

NOTTINGHAMSHIRE POLICE AND CRIME PANEL**MINUTES OF THE CONFIRMATION HEARING HELD
VIRTUALLY ON 1 JUNE 2020 AT 3.15PM****MEMBERS PRESENT**

(A denotes absent)

Christine Goldstraw OBE – Independent Member (Chair)
Councillor David Ellis – Gedling Borough Council (Vice Chair)

Executive Mayor Andy Abrahams – Mansfield District Council
Councillor Leslie Ayoola – Nottingham City Council
Councillor Scott Carlton – Newark and Sherwood District Council - A
Lesley Dalby – Independent Member
Councillor Tony Eaton – Bassetlaw District Council
Suma Harding – Independent Member
Councillor Rob Inglis – Rushcliffe Borough Council
Councillor Richard MacRae – Broxtowe Borough Council
Councillor Francis Purdue-Horan - Nottinghamshire County Council
Bob Vaughan-Newton – Independent Member
Councillor Linda Woodings – Nottingham City Council
Councillor Jason Zadrozny – Ashfield District Council

OFFICERS PRESENT

Keith Ford - Team Manager, Democratic Services } Nottinghamshire County Council
Pete Barker - Democratic Services Officer } (Host Authority)

OTHERS PRESENT

Paddy Tipping - Police and Crime Commissioner (PCC)
Kevin Dennis - Chief Executive of the Office of the PCC
Emma Foody - Deputy Police and Crime Commissioner

1. APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Scott Carlton.

2. DECLARATIONS OF INTERESTS

Councillor Woodings declared a private, non-pecuniary interest as she knows Emma Foody outside of any work connection, which did not preclude her from speaking or voting.

3. PROPOSED APPOINTMENT OF A DEPUTY POLICE AND CRIME COMMISSIONER

Mr Ford introduced the report and informed members that the Commissioner had written to the Panel on 11 May 2020 informing them of his proposal to appoint a deputy. Mr Ford stated that the Panel must review this proposal at a confirmation hearing. Mr Ford informed the Panel that the letter included the Commissioner's reasons for establishing the post, the candidate's suitability, the Terms and Conditions of the post and a CV. Mr Ford informed member that all of this information had been made public and was available via the County Council's website. Mr Ford stated that the hearing had to be heard in public, though the decision making would be held in private session, with the Panel asking the candidate 10 previously-shared questions. Mr Ford informed the Panel that the advice from the LGA was that the focus of the questions should be limited to issues of professional competence and personal independence.

Following Mr Ford's introductory comments, the Chair invited the Commissioner to introduce the candidate and explain his rationale for establishing the post.

The Commissioner reminded the Panel that when the budget was discussed in February a small sum had been identified to enable changes in the Commissioner's office to be implemented.

The Commissioner informed the Panel that over the years he had increasingly taken on national roles, stating that he was the lead for PCCs nationally on finance and transformation, was heavily involved in the spending review, was a board member of the Police's IT company and had regular meetings with ministers and officials. The Commissioner expressed his disappointment at having to turn down invitations locally and stressed the importance of having someone 'at home' in these circumstances.

The Commissioner informed the Panel that he was keen to 're-boot' the work on DV and informed members that the report on the issue was nearly complete and that he wanted a person assigned to it to take it forward and that he had always wanted a woman alongside to focus on DV

The Commissioner stated that historically the Panel had always taken an interest in the victims of sexual violence and the abuse in children's homes and following the publication of the IICSA report last year the police had worked very hard with partners, informing the Panel that it had been difficult putting plans together but that the money was now in place to help victims of sexual violence and that shortly an organisation would be commissioned to provide a service to victims. The Commissioner reminded the Panel that there was already a Paediatric Sexual Assault Referral Unit in place and that architects had been engaged to design the adult section. The Commissioner stated that it was important to have someone in place to drive all of this work forward.

The Commissioner stated that the final reason for needing a deputy was because of the effects of COVID on the criminal justice system. The Commissioner informed the Panel that there were now 40k outstanding cases which will require a great deal of effort and changes in systems to

process. There is a local Criminal Justice Board in the East Midlands which the Leicestershire PCC chairs and the Commissioner informed the Panel that in the current crisis he wanted to a greater involvement and that a deputy would be able to assist in this.

The Commissioner told members that he had total confidence in Ms Foody, that he had spent a lot of time on the appointment and though the post had not been advertised he had spoken to many people and concluded that Ms Foody was the appropriate person for the job. The Commissioner asked the Panel to endorse his judgement.

Following the Commissioner's introductory remarks the following comments and questions were responded to:

- The legislation states that the appointment of a Deputy PCC is within the remit of the PCC and does not require advertising. Nationally, 4 deputies have been appointed since the election was postponed and none was advertised.
- The salary of the Commissioner is set by the Home Office and was reviewed by an independent body 12 months ago. The Commissioner was not aware of any changes as a result. 3 of the 4 reasons the Commissioner gave for needing a deputy were based around enhancing the service to Nottinghamshire.

