



Date: 02/07/2021

Donna Jones
Police and Crime Commissioner for
Hampshire and Isle of Wight

(By Email)

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Dear Donna,

Outcome of the Confirmation Hearing for the role of Deputy Police and Crime Commissioner

On Friday 2 July 2021 the Hampshire Police and Crime Panel (PCP) held a Confirmation Hearing with Mr Luke Stubbs, your proposed candidate for appointment to the role of Deputy Police and Crime Commissioner. I am pleased to inform you that, following robust questioning by the Panel, the PCP recommended the appointment of Mr Stubbs to the position.

A full report from the hearing will follow early next week, which will confirm the Panel's decision, along with recommendations for your consideration, in accordance with our agreed Confirmation Hearing protocol. I would be grateful if you could forward our findings to Mr Stubbs.

We await confirmation of your acceptance or rejection of the Panel's recommendation to appoint.

Please do not hesitate to contact me should you require any further information.

Yours Sincerely,

A handwritten signature in black ink, appearing to be 'S Bound', written in a cursