

Consideration	
Public/Non Public*	
Report to:	Police and Crime Panel
Date of Meeting:	9th December 2016
Report of:	Paddy Tipping, Nottinghamshire Police and Crime Commissioner
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Agenda Item:	3 (c)

*If Non Public, please state under which category number from the guidance in the space provided.

CHIEF CONSTABLE RECRUITMENT OUTCOME

1. Purpose of the Report

- 1.1 To notify the Police and Crime Panel as required by the Police and Reform and Social Responsibility Act 2011 (the 2011 Act) of the proposed appointment of Chief Constable and seek confirmation of the preferred candidate Craig Guildford.

2. Recommendations

- 2.1 That the panel reviews the nomination of Craig Guildford as Chief Constable of Nottinghamshire Police by the Nottinghamshire Police and Crime Commissioner.

3. Reasons for Recommendations

- 3.1 Paragraph 3 of Schedule 8 of the Police Reform and Social Responsibility Act 2011 requires the Police and Crime Commissioner to notify the Nottinghamshire Police and Crime Panel of the Commissioner's proposed appointment to the post.

4. Summary of Key Points (this should include background information and options appraisal if applicable)

- 4.1 Police and Crime Panel was informed at its June 2016 meeting of Chris Eyre, Chief Constable's intention to retire on 22nd July 2016 following his 30 year service.
- 4.2 Section 38 (i) of the 2011 Act set out the responsibility of the Police and Crime Commissioner to appoint a Chief Constable for Nottinghamshire.
- 4.3 Paragraph 3 of Schedule 8 of the 2011 Act requires the Police and Crime Commissioner to notify the Nottinghamshire Police and Crime Panel of the Commissioner's proposed appointment to the post.

4.4 The Commissioner must include the following information in the notification to the panel:

- a. The name of the person whom the Commissioner is proposing to appoint (“the candidate”);
- b. The criteria used to assess the suitability of the candidate for the appointment;
- c. Why the candidate satisfies those criteria; and
- d. The terms and conditions on which the candidate is to be appointed.

4.5 Paragraph 4 of Schedule 8 of the 2011 Act, sets out the Panel’s responsibility to review the proposed appointment and make a report to the Police and Crime Commissioner within a period of three weeks from when the panel received notification from the Commissioner of the proposed appointment, including a recommendation as to whether or not the candidate should be appointed.

4.6 The Police and Crime Panel must hold a public confirmation hearing before a report and recommendation to the Police and Crime Commissioner in relation to a proposed appointment of a Chief Constable (or before vetoing such an appointment. At the confirmation hearing, the candidate is requested to appear to answer any questions relating to the appointment.

4.7 The Police and Crime Panel may, having reviewed the proposed appointment, veto the appointment of the candidate. There needs to be at least two-thirds of panel members to support a decision to veto the appointment for it to be carried and this power is only exercisable in relation to a proposed appointment during the three week appointment process. If the panel vetoes the appointment of that candidate, their report must include a statement that the panel has vetoed it and the PCC must not appoint that candidate as Chief Constable.

5. Recruitment and Selection Process

5.1 Home Office Circular 20/2012 gives Police and Crime Commissioners the flexibility to decide how they wish to undertake their recruitment process and which candidate they wish to appoint. The process however should involve an independent member during assessment, shortlisting and interviewing of candidates for the position of Chief Constable.

5.2 Nottinghamshire Police and Crime Commissioner appointed John Cooke, Independent member from a list of suitably qualified and experienced independent members maintained by the College of Policing. Advice and consultation has taken place with the Independent Member on all aspects of the recruitment process.

5.3 In July this year Police and Crime Commissioner and Chief Executive, OPCC met with Alex Marshall College of Policing to engage the College in an

executive search for suitable candidates and to advise and support the recruitment and selection process.

