

NOTTINGHAMSHIRE POLICE AND CRIME PANEL Confirmation Hearing – Deputy Police & Crime Commissioner Appointment

Monday, 01 June 2020 at 15:15

Virtual meeting, <https://www.youtube.com/user/nottsc>

This meeting will be held virtually and broadcast live.

AGENDA

- 1 Apologies for Absence**
- 2 Declarations of Interests by Members and Officers:- (see note below)**
 - (a) Disclosable Pecuniary Interests
 - (b) Private Interests (pecuniary and non-pecuniary)
- 3 Proposed appointment of a Deputy Police and Crime Commissioner** **5 - 12**

4 EXCLUSION OF THE PUBLIC

The Panel will be invited to resolve -

That under Section 100(A) (4) of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006 the public be excluded from the meeting for the remaining item of business on the agenda on the grounds that it involves the likely disclosure of exempt information as defined in Schedule 12A, Part 1, in Paragraph 1 to the Act and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

Note: If this is agreed, the public will have to leave the meeting during consideration of the following items.

5 EXEMPT INFORMATION ITEM

Proposed appointment of a Deputy Police and Crime Commissioner – **Panel's Decision-making**

Notes

- (a) Members of the public are welcome to attend to observe meetings of the Police and Crime Panel. Please note that there is no opportunity for the public to speak at these meetings.
- (b) Declarations of Interests – Persons making a declaration of interest should have regard to their own Council's Code of Conduct and the Panel's Procedural Rules.

Members or Officers requiring clarification on whether to make a declaration of interest are invited to contact Keith Ford (Tel. 0115 977 2590) or a colleague in Democratic Services at Nottinghamshire County Council prior to the meeting.

- (c) Members of the public wishing to inspect 'Background Papers' referred to in the reports on the agenda or Schedule 12A of the Local Government Act should contact:-

Customer Services Centre 0300 500 80 80

(d) Membership (as at 21 May 2020):-

Executive Mayor Andy Abrahams – Mansfield District Council

Councillor Leslie Ayoola – Nottingham City Council

Councillor Scott Carlton – Newark & Sherwood Borough Council

Lesley Dalby – Independent Co-optee

Councillor Tony Eaton – Bassetlaw District Council

Councillor David Ellis – Gedling Borough Council

Christine Goldstraw – Independent Co-optee

Suma Harding – Independent Co-optee

Councillor Rob Inglis – Rushcliffe Borough Council

Councillor Richard MacRae – Broxtowe Borough Council

Councillor Francis Purdue-Horan – Nottinghamshire County Council

Bob Vaughan-Newton – Independent Co-optee

Councillor Linda Woodings – Nottingham City Council

Councillor Jason Zadrozny – Ashfield District Council

PROPOSED APPOINTMENT OF A DEPUTY POLICE AND CRIME COMMISSIONER

Purpose of the Report

1. To enable the Panel to review this proposed senior appointment by the Police and Crime Commissioner (PCC).

Information and Advice

Background

2. Schedule 1 of The Police Reform and Social Responsibility Act 2011 requires Police and Crime Panels to hold confirmation hearings for proposed appointments to the posts of Chief Executive, Chief Finance Officer and Deputy PCC.
3. The PCC wrote to the Chair of the Police and Crime Panel on 11 May 2020 to notify the Panel of his proposal to appoint Emma Foody to the post of Deputy PCC (see **Appendix A**). As a result, the Panel must now review this proposed senior appointment via a confirmation hearing.
4. The letter included the PCC's reasons for establishing this post, details of the candidate's suitability for the role and the proposed terms and conditions on which the appointment will be made.
5. The curriculum vitae (CV) for the candidate was also included with the letter and is attached for Panel Members' information (see **Appendix B**).

Process

6. The confirmation hearing should be held in public, with the proposed appointee requested to attend to answer questions.
7. Due to the ongoing lockdown restrictions and social distancing requirements relating to COVID-19, the meeting will be held virtually using Microsoft Teams and will be streamed live to the internet (via the YouTube channel of the host authority, Nottinghamshire County Council).
8. At the start of the hearing the PCC will introduce his candidate and will explain the rationale for establishing this post and why he feels that the candidate is the most appropriate to undertake this role. This will be followed by questions from Panel Members to the candidate.