The Chair then welcomed Emma Foody to the meeting. She responded to a series of questions from the Panel, as summarised below:-

- **What do you see as the main challenges and opportunities in this new role of Deputy Police and Crime Commissioner?**
 - Ms Foody felt that under the current circumstances the demands of the post will be shaped by the effects of COVID. New ways of working will become normalised. It was essential that witnesses and victims have access to the appropriate technology.
 - Ms Foody stated that the force was actively recruiting, and this presented the opportunity to address what concerns the locals as well as ensuring the workforce reflects the communities it serves.
 - Ms Food referred to her history of partnership working and stated that more work needed to be done in the field of DV and that a report would be coming to the September meeting of the Panel.
 - Ms Foody informed the Panel that under COVID some traditional crimes had reduced but that that the number of victims of sexual violence and on-line child sexual exploitation had increased and that she would be involved in supporting the commissioning of a

support service for victims of sexual violence and taking the lead in supporting the building of the Sexual Assault Referral Centre.

- **How do you think you can bring added value to the role?**
 - Ms Foody spoke about her wide range of experience of working in multiple sectors:
 - As a board member at one of the largest social housing providers in the area
 - As a magistrate which helps the understanding of the judiciary system
 - As a senior manager in a large membership organisation which aids understanding of governance
 - As a community ambassador for women's aid since autumn 2018 supporting survivors
 - As a front-line emergency worker which helps to understand the challenges faced by a blue light service
 - Ms Foody informed the Panel that she thought her experience demonstrated that she had the communication and partnership working skills needed for the role.
 - Ms Foody informed the Panel that she had known the Commissioner for a decade and that their strong relationship would allow her to challenge the Commissioner and have constructive discussions.
- **To what extent do you think your previous experience with Women's Aid can help the Commissioner address the rise in repeat victims of domestic violence?**
 - Ms Foody replied that there was no more pertinent time for this work given the COVID crisis and the effect on the DV figures and Ms Foody acknowledged that the Panel takes a real interest in the issue.
 - Ms Foody spoke of her experience with the Women's Aid Scheme which was being rolled out across Nottinghamshire and was based around awareness/inquiry/sign-posting where victims are believed. Ms Foody informed the Panel that this gave her a real insight into the challenges around DV and an insight into the needs of the victims.

- Ms Foody stated that though the number of victims was increasing this was partly due to the recognition of such hidden harm as well as those affected having more confidence in reporting the crimes.
- Ms Foody stated that her experience had given her the skills and capacity to provide the appropriate packages of support.
- **With regard to your proposed community engagement role, how do you think the Commissioner can build upon Police successes such as Operation Reacher and how can links with new and emerging communities be improved?**
 - Ms Foody replied that she lives in the area that Operation Reacher covers and was aware of the effects on drugs and organised crime that the initiative has had. Ms Foody informed the Panel that the scheme does encourage participation and that it was a great success.
 - Ms Foody said that the Reacher teams should focus on local needs but that neighbourhoods are diverse and the approaches needs to reflect this. Ms Foody spoke of the need for leaders and councillors to work together.
 - Ms Foody stressed the need to work with the emerging communities - traditionally liaison took place with the Jamaican and Muslim communities and though this needed to continue, there must be awareness of the changes have taken place for dialogue to begin.
 - In response to a question, Ms Foody replied that the success of the approach should be shared with the media. Ms Foody stated that it was the opportunity to talk about the expansion of the police's role, it is not just about enforcement but also about prevention.
- **As the Deputy Police and Crime Commissioner, how can you assist in ensuring the protection of those 9 characteristics laid out in the Equalities Act for the benefit of cohesiveness both in the force and the community?**
 - Ms Foody replied that the relationship between the Force and the community is not as strong as it could be and work needed to be done, but that the relationship was improving
 - Ms Foody stated that one of the key pledges of the Commissioner was that the voices of hate crime victims would not go unheard and that she supports this.

- Ms Foody was aware that crime does not impact on all members of the community equally and cited the report by David Lammy
 - Ms Foody stated she would play a key role in helping victims and that the refreshed plan includes the aims, amongst others, of reducing hate crimes and employing a more representative workforce.
- Can you give us examples of how you have managed change by influencing partner agencies?**
- Ms Foody gave the example of working in the 2016 Australian federal campaign where the Labour Party wanted to do things differently – in the past the focus was on TV adverts but a more traditional, field-based campaign was required. Emma informed the Panel that she was thrown in at the last minute and though there had be no tradition of knocking on doors, organised the resources of 5.5k volunteers and achieved 1m conversations during the campaign. As a result of this experience she told the Panel that she had learnt a transferable approach of having a clear goal; communicating effectively; having clear expectations; and evaluating progress.
 - Ms Foody gave another example of managing change from her experience of being a board member of an organisation providing social housing. Ms Foody spoke of the need to update the organisation’s engagement mechanisms to ensure that everybody’s voice was being heard. A new process is now in place which serves the needs of the increasingly diverse tenants whose feedback can achieve change.
- Could you clarify your experience as a magistrate and to what extent do you feel that experience will assist you in strengthening links with the Regional Criminal Justice Board?**
- Ms Foody explained to the Panel that she had applied to become a magistrate in January 2017 and began sitting in 2018 and recognised that there were Panel members who had served on the bench for a lot longer.
 - Ms Foody told the Panel that her experience as a magistrate had given her an insight into how the criminal justice system works, how social and structural issues impact on the community and how improvements can be made.
 - Ms Foody stated that the COVID crisis had given people the opportunity to think differently and that the public needed to be on board with the changes made. She stated that it takes too long for cases to get to court, that recovery cannot start until justice has been done and that greater use of impact statements and video was required.

