

## Police and Crime Panel

1<sup>st</sup> 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

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#### 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**

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## **Appendix 1: Risks and Implications**

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### **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

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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

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

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