

**ANNEX B TO**  
**REPORT TO**  
**THE NOTTINGHAMSHIRE POLICE AND CRIME PANEL**  
**BY THE INDEPENDENT MEMBER MR JOHN COOKE OBE**  
**ON THE SELECTION PROCESS FOR THE**  
**CHIEF CONSTABLE OF NOTTINGHAMSHIRE**  
**DATED 25<sup>TH</sup> NOVEMBER 2016**

**SELECTION PANEL MEMBERS**

Paddy Tipping	Nottinghamshire Police and Crime Commissioner
Anthony May	Nottinghamshire County Council Chief Executive
Alison Michalska	Nottingham City Council Corporate Director for Children & Adults
Ian Curryer	Nottingham City Council, Chief Executive
Alison Naylor	Assistant Chief Officer HR (Shortlisting only)
Martin Jelley	Chief Constable Warwickshire Police (Final Selection only)
John Cooke	Independent Advisor

**Paddy Tipping**

Former MP Paddy Tipping was elected as Nottinghamshire's first Police and Crime Commissioner (PCC) in November 2012 and re-elected with an overwhelming majority in May 2016. As PCC he is responsible, in consultation with the Chief Constable, for setting the police budget and designing the Police and Crime Plan, which sets the direction for police service delivery in Nottinghamshire. He also consults with local people to make sure their views are reflected in the way policing is provided and has the power to hire and fire the chief constable.

As an MP he was involved in setting up the Lawrence Inquiry and accepts that relationships between the police and black and Asian communities have been difficult at times. Since his appointment he has worked hard to bring about change: commissioning a report into the key issues and ensuring that the recommendations are implemented. Stop and Search in Nottinghamshire is now one of, if not the, lowest rates in the country with the highest outcome ratio. He has been at forefront of this work and in the latest recruitment round 16% were from BME backgrounds.

He is working hard, with support from local partners, to enhance neighbourhood policing and reduce anti-social behaviour, improve the services provided to victims, witnesses and vulnerable people and to focus effort in to areas of higher crime.

**Anthony May**

Anthony joined Dorset County Council and undertook a variety of roles in the Education Department. When he left Dorset, Anthony was Head of the Youth and Community Service. Anthony gained a Masters' in Business Administration from Bournemouth University and joined Nottinghamshire County Council in June 2004 as Assistant Director for the Young People's Division.

Anthony was appointed to the post of Chief Executive of Nottinghamshire County Council in April 2015. As Chief Executive, Anthony is the Head of Paid Service and has overall responsibility for the Council's £1.2 billion budget and around 18,000 employees who work directly or indirectly for the Council.

The Chief Executive is ultimately responsible for the provision and performance of around 440 statutory and discretionary services to 796,200 people across Nottinghamshire including the vital

range of services for children, public protection, social care and highways as well as many discretionary services relating to the social, environmental, and economic well-being of the area.

The Chief Executive's role has expanded to include responsibility for Public Health, leading the Better Care integration with Health and supporting the Local Enterprise Partnership.

### **Alison Michalska**

Alison joined Nottingham City Council in November 2013. Prior to this Alison was Director of Children, Family and Adult Services at East Riding of Yorkshire Council. Alison is a qualified Social Worker and has worked with both children and vulnerable adults in many different guises over the course of her career within large County Councils, city/metropolitan areas and unitary authorities. Alison was one of the first specialist mental health social workers for older people.

In her current role Alison acts as the Director of Children's Services for the Local Authority, giving her responsibility for Children's Services including Children's Social Care, Schools, Early Years and Special Educational Needs. Alison also line manages the Director of Adult Social Services who leads Adult Social Care Services in Nottingham and the Director of Public Health who leads on public health practice.

Alison is Vice President of the Association of Directors of Children's Services (ADCS) which is a national leadership association in England for statutory Directors of Children's Services.

### **Ian Curryer**

Ian has lived, studied and worked in Nottingham for over 30 years. His background is in education, having trained as teacher at Nottingham Trent University and spent 12 years as a teacher and head teacher in the city's primary schools.

He joined Nottingham City Council in 1999 as a School Improvement Adviser, holding a number of director-level posts within the authority before being appointed as Director of Children's Services in 2008 and then Corporate Director for Children & Families in 2011. He has been in post as Chief Executive since January 2013.

As Chief Executive, Ian has overall management and operational responsibility of the Council, including its entire staff. His role is to provide leadership, vision and strategic direction for the Council. Ian has worked closely with the political leadership to ensure that the Council's principles and priorities of protecting jobs and frontline services have been preserved.

The strategic regeneration of the City has moved on apace under Ian's leadership and forms a key strand of his ambition to move the City from good to great.