- 5.4** The Chief Constable's Job Description and Personal Specification was updated following discussion with Police and Crime Commissioner on his views on the strategic challenges for policing and to reflect the priorities contained in the Police and Crime Plan and College of Policing Guidance for the appointment of Chief Constables. The PCC's strategic challenges document and updated Job Descriptions and Executive Level Personal Qualities can be found in appendices to this report.
- 5.5** The behavioural qualities outlined in the Policing Professional Framework (PPF) personal qualities of the Executive Level were also used as the key criteria in determining what is expected from the role and the criteria for selection of the Chief Constable. The following criteria were used for assessing and selecting the preferred candidate. Priority attention within the short-listing and selection process were given to the following PPF personal qualities: serving the public, leading strategic change, leading the workforce, managing performance, making and working with others.
- 5.6** In addition to the PPF National Behavioural Competency Framework there is a legal requirement for applying for the role of Chief Constable to have passed the Senior Police National Assessment Centre (Senior PNAC) and the Strategic Command Course (SCC). The College of Policing has confirmed that Craig Guilford passed both courses in 2011.
- 5.7** Based upon advice from the College of Policing it was agreed that the selection and appointment of Chief Constable would be based on the following methods:
- Application form and verification of written information provided by referees;
 - Personality profiling based upon a self-report questionnaire and confirmation interviews with candidates;
 - Stakeholder panel interviews with BME, Youth Commission and Staff and Officers for Nottinghamshire representatives;
 - Filmed media interview with journalist.
- 5.8** The following professionals were invited to assist the Commissioner with the short-listing and final interview process.
- John Cook, Independent Member (provided by College of Policing)
 - Martin Jelley, Chief Constable, Warwickshire (Specialist Policing Advisor)
 - Ian Currier, Chief Executive, Nottingham City Council
 - Anthony May, Chief Executive, Nottinghamshire County Council

- Alison Michalska, Corporate Director, Children and Families, Nottingham City Council
- Alison Naylor, Regional Chief Officer, Human Resources (specialist)

All Panel members were briefed by the College of Policing on Policing Professional Framework, unconscious biases, ORCE assessment approach rating scales prior to completing the short-listing and interview process

5.9 The advert for the Chief Constable was published and made available through the following:

- Dedicated page on the Police and Crime Commissioner's website.
- College of Policing website and circulation of advert to all Forces across England and Wales via Association Police and Crime Commissioners and National Police Chief Council
- Advert in Policing Professional

5.10 The Commissioner's Chief Constable Recruitment web page included the following information for potential candidates:

- Letter to application
- Application form
- Chief Constable Relocation and benefits package
- Equal Opportunities Monitoring form
- Management Vetting
- NPCC Strategic Challenges
- Job Description and personal qualities
- Next steps, key dates

5.11 Closing date for applications was set for 12 noon on Friday 23rd September 2016.

5.12 The recruitment web page also made available a number of strategic, inspection and policing documents to assisting applications give an insight into Nottinghamshire Police and the community safety challenges for Nottingham and Nottinghamshire.

5.13 The website page for the Chief Constable Recruitment process is still available to view www.nottinghamshire.pcc.police.uk.

5.14 Applicants were advised to make their own, arrangements when visiting Nottinghamshire Police and speaking with partner organisations as part of a familiarisation exercise. Feedback suggests that applicants made extensive visits to Nottinghamshire to meet with partner organisations and spend time with different aspects of policing in Nottinghamshire.

5.15 Following a shortlisting process supported by the College of Policing all six applicants were invited to complete a personality profile and a stakeholder, media and final interview. The selection and interview process took place over a three day period between 10th and 14th November 2016.

5.16 Stakeholder panel exercises and questions, media exercise and final interview questions were designed and agreed by the Commissioner in consultation with Independent members, stakeholder panel members, appointments panel and advice from the College of Policing.