9. In line with guidance from the Local Government Association and Centre for Public Scrutiny, the focus of questioning from the Panel should be limited to issues of **professional competence** and **personal independence**. These are the standards that have been adopted in similar hearings held in the House of Commons.
10. This guidance also recommends that the Panel's decision-making should take place in closed session rather than in public.
11. Following the decision-making, the Panel must make a report, including a recommendation as to whether or not the appointment should be made. A recommendation that an appointment is not made is different to a veto and the Police and Crime Commissioner could choose to ignore any such recommendation (with regard to appointments, the Panel only has power of veto over the appointment of a Chief Constable).
12. In response to the Panel's report, the Police and Crime Commissioner must then notify the Panel whether they will accept or reject the Panel's recommendation. There is no duty for the PCC to give reasons for their decision.

Other Options Considered

13. None – the Panel is required to hold a confirmation hearing for any senior appointment made by the Police and Crime Commissioner.

Reasons for Recommendation/s

14. To enable the appointment of the Deputy Police and Crime Commissioner to be considered by the Panel in line with the confirmation process.

RECOMMENDATION/S

That the Panel review the proposed appointment of Emma Foody to the post of Deputy Police and Crime Commissioner and make a report to the Police and Crime Commissioner.

Background Papers and Published Documents

- 1) 'Police and Crime panels – Guidance on confirmation hearings' – Local Government Association and Centre for Public Scrutiny (published).
- 2) Briefing Note for Panel Members on Schedule 1 Appointments

For any enquiries about this report please contact:-

Keith Ford, Team Manager - Democratic Services, Nottinghamshire County Council
keith.ford@nottscc.gov.uk
Tel: 0115 977 2590



Ref: PT/KO

Christine Goldstraw
Chair of Nottinghamshire Police and Crime Panel
Cgoldstraw.talk21.com

Letter sent by email

11 May 2020

Dear Christine

Proposed Appointment of Deputy Police and Crime Commissioner

I hope you are keeping safe during the current COVID 19 restrictions. You will be aware that under the Police Reform and Social Responsibility Act 2011, section 18 (1) I am able to appoint a Deputy Police and Crime Commissioner. I am proposing to appoint Emma Foody into this position as soon as possible. However, I am aware that the panel has a legal responsibility to review this appointment through a confirmation hearing within three weeks of being notified.

My review into domestic violence, which the panel will consider at its September meeting identifies that Nottinghamshire's response to domestic violence is strong, but the review makes additional recommendations to ensure victims are better protected and safeguarded. I believe Emma is ideally placed due to her extensive stakeholder, voluntary sector and criminal justice experience to lead on co-ordinating a partnership plan in response to the review. The COVID 19 restrictions have only amplified and drawn attention to the risks that both domestic violence and sexual violence victims face each day.

Her governance, engagement and performance experience gained as a board member for EMH Homes and as Quality and Performance Officer for North East Ambulance service makes her uniquely placed to assist me with delivering against my wider responsibilities to ensure Nottinghamshire Police is effective and efficient.

She will specifically have lead responsibilities for the following police and crime plan thematic areas:

- Helping and supporting victims
- Protecting and Safeguarding vulnerable people
- Strengthening the links with regional criminal justice board

- Community engagement

Emma will be appointed on a fixed term contract up to the next election of the Police and Crime Commissioner in May 2021. Her position will be full time and she will be placed on a fixed point salary of £61,200 per annum, which represents 80% of my salary (£76,500). I understand this is consistent with the salary of other Deputy Police and Crime Commissioners across the country. All other terms and conditions of her employment will be in line with other staff employed within the Office of Police and Crime Commissioner.

Over the next few weeks she will begin to serve her notice period with her current employer and I am proposing she will start her role as the Deputy Police and Crime Commissioner in July this year.

I have attached a copy of her impressive curriculum vitae.

