosecution.
5. A person is disqualified from being elected as, or being, police and crime commissioner for a police area if the person –
- (a) is a member of staff of a relevant council, or
 - (b) holds any employment in an entity which is under the control of a relevant council within subsection (7)(a), (b), (c) or (f).

**Section 67 Police Reform and Social Responsibility Act 2011
Disqualification of person holding office as police and crime commissioner**

A person becomes disqualified from being a police and crime commissioner upon becoming a member of—

- (a) the House of Commons;
- (b) the Scottish Parliament;
- (c) the National Assembly for Wales;
- (d) the Northern Ireland Assembly;
- (e) the European Parliament.

Police and Crime Panel

1st July 2024

Appointment of Deputy Police and Crime Commissioner: Office of the Police and Crime Commissioner (OPCC) – PCC's Proposed Candidate



Report of the Police and Crime Commissioner for Durham

Purpose

1. The purpose of this report is to notify the Police and Crime Panel of the Police and Crime Commissioner's preferred candidate for the Deputy Police and Crime Commissioner role in the OPCC.

Background

2. Section 18 of the Police Reform and Social Responsibility Act 2011 allows a PCC to directly appoint a deputy and to arrange for them to exercise certain functions of the PCC. The DPCC cannot:
 - a. Issue a police and crime plan.
 - b. Set the budget.
 - c. Appoint, suspend or retire/resign the chief constable.

This maintains the core principle of the PCC model: a single, locally elected representative responsible for ensuring local services are accountable to the people they serve, however provides vital support to the PCC to undertake her role on a local, regional and national basis.

3. Any person can be identified by the PCC and appointed as a Deputy PCC so long as they are not subject to the relevant disqualification criteria (see Sections 18(6), 65 and 66 of the PRSR Act 2011 eg a PCC, constable, mayor).
4. The last Durham Deputy PCC, Mr Nigel Bryson OBE stepped down from this position prior to the PCC election as this is a requirement of the position. This therefore left a vacancy on re-election which the PCC needed to fill on a full-time basis, given the additional duties as outlined below.
5. The PCC wishes to formally thank Mr Nigel Bryson OBE for his service in the OPCC.

Role of Deputy Police and Crime Commissioner

6. The Deputy Police and Crime Commissioner is a member of the OPCC staff who is line managed by the Chief of Staff. Unlike all other OPCC staff, the DPCC is **not** politically restricted and will step into the post of PCC if the current PCC is incapacitated/unable to fulfil their duties.
7. A Job Description has been developed for the role of Deputy Police and Crime Commissioner which is attached to this report (Appendix 2)
8. PCC Joy Allen has a prominent regional and national portfolio including:
 - Substance misuse and addictions (drugs, alcohol, gambling)
 - Environment and Sustainability
 - Road Safety
 - Drug Driving
 - Blue Light Commercial Director
 - North East Business Resilience Centre Board member

- Finance (Funding Formula, Comprehensive Spending Review and Grants)
9. The level of work the Deputy PCC is required to undertake to support the PCC has grown considerably over the last three years, in terms of complexity, volume and breadth. The PCC has therefore taken the opportunity to appoint to this post on a full-time basis for a period up to the next PCC elections (May 2028).
 10. The Deputy PCCs role will include a specific portfolio of Victims Champions which is a key area of focus for the PCC and will be instrumental in the leadership of the enacted Victims and Prisoner's Act whereby the PCC will have a prominent role in holding criminal justice organisations to account.

Police and Crime Panel

11. Schedule 1, Paragraph 9, of the Act, outlines that the Commissioner must notify the Police and Crime Panel ("the Panel") of their proposed appointment to the post of Deputy PCC.
12. The Commissioner must also notify the Panel of the following information:
 - a. The name of the person whom the commissioner is proposing to appoint ("the candidate");
 - 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.
13. The Panel, in accordance with Schedule 1, Paragraph 10 of the Act, must review the proposed appointment and make a report to the Commissioner on the proposed appointment, including a recommendation as to whether or not the candidate should be appointed. This is to be undertaken within three weeks beginning with the day on which the Panel receives notification from the Commissioner of the proposed appointment. The Commissioner must notify the Panel of the decision whether to accept or reject the recommendation of the Panel.
14. As the Panel will be aware, legislation dictates that there is no requirement for a wide recruitment process for such a political appointment.

