

Report of the
HAMPSHIRE POLICE AND CRIME PANEL
CONFIRMATION HEARING FOR THE ROLE OF DEPUTY
POLICE AND CRIME COMMISSIONER

Friday 6 October 2017

1. Executive Summary

- 1.1. This document constitutes the report and recommendations of the Hampshire Police and Crime Panel (hereafter referred to as 'the Panel') in respect of the proposed appointment of Ms Flick Drummond to the role of Deputy Police and Crime Commissioner, and is submitted to the Commissioner in accordance with the requirements of Paragraph 10, Schedule 1 of the Police Reform and Social Responsibility Act 2011.
- 1.2. The report recommends that Ms Drummond be confirmed in her appointment to the role of Deputy Police and Crime Commissioner.
- 1.3. The Panel would like to thank Ms Drummond for her attendance at the confirmation hearing on 6 October 2017.

2. Hampshire Police and Crime Panel

- 2.1. The Membership of the Panel for the Confirmation Hearing was as follows:
 - Councillor David Stewart (*Conservative, Isle of Wight*) (Chair)
 - Councillor Jan Warwick (*Conservative, Hampshire*) (Vice Chair)
 - Councillor Reginald Barry (*Liberal Democrat, Co-opted Member*)
 - Councillor John Beavis MBE (*Conservative, Gosport*)
 - Councillor Simon Bound (*Conservative, Basingstoke & Deane*)
 - Councillor Ken Carter (*Conservative, East Hampshire*)
 - Councillor Trevor Cartwright (*Conservative, Fareham*)
 - Councillor Steve Clarke (*Conservative, New Forest*)
 - Councillor Adrian Collett (*Liberal Democrat, Hart*)
 - Mr Michael Coombes (*Independent Co-opted Member*)
 - Councillor Tonia Craig (*Eastleigh Borough Council*)

- Councillor Mike Fairhurst (*Conservative, Havant*)
- Councillor Lisa Griffiths (*Conservative, Winchester*)
- Councillor Ken Muschamp (*Conservative, Rushmoor*)
- Councillor Ian Richards (*Conservative, Test Valley*)
- Councillor Dave Shields (*Labour, Southampton*)
- Councillor Lynne Stagg (*Liberal Democrat, Co-opted Member*)

3. Powers of the Hampshire Police and Crime Panel

- 3.1. The Panel have the functions conferred by Schedule 1 of the Police Reform and Social Responsibility Act 2011 (Police and Crime Commissioners). This enables them to:
- (i) 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;
 - (ii) Make a report to the Commissioner on the proposed senior appointment;
 - (iii) Include a recommendation to the Police and crime commissioner as to whether or not the candidate should be appointed;
 - (iv) Publish the report to the commissioner made under this paragraph.

4. Confirmation Hearing for the role of Deputy Police and Crime Commissioner

- 4.1. The Panel received notification from the Hampshire Police and Crime Commissioner (hereafter referred to as 'the Commissioner') of the proposed appointment to the role of Deputy Police and Crime Commissioner on 26 September 2017. It was agreed that the Confirmation Hearing would be convened to take place after the Panel's scheduled formal meeting on 6 October 2017
- 4.2. The Confirmation Hearing was held at 11.35am on 6 October, in the Ashburton Hall, Winchester, Hampshire County Council, and was held in public. Before commencing the part of the hearing where the Panel asked questions of the candidate, Members asked a number of questions of the Commissioner relating to the process followed for the appointment of the Deputy Police and Crime Commissioner. These were:
1. Why do you feel that you require a Deputy to assist you in your role at this time?

2. Has the candidate already taken up a Deputy Police and Crime Commissioner role? If so, how can you justify this taking place before the Panel were provided with formal notification of the intention to appoint a Deputy Police and Crime Commissioner?
 3. A number of the Panel have received correspondence from their constituents, confused as to whether the candidate had already been appointed without a Confirmation Hearing. What messages have you communicated to ensure that the public are clear about the legislated processes to be followed for a Deputy appointment? What processes will change in future to ensure that media interviews do not give the impression that an appointment has been made before a Confirmation Hearing is held?
 4. What duties will the Deputy Police and Crime Commissioner take on from other senior officers?
- 4.3 Members expressed concern that the media were informed of the proposed appointment (and had reported stories that suggested the Deputy post had already been appointed to) before the Panel were made aware of the Commissioner's intentions in this area. Following responses to these questions, the Panel determined to make recommendations to the Commissioner in this area.
- 4.4. After questions to the Commissioner, the Panel asked questions of the candidate which related to her professional competence and personal independence, the answers to which enabled the Members to evaluate their suitability for the role.

Professional Competence

- 4.5. The Panel explored the candidate's ability to undertake the role through an appraisal of the supporting documents provided by the Commissioner, and through questioning. The Panel asked the following questions:
1. What qualities can you offer to this role, and how should we measure your success if appointed?
 2. As neither yourself nor the Commissioner have significant past career experience in the areas of policing and crime, could you describe how you intend to build a sufficient complement of policing knowledge to be able to support the Commissioner in this area?