Yours sincerely



Paddy Tipping
Police and Crime Commissioner

CC: Keith Ford
Cllr D Ellis

Nottinghamshire Police and Crime Panel Confirmation Hearing – 1 June 2020
Proposed Appointment of a Deputy Police and Crime Commissioner – Appendix B
CV of Proposed Appointee

Emma Foody

I am an experienced senior manager in a large membership organisation with more than a decade of experience in the voluntary sector. As a Justice of the Peace I have first-hand experience of working within the judiciary and the effectiveness of the Criminal Justice system. In addition as a Board member for EMH Homes (one of the largest social housing providers in the East Midlands) I understand and am part of a team delivering good governance whilst supporting staff to operate independently. For the last eighteen months I have been a Change That Lasts ambassador for Women's Aid which involves training to listen, believe and guide survivors towards appropriate support. All my roles have allowed me to develop my knowledge and understanding of the challenges facing victims and survivors. This experience has also enabled me to demonstrate my good communication skills, my ability to work with others and a commitment to serving my community. As a former frontline worker for a blue light service I understand the challenges facing the emergency services. As a Quality and Performance Officer at the ambulance service I was responsible for auditing and overseeing the quality of our contact with the general public and that the highest safety standards were always met.

Communication Skills

- As a magistrate I have to communicate reasoning and judgements to different people within the courtroom whilst following evidence, arguments and sentencing guidelines.
- I regularly lead and participate in challenging and constructive discussions as a Board member for EMH Homes holding the senior staff to account on performance and delivery.
- I have led and delivered training to representatives from local domestic abuse and Women's organisations around effective campaigning.
- I am able to understand and distil key complex information in my role as a senior manager, as well as delivering communications plans for both internal and external stakeholders.

Equality and Diversity

- As a magistrate I regularly deal with people from all different backgrounds who have ended up within the criminal justice system. I am able to deal with everyone with the kind of fairness and independence they should expect from the judiciary.
- I am part of promoting the diversity and equal opportunities policy by the Board at EMH Homes and having overall responsibility for its implementation and for monitoring its effectiveness. I have made a particular impact on ensuring tenant voices are at the heart of everything we do.
- I have successfully set and facilitated strategies to encourage increased diversity in our elected representatives across the East Midlands. This involved working with volunteers to deliver training, coaching, mentoring and delivering events.
- I am currently the Senior Staff sponsor for the Women's network at my current employer.

Working with Stakeholders

- As External Affairs Manager I worked with social housing providers, local authorities and other stakeholders to develop collective responses to consultations and to lobby Government.
- As Board member I have led and worked to ensure EMH is an early adopter of 'Together with Tenants', a plan to ensure Boards are accountable to residents and have a collective voice through the charter.
- I have worked with MPs, Councillors, Trade Unions, lay members and community groups to deliver local, regional and national campaigns with my employer.

Good Governance and Performance Management

- As a Board member I ensure compliance with the values, vision, mission and strategic objectives of the association to ensure long term success with the regulator assessing the organisation as having the highest rating available for governance (G1V1).
- I help with supporting the organisation to achieve its objectives and priorities as well as holding the organisation to account for performance and achieving value for money whilst maintaining a supportive and challenging relationship.
- In my employment I also work with my own Regional Board reporting to Board members and ensuring they have confidence that I am delivering on the strategic objectives for the organisation.
- As the strategic lead for a national organisation for female staff development I have delivered a training and development programme which has resulted in more women in staff leadership positions than ever before.
- As Quality and Performance Officer I was responsible for auditing 999 calls and ensuring they were handled safely and professionally. This would involve providing feedback and training where standards weren't met.

Leadership

- I am experienced in managing teams of people – inspiring them to common cause whilst providing clear direction and expectations.
- I consider myself a strong people coach and take great pride in empowering staff and supporting them to succeed.
- I am comfortable with setting demanding but achievable targets at work, ensuring that resource is assigned accordingly and good practice informs delivery.
- I am trustworthy, reliable and understand the need to maintain strict confidentiality

Employment and other voluntary positions

<i>Regional Director, The Labour Party</i>	May 2017 – present
<i>External Affairs Manager, National Housing Federation</i>	Sep 2016 - May 2017
<i>Deputy Regional Director, The Labour Party</i>	Jan 2015 - Sep 2016
<i>Regional Organiser, The Labour Party</i>	Jan 2011 - Jan 2015
<i>Quality and Performance Officer, North East Ambulance Service</i>	Oct 2009 - Jan 2011
<i>999 Emergency Call Handler, North East Ambulance Service</i>	Sep 2008 – Oct 2009

- Magistrate in Nottinghamshire
- Non-Executive Board member at EMH Homes
- Former local Charity Trustee
- Women's Aid Change That Lasts Ambassador
- Junior Park Run volunteer

Education