Criteria for appointing the DPCC Candidate

15. The criteria I used to make this decision was:
 - Experience and understanding of police governance
 - Experience of local government and partnership working
 - Understanding and engagement of national, regional, and local community groups, both statutory and voluntary
 - Shared values in respect of the role of the police service and its accountability to the public

Why the candidate satisfies the criteria

16. The PCCs preferred candidate for Deputy PCC is Mr Graham Hall. Mr Hall served as a police officer in Durham Constabulary for thirty-six years. He has a Master of Business Administration Degree with Distinction.
17. During this time he completed various roles including Uniform and Detective Constable, Uniform and Detective Sergeant, Research and Planning Sergeant and Inspector, Uniform and Neighbourhood Policing Inspector, Head of Criminal Justice (Chief Inspector), Head of Neighbourhoods and Partnerships (Chief Inspector), Head of Crime Intelligence (Superintendent), Force Authorising Officer

(Superintendent), Operations Manager (Superintendent), Head of Response (Superintendent) and Operational Commander, Darlington and Force Partnerships (Chief Superintendent).

18. In addition, he was trained and qualified in several specialist disciplines including Crisis Negotiation, Research & Projects Officer, Firearms Commander, Major and Critical Incident Silver Commander and a “friend” as defined by the Police Conduct Regulations where he supported “at risk” senior police officers during investigations including the Hillsborough Enquiry.
19. Throughout his career, Mr Hall was commended on eight occasions by HM Judges, Magistrates and Chief Constables, awarded a Certificate of Commendation for his contribution to Diversity by the Crown Prosecution Service, was a finalist in the Police Foundation National Innovation Awards, recognised on several occasions for outstanding customer service, presented the Long Service and Good Conduct Medal for policing and recognised internationally through the provision of an award for his inspirational leadership.
20. Mr Hall was also formally recognised during an inspection by Her Majesty’s Inspectorate of Constabulary who commended his contribution to Neighbourhoods and Partnerships in Darlington.
21. Following Mr Hall’s retirement from Durham Constabulary in 2016, he completed several short-term posts in Darlington Borough Council including Anti-Social Behaviour Manager, Head of Youth Offending and the lead officer for the Routes to Work Programme before appointment as Head of Community Safety in 2018.
22. As Head of Community Safety, he was lead professional and responsible for a range of public services including civic enforcement, anti-social behaviour, environmental crime, parking, CCTV, trading standards, private sector housing, licensing, organised crime, counter terrorism, community engagement and partnerships.
23. In 2022 Mr Hall was recognised by the Darlington Borough Council Stronger Communities Awards for his contribution to public safety in Darlington.
24. Mr Hall has considerable experience of leadership, managing partnerships, managing people, policy and strategy development, planning and organisation, working with communities, charitable organisations and elected members, budget management, scrutiny and accountability, risk management, emergency planning, managing critical incidents, problem-solving, promoting diversity, planning and organisation, ethics, standards and integrity, teamwork, information technology and managing performance.
25. During his employment, Mr Hall has worked both regionally and nationally on a number of strategic projects and delivered a range of change programmes, crime and community safety initiatives, multi-agency operations and campaigns over an extended period. He also has extensive experience of partnership working and is currently the chair of Darlington Community Safety Partnership.

Terms and Conditions

26. The DPCCs salary is agreed at 78% of the PCCs salary which equates to a spot salary of £57,174.

Recommendations

27. In accordance with the Police Reform and Social Responsibility Act 2011, Schedule 1 9 (1) the Panel is invited to:
 - (i) Review the proposed appointment of Mr Graham Hall as the Deputy Police and Crime Commissioner for Durham.
 - (ii) Following the confirmation hearing to make a recommendation to the Commissioner as to whether Mr Hall should be appointed in accordance with Schedule 1 10 (4) of the Act.

Joy Allen
Durham Police and Crime Commissioner

Appendix 1: Risks and Implications

Finance

The Deputy Police and Crime Commissioner is to be appointed on a full time basis in order to facilitate the right level of support to the PCC. The remuneration is £57,174 ie 78% of the Commissioner's salary. This direct appointment is commonplace across PCCs.