5.17 The final meeting of the appointments panel took place on Monday 14th November 2016. At this meeting panel members reviewed a detailed briefing from the College of Policing on each individual candidate based upon the personality profile and views of stakeholder panels. The appointment panel assessed the media exercise and responses to the interview questions. Panel members reported their individual scores against the five PPF Executive Personal qualities.

5.18 Following discussion the appointment panel **unanimously** agreed the preferred candidate of Craig Guildford.

6. Vetting of the Successful Candidate

6.1 The preferred candidate has been vetted to the appropriate level for the position of Chief Constable and relevant checks have been carried out.

7. Proposed Appointment:

7.1 After a comprehensive selection of process, the Commissioner proposes to appoint Mr Craig Guildford to the post of Chief Constable of Nottinghamshire Police.

7.2 The Commissioner considers that Mr Craig Guildford satisfies the selection criteria on the following basis:

- a) Personality profile, stakeholder panel performance feedback and media exercise;
- b) Appointments panel final interview scores and discussion on his performance;
- c) His substantial experience in policing and commitment to partnership working.

Craig Guildford joined Gwent Policing in April 2014 as Deputy Chief Constable (DCC).

His policing career began when he joined Cheshire Constabulary in 1994 after completing a Geography degree at University when he also worked as a Volunteer Special Constable. After eighteen months service he went into the CID and worked a number of pro-active crime units across the Constabulary. In 2000 he was seconded to The National Crime Squad in Manchester where he worked in intelligence and targeted operations as a Detective Sergeant.

On returning to Cheshire Constabulary Craig gained a place on the High Potential Development Scheme; he worked in various operations and crime roles in the four commands. This included Force Reviews, Superintendent Operations, Centralised Custody, PFI Programme Manager and BCU Superintendent Operations. He successfully led negotiations to settle a PFI contract on behalf of the Authority and has led investigations into the criminality of an IPCC Senior Investigating Officer. As Superintendent Citizen Focus he implemented customer service desks across the force which saw Cheshire rise from 43rd to 1st overall satisfaction in less than two years.

On his return from the National Crime Squad he progressed through the ranks in Cheshire Constabulary before being appointed as Chief Constable, Specialist Operations with West Yorkshire Police in October 2012.

He has led Gwent Police Transformational Change Programme which has increased service, protected neighbourhood policing and reduced cost. Under his leadership Gwent Police has recently moved from assessed as requested improvement in all categories in 2013 PEEL assessment to being assessed as 'good' with some areas of outstanding practice across every single reporting category in 2014 and Gwent Police is £9million ahead of target on its efficiency programme.

He successfully implemented a pan Wales protocol to prevent overnight Juvenile Detentions in police custody and a Gwent protocol preventing criminalisation of Children in Care, cited as good practice by Lord Laming.

He regularly coaches and mentors aspiring police and local authority leaders from diverse and BME backgrounds.

He has a strong commitment and experience of working in partnership with local Authorities and other partner organisations to achieve a safer and stronger community for victims of crime and public of Nottinghamshire

8.0 Nottinghamshire Police and Crime Panel are required to review the proposed appointment and to make a recommendation through a report to the Commissioner.

9. The terms and conditional of Appointment:

9.1 The post will be contracted for four years with a salary of £147,915 as determined by the Secretary of State. Allowances will be paid in line with regulations and the published Chief Constables benefits package as attached in appendices of this report.

9.2 The Commissioner has agreed to continue to pay for the proportion of the CPOSA insurance fees, which provides legal cover for the reactive element. Mr Guildford is intending to maintain his Fire arms Commanders license. Individual Police Officers are responsible for paying for 'proactive' S38 cover of CPOSA insurance. This is line with current practice.

Appendices

For the Updated Job Descriptions and Executive Level Personal Qualities, PCC's strategic challenges document, and Chief Constable's benefits package please see the appendices to the Independent Member's report.

PADDY TIPPING

NOTTINGHAMSHIRE POLICE AND CRIME COMMISSER