- **From your own experience, what are the key processes and attributes which organisations need to have in place in order to ensure sustainable improvements through performance monitoring?**
 - Ms Foody stated that she had been involved in sustainable improvements in a variety of past roles including with the ambulance service, as a board member, as a charity trustee and also in her current role, and informed the Panel that though there were common aspects there was no 'one size fits all' solution.
 - Ms Foody stated that the scrutiny functions need to be properly funded and not treated as an 'add on', and though targets were helpful, support by qualitative analysis was essential.
 - Ms Foody stated that accountability frameworks needed to be in place with the use of milestones so that providers can be held to account.
 - The relationship between the commissioner and the provider was crucial, with the need for the provider to feel empowered to be able to report honestly, talk about any roadblocks or state where further investment is needed.
 - Ms Foody acknowledged the role of the Panel in providing independent, transparent scrutiny of the Commissioner's work.
 - Ms Foody emphasised the importance of having clear objectives and everyone knowing their roles.

- **Do you see any potential for your personal independence to be conflicted by certain aspects of this role and the specific topics on which you will be focussed?**
 - Ms Foody answered that she did not foresee any problems and informed the Panel that she had experience of dealing with sensitive information without any issues and that she had been vetted at a management level by the Notts Police.
 - Ms Foody stated that she understood the need to publish any business interests.
 - Ms Foody stated that she understood that the office of the Commissioner could not be used for any political purposes and assured the Panel that she would never seek to do so.
 - Ms Foody informed members that she understood that all of her actions were open to scrutiny.

- Ms Foody informed members that she would be diligent and act with integrity and would not seek to influence the operational aspects of the Police.

10. What do you see as the potential longer-term impacts and opportunities of COVID-19 for the specific areas of work which you will be leading on for the Commissioner?

- Ms Foody replied that lockdown had impacted on the risks relating to DV and on-line child abuse, put pressure on refuges and affected modern slavery and that social distancing had presented a challenge in safeguarding victims.
- Ms Foody stated that social distancing had acted as a restraint on some organisations involved in the constraint of high-risk perpetrators and presented a challenge to the safeguarding of victims.
- Ms Foody listed some of the many and varied changes/effects which have occurred as a result of the current crisis:
 - rises in youth unemployment
 - abuse in the home
 - the need for more agile working
 - more business being undertaken virtually, with technology facilitating this, and the present circumstances have shone a light on where technology has not been adequate
 - local resilience has been tested
 - society's inter-dependencies have been highlighted
 - an increase in volunteering and social capital which some organisations may want to capitalise on

Before moving into the closed section of the meeting the Chair confirmed with Ms Foody that she was aware of the remainder of the process.

RESOLVED 2020/016

That the candidate's answers to the Panel's questions be noted.

4. EXCLUSION OF PUBLIC

RESOLVED 2020/017

That the public be excluded from the meeting during consideration of the remaining item in accordance with Section 100A(4) of the Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighed the public interest in disclosing the information, as defined in Paragraph 1 of Part 1 of Schedule 12A to the Act.

5. PROPOSED APPOINTMENT OF A DEPUTY POLICE AND CRIME COMMISSIONER – PANEL’S DECISION-MAKING

During discussions, Members raised the following issues:-

- the Commissioner’s previous appointment of a deputy gave prominence to DV issues and it is right to appoint again, especially given the ICCSA inquiry and the ongoing problem of CSE;
- the post of Deputy provides the Commissioner with a sounding board to bounce ideas off;
- the appointment of a deputy is overdue, it was disappointing to lose the last deputy without a replacement being appointed;
- Mr Ford confirmed that the expectation is that the candidate will resign as a magistrate once the appointment to Deputy has been confirmed;
- Positive comments were made about the quality of the interview, the strength and depth of the candidate’s knowledge, the quality of their delivery and the energy the candidate displayed regarding the role;
- Members felt that it would be helpful to have a clearer understanding of the Deputy’s priorities and objectives over the various milestones of her first year in office.

RESOLVED 2020/018

That the Commissioner be notified of the Panel’s support for the appointment of Emma Foody as the Deputy Police and Crime Commissioner.

The meeting closed at 4.23pm

CHAIR