The PCC will manage the additional costs within the current staffing budget envelope. This will be achieved by non-recruitment of a vacant post, close monitoring of budgets and careful management of vacancies.

Staffing

The Police and Crime Commissioner has a preferred candidate for the role of Deputy Police and Crime Commissioner

Equality and Diversity

Whilst the position has been a direct appointment, the PCC has been clear that the postholder must have a track record of having regard to equality and diversity impacts in their previous experience.

Accommodation

The Deputy Police and Crime Commissioner will work in a flexible/hybrid way.

Crime and Disorder

The Deputy Police and Crime Commissioner will support the PCC in her statutory and non-statutory duties across policing, the criminal justice system and work with partners.

Children's Act 2004

The Deputy PCC will support the PCC to keep children safe and work closely with Durham Constabulary and the local authorities.

Stakeholder/Community Engagement

Engaging with communities, politicians and partners is a key requirement of the PCC and their office. The Deputy PCC will deputise for the PCC across a number of different agenda.

Environment

The Deputy PCC will support the PCC to progress with Net Zero and support her national role of Environment and Sustainability.

Collaboration and Partnerships

The Deputy PCC will support the PCC in bringing partners together in the criminal justice arena.

Value for Money and Productivity

The PCC ensure value for money and works to bring funding into the force area from government bids eg ASB Trailblazer, Safer Streets 5, Serious Violence Duty

Potential Impact on Police and Crime Plan Priorities

Decisions will impact directly or indirectly on the pursuit of Police and Crime Plan priorities.

Commissioning

Several decisions relate to commissioning of services.

Other risks

n/a

Contact Officer:	Andrea Petty
Job Title:	Chief of Staff
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The Office of The Durham Police and Crime Commissioner

Job Description

FIXED TERM TO 30th APRIL 2028 (ie Political Term of Office)

JOB TITLE: Deputy Police and Crime Commissioner

SALARY: £57,174 (spot salary) ie 78% of PCCs salary

RESPONSIBLE TO: Police and Crime Commissioner /Chief of Staff

The Deputy PCC is a senior officer in the Office of the Police and Crime Commissioner, working at a strategic level to enable the PCC to fulfil her statutory functions and the expectations laid out in the Police and Crime Plan.

The PCC cannot delegate:

- The issuing of the Police and Crime Plan
- The setting of the budget
- The appointment of the Auditor
- The appointment, suspension or dismissal of the Chief Constable.

The PCC can delegate all of her other functions, but the following can only be delegated to the Deputy PCC:

- Determining police and crime objectives
- Attending Panel meetings
- Preparing the Annual Report

JOB PURPOSE:

To support the PCC to carry out statutory and non-statutory functions including the attendance at partnership and panel meetings to drive forward the objectives in the Police and Crime Plan. To support the PCC to listen to the public's priorities and agree the appropriate response. To work at a local, regional and national level.

To work closely with the PCC's Chief of Staff and to manage the Victims' Champions.

Main Duties & Responsibilities

1. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
2. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in her absence and supporting the improvement of OPCC assurance activities.
3. Engaging with communities to raise the profile of the PCC, and to enable consultation and engagement activities to take place, with an emphasis on hearing from the residents of County Durham and Darlington. Supporting the PCC to engage and seek the views and concerns of the people in the county and borough.
4. Engaging with key local, regional and national partners to leading or attending boards, meetings and working groups on the PCC's behalf.
5. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel are able to support and challenge effectively.
6. Supporting partnership working on behalf of the PCC on a local, regional and national basis.
7. Leading or managing specific policy areas, projects or areas of interest, in accordance with skills and experience.
8. Line manage the Victims' Champions roles.
9. May be requested to work evening or weekends for PCC engagement activities.

The duties and responsibilities outlined above cannot encompass or define all tasks which may be required of the post holder. The outline of duties and responsibilities given above therefore may vary from time to time without materially changing either the character or level of responsibility and these factors are reflected in the grade applied to the post.

This is not a politically restricted post.

Security Level

The postholder will be expected to sign the Official Secrets Act.

