



Police and Crime Panel

6th June 2019

Appointment of Chief Constable

Report of the of the Police, Crime and Victims' Commissioner

Purpose

1. The purpose of this report is to notify the Police and Crime Panel of the proposed appointment of the Chief Constable for Durham Constabulary and to request that they review the proposed appointment and make a recommendation to the Commissioner about the appointment. This follows the retirement of Chief Constable Mike Barton effective 7th June 2019.

Job Specification

2. The overarching requirements of the recruitment process was to ensure the continuity of leadership, openness and transparency and to attract the best candidate. In consultation with the College of Policing and Force H.R, the recruitment process involved a Job Advert, Application Process, Shortlisting, Staff Focus Groups, Psychometric Testing and Final Interview. Details of the process is outlined below.
3. The job description as advertised was as follows:
Job title: Chief Constable
Salary: From £142,689 to £156,958
Location: Durham Police Headquarters, Aykley Heads, Durham

The Police Crime and Victims' Commissioner for Durham is seeking a new Chief Constable to build on the proud history and achievements of Durham Constabulary. The Chief Constable has overall responsibility for leading the Force, creating a vision and setting direction that builds public and organisational confidence and enables the delivery of an effective policing service.

Durham Constabulary is a high performing Force, well regarded by partners, innovative in its approach to policing and rated 'Outstanding' by inspectors – indeed, it is the only Force in the country to receive the top grade for three years running. However, there are plenty of challenges ahead of us, as we ensure we can fulfil the aims and ambitions of the Policing Vision 2025.

We are looking for candidates with significant and senior policing experience and a track record in delivering a step change in public satisfaction, ethics and integrity. As Chief Constable, you will be an exceptional leader of an exceptional force. Your enthusiasm, vision and passion will shape the future of Durham Constabulary. You will be innovative and inspirational, with a drive to ensure that the Force remains an outstanding police service. You will also work closely with

the Police, Crime and Victims' Commissioner to effectively plan, deliver and be accountable for how the Force will contribute to the delivery of the Police and Crime Plan.

You will put victims at the centre of what you do, reducing crime, preventing re-offending and securing the future of our communities. Working with colleagues, partners and stakeholders, you will also make an essential contribution to social and economic wellbeing across Durham and Darlington, through the delivery of innovative, effective and efficient public services.

The appointment will be offered for a fixed term of up to 5 years and the salary range will be in line with National Pay Scales and Police, Crime and Victims' Commissioner discretion. A relocation package is available.

If you share our passion for high performance then we are interested in hearing from you. For further details please visit <https://www.gatenbysanderson.com/job/GSe52560/chief-constable-at-durham-constabulary/> or contact Luke Judd (0113 205 6077) at our advising consultants GatenbySanderson or Stephen White, Chief Executive, Office of the Durham Police, Crime and Victims' Commissioner (0191 3752001).

Closing date is Friday 12th April 2019

4. The job description and terms and conditions of the post were advised within the application pack. For ease of reference a copy of the terms and conditions are shown at appendix 1 of this report.

Appointment process

5. In order to increase the field of candidates, the PCVC engaged the services of Gatenby Sanderson to carry out an advertising, search and shortlisting service if required. The recruitment of Chief Constables is particularly challenging in the current environment. The advert was placed in Police trade press, within the College of Policing and the force website and Guardian Jobs. In addition the recruitment agency approached 20 individuals.
6. The selection process included advice from the College of Policing to ensure best practice including Psychometric testing of the candidate by a college Occupational Psychologist. This test assessed the candidate in a comprehensive number of areas, providing a pen picture and insight into the candidates approach to different issues and behaviours. The details of this test were briefed privately to the panel by the Psychologist at the start of the interview process. As the post holder would be responsible for leading all of the Constabulary employees, several days prior to the interview, a focus group consisting of officers and staff of differing grades and ranks was held to assist in assessing suitability and to inform the interview panel. Following an hours interview with the candidate on numerous topics raised by the officers and staff independently, it was the unanimous decision of the focus group was that Jo Farrell would be the ideal candidate.

7. At the short listing stage, only one application had been received despite the openness of the process. The panel agreed that the candidate's application demonstrated that they met the job criteria. The PCVC chaired the interview panel accompanied by Terry Collins (Chief Executive, Durham County Council), Paul Wildsmith (Managing Director, Darlington Borough Council), Yasmin Khan (Chief Executive of HALO) and Kate Ruddock (HR Professional Cumbria Constabulary).
8. The panel asked the candidate to prepare a 10 minute presentation and was afforded 30 minutes preparation time. The presentation was entitled: What do you see as the current and future challenges/priorities/opportunities of "Vision 2025"?
9. The interview panel asked questions to test the candidate's knowledge and approach in a number of broad policing areas. They asked supplementary questions to test and/or clarify. The questions included:
 1. *How, as Chief Constable, would you develop and maintain strategic direction and key partnership working relationships, whilst ensuring effective use of resources to achieve my Police and Crime Plan?*
 2. *Durham Constabulary is the highest performing force, how would you drive improved performance, whilst seeking innovation and improved legitimacy?*
 3. *On the 18th September, 2018 the Guardian newspaper provided a headline ... "Police diversity numbers still don't add up". How vital to enhancing public confidence is this for you?*
 4. *Describe a situation where you have made a significant decision in difficult or controversial circumstances?*
 5. *As the new Chief Constable, how will you create your own "culture" across the organisation, one which promotes wellbeing, resilience and effective performance, whilst also creating empowered teams?*
10. The candidate was marked according to the College of Policing standard and either provided more than the required standard or delivered exceptional answers in the view of the panel.
11. Overall, the candidate provided clear evidence in all of the important areas which matched the requirements of the PCVC in the delivery of the Police and Crime Plan. This included that they were a fit and proper person to be appointed; that they had a clear understanding of the challenges; that they had a high commitment to partner agencies; that they had a clear commitment to Neighbourhood Policing. They also demonstrated considerable experience from two other Forces, Cambridgeshire and Northumbria, and had learnt from these postings. Resilience is an important factor particularly in senior policing positions and clear evidence of capability was demonstrated. The candidate has been an outstanding Deputy Chief Constable. I am satisfied that she will perform similarly in the role of Chief Constable.

