

NORTHAMPTONSHIRE POLICE & CRIME PANEL

REPORT TO THE POLICE & CRIME COMMISSIONER FOR NORTHAMPTONSHIRE

6 JULY 2018

Subject:	Review of the proposed appointment by the Police & Crime Commissioner for Northamptonshire of a Chief Constable of Northamptonshire Police
Recommendations:	a) That the Northamptonshire Police & Crime Panel recommends the appointment of Mr Nick Adderley as the Chief Constable of Northamptonshire Police. b) That the Police & Crime Commissioner notifies the Panel of his decision whether to accept or reject its recommendation in accordance with the Police Reform & Social Responsibility Act 2011 Schedule 8 Paragraph 7(3).

1. Purpose of Report

1.1 The report is intended to set out the results of a confirmation hearing by the Northamptonshire Police & Crime Panel for the Police & Crime Commissioner's proposed appointment of a Chief Constable of Northamptonshire Police, carried out in accordance with the Panel's statutory responsibilities under the Police Reform & Social Responsibility Act 2011.

2. Background

2.1 The Police Reform & Social Responsibility Act 2011 ("the 2011 Act") Section 38 specifies that the Police & Crime Commissioner (PCC) for a police area is to appoint the chief constable of the police force for that area.

2.2 Schedule 8 of the 2011 Act further specifies that a PCC must notify the relevant Police & Crime Panel of the proposed appointment of a chief constable. In such cases the PCC must also notify the Panel of the following information:

- (a) the name of the candidate whom the PCC 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.

2.3 The Police & Crime Panel must review the proposed appointment by holding a confirmation hearing, which is defined in the 2011 Act as "...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".

- 2.4 The Police & Crime Panel must then make a report to the PCC on the proposed appointment. This report must include a recommendation as to whether or not the candidate should be appointed. Alternatively, if the outcome of the confirmation hearing was that the Panel resolved to veto the proposed appointment the Panel's report must include a statement that it has done so.
- 2.5 The PCC may accept or reject the Police & Crime Panel's recommendation as to whether or not the candidate should be appointed. The PCC must notify the Panel of their decision on the Panel's recommendation. In the event that the Panel vetoes the PCC's proposed appointment the PCC must not appoint that candidate. The PCC must then propose a reserve candidate, whose appointment will be subject to review at a further confirmation hearing.
- 2.6 The Police & Crime Panel must publish its report to the PCC, although it is for the Panel to decide the manner in which the report is published.

3. Review of the Proposed Appointment

- 3.1 The Northamptonshire Police & Crime Panel met in public on 5th July 2018 to hold a confirmation hearing for the proposed appointment of Mr Nick Adderley as the Chief Constable of Northamptonshire Police.
- 3.2 The Panel was provided with information about the proposed appointment ahead of the confirmation hearing. This included the information referred to in paragraph 2.2 above. The Panel was also provided with further information relating to the appointments process carried out by the Police & Crime Commissioner for Northamptonshire; details of key participants in the appointments process; a report on the effectiveness of the appointments process by the independent member of the appointments panel; and the preferred candidate's biography.
- 3.3 At the confirmation hearing the Panel asked questions of Mr Adderley focusing on his professional competence and personal independence, which enabled Panel members to evaluate his suitability for the role. These questions covered the following areas:
- Mr Adderley's experience in policing and perceptions of the challenges facing Northamptonshire Police and how these can be addressed.
 - Approaches to improving police performance and implementing new ways of working.
 - Delivering effective services and communicating with people in different areas and from different groups within local communities.
 - Building and maintaining good relationships with partners.
 - Approaches to working together with the Police & Crime Commissioner whilst reflecting the distinctions between their respective responsibilities.

4. Outcome of the Review

4.1 After questioning Mr Adderley and taking account of the other information provided to the Panel members expressed their strong support for the proposed appointment. Members were deeply impressed by the drive, vision and commitment Mr Adderley showed in his responses to the Panel's questions. They felt that he would be a strong leader, whose openness and hands-on approach would enable him to communicate his aims effectively and inspire support for them. Members considered that the proposed appointment would greatly benefit Northamptonshire Police at the current time. The Panel ultimately resolved unanimously that:

The Northamptonshire Police & Crime Panel recommends the appointment of Mr Nick Adderley as the Chief Constable of Northamptonshire Police.

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Background Papers:	Police Reform & Social Responsibility Act 2011 Police and Crime Panels – Guidance on Confirmation Hearings (Local Government Association) Northamptonshire Police & Crime Panel Rules of Procedure