



**REPORT FOR THE WEST YORKSHIRE POLICE AND CRIME PANEL
CONFIRMATION HEARING**

KEY INFORMATION

Date: 18th June 2021

Subject: Appointment of a Deputy Mayor for Policing and Crime

Report of: Tracy Brabin – Mayor of West Yorkshire

Key contact: Alan Reiss
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PURPOSE OF REPORT

The Mayor of West Yorkshire has chosen Alison Lowe as her preferred candidate for the role of Deputy Mayor for Policing and Crime, in accordance with schedule 1 paragraph 9 of the Police Reform and Social Responsibility Act 2011 the Police and Crime Panel will hold a confirmation hearing to consider her candidacy. This report sets out the procedures to be followed, the candidate’s qualifications in respect of the role and terms of employment. The candidate will attend the confirmation hearing to answer questions relating to this appointment.

RECOMMENDATION

That the Panel:

- Notes the process outlined for the appointment of the Deputy Mayor for Policing and Crime.
- Considers the appointment following the confirmation hearing and produces a report for the Mayor, including a recommendation as to whether or not the candidate should be appointed.

INTRODUCTION AND BACKGROUND

The legal position is set as in Schedule 1 to the Police Reform and Social Responsibility Act 2011 ("the 2011 Act")¹. The legal requirements are as follows:

- The Mayor in her capacity as PCC is required to notify the Police and Crime Panel of the proposed appointment of the Deputy Mayor for Policing and Crime and also to notify the Panel of the following information:
 - (i) the name of the person whom the Mayor in her capacity as PCC is proposing to appoint ("the candidate")
 - (ii) the criteria used to assess the suitability of the candidate
 - (iii) why the candidate satisfies those criteria, and
 - (iv) the terms and conditions on which the candidate is to be appointed.
- The Panel must hold a public confirmation hearing at which the candidate is requested to appear for the purpose of answering questions relating to the appointment.
- Following the hearing, the Panel must review the appointment and make a report to the Mayor. The report must include a recommendation to the Mayor as to whether or not the candidate should be appointed.
- The report must be made within a period of 3 weeks from the date on which the panel received notification of the proposed appointment and must be published by the Panel.
- The Mayor may accept or reject the Panel's recommendation as to whether the candidate should be appointed and should then notify the Panel of the decision.

ROLE OF THE DEPUTY MAYOR FOR POLICING AND CRIME

The Mayor remains responsible for the exercise of Police and Crime Commissioner functions for West Yorkshire and retains ultimate accountability to the public. The Mayor has set out key manifesto pledges in relation to increasing the number of police officers and staff in West Yorkshire Police, and putting keeping women and girls safe at the heart of her policing and crime plan.

However, given the Mayor's wider responsibilities across a range of functions including transport, housing, and adult education, she is able to appoint a Deputy Mayor for

¹ <https://www.legislation.gov.uk/ukpga/2011/13/contents/enacted>

Policing and Crime to support her.

The role of the Deputy Mayor for Policing and Crime is a senior appointment with substantial delegated authority covering policing and crime. The three elements of the Mayor's policing and crime responsibilities that will not be delegated are those which cannot be delegated under the 2011 Act. These are:

- Setting the policing budget and precept,
- Production of a Police and Crime Plan for West Yorkshire,
- The appointment and dismissal of a Chief Constable.

Due to the substantial delegation of functions, the role of Deputy Mayor for Policing and Crime will be closer to the role of a Police and Crime Commissioner (PCC) rather than that of a Deputy PCC. It is also expected that the Deputy Mayor for Policing and Crime will represent West Yorkshire on the Mayor's behalf nationally, including through the Association of Police and Crime Commissioners and national and regional collaborations. The Deputy Mayor for Policing and Crime will be employed by the Combined Authority and be accountable to the Mayor.

The essential criteria for the candidate are:

- Knowledge of the policing and criminal justice landscape both nationally and at a West Yorkshire Level.
- The ability to work at a senior executive level and make strategic decisions as a sole decision maker.
- The skills to influence policy at a national level to ensure that West Yorkshire's interests are considered in future government decision making.
- The proven ability to engage with partners and the public in order to lead West Yorkshire's policing and community safety agenda.
- Proven experience in understanding complex issues and the ability to challenge at a senior executive level.
- An extensive understanding of the complex nature of crime, its contributing causes and associated vulnerabilities both for victims and offenders.

CANDIDATE DETAILS

The Mayor's preferred candidate for Deputy Mayor for Policing and Crime is Alison Lowe.

Alison is considered to meet and exceed the requirements for Deputy Mayor for Policing and Crime; Alison brings a wealth of experience of policing and crime issues and is a passionate champion of inclusion and mental health. Ms Lowe is currently Chief Executive at Touchstone, a mental health and wellbeing charity based in West and South Yorkshire, specialising in working with Black, Asian and Minority Ethnic communities, and has worked with voluntary organisations

for nearly 30 years. She has previously represented Armley on Leeds City Council from 1990 to 2019 and served as Chair of the West Yorkshire Police and Crime Panel 2012 - 2019.

