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

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

**Friday 11th November 2016**

**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 Dee Collins 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 Dee Collins should be appointed to the role of Chief Constable of West Yorkshire Police.

1.4 The Panel would like to thank Dee Collins for her attendance at the Confirmation Hearing on 11th November 2016.

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

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

* Cllr Alison Lowe Leeds (Chair)
* Cllr Steve Sweeney Calderdale
* Cllr Mumtaz Hussain Kirklees
* Cllr Linda Wilkinson Kirklees
* Cllr Amanda Carter Leeds
* Cllr Josephine Jarosz Leeds
* Cllr Steve Tulley Wakefield
* Cllr Alan Wassell Wakefield
* Jo Sykes Independent Member

In attendance were also:

* Mark Burns-Williamson Police and Crime Commissioner
* Dee Collins Chief Constable candidate
* Bernadette Livesey City Solicitor, Wakefield MDC
* Jill Clayton HR Service Manager, Wakefield MDC
* Samantha Wilkinson Police and Crime Panel
* Susan Field Office of the Police and Crime Commissioner
* TDCC John Robins West Yorkshire Police

**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 2nd November 2016.

4.2 The Confirmation Hearing was held at 12 noon on 11th November 2016 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 her professional competence and personal independence, the answers to which enabled the Members to evaluate her suitability for the role.

4.4 The questions covered the way in which, if appointed, the candidate would:

- Lead the Force and secure the commitment and enthusiasm of all staff

- Improve performance of the Force

- Protect the operational independence of the Force

- Promote workforce diversity

- Balance the needs of West Yorkshire alongside the Strategic Policing Requirements

- Demonstrate her personal professionalism to the rest of the Force and partners

- Work to ensure that the Force focuses on what matters to the public

- Improve the integrity of the Force

**5. Panel’s Decision**

5.1 The Panel, following its discussion with Dee Collins, agreed to confirm her 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 Dee’s :

* Professional approach
* Clear passion for protecting and safeguarding the most vulnerable in our society
* Leadership capabilities
* Understanding the importance of effecting culture change within the Force
* Vast experience
* Understanding of the power of staff morale and motivation to transform policing and improve outcomes for communities
* Previous achievements within West Yorkshire
* Understanding of operational independence and the ways to protect it
* Desire to build existing relationships with partner organisations much further

5.3 The Panel concluded that Dee Collins was an excellent choice and that they looked forward to working alongside her 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, Dee Collins is recommended to be appointed to the position of Chief Constable of the West Yorkshire Police Force.**

6.1.2 The Panel look forward to receiving regular updates on progress on actions around Safeguarding and the Strategic Policing Requirements in due course.

The Panel would wish to make the following general recommendations to the Commissioner

6.1.3 That in line with good practice, regardless of the circumstances, references should be requested for all job applications including all senior posts and these should be obtained for successful candidates prior to an offer of appointment.

6.1.4 That where the Panel is required to review and recommend on a senior appointment and particularly in the case of a Chief Constable appointment, that the Commissioner should not make public announcements until the appointment process is complete.