

WEST MERCIA POLICE AND CRIME PANEL 19 JANUARY 2024

CONFIRMATION OF THE CHIEF CONSTABLE – REPORT OF THE CHIEF EXECUTIVE OFFICER

1. Executive Summary

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.

Following a rigorous recruitment process Kyle Gordon, currently Commander in The Metropolitan Police, has been selected as the preferred candidate.

The report provides an overview of the appointment process that was undertaken to select the preferred candidate, and of the reasons for his nomination as the proposed Chief Constable.

2. Introduction and Background

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.

The previous substantive Chief Constable, Pippa Mills, left the post on 22nd October 2023 to become Assistant Commissioner of The Metropolitan Police Force in London. In response, a recruitment exercise has been undertaken.

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.

Provided for the PCP's consideration are:

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

3. Recruitment process

The recruitment process was overseen by an Independent Person as required by the College of Policing. Her report attached at **Appendix A**. The Information Pack for prospective candidates, which includes the Role profile and person specification, are

included at **Appendix B**, along with the College of Policing's Competencies and Values Framework (Level 3) in relation to Chief Officer appointments.

4. Terms and Conditions of appointment

The appointment will commence as soon as possible after the Police and Crime Panel, subject to confirmation by the PCP. The terms and conditions of the post are largely determined by Parliamentary Regulations and are set out at **Appendix C**. The salary is the point salary for West Mercia set by Parliament.

5. Recommendation

It is recommended that the PCP considers the PCC's preferred candidate for the role of Chief Constable, Kyle Gordon