

Police and Crime Panel

22 October 2018

Appointment of Chief Executive

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 Executive for the Police, Crime and Victims' Commissioner for Durham and to request that they review the proposed appointment and make a recommendation to the Commissioner about the appointment. This follows the appointment of Alan Reiss to the staff of the West Yorkshire Combined Authority effective 1st October 2018.

Background

2. The Police Reform and Social Responsibility Act 2011 (the Act), Schedule 1, Section 6, requires the Police, Crime and Victims' Commissioner to appoint a Chief Executive.
3. The Act also requires Police and Crime Panels to scrutinise senior appointments proposed by the Police, Crime and Victims' Commissioner. Schedule 1 paragraph 9 (1) of the Act defines senior appointments as the Commissioner's Chief Executive, Chief Finance Officer and the Deputy Police and Crime Commissioner.
4. The Commissioner must notify the Panel of the following information:
 - (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 the criteria; and
 - (d) The terms and conditions on which the candidate is to be appointed.
5. Schedule 1 paragraph 10 of the Act requires the Panel to review the proposed appointments and report back to the Commissioner which must include a recommendation as to whether or not the candidate should be appointed. This must be done within a period of three weeks beginning with the day on which the Panel receives the notification from the Commissioner of the proposed senior appointment(s).
6. Schedule 1 paragraph 11 of the Act requires the Panel to hold a confirmation hearing before making a report and recommendation under paragraph 10 to the Police and Crime Commissioner in relation to a proposed senior appointment.
7. Schedule 1 paragraph 12 allows the Police and Crime Commissioner the right to accept or reject the Panel's recommendation and he must notify the Panel of his decision.

Job Specification

8. The post holder is the statutory monitoring officer and Chief Executive to the PCVC and is required to ensure effective corporate governance and to support and advise the PCC in carrying out his statutory duties.
9. The job description as advertised is as follows:

“PURPOSE

- To provide dynamic and inspirational leadership and management to the OPCVC, and to be a visible and influential leader with community safety and criminal justice partners.
- To be the chief adviser on all matters to the PCVC.
- To be the statutory Head of Paid Service and Monitoring Officer to the PCVC.
- To enable the PCVC to carry out all of his statutory functions to an exceptionally high standard, including community engagement, planning and reporting, complaints handling, good governance and police accountability.
- To build and nurture partnerships at senior levels across the community safety and criminal justice landscape in order to support the achievement of the PCVC’s objectives.
- To commission positive outcomes for victims of crime and to reduce reoffending.
- To ensure good governance in the conduct of PCVC business including transparency of decision-making and proper arrangements for procurement and commissioning.

KEY AREAS OF RESPONSIBILITY

1. To lead and develop the OPCVC staff to maintain a high performing, cohesive, skilled and responsive team, equipped and capable of meeting the requirements of the PCVC and to assist the Chief Executive in delivering the PCVC’s responsibilities and objectives.
2. To nurture a culture of high performance and continuous improvement amongst the OPCVC team.
3. To provide the PCVC with an effective policy and strategy development and delivery function that enables him to produce and drive effective plans based on evidence and community views.
4. To be the strategic lead for external relations, building and managing partnerships with local, regional and national stakeholders at appropriate levels to support the delivery of the PCVC’s objectives.
5. To ensure that the PCVC has effective systems in place to hold the Chief Constable to account for the delivery of the Police, Crime and Victims’ Plan and other policing matters.
6. To provide the PCVC with effective media, communications and engagement functions that influence and promote his objectives.
7. To lead the development of effective systems for commissioning of local services, based on local needs and harnessing the resources of partners.
8. To seek out and engage with opportunities nationally to promote the work of the PCVC, influence national policy-making, and contribute actively to the work of the Association of Policing and Crime Chief Executives.

