

NOTTINGHAMSHIRE POLICE AND CRIME PANEL

Confirmation Hearing – Deputy Police and Crime Commissioner

**3 December 2012
at the rising of the Police and Crime Panel
Meeting
County Hall, West Bridgford, Nottingham**

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 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 remain 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.

EXEMPT INFORMATION ITEM

5 Proposed appointment of a Deputy Police and Crime Commissioner - Panel's Decision-Making

Notes

- (a) 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 9772590) or a colleague in Democratic Services at Nottinghamshire County Council prior to the meeting.

- (b) 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

- (c) Membership

Chairman - Councillor John Clarke – Gedling Borough Council
Vice-Chairman – Mayor Tony Egginton – Mansfield District Council

Councillor Eunice Campbell* – Nottingham City Council
Councillor David Challinor – Bassetlaw District Council
Councillor Jon Collins – Nottingham City Council
Councillor Georgina Culley* – Nottingham City Council

Councillor Eddie Fearon – Rushcliffe Borough Council
Councillor Eric Kerry – Nottinghamshire County Council
Councillor John Knight – Ashfield District Council
Councillor Pat Lally – Broxtowe Borough Council
Councillor Keith Longdon* – Nottinghamshire County Council
Councillor Alex Norris – Nottingham City Council
Councillor Tony Roberts MBE – Newark and Sherwood District Council

** These Councillor co-options are subject to Secretary of State approval*

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.

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 Police and Crime Commissioner's proposed appointments to the posts of Chief Executive, Chief Finance Officer and Deputy Police and Crime Commissioner.
3. After taking up office on 22 November 2012, the Police and Crime Commissioner has subsequently notified the Host Authority (Nottinghamshire County Council) of his proposal to appoint Chris Cutland to the post of Deputy Police and Crime Commissioner. As a result, the Panel must now review this proposed senior appointment via a confirmation hearing.
4. The Commissioner's formal notification of the proposed appointment will be circulated to Members and published on Nottinghamshire County Council's website once received. This will include details of the criteria used to assess suitability for the post; how the candidate meets those criteria; and the terms and conditions on which the candidate is to be appointed.

Process

5. The confirmation hearing should be held in public, with the proposed appointee requested to attend to answer questions.
6. 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.
7. This guidance also recommends that the Panel's decision-making should take place in closed session rather than in public.
8. 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).

9. 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

10. 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

11. 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 Chris Cutland 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) Report to Nottinghamshire Police and Crime Panel 19 October 2012 – 'Rules of Procedure' and the minutes of that meeting (published).
- 2) 'Police and crime panels – Guidance on confirmation hearings' – Local Government Association and Centre for Public Scrutiny (published).

For any enquiries about this report please contact:-

Keith Ford, Senior Democratic Services Officer, Nottinghamshire County Council

keith.ford@nottscc.gov.uk

Tel: 0115 9772590

Christine Cutland

CV

Profile

I was raised in rural settings in Scotland, moved to Nottingham City in 1978 and then to Rushcliffe district in 1990. I am committed to the area with a long history of working here. I have extensive experience both in the voluntary sector and local government, and believe in working in partnership to effect change and produce results. I am particularly passionate about crimes against women and ensuring the voices of women survivors and victims of crime are heard in the delivery of services. For the last seven years, I have been Chief Executive of a growing a specialist domestic violence organisation.

Major achievements

- Public recognition by winning two awards last year. I was one of the 100 Women of Substance in Nottingham City and runner up for the Enterprising Women of the year awarded by Derbyshire and Nottinghamshire Chamber of Commerce.
- Management of service areas and organisations to deliver high quality services and of complex budgets.
- Close working with elected members, MPs and key decision makers.
- experience at all levels - at grass roots with residents and community and voluntary groups, in middle management with teams and at chief executive level of a large charity with over 60 staff and a large financial turnover.
- The management of large budgets.

Experience

Chief Executive Women's Aid Integrated Services WAIS

January 2006 – present

- I have developed this organisation from being insular and inward looking to being a key partner in the joint delivery of high quality domestic violence services across the city and county with the police, social services, courts and other partners, attracting funding from a variety of sources including the commercial sector. I have led it through a constant time of change, due to funding cuts and tendering processes and changes in policy at both a national and local level.

