



## **Report of the West Yorkshire Police and Crime Panel**

### **Confirmation Hearing for the Role of Chief Constable of the West Yorkshire Police Force**

**Friday 19<sup>th</sup> July 2019**

#### **1. Executive Summary**

- 1.1 This document constitutes the report and recommendations of the West Yorkshire Police and Crime Panel (hereafter referred to as 'the Panel') in respect of the proposed appointment of John Robins to the role of Chief Constable of the West Yorkshire Police Force.
- 1.2 This report is submitted to the West Yorkshire Police and Crime Commissioner in accordance with the requirements of Paragraph 4, Schedule 8 of the Police Reform and Social Responsibility Act 2011.
- 1.3 The report recommends that John Robins should be appointed to the role of Chief Constable of West Yorkshire Police.
- 1.4 The Panel would like to thank John Robins for his attendance at the Confirmation Hearing on 19<sup>th</sup> July 2019.

#### **2. West Yorkshire Police and Crime Panel**

2.1 The Membership of the Panel for the Confirmation Hearing was as follows:

- Cllr Mohammed Iqbal                      Leeds (Chair)
- Cllr Russell Brown                        Bradford
- Cllr Amanda Carter                        Leeds
- Cllr Richard Dunbar                       Bradford
- Cllr Peter Gruen                            Leeds
- Cllr Stuart Heptinstall                    Wakefield
- Cllr Tariq Hussain                         Bradford
- Cllr Mohammed Naeem                    Calderdale
- Cllr Alan Wassell                         Wakefield
- Cllr Sophie Whittaker                     Calderdale
- Mr Roger Grasby                         Independent

2.2 In attendance were also:

- Mark Burns-Williamson                    Police and Crime Commissioner

- John Robins Chief Constable candidate
- Mark Tolson Governance Manager, Wakefield MDC
- John Ward HR Business Partner, Wakefield MDC
- Jayne Sykes Office of the Police and Crime Commissioner
- Clair Parker Wakefield MDC
- Caitlin Beever Wakefield MDC

### **3. Powers of the West Yorkshire Police and Crime Panel**

3.1 The Panel have the functions conferred by Schedule 8 Part 1 of the Police Reform and Social Responsibility Act 2011 (Appointment of Chief Constables). This enables them to:

- (i) Review the proposed appointment by holding a Confirmation Hearing within three weeks of notification being given. A 'Confirmation Hearing' is 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;
- (ii) Make a report to the Commissioner on the proposed senior appointment;
- (iii) Include a recommendation to the Commissioner as to whether or not the candidate should be appointed;
- (iv) Publish the report to the Commissioner made under this paragraph.

3.2 The Panel have the power to veto the proposed appointment. A veto would mean that the Panel, by the required majority, had decided that the candidate should not be appointed as Chief Constable. To take this course of action, the Panel would need to:

- (i) Include a statement within this report confirming that the Panel have vetoed the appointment;
- (ii) Provide a reason for the veto of the appointment;
- (iii) Provide evidence from the proceedings of the Confirmation Hearing in support of the reason for vetoing the appointment.

3.3 Should the Panel not veto the appointment, the following steps shall be taken:

- (i) The Police and Crime Commissioner may accept or reject the Panel's recommendation as to whether or not the candidate should be appointed;
- (ii) The Police and Crime Commissioner must notify the Panel of the decision whether to accept or reject its recommendation.

- 3.4 Should the Panel veto the appointment, the following steps shall be taken:
- (i) The Police and Crime Commissioner must not appoint the candidate as Chief Constable.

#### **4. Confirmation Hearing for the Role of Chief Constable of West Yorkshire Police**

- 4.1 The Panel received notification from the Office of the West Yorkshire Police and Crime Commissioner of the proposed appointment to the role of Chief Constable of West Yorkshire Police on 1<sup>st</sup> July 2019.
- 4.2 The Confirmation Hearing was held at 10am on 19<sup>th</sup> July 2019 in The Old Court Room, Wakefield Town Hall. The Hearing was held in public.
- 4.3 The Panel asked questions of the candidate which related to his professional competence and personal independence, the answers to which enabled the Members to evaluate his suitability for the role.
- 4.4 The questions covered the way in which, if appointed, the candidate would:
- Improve performance of the Force, particularly around public confidence, victim satisfaction and communicating with the public
  - Involve communities in decision making
  - Promote workforce diversity
  - Lead the Force and secure the commitment and enthusiasm of all staff
  - Capitalise on learning and best practice from other areas, and collaborate where this is beneficial
  - Demonstrate his personal professionalism to the rest of the Force and build relationships with partners

#### **5. Panel's Decision**

- 5.1 The Panel, following its discussion with John Robins, agreed to confirm his appointment to the role of Chief Constable of West Yorkshire Police.
- 5.2 In coming to their decision, the Panel agreed they were impressed by John's:
- Commitment to the communities that West Yorkshire Police serves and in particular neighbourhood policing as a model
  - Previous achievements and vast experience within West Yorkshire
  - Frank and genuine responses provided
  - Understanding of and honesty around where improvement is needed with clear yet realistic ideas to address
  - Values led, professional approach
  - Strong record on diversity

- Commitment to improving staff welfare
- Continued understanding of the 'sharp end' of policing despite his rank
- Desire to build existing relationships with partner organisations

5.3 The Panel unanimously concluded that John Robins was an excellent choice and that they looked forward to working alongside him in the role of Chief Constable going forward.

## **6. Conclusions and Recommendation**

6.1 On the basis of the information provided by the Commissioner and the discussions held in the Confirmation Hearing, the Panel agreed the following recommendation in relation to the appointment of the preferred candidate to the role of Chief Constable of West Yorkshire Police:

### **RESOLVED:**

**6.1.1 That the proposed candidate, John Robins is recommended to be appointed to the position of Chief Constable of the West Yorkshire Police Force.**