



SUSSEX POLICE & CRIME PANEL

Sussex Police and Crime Panel

27 September 2024

Confirmation Hearing for the Proposed Chief Constable of Sussex Police

Report by The Clerk to Sussex Police and Crime Panel

Recommendations

- a) That the Panel considers the attached reports provided by the Office of Sussex Police & Crime Commissioner and, following questioning, agrees a recommendation to the Commissioner on whether or not to appoint the proposed Chief Constable of Sussex Police.
- b) That the Panel delegates to the Clerk to Sussex Police and Crime Panel, in consultation with the Panel Chair and Vice Chair, the development and submission of the reports to the Commissioner containing the Panel's recommendations.
- c) That the Panel agrees an embargo on the release of the outcome of the confirmation hearing until 12.00 noon, Tuesday 1 October to be observed by members of the Panel and the Office of the Police and Crime Commissioner.

1. Background

- 1.1 The Police Reform & Social Responsibility Act 2011 (the Act) requires that police & crime panels hold confirmation hearings for certain key appointments to be made by a Police & Crime Commissioner. These requirements are detailed within two Schedules of the Act.
- 1.2 The confirmation hearing of 27 September is for the proposed appointment to the role of Chief Constable for Sussex Police, under Schedules 1 and 8 of the Act.
- 1.3 Following receipt of advice from the Home Office, and consideration of precedents on how such appointments are made in other force areas, the appointment is being treated as a new appointment, one falling within the scope set out in 1.1 above. More detail on the context of the appointment can be found within the appendices.

2. Confirmation Hearings for the Proposed Chief Constable

- 2.1 The Police & Crime Commissioner must provide the Panel with the following information (see the supporting attachments):
- i. The name of the person whom the Commissioner is proposing to appoint
 - ii. The criteria used to assess the suitability of the candidate for the appointment;
 - iii. Why the candidate satisfies those criteria
 - iv. The terms and conditions on which the candidate is to be appointed.

3. The Panel's Role

- 3.1 Under the terms of the Act, the Panel is required to:
- i. Review the proposed appointment.
 - ii. Make a report to the Commissioner on the proposed appointment.
 - iii. Include within the report a recommendation to the Police & Crime Commissioner as to whether or not the candidates should be appointed.
 - iv. Publish its report in a manner of its own determination.
 - v. In respect of the confirmation hearing for a Chief Constable the Panel has the additional power of veto. The veto can only be exercised if two thirds or more of the Panel membership vote in favour (14 or more Panel members).
- 3.2 The Panel is invited to question the candidate in order to confirm they have the necessary professional competence and personal independence to carry out the role. The College of Policing has set out a role profile here: [Chief Constable - College of Policing](#)
- 3.3 The Panel will arrive at a conclusion on the proposed candidate during a closed session following the hearing, and then publish a report on the proposed appointment to the Commissioner, with a recommendation as to whether or not the candidate should be appointed.
- 3.4 The Act allows the Police & Crime Commissioner the right to accept or reject the Panel's recommendation. However, she must inform the Panel of her decision. In the event of the Panel exercising the power of veto over the appointment of the Chief Constable the Police and Crime Commissioner must not appoint the candidate.

4. Resource Implications and Value for Money

- 4.1 The cost of this hearing is met from the funds provided by the Home Office for the operation and administration of Sussex Police and Crime Panel.

5. Risk Management Implications

- 5.1 It is essential that residents can have confidence in the soundness and integrity of the recruitment process for senior appointments to public bodies. Scrutiny of the proposed candidate will help inform the PCC's final decision, without influencing the impartial process that preceded that decision.
- 5.2 The hearing must be conducted within the bounds of employment law, and must not stray into unwarranted intrusion, or lines of questioning that might be unfair or unreasonable.

6. Other Considerations – Equality – Crime Reduction – Human Rights

- 6.1 The Panel's positive obligations under the Human Rights Act have been considered in the preparation of these recommendations but none of significance emerges.
- 6.2 Equality and diversity principles apply to an appointment process, in order to ensure compliance with the public sector equality duty.

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Clerk to Sussex Police and Crime Panel

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Appendices:

Appendix 1 – Letter of Notification from the Commissioner

Appendix 2 – Chief Constable Confirmation Hearing Procedure

Appendix 3 - Report by the Office of the Sussex Police and Crime Commissioner - Proposed PCC appointment to the position of Chief Constable of Sussex Police.