



Report of the West Yorkshire Police and Crime Panel

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

Friday 8 February 2013

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 Mr Mark Gilmore 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 Mr Mark Gilmore should be appointed to the role of Chief Constable of West Yorkshire Police.
- 1.4 The Panel would like to thank Mr Mark Gilmore for his attendance at the Confirmation Hearing on February 8th 2013.

2. West Yorkshire Police and Crime Panel

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

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|-----------------------|--------------------|---------|
| • Cllr Peter Box | Wakefield | (Chair) |
| • Cllr Sarah Ferriby | Bradford | |
| • Cllr Imran Hussain | Bradford | |
| • Cllr Michael Walls | Bradford | |
| • Cllr Steve Sweeney | Calderdale | |
| • Cllr David Hall | Kirklees | |
| • Cllr Ken Smith | Kirklees | |
| • Cllr Alison Lowe | Leeds | |
| • Cllr Mohammed Iqbal | Leeds | |
| • Cllr Les Carter | Leeds | |
| • Cllr Jean Askew | Wakefield | |
| • Jo Sykes | Independent Member | |
| • Roger Grasby | Independent Member | |

In attendance were also:

- Helen Grantham People and Customers, Wakefield MDC
- Liz Ogden Legal and Democratic Services, Wakefield MDC
- Clare Elliott AWYA
- Samantha Wilkinson AWYA

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 February 1st 2013.
- 4.2 The Confirmation Hearing was held at 10am on February 8th 2013 in the Old Restaurant, 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:
- Work alongside the Police and Crime Panel
 - Personalise the role of Chief Constable
 - Secure the commitment and enthusiasm of all staff within the Force
 - Try to engage those communities who have less confidence in the Police
 - Promote workforce diversity
 - Work with partners to manage threats to public order
 - Protect the operational independence of the Police Force
 - Approach difficult decisions
 - Support the priorities of Community Safety Partnerships
 - Be visible and accessible to communities across West Yorkshire
 - Position Operational Control within the Force
 - Support the position of Constables within the Force
 - Increase the integrity of the Force
 - Ensure local priorities are addressed whilst also supporting the Strategic Policing Requirement
 - Balance the need to target resources on a small number of complex families whilst also supporting broader preventative and enforcement measures
 - Prioritise certain crime trends as evidenced in the current statistics

5. Panel's Decision

- 5.1 The Panel, following its discussion with Mark Gilmore, 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 Mark Gilmore's:
- Personable approach
 - Clear passion for public service
 - Leadership capabilities
 - Commitment to neighbourhood and front line policing
 - Enthusiasm for developing the neighbourhood policing model further
 - Vast experience
 - Previous achievements within West Yorkshire
 - Understanding of operational independence and the ways to protect it
 - Commitment to harness the skills of Constables

- Support for considering the application of 'Duty of Candour' principles within the Force
- Recognition of the importance of young people's first interactions with the Police

5.3 The Panel concluded that Mark Gilmore was an excellent choice and that they looked forward to working alongside him in future.

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:

That the proposed candidate, Mr Mark Gilmore is recommended to be appointed to the position of Chief Constable of the West Yorkshire Police Force.