My role has included

- Attraction of extensive complex funding through tendering , grants, donations, work with the commercial sector etc
- Development of partnerships, especially with the police, working to deliver services including co-location
- Key partner in the establishment of domestic violence courts in Nottingham, including the training of magistrates in understanding Domestic Abuse
- Key partner in the development of MARAC processes in both Nottingham and south Nottinghamshire
- Key partner in the MAN Enough campaign
- Key partner in THE LCJB domestic violence sub group and other key strategic domestic groups
- Development of new and innovative domestic violence projects
- Achievement of quality marks
- Leading a merger of three separate organisations
- Key witness in Police Authority Review in Domestic Violence

Service Manager Area Focus, Nottingham City Council

February 2003- 2006

I led the development of the Council's Area Committee Initiative and Area working arrangements

- Management and development of staff
- Management of a complex budget
- Working with elected members and local area partnerships.
- Assistance with the reorganisation of community services and area focus teams
- Management of change
- Establishment of partnership training with Crime Concern to develop 9 area based community safety working groups which monitored the work of the local police beats and community protection officers across the whole of the City.

Area Coordinator, Nottingham City Council

April 2000-Feb 2003

I worked with locally elected members and stakeholders to identify local key issues and resolve these.

- Leading regeneration initiatives ,including fundraising
- Leading on an Area Action planning process
- Development of a partnership approach to service delivery , including with police
- Centre of a virtual team of city council officers, community groups, health providers and social care agencies
- Management a small staff team and grant pot
- Development of Sure Start services
- Support to elected members

- Consultation and engagement with local groups and residents

Team Manager, Youth community and Play

April 1996-April 2000

I managed Youth, Community, Play, Drugs Awareness workers and Welfare Rights staff in the East of the City

- Management of capital and revenue budgets
- Development of community representation on area committees
- Managing change during transition into a unitary authority

Practice Teacher and Trainer, Nottingham CVS

April 1992 – September 1996

I trained social workers in voluntary sector placement settings.

- Established a specialist course concerning the voluntary sector values and practices as an option on the Social work course at Nottingham University
- Developed course material
- Supervised of students
- Ensured students met competencies.

Senior Community Warden

February 1990 - March 1992

I managed a team of community workers

- Trained volunteers and staff in Community Development Issues and techniques
- Managed staff and budgets
- Oversaw the management of community centres

Community Worker

September 1983– January 1990

Assisting local people to identify issues and affect change

- Development of a variety of local groups for women and people with disabilities which resulted in
- Development of consultation processes.
- Managing a budget

Women's Aid Advice and support worker / refuge worker Rushcliffe refuge

July 1978– Dec 1982

- Advice and support to women experiencing domestic violence
- Support for volunteers
- Support and advice for women and children escaping domestic violence in a refuge setting
- Development of the first drop in centre and helpline



Nottinghamshire

POLICE & CRIME COMMISSIONER

Leader of Gedling Borough District Council
Councillor John Clarke
Chair of Police and Crime Panel
Gedling Borough Council
Civic Centre, Arnot Hill Park
Nottingham
NG5 6LU

Cllr.john.clarke@gedling.gov.uk

23rd November 2012

Dear John,

Proposed Appointment of Deputy Police and Crime Commissioner

I am proposing to appoint Chris Cutland as the Deputy Police and Crime Commissioner for Nottinghamshire.

Domestic Abuse and preventing violence against women and girls is one of my key priorities, along side ensuring that victims of crime are treated as people and not cases. An important part of my role is to give the public a strong voice in policing, criminal justice and community safety services. I have selected Chris as my Deputy to help me deliver on this priority and assist with delivering my wider responsibilities. I have worked with Chris for over 30 years and we have a strong relationship that will benefit the people of Nottinghamshire. Chris has a strong track record in partnership working and is a team player.

She will specifically have lead responsibilities for the following areas:

- Violence against women and girls
- Community Engagement and Volunteering
- Public Protection and Safeguarding

I have set out below Chris's professional experience for her new role:

- She has received public recognition for her work last year. She was one of a 100 women of substance in Nottingham City and runner up for the enterprise women of the year awarded by Derbyshire and Nottinghamshire Chamber of Commerce.
- Chief Executive of Women's Aid Integrated Services for over seven years. This involved the management of a large service and budgets.
- Previous working of working with senior elected officials, including MPs and other key decision makers



- Long history of partnership working with Nottinghamshire Police for over 20 years.


Chris will be appointed on a fixed term contract up to the next election of the Police and Crime Commissioner in May 2016. She will work equivalent to 3 days per week and be paid £60,000 (pro rata £36,000). This represents 80% of my salary (£75,000) and it is understood this is consistent with the salary of other Deputy Police and Crime Commissioner.

All other terms and conditions are the same as any other member of police staff employed by Nottinghamshire Police.

She intends to continue in her role as the Executive Director of Women's Aid Integrated Services in Nottinghamshire over the next few weeks to ensure a seamless handover. She will leave this employment on 31st December 2012 and focus solely on her responsibilities as the Deputy Police and Crime Commissioner from the new year.

I have attached a copy of her impressive curriculum vitae.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Paddy Tipping'.

Paddy Tipping
Police and Crime Commissioner