Standards of Behaviour

The postholder will need to sign up to the Code of Ethics.

Person Specification

Job Title: Deputy Police and Crime Commissioner

Department: The Durham Police & Crime Commissioner's Office

Employee	The Successful Candidate should Possess the Following
Educational Attainment / Professional Qualifications	<p>Essential</p> <ul style="list-style-type: none"> • Extensive experience in policing or the criminal justice sector
Work Experience	<p>Essential</p> <ul style="list-style-type: none"> • Experience of working across different agencies at strategic and operational levels • Experience in translating strategic objectives into action • Understanding and experience of the geographic, social and economic nature of the area • Experience of working with diverse communities and working to secure improved outcomes for local people
Knowledge / Skills / Aptitudes	<p>Essential</p> <ul style="list-style-type: none"> • Knowledge of issues facing policing • Understanding of governance processes and their application within a statutory office • Understanding political structures, procedures and policies at both a local and national level • Ability to think strategically and laterally and deliver on goals and objectives • High-level communication and presentation skills, including media skills • Ability to take a co-operative approach to achieving priorities, including developing effective collaboration proposals with relevant organisations • Ability to engage, listen and understand communities with differing needs • Ability to propose solutions to complex issues with the best interest of local people and vulnerable people always a priority
Disposition	<p>Essential</p> <ul style="list-style-type: none"> • Ability to take personal responsibility for decisions made and to be able to communicate these effectively

Employee	The Successful Candidate should Possess the Following
	<ul style="list-style-type: none"> • Ability to secure credibility, respect and recognition from peers and stakeholders • Ability to build senior level relationships, influence and negotiate with high ranking officials, and maintain strong relationships
Special Requirements	<p>Essential</p> <ul style="list-style-type: none"> • To be committed to excellent public service and transparency • To be of the highest integrity • To have a respect for diversity and be committed to the principles of Equal Opportunities • To possess a full, current driving license or have access to a means of mobility support

Durham Police and Crime Panel

Confirmation Hearing

Briefing Note

This briefing note outlines the legal framework and process to be followed by the Police and Crime Panel (the Panel) to undertake a confirmation hearing for the proposed appointment of Deputy Police and Crime Commissioner (DPCC).

Legal Framework

Information in this note is consistent with the Police Reform and Social Responsibility Act 2011, the Police & Crime Panels (Precepts & Chief Constable Appointments) Regulations 2012 and the Local Government Association and Centre for Public Scrutiny publication "Police and Crime Panels – Guidance on Confirmation Hearings (August 2012).

Schedule 1 of the Police Reform and Social Responsibility Act 2011 requires that the following process is followed in respect of senior appointments:

- i) the PCC notifies the Panel of the proposed appointment.
- ii) the PCC provides the Panel with specific information in relation to the proposed candidate and the appointment – this must include the name of the proposed candidate, the criteria used to assess the suitability of the candidate, how the candidate has satisfied the criteria and the terms and conditions on which the candidate is appointed.
- iii) within three weeks of receiving notification from the PCC, the Panel must hold a public confirmation hearing to question the proposed candidate;
- iv) within the same three-week period, the Panel must write a report which includes a recommendation as to whether the individual should be appointed
- v) the Panel's report must be published.
- vi) in response to the Panel's report, the PCC must notify the Panel whether they will accept or reject the recommendation to appoint or refuse to appoint.

Purpose

The confirmation hearing should be a short and focused meeting, which follows a two-stage process.

- i) The Panel will question the candidate to determine if he/she meets the criteria set out in the role profile and whether they possess the professional competence and personal independence to carry out the role: and
- ii) The Panel will determine whether to endorse the candidate's appointment or recommend that the candidate should not be appointed. This second stage of the hearing will be held in closed session (see below).

At the start of the hearing

At the start of the hearing the Chair will outline the order of business and invite the Clerk and Monitoring Officer to the Panel to explain the process and powers of the Panel. The candidate will be permitted to ask any procedural questions before the questioning starts.

The Panel will question the candidate and will ensure that the candidate is treated fairly and politely at all times.

Stage One – Questions to the candidate

The confirmation hearing should complement, rather than duplicate, the other internal systems for appointing staff. Lines of questioning must relate to areas of professional competence and personal independence and used to get the maximum value out of the process.

