

**REPORT TO THE NOTTINGHAMSHIRE POLICE AND CRIME PANEL
BY THE INDEPENDENT MEMBER MR JOHN COOKE OBE
ON THE SELECTION PROCESS FOR THE CHIEF CONSTABLE**

EXECUTIVE SUMMARY

1. AIM

1.1 The aim of this report is to provide an assessment of the extent to which the appointment process has been conducted fairly, openly and based on merit. In addition, it details the extent to which the panel fulfilled their responsibility to challenging and test the candidates' suitability against the requirements of the role.

2. BACKGROUND AND REGULATION

2.1 All published regulations were adhered to during this selection process – see paragraphs 1.1 to 1.2 of main report for full details.

2.2 The Independent Member was drawn from the list held by the College of Policing. In order to become a member of this list I was required to undergo a fair, open and merit-based selection process – see paragraph 1.3 to 1.4 of main report for full details. For clarity, I was not involved in the work around producing the role profile and job specification; however, I am aware that advice and support was provided by the College of Policing (CoP).

3. ADVERTISING POST AND SHORTLISTING

3.1 The closing date for applications was noon 23rd October 2016 and shortlisting took place on 30th October 2016. There were 6 application packs distributed and 6 applications returned. . The Panel decided to invite all six candidates to the final selection process, for in their view they all met the criteria detailed by the PCC – full details are in the main report at paragraphs 3 to 5.

3.2 In my opinion the preparation of the role profile, the advertising of the post, the selection of the shortlisting panel and the shortlisting were conducted openly, fairly, in accordance with all regulations and guidance and those candidates forwarded to the final selection process were forwarded on merit.

3.3 Prior to the final selection process two candidates withdrew leaving four candidates for the final selection process.

3.4 All candidates were offered and accepted an invitation to visit the force in order to gather information prior to the final selection.

4. FINAL SELECTION

4.1 All candidates undertook a personality profile conducted by Mrs Helen Slimmon *Cpsychol AFBPsS* of the CoP prior to the final stage – details are contained at paragraph 6.3.1 of the main report.

4.2 All candidates were asked to meet with three stakeholder panels – officers and associations, BME and a youth panel - and undertake a media exercise at Eastwood Hall on 10th November 2016. Details are at paragraph 6.3.2 of the main report

4.3 On 11th November 2016 all four candidates were interviewed by a selection panel and asked to respond to five questions covering key competencies that the PCC and the panel wished to examine to assist in making their decision. The panel comprised: PCC, CE Nottingham City

Council, CE Nottinghamshire County Council, Nottingham City Director Children Services, Chief Constable Warwickshire, and me. Full details of the shortlisting and final selection panel are contained at paragraph 3 of the main report.

- 4.4 Throughout the final selection the candidates were treated equally and fairly and were assessed on the same rating scale throughout with no weighting given to any particular element of the selection process. I have no hesitation in confirming that the PCC's preferred candidate being forwarded to the PCP was selected on merit and agreed by all members of the final selection panel.**

- 5. The PCC's preferred candidate is Mr Craig Guilford.**

6. ISSUES AND OBSERVATIONS

- 6.1 There were no issues noted with the selection process. I have one observation. The PCC made the decision to include three stakeholder panels, all of which were thoroughly engaged in the process and brought with them additional, beneficial element to the process. In particular, I would wish to commend those who comprised the youth panel for their active engagement with the candidates and the selection process.

7. CONCLUSION

- 7.1 From start to finish the selection process for the future Chief Constable of Nottinghamshire was open, fair and met all the standards detailed in the regulations at paragraph 1. At a time when other police forces are only attracting one or two candidates for the role of chief constables the PCP would wish to know that the post attracted a number of high-calibre candidates. The preferred candidate was selected on merit and was assessed by the whole panel as the best candidate from a very strong field of applicants.
- 7.2 Finally, I wish to place on record my appreciation for the professionalism and hard work that the CE of the OPCC and his staff demonstrated throughout this selection process.