9. To ensure that all corporate policies and processes meet statutory requirements and are of a standard that enables the OPCVC to operate efficiently, effectively, and transparently.
10. To ensure that the OPCVC performs its duties and responsibilities for equality and diversity according to relevant legislation, and to promote the commitment to equality and diversity in all that the OPCVC does.
11. To undertake any other tasks, duties or projects that may arise from time to time which are commensurate with the general level of the post and as directed by the PCVC.

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. On occasion, there will be a requirement for out of hours working to meet business need.

SCOPE

- Direct responsibility for c.15 members of OPCVC staff plus 100+ volunteers.
- Responsibility for a core budget of circa £1m per year operating costs.
- Responsibility for advising the PCVC, with the Chief Finance Officer, on the distribution of c.£2.5m budget for commissioning services, as well as setting the overall budget for the Constabulary, which is currently £113m.
- Direct influence on Durham Constabulary, with broader influencing role encompassing criminal justice agencies and local authorities.
- Vetting required. Politically restricted.

PERSON SPECIFICATION

- Degree and / or relevant professional qualification. Full UK Driving Licence.
- Excellent leadership skills including people management and leading beyond authority. Outstanding ability to build and motivate high performing teams to develop and achieve organisational objectives.
- Excellent communication and presentational skills, able to engage both internally and externally at the highest level and across the widest range of audiences and partners.
- Highly developed political understanding and experience with the interpersonal skills to negotiate, persuade and influence.
- The ability and experience to build credible effective working relationships and partnerships up to and including Chief Executive Officers / Chief Constables and equivalents.
- Proven ability to exercise outstanding judgement when faced with challenging decisions, at the same time as remaining objective and impartial.
- Demonstrable experience of policy development including evidence analysis and options development and appraisal.
- Experience of influencing the development and delivery of local services, including an understanding of commissioning and procurement processes.

- Experience of leading the full range of business processes including programme and project management.”

Appointment process

10. 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.
11. The PCVC then chaired an interview panel with Terry Collins (Chief Executive, Durham County Council), Paul Wildsmith (Managing Director, Darlington Borough Council) and Michelle Cooper, Chief Executive of County Durham and Darlington Community Foundation. They interviewed candidates on 5th October 2018.
12. It is proposed that Stephen White be appointed as Chief Executive as he is considered to be the most suitable candidate in terms of carrying out the above role. This proposal is made subject to the receipt of satisfactory references and all relevant clearances.

Mr White is an experienced, retiring senior police officer with substantial experience of leadership and investigation having been Chairman of the Police Federation of England and Wales (PFEW) for seven years, to January 2018. During that time he oversaw the implementation of a very significant change programme.

He delivered the PFEW's strategy in a complex stakeholder environment included the Home Office, 43 Police Forces, the College of Policing, the National Police Chiefs Council and other stakeholders across Government and the policing sector.

As well as being an experienced Manager, Mr White is highly experienced in public communications, having spoken at large events, nationally and internationally, and routinely appearing on TV, radio and digital media.

Since January 2018 Mr White has been seconded to the Home Office as the first licence to practice manager with responsibility for design and implementation of a transformative licence to practice scheme for high risk Police roles.

13. In his interview, Mr White demonstrated a very good understanding of the requirements of the role of Chief Executive. He was able to answer effectively a broad range of questions dealing with:
 - Accountability issues and processes
 - Diversity
 - Governance
 - Statutory duties and responsibilities of the PCVC
 - National policing agenda

The Panel considered Mr White to be suitable for the role of Chief Executive.

Terms and Conditions

14. Stephen White is to be appointed to the position on a salary of circa £81,612 based on 37 hours per week although it is acknowledged that as a senior member of the PCVC's staff the post holder will have a wider commitment than this. The appointment will be subject to a twelve month probationary period.

Recommendations

15. 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 Stephen White as the Chief Executive for the Police and Crime Commissioner for Durham;
 - (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 Stephen White should be appointed in accordance with Schedule 1 10 (4) of the Act.

Ron Hogg

Police, Crime and Victims' Commissioner