Central to Ian's approach is the ability to forge and maintain strong partnerships that ensure the delivery of mutual goals and aspirations. Building relationships both locally and internationally is a key strand of Ian's work; he is a driving force behind developing closer links with Nottingham's overseas partners, particularly in China and Germany, and continues to work to build stronger relationships with the business community and wider City stakeholders. The Devolution agenda sees Ian working ever more closely with neighbouring Local Authorities, and our Core City status means Nottingham's is a strong voice for the region. Ian is now also involved in the Midlands Engine initiative, leading the Promotions Theme Group which is charged with developing a branding proposition to strengthen the region's reputation, nationally and internationally.

### **Alison Naylor (Shortlisting only)**

Assistant Chief Officer (ACO) Human Resources Alison Naylor began her career with Leicestershire Police in September 2008, having worked as the collaborative Human Resources Director for Leicestershire, Nottinghamshire and Northamptonshire. Alison has worked for Northamptonshire since December 2003, Leicestershire since 2007, and all three since 12<sup>th</sup> February 2016.

Alison has held a number of Human Resources roles within the police service since joining Northamptonshire Police in December 2003. She previously worked in the banking industry, where she held national and international roles.

As ACO, Alison has responsibility for Human Resources, Learning and Development, and Occupational Health. She is also the Regional lead for Human Resources, including Regional Human Resources Shared Services including transactional HR, Occupational Health and Learning and Development.

Nationally, Alison contributes towards the NPCC Workforce Co-ordination portfolio. She is also a fellow of the Chartered Institute of Personnel and Development. She currently chairs the national CIPD Police Forum.

### **Martin Jelley (Final Interview Panel only)**

Martin began his policing career with Norfolk Constabulary in 1988, serving 16 years with Norfolk, both in CID and operational roles, which included a secondment to the Foreign Office in 2003 and working in Malawi to help set up their police service's intelligence and crime management systems. On his return, he headed Norfolk's Anti-Corruption unit in Professional Standards, before being promoted on transfer to Suffolk Police, where he headed up Suffolk Police's Professional Standards Department.

In 2006, as Chief Superintendent and Basic Command Unit (BCU) Commander, he led the amalgamation of the Eastern and Southern policing areas in Suffolk, which encompassed the towns of Ipswich and Lowestoft.

Martin joined Northamptonshire Police from Suffolk Constabulary in October 2009. During his first two years as Assistant Chief Constable (ACC) in Northamptonshire, he was responsible for Territorial Policing. He initiated and led for the force on the first two years of Operation Guardian, a large scale, countywide initiative that significantly reduced crimes of robbery, burglary and vehicle crime in Northamptonshire.

In 2011 Martin took on the ACC portfolio for Crime and Justice in the county. Whilst in this role he oversaw the force investigation and subsequent worldwide manhunt for the murderer of a Chinese family of four in Northampton. Martin became Deputy Chief Constable in February 2013. In this role he led the Northamptonshire Police Programme "Aspire" which transformed policing services within tight financial restrictions.

Martin became the new Chief Constable of Warwickshire Police on 1st April 2015. In this role, with alliance partners West Mercia Police, he has set out the joint vision for building an alliance for the future and the way in which policing services will be delivered moving towards 2020. He has been the National Policing lead for Vetting since 2010 and in 2015 became the NPCC lead for Professional Standards and Ethics. As the national portfolio holder for police vetting, Martin has overseen the

introduction of Biometric vetting nationally and the development of a new College of Policing professional vetting code of practice which will be launched in early 2016.

### **John Cooke OBE**

He is a trained Senior Police National Assessment Centre assessor of five years standing. He is also a qualified facilitator. For his last four years in the Royal Air Force he held the appointment of the President of the Air Board at the Officers and Aircrew Selection Centre with responsibility for the construction and oversight of the Royal Air Force's aircrew selection process.

A member of Lincolnshire Police Authority since 2003, he was Vice-Chairman from 2008 until 2012. Throughout he was a permanent member of its Senior Officer Appointment Panel and oversaw the appointment of five ACPO officers, including two Chief Constables and two Chief Executives of the Police Authority. He was chairman of the Panel for 4 years.

He was Chairman of Lincolnshire Road Safety Partnership from 2006 until November 2012, during which time the Partnership gained Beacon Status and the Duke of Kent's International Road Safety Award for Education.

Within the East Midland's Policing Region, he was a member of the East Midland's Joint Police Authority Committee and was their oversight representative on the East Midland's Deputy Chief Constables Collaboration Programme Board.

For a number of years he led for the Association of Police Authorities on Learning and Development where he represented the Association on the Police Promotion Examination Board, including various sub-committees, the Project Board for the National Police Promotion Framework, the ACPO Learning and Development Strategic Board and was Chairman of the NPJA/Skills for Justice Programme Oversight Board.

Until 2010 he was a member of the Skills for Justice Board of Directors and has recently joined the Skills for Justice Awards Quality Assurance Board.

He retired as a wing commander from the Royal Air Force in 2005 where he had held various senior command appointments including, deputy station commander of Royal Air Force Odiham, Commander of the UK Helicopter Force in Bosnia and NATO's Chief Air in Albania during the Kosovo conflict. Away from flying he specialised in flying training, officer training and personnel management.