3. What skills and experience can you bring to the role to help deliver in the promise to make us all 'SAFER' across Hampshire and the Isle of Wight, which the Commissioner alone would not be able to?
 - Do you see yourself as taking up the role of Commissioner in meetings you are attending on his behalf, or would you solely be a deputy?
4. What is your understanding of the relationship of accountability between the Commissioner, the Chief Constable and the Panel?
5. What do you believe should be the relationship between the Commissioner and the Panel, and how would you seek to develop that relationship?
6. How would you intend to build effective relationships with stakeholders?
 - Can you provide us with examples of when you've had to engage with a variety of partners, and outline the skills you have developed as a result of this?
 - How will you monitor the outcomes and successes of the Commissioner's work?
7. Within this role, how will you demonstrate that you are achieving value for taxpayers' money?

Personal Independence

- 4.6. The Panel explored the candidate's ability to act in a manner that is operationally independent from the Commissioner through an appraisal of the supporting documents provided, and through questioning. The Panel asked the following questions:
1. Both you and the Commissioner have represented the public with similar political and geographic backgrounds. How do you intend to ensure that you represent all communities across the whole of Hampshire and the Isle of Wight?
 - How have you compared the differences between yourself and the Commissioner, to ensure that together you provide a balance of skillsets?
 - How will you address and meet the needs of people in diverse communities, especially those living in areas of deprivation, and those in rural areas?

2. How will you ensure that your future intention to stand as an MP does not conflict with the duties and responsibilities of Deputy Police and Crime Commissioner?
 - Can you commit fully to the first year of the role, given that a further general election may be called at any time?
 - What is your view of the Commissioner's campaign to achieve fairer funding for policing in Hampshire?
 3. As Deputy Police and Crime Commissioner, one of your key responsibilities will be to represent the views of the Commissioner to relevant stakeholders. How would you approach a situation if your personal viewpoint conflicted with that you were representing on behalf of the Commissioner?
- 4.7 The Panel retired to a closed session after questions in order to agree their recommendations. The Panel agreed that if members of the press or public were present during this session, there could be disclosure to them of exempt information within Paragraph 3 of Part I Schedule 12A to the Local Government Act 1972, being information relating to the financial or business affairs of any particular person.

5. Conclusions and Recommendation

- 5.1. The Panel, through discussions and examination of the evidence in the meeting and the closed session, agreed:
 - That the Panel were unanimous in their agreement that the Commissioner required a Deputy.
 - That the candidate had a clear understanding of the Commissioner's vision of the Deputy role.
 - That the candidate provided thoughtful but concise responses to questions.
 - That the strength of the candidate's experience and skillset in the field of partnership working was aptly demonstrated, which would put her in good stead when engaging with the public and partners.
 - That the candidate expressed her wish to work closely with the Panel and engage in its working group activities, which Members welcomed.
 - That the candidate was keen to learn and absorb the information required to get on with the job, and to listen to the public on behalf of the Commissioner.
- 5.2. The Panel did however note some reservations about the candidate proposed, for which it seeks reassurance from the Commissioner:

- The candidate was honest about her ambitions to return to parliament, describing it as her “dream job”. The Panel were concerned that this may give stakeholders the impression that the candidate was not fully committed to the role, or building relationships with individuals and groups, which should be an area that the Commissioner seeks to reassure both the police and the public on.
- That the role of Deputy Police and Crime Commissioner set out by the Commissioner would require the candidate to become a subject expert on a range of topics, and to build good working relationships with partners. This would likely take a significant period of time. In light of the Panel’s concerns about the commitment of the candidate to the position, plans should be put in place to ensure that there is a continuation of this work, and that insight and outcomes are clearly recorded, should the position be vacated for any reason.

5.3 On the basis of the information provided by the Commissioner, and the discussions held in the Confirmation Hearing, the Panel agreed the following recommendation by majority in relation to the appointment of the preferred candidate to the role of Deputy Police and Crime Commissioner.

RESOLVED:

That the proposed candidate, Ms Flick Drummond, is recommended to be appointed to the position of Deputy Police and Crime Commissioner.

5.4 The Panel also made the following recommendations to the Commissioner relating to the proposed appointment, and the process leading up to the Confirmation Hearing:

RESOLVED:

That:

- 1. The Police and Crime Panel request that informal notification of the intention to appoint to any position under Schedule 1 or Schedule 8 of the Police and Crime Act 2011 is provided to the Chairman and scrutiny officer to the Panel before any briefings are provided to the press or media, in line with the Panel’s Confirmation Hearing Protocol.**
- 2. The Chairman requests to meet with the Commissioner to review the process used for communicating the proposed appointment of**

the Deputy Police and Crime Commissioner to the Panel, and report any lessons learned to a future meeting.

3. The Commissioner responds to the concerns raised in Paragraph 5.2 of this report, to include any actions he intends to take as a consequence.
4. The Commissioner clarifies the process to be followed should a general election be called. Further, that the Commissioner comments on whether his intention would be to appoint a new candidate should this occur before 2020.
5. Clarification is provided on whether the Deputy Police and Crime Commissioner shall be appointed for one year, or until the end of the term of office of the Commissioner.