

WEST MERCIA POLICE AND CRIME PANEL

19 JANUARY 2024

CONFIRMATION HEARING – CHIEF CONSTABLE

Purpose

1. The purpose of this report is to enable members of the Police and Crime Panel (PCP) to consider the Police and Crime Commissioner's (PCC) proposed appointment of a Chief Constable. This is a statutory requirement for the PCP as part of the Police Reform and Social Responsibility Act 2011 under Schedule 1 and 8.

Recommendation

2. It is recommended that the PCP:
 - (i) considers the PCC's preferred candidate Mr Kyle Gordon for the role of Chief Constable of West Mercia Police: and
 - (ii) provides a report to the PCC with a recommendation as to whether or not the candidate should be appointed.

Background

3. Section 38 of the Police Reform and Social Responsibility Act 2011 (the Act) provides that a police and crime commissioner must appoint a person to be the chief constable of the police force for the area.
4. Under the Act the PCC must notify the PCP of the preferred candidate for appointment as Chief Constable. Schedule 8 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.

Report

5. Attached at Appendix 1 is a report from the Chief Executive of the Office of the PCC for West Mercia that provides the PCP with the required information necessary for considering the PCC's preferred candidate Mr Kyle Gordon for the role of Chief Constable of West Mercia Police.
6. The report provides an overview of the recruitment process that was undertaken to select the preferred candidate, and of the reasons for his nomination as the proposed Chief Constable. Provided for the PCP's consideration are:

- The Independent Report on the recruitment, application and interview process;
- Job profile and person specification, which set out the criteria used for assessment; and
- Proposed terms and conditions.

Supporting Information

Appendix 1 – Report from the Chief Executive, OPCC incorporating:
Appendix A - Report of the Independent Member
Appendix B(i) - Force information pack for candidates
Appendix B(ii) - Role profile and person specification
Appendix C - Terms of the appointment

Specific Contact Points for this 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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