

WEST MERCIA POLICE AND CRIME PANEL 7 SEPTEMBER 2022

CONFIRMATION OF DEPUTY POLICE AND CRIME COMMISSIONER

Recommendation

- 1. That the Panel considers the Police and Crime and Commissioners (PCC's) preferred candidate Marc Bayliss for the Deputy Police and Crime Commissioner role in West Mercia.**

Executive Summary

2. The purpose of this report is to enable members of the Police and Crime Panel (PCP) to consider the PCC's proposed appointment of a new Deputy PCC.
3. In doing so, the Panel must satisfy itself that the preferred candidate selected by the PCC has the competence to undertake the role.
4. Following a rigorous selection process, Marc Bayliss has been identified by the PCC as his preferred candidate for the Deputy PCC role, subject to confirmation by the Panel.

Introduction and background

5. By virtue of s18 of the Police Reform and Social Responsibility Act 2011 (the Act) the PCC may appoint a person to be the Deputy PCC. Under the Act the Commissioner must notify the Panel of the preferred candidate for appointment. Schedule 1 of the Act states that the PCC must provide the following information:
 - a) The name of the person whom the PCC is proposing to appoint.
 - b) The criteria used to assess the suitability of the candidate and how the candidate satisfies these criteria; and
 - c) The terms and conditions under which the candidate is to be appointed.
6. The Deputy PCC role was vacated by Tracey Onslow, who retired in July 2022.

Advertisement and Application Process

7. The post was openly advertised for a number of weeks, via PCC communications platforms, including social media, website and newsletter. The vacancy was also shared with a range of local partners for their own circulation within networks.

8. Prospective candidates were required to submit a tailored CV setting out their work history, responsibilities and achievements as they relate to the role, along with a covering letter setting out their experience against the person specification.

9. Copies of the role profile and an information pack were also provided, as set out in Appendix A.

Criteria used for selection

9. A total of nine applications were received across two rounds of recruitment. These applications were reviewed for shortlisting by the PCC and his Chief Executive and Monitoring Officer (CEO) against key criteria from the role profile and person specification. These included:

Knowledge	Skills	Experience
<ul style="list-style-type: none"> • Crime and policing strategy and policy and PCC vision • Local and community issues, covering large geographical areas, often with different issues and complexities in rural and urban issues • Governance and finance matters. 	<ul style="list-style-type: none"> • Leadership • Chairing meetings • Networking with community interests • Problem solving • Holding to account • Strategic budget management • Communication with citizens and local groups 	<ul style="list-style-type: none"> • Senior experience in governance of a public body • Experience of community engagement and representing communities' views • Proven experience of building effective strategic relationships • Proven experience of persuading and influencing at the highest level • Successful delivery of major organisational change

Stakeholder Interviews

10. Interviews were conducted in a two stage process.

11. Shortlisted applicants were first invited to be interviewed by a stakeholder panel. This panel consisted of:

- Sue Coleman, Chief Executive, West Mercia Women's Aid
- Roger Phillips, Vice-Chair of Hereford & Worcester Fire and Rescue Authority and former leader of Herefordshire Council
- Tracey Onslow, Cabinet Member at Worcestershire County Council, Wyre Forest District Councillor, and former DPCC.

12. Copies of questions are provided in Appendix B.

13. A previous recruitment round saw stakeholder involvement from West Mercia Police, Shropshire Council and Wychavon District Council. The offer was also made to the PCP as to whether it wished to form part of the stakeholder panel.

14. All interviews were observed and supported by the PCC's CEO.

15. The Panel was asked to consider whether individual candidates met the criteria to be considered appointable to the role. The Panel was asked for observations and recommendations to the PCC. The Panel was able to recommend up to three candidates to proceed in the process, but could equally recommend zero, one, or two candidates if it deemed appropriate.

16. Observations and recommendations from the Panel were captured by the CEO and provided as summary reports to the PCC for his consideration. The PCC supported the recommendations of both stakeholder Panels in full.

17. For candidates recommended by the Panel, a further interview was then offered with the PCC and CEO. A copy of interview questions is included at Appendix C.

18. In each case, scoring was done against the standard five point scale used in the OPCC. A copy of the scoring criteria is attached at Appendix D.

Preferred Candidate – Marc Bayliss

19. At the end of the process, Marc Bayliss was identified as the PCC's preferred candidate.

20. Please refer to Appendix E for their CV/covering letter. Please note that Appendix E is an exempt item and not for publication.

Terms and Conditions of appointment

21. The appointment will commence on 26 September 2022 subject to confirmation by the PCP. Marc will be required to sign the Official Secrets Act, agree to the Police and Crime Commissioner's Code of Conduct and achieve and maintain management vetting.

22. The full-time equivalent (FTE) salary for the post is £51,000. It has been agreed that Marc will provide 0.7 FTE, giving a pro rata salary of £35,700 per annum.

Supporting Information

23. The following supplementary information is included as part of this report:

Appendix A – Candidate Pack including the Job description and Person specification

Appendix B – Stakeholder Panel Questions

Appendix C – PCC interview Questions

Appendix D – Scoring Criteria

Appendix E – Marc Bayliss CV/covering letter **EXEMPT**

Contact Points for the Report

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Background Papers

In the opinion of the proper officer (in this case the Assistant Director for Legal and Governance) there are no background papers relating to the subject matter of this report.

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