Questioning will rely on the documents provided to support the Panel's deliberations. LGA guidance suggests that broad questioning themes should be developed, such as evidence that the candidate has:

- An understanding of the various stakeholders that would need to be involved and engaged with (and in what way, with what outcome) in the development and delivery of a major strategy (professional competence)
- A pragmatic understanding of the separation of the PCC from operational responsibility.

The Guidance acknowledges that personal independence is likely to be a nuanced issue in relation to the PCC's deputy as these are likely to be political appointments. As such, a lower standard of independence might be expected, reflecting the fact that deputies have been appointed to provide political support and to directly assist the PCC in delivering her vision and priorities. The Panel still need to be assured that the candidate recognises the separation of political and operational responsibilities. Key lines of enquiry of the panel for a Deputy commissioner might focus around her/his understanding of the commissioner's vision and priorities and the role that the Deputy would play in support of the commissioner's strategy and delivery of the plan.

The panel might also ask questions in relation to public engagement or other criteria used to assess the appointment.

Questions which do not relate to the professional competence and personal independence of the candidate are likely to be inappropriate. The Chair is to be aware of and manage any inappropriate questions. The LGA guidance gives the following examples of inappropriate questions:

- Relating to personal political (or other) views of the candidate – e.g. whether the candidate agrees or disagrees with the police and crime plan
- Seeking to substantively hold to account the candidate for decisions made in a previous role, unless they are phrased in such a way that directly relates to (for example) learning lessons from past practice
- On what the candidate will do, substantively, once in post (i.e. questions relating to operational strategy)
- Which are hypothetical and designed to obtain the candidate's views on a position of local controversy.

At the end of stage one, the candidate has the opportunity to clarify any answers that he or she has given in the course of the hearing, and ask any procedural questions of the Panel, for example about the next steps of decision-making process.

Stage Two – Decision Making

Immediately following the conclusion of questioning and points of clarification, the Panel will go into closed session to determine whether to endorse the candidate's appointment or recommend that the candidate should not be appointed. The Monitoring Officer and Clerk to the Panel should be present to provide advice to the Panel.

At this point the Panel will need to evaluate whether it considers that the candidate has met the minimum standards of professional competence and personal independence required for the role as set out in the role profile. Suggested areas of evaluation include:

Professional Competence

- Do they have a good understanding of the role and the Commissioner's vision and priorities
- Do they have the ability and insight to work across multiple different agencies to achieve PCC's priorities, and wider priorities for the area?
- Do they have the ability to respond, credibly and proportionately to pressures such as the need to make short-term responses to unexpected requirements?

- Do they have the ability to translate strategic objectives into operational change on the ground?

Personal Independence

- Do they have the ability to advise the Police and Crime Commissioner, but to resist any attempt at improper influence?
- Do they have the ability and confidence to take personal responsibility for relevant successes and failures?

Panel Recommendations

Endorsement

If the Panel is content with the proposed appointment, it can agree to report to the Police and Crime Commissioner its endorsement of the appointment.

Refusal to endorse

If the Panel determines that the candidate does not meet the minimum standards required as set out in the role profile, the Panel can refuse to endorse the appointment. It is anticipated that refusal should be recommended rarely. A summary of the principal reasons for refusing to endorse the appointment should be appended to the notification of the recommendation to the PCC.

A refusal recommendation is likely to result in one of three scenarios:

- i) The PCC continues with the appointment. If this happens, the Panel's recommendation will be published with a summary of why the recommendation was made. At the same time, the PCC should publish a response to the Panel saying whether it is accepted or rejected.
- ii) The candidate decides to withdraw. If this happens the recommendation to refuse will be published after five working days with a summary of why the recommendation was made. No further information will be published.
- iii) The PCC decides not to appoint. If this happens, the recommendation to refuse and summary will be published alongside a statement from the PCC setting out the timetable and process to make a new appointment.

Publication of recommendations

The LGA/CfGS guidance recommends that the Panel wait five working days before it publishes any information about its recommendations. The Panel should also ensure that the Police and Crime Commissioner has received and acknowledged the Panel's recommendations before making its recommendations public.

June 2024