

**REPORT OF THE NORTH YORKSHIRE POLICE AND CRIME PANEL
TO THE NORTH YORKSHIRE POLICE AND CRIME COMMISSIONER
CHIEF CONSTABLE CONFIRMATION HEARING**

INTRODUCTION AND SUMMARY

1. This report describes the recommendations of the North Yorkshire Police and Crime Panel (hereafter referred to as ‘the Panel’) in respect of the proposed appointment of Temporary Chief Constable Lisa Winward (“T/CC Winward”) to the role of Chief Constable of North Yorkshire Police. It is submitted to Julia Mulligan, the North Yorkshire Police and Crime Commissioner (“the Commissioner”) in accordance with the requirements of Paragraph 4, Schedule 8 of the Police Reform and Social Responsibility Act 2011.
2. The report recommends that T/CC Lisa Winward should be appointed to the role of Chief Constable of North Yorkshire Police.
3. The Panel would like to thank T/CC Winward for her attendance at the confirmation hearing on Wednesday, 15 August 2018.
4. The report also records additional comments from the Panel around the key principles against which it was required to assess the candidate’s suitability for the role.

NORTH YORKSHIRE POLICE AND CRIME PANEL

5. The Membership of the Panel for the Confirmation Hearing was as follows:

Craven District Council	Cllr Peter Madeley
Hambleton District Council	Cllr Peter Wilkinson
North Yorkshire County Council	Cllr Carl Les
Richmondshire District Council	Cllr Russell Lord
Ryedale District Council	Cllr Val Arnold
Scarborough Borough Council	Cllr Sandra Turner
City of York Council	Cllr Ashley Mason
City of York Council	Cllr Chris Steward
Community Co-opted	Santokh Singh Sidhu

Cllr Tony Richardson, appointed observer from the North Yorkshire Fire Authority, was also in attendance.

POWERS OF THE NORTH YORKSHIRE POLICE AND CRIME PANEL

6. In accordance with the Schedule 8 Part 1 of the Police Reform and Social Responsibility Act 2011 (Appointment of Chief Constables) the Panel is enabled to:
 - review the proposed appointment, by holding a Confirmation Hearing within three weeks of notification being given (a 'confirmation hearing' is a meeting of the Panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment);
 - make a report to the Commissioner on the proposed senior appointment;
 - include a recommendation to the Commissioner as to whether or not the candidate should be appointed; and
 - publish the report to the commissioner made under this paragraph.
7. The Panel is required to assess the candidate's capabilities and expertise at the Hearing. In particular, they are required to determine whether, taking account of the minimum standards of professional competence and personal independence, the candidate meets the criteria set out in the role profile. This is done through scrutiny of the supporting documents provided by the Commissioner and by asking questions of the candidate relating to these two general principles.
8. The Panel has the power to veto the proposed appointment. A veto would mean that the Panel, by the required majority, has decided that the candidate should not be appointed as Chief Constable. If it takes this course of action, the Panel:
 - will include a statement within their report confirming that the Panel has vetoed the appointment;
 - will provide a reason for the veto of the appointment; and
 - will provide evidence from the proceedings of the Confirmation Hearing in support of the reason for vetoing the appointment.

Should the Panel veto the appointment, the police and crime commissioner must not appoint that candidate as Chief Constable.

9. Should the Panel not veto the appointment, the following steps shall be taken:
 - The Commissioner may accept or reject the Panel's recommendation as to whether or not the candidate should be appointed.

- The Commissioner must notify the Panel of the decision whether to accept or reject the recommendation.

CONFIRMATION HEARING FOR THE ROLE OF CHIEF CONSTABLE OF NORTH YORKSHIRE POLICE

10. On 30 July 2018, the Panel received notification from the Commissioner of the proposed appointment to the role of Chief Constable of North Yorkshire Police.
11. The Confirmation Hearing was held on 15 August 2018 in the Grand Meeting Room at County Hall, Northallerton. The Hearing was held in public.
12. The Commissioner introduced T/CC Winward to the Panel. She referred to her report and supporting papers, which outlined the process of selection and the reasons why T/CC Winward was her preferred candidate.
13. The Panel asked questions of the candidate, relating to her professional competence and personal independence, the answers to which enabled the Members to evaluate her suitability for the role.
14. The Panel concluded that T/CC Winward's responses to these questions, along with the supporting documentation provided by her and the Commissioner to the Panel, demonstrated that T/CC Winward meets the standards required to be able to perform substantively in the role of Chief Constable.
15. The Panel commend T/CC Winward's strengths around her professional competence. This was evidenced for example through the improvements that she has overseen to develop the diversity of the workforce in North Yorkshire, and her experience in working collaboratively with other forces in the region to help make efficiencies and work together more strategically. T/CC Winward also clearly articulated her vision for the force as one which will focus on prevention and early intervention, working effectively with local partners to prevent individuals from coming to harm.
16. The Panel also considered that she demonstrated the necessary requirement to recognise personal independence. The Panel note that this is an important characteristic that is needed by a Chief Constable to ensure that the candidate can act in a manner that is operationally independent of the PCC, has the ability to advise the PCC effectively and to not be unduly influenced by political considerations in operational policing matters.

RECOMMENDATION

17. On the basis of the information provided by the Commissioner, the discussions held in the Confirmation Hearing; and examination of the evidence in both the public

meeting and the closed session, the Panel is pleased to endorse the appointment of T/CC Lisa Winward to the role of Chief Constable of North Yorkshire Police.

Cllr Carl Les

CHAIRMAN

20 August 2018