

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

OUTCOME OF CONFIRMATION HEARING HELD ON 9 DECEMBER 2016 FOR THE APPOINTMENT OF CHIEF CONSTABLE

Purpose of the Report

1. To share the results of the Confirmation Hearing held on 9 December to consider the Police and Crime Commissioner's proposed appointment of Mr Craig Guildford to the post of Chief Constable for Nottinghamshire Police.

Background

2. The Police Reform & Social Responsibility Act 2011 specifies that the Police and Crime Commissioner is responsible for the appointment of the chief constable of that police force area, subject to consideration by the relevant Police and Crime Panel through a public confirmation hearing.
3. Following the confirmation hearing the Panel must publish a report to illustrate whether the proposed appointment was supported, rejected or vetoed.

Information and Advice

4. The confirmation hearing was held on 9 December 2016.
5. As part of the agenda pack for the hearing, the Panel received:-
 - a. a report from the Independent Member of the selection panel outlining that he was satisfied that the recruitment and selection process had been open, fair and in accordance with all due requirements;
 - b. a report from the Police and Crime Commissioner highlighting that the selection panel had unanimously agreed Mr Guildford as the preferred candidate.
6. On the day of the hearing, the Panel Members present were given access to reference copies of Mr Guildford's application form to assist them in assessing how Mr Guildford met the relevant criteria for the post.
7. At the hearing the Panel asked questions of Mr Guildford, focussing on his professional competence and personal independence and covering the following areas:-
 - a. Mr Guildford's experience and personal qualities in general;
 - b. national and local policing issues;
 - c. operational independence and relationships with the Police and Crime Commissioner, the Police and Crime Panel and other partner agencies;

- d. the further development of regional collaboration (including around Professional Standards);
 - e. engagement with local communities;
 - f. budget management; and
 - g. the Criminal Justice system.
8. The Panel retired to make their decision in private session and the following issues were raised:-
- a. overall, Members were impressed with the range of experience detailed within Mr Guildford's application form and the comprehensive responses he had given to the Panel's questions;
 - b. Members recognised that Mr Guildford's experience of senior leadership posts was relatively short (covering the period since October 2012), but they felt assured of his leadership qualities through the success he had achieved in that period and other roles he had undertaken, including nationally. Members were also given further assurance by Mr Guildford's experience of working in partnership with the Police Federation, both locally and nationally. They felt confident in Mr Guildford's ability to develop a strategic vision for Nottinghamshire Police;
 - c. Members were impressed with Mr Guildford's track record of improving services with reduced resources in fairly innovative ways, his recognition of the need to reduce demand and his understanding of the challenges which modern policing was facing;
 - d. Members felt that Mr Guildford's experience of mentoring officers from Black and Minority Ethnic backgrounds would be helpful in light of the challenges faced by Nottinghamshire Police in fully representing local communities within its workforce;
 - e. Members felt that Mr Guildford had undertaken comprehensive research about Nottingham and Nottinghamshire, had a good understanding of the local issues and had tried to make appropriate links with key partner agencies. It was recognised that he had some experience of policing issues in the East Midlands from his previous links to Derby as a student and special constable, although his personal experience of Nottingham and Nottinghamshire had been limited up to this point;
 - f. Members welcomed Mr Guildford's commitment to neighbourhood policing and his understanding of rural policing issues.
9. Following debate the Panel agreed unanimously that the appointment should be recommended to the Commissioner.

Reasons for Recommendation

10. To inform the Police and Crime Commissioner of the outcome of the Panel's consideration of the proposed appointment, in line with the statutory process.

RECOMMENDATION

That Nottinghamshire Police and Crime Panel recommends that Mr Craig Guildford be appointed as the Chief Constable of Nottinghamshire Police.

Background Papers and Published Documents

- a. Police Reform & Social Responsibility Act 2011 (published)
- b. The Police & Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012 (published)
- c. Agenda pack for the Confirmation Hearing held on 9 December 2016 (published).

For any enquiries about this report please contact:-

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