Appendix A – Alison Lowe CV

SUITABILITY CRITERIA

ESSENTIAL CRITERIA	ALISON LOWE - SUITABILITY
<ul style="list-style-type: none"> Knowledge of the policing and criminal justice landscape both nationally and at a West Yorkshire Level. 	<p>Member and Chair of West Yorkshire Police and Crime Panel, 2012 – 2019. Member of West Yorkshire Police Authority, chair of the Macpherson Steering Group and member of the Best Value Review of Policing (Leeds).</p>
<ul style="list-style-type: none"> The ability to work at a senior executive level and make strategic decisions as a sole decision maker 	<p>Extensive experience as a strategic leader: Chief Executive of a medium-size mental health charity, Touchstone, from 2004 preparing a ten-year strategic business plan and achieving Investors in People-Platinum Award, Stonewall Top 100 organisation award since 2014 and a Sunday Times Best Company for the 9th successive year. In 2018/19, Touchstone was named Number One Most Inclusive UK Employer for the 3rd year running by Inclusive Companies. Interim CEO of Sharing Voices, Bradford, 2016. Service Director, Foundation Housing, 2001-2004.</p>
<ul style="list-style-type: none"> The skills to influence policy at a national level to ensure that West Yorkshire’s interests are considered in future government decision making 	<p>Wide-ranging participation and leadership in the voluntary sector and local government: Chair of the Yorkshire and Humber Employers Committee for 9 years. Member of Forum Central since 2005 and Chair since 2018. Stonewall Senior Champion of the Year, 2015. Co-Chair of Leeds and York Partnership Foundation Trust Equality and Inclusion Group, 2020. Board member, Leeds CAB, since 2007. Member and Chair Leeds Survivor Led Crisis Service, since 2008. Chair Leeds Statues Review, 2020.</p>

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	Chair BAME Voluntary, Community and Social Enterprise Review Panel into Health Inequalities (led by the ICS), 2020. Non-Executive Director Leeds Community Healthcare NHS Trust, 2020.
<ul style="list-style-type: none"> The proven ability to engage with partners and the public in order to lead West Yorkshire's policing and community safety agenda. 	Inclusion champion with 29 years' service as a local councillor (Armley), Chair of the Health Scrutiny Board, Shadow Lead Member for Children's Services and City Services and Environment and lead for Personnel. Deputy Lord Mayor, Leeds, 2003-2004.
<ul style="list-style-type: none"> Proven experience in understanding complex issues and the ability to challenge at a senior executive level. 	Extensive strategic leadership roles delivering service excellence, growth and sound financial management in an uncertain environment.
<ul style="list-style-type: none"> An extensive understanding of the complex nature of crime, its contributing causes and associated vulnerabilities both for victims and offenders. 	Chair of Leeds Domestic Violence Forum combined with community-based work with ex-offenders and mental health advocacy and services.

APPOINTMENT DETAILS

The DMPC will be paid at a rate determined by the Mayor. In order to inform this decision, consideration has been given to a report from the Independent Review Panel (IRP) appointed by the Combined Authority to advise on allowances and payments for elected officials and Mayoral appointments. The IRP reported to the Combined Authority which is attached at Appendix C.

For this appointment, the Mayor has decided that the position will be remunerated at £72,000 per annum and subject to Combined Authority terms and conditions of employment.

Appendix B - DMPC Statement of Terms

Appendix C - IRP Report - Review of Remuneration for the DMPC

LEGAL IMPLICATIONS

Section 18 of the Police Reform and Social Responsibility Act 2011 (Transfer of Police and Crime Commissioner Functions to the Mayor) allows the Mayor to appoint a person as deputy mayor for policing and crime and arrange for that person to exercise police and crime commissioner functions on behalf of the Mayor. However,

the Mayor must not appoint a person listed in section 18 of the 2011 Act as their deputy, nor may they delegate to that person the functions of:

- (i) issuing a police and crime plan
- (ii) calculating the policing component of the precept
- (iii) appointing, suspending or calling upon the Chief Constable to retire or resign.

The Mayor must notify the Police and Crime Panel of their proposed appointment of a deputy mayor for policing and crime and the Panel must then follow a statutory process which culminates in their making a report and recommendation to the Mayor as to whether the proposed candidate should be appointed. The Mayor may decide to accept or reject the Panel's recommendation and must notify the Panel of their decision accordingly.#

STATEMENT FROM THE CANDIDATE

I am truly honoured to be nominated as Deputy Mayor for Police and Crime for West Yorkshire by the new mayor, Tracy Brabin. I feel I bring a wealth of unique skills and experience to the role and I am incredibly excited at the prospect of working with the Police and Crime Panel, once again.

More than anyone, I am conscious of the difficult balance the Police and Crime Panel has to strike between holding the PCC/DMPC to account whilst also being a critical friend and support. I hope we will forge a close partnership between the two offices, recognising that we are both here for a common purpose; listening to and representing the views of the people of West Yorkshire and working together to reduce crime, and the causes of crime.

Tracy has pledged to put prevention at the heart of her policing plan whilst ensuring the principles of inclusion are embedded. Creating a new conversation with the people of West Yorkshire, ensuring victim-voice and the experience of women and girls are amplified will be central to her ambition for policing by consent. This manifesto pledge is the main reason I am before you today, and I hope to work alongside you to deliver this vision together.

STATEMENT FROM THE MAYOR

Alison comes with a great deal of understanding and expertise having been a senior leader in the Voluntary Sector and as a local councillor for 30 years. I am assured of the skills, commitment and expertise that she will bring to the role, providing strategic direction, leadership and embedding our values during what is set to be a challenging and complex period of recovery from budget cuts and COVID. I know how truly passionate Alison is about this role and know that she will work tirelessly with the Combined Authority, West Yorkshire Police, APCC, Home Office, Police and Crime Panel, the public and our many partners to contribute and influence at the highest level

ensuring my office continues to help deliver on the outcomes and priorities set out in the Police and Crime Plan.

SUPPORTING DOCUMENTS

Appendix A – Alison Lowe - CV

Appendix B - DMPC Statement of Terms

Appendix C - IRP Report - Review of Remuneration for the DMPC