Recommendations

12. In accordance with the Police Reform and Social Responsibility Act 2011, Schedule 8 Part 1 paragraphs 4 and 6 the Panel is invited to:
- (i) Review the proposed appointment of Jo Farrell as Chief Constable of Durham Constabulary.
 - (ii) Hold a confirmation hearing in order to inform a report on the proposed appointment;
 - (iii) To make a recommendation to the Commissioner as to whether Jo Farrell should be appointed in accordance with Schedule 8 Part 1 paragraph 4(4) of the Act.

Ron Hogg

Police, Crime and Victims' Commissioner

SUMMARY OF KEY TERMS AND CONDITIONS
DURHAM CONSTABULARY CHIEF CONSTABLE

Nature of appointment

The appointment is subject to the provisions of the Police Reform and Social Responsibility Act 2011 and the Police Regulations 2003 as amended, and any further amendment to the Act and Regulations.

Duties and Responsibilities

The appointed person will be required to carry out all the duties applicable to the post of Chief Constable of Durham Constabulary. (see role profile).

The appointed person will be required to devote the whole of their working times to the duties set out in the role profile.

Objective setting and Review

The appointed person will be set agreed objectives by the PCVC which will be subject to periodical review.

Salary and Hours of Work

Police and Crime Commissioners have discretion to offer a chief constable a salary which falls within a range that varies no more than 10% above or below the spot rate on Determinations for a force area. The spot rate for Durham Constabulary is currently £142,689.

The Police, Crime and Victims' Commissioner (PCVC) has decided to offer a range of £142,689 to £156,958 for this Chief Constable position. If you are the preferred candidate you will need to negotiate your salary (within the salary range on offer) with the PCVC before a formal offer can be made. The agreed salary will remain the same (subject to any increases agreed through pay negotiation machinery that may apply) throughout the duration of the Fixed Term Appointment. All formal offers are subject to Confirmation Hearings by the Police and Crime Panel.

The appointed person will work such hours as are needed to fulfil the requirements of the role.

Length of Appointment

The initial fixed term appointment will be for 5 years.

Notice period

Termination of the fixed term appointment by the appointed person will require a three month notice period to be provided to the Police, Crime and Victims' Commissioner.

Annual Leave

Annual Leave entitlement will be in line with Police Regulations and Determination, presently 35 days.

Location

The post holder will be based at Police HQ, Aykley Heads, County Durham, DH15TT

Relocation and removal expenses

The post holder's residence should be within a reasonable travelling distance of Police Headquarters to enable them to fulfil the responsibilities of the post.

Where the post holder, upon appointment, moves 'home' (the post holder's principal place of residence), and it is in the interests of the efficiency and effectiveness of the Force, the Police, Crime and Victims' Commissioner will pay all reasonable costs arising from the sale and purchase of property, and all tax liabilities from any relocation package, so that there is no personal financial disadvantage.

Upon moving 'home' the Police, Crime and Victims' Commissioner will reimburse all reasonable removal expenses in line with Police Regulation and Determination.

Professional Subscriptions

The Police, Crime and Victims' Commissioner will meet the cost of the NPCC Professional Subscription and CPOSA Legal Expenses Insurance, that which covers 'reactive' legal risks.

The post holder will be responsible for paying any CPOSA Subscription.

Motor Vehicle Provision

The post holder will be provided a car, serviced, insured, taxed and maintained by the Police, Crime and Victims' Commissioner. However should the post holder prefer then a Car Allowance could be provided instead.

Uniform

The Police, Crime and Victims' Commissioner will provide full uniform and personal protective equipment.

Other Allowances and Expenses

The Police, Crime and Victims' Commissioner will provide reimbursement to the post holder of:

- Reasonable expenditure for refreshments, food and accommodation incurred in connection with duty away from the usual place of duty.
- The reasonable cost of rail travel for any rail journey required to travel in the execution of duty.
- All reasonable expenses incurred in the execution of duty.

Allowances and expenses appropriate to the post will be paid in accordance with Police Regulations, Determinations and Durham Constabulary policies and procedures.

Contact with the Media

On the occasions where it is deemed appropriate that the Chief Constable speaks with the Media, the Police, Crime and Victims' Commissioner requires the content of these discussions to be made public on the Durham Constabulary website.

This section is to fulfil the requirements of Recommendation 76 from the Leveson Report (Part 1).

Post Service Employment for a Chief Constable

The appointed person is obliged to notify the Police, Crime and Victims' Commissioner if any post service employment might:

- Be a 'reward for past favours' granted by the applicant to the employer.
- Be one which could enable a particular employer to gain an improper advantage by employing someone who had access to what its competitors 'might legitimately regard as their own trade secrets or information relating to proposed developments in government policy which may affect that firm or its competitors' or
- Be sensitive for other reasons.

The Police, Crime and Victims Commissioner would then make a decision on whether this employment is appropriate.

This section is to fulfil the requirements of Recommendation 80 from the Leveson Report (Part 1).

General

Where reference is made to allowances and remuneration, any liability for income tax is to be discharged by the Chief Constable.

All references to Regulations and Durham Constabulary policies and procedures means those applicable at the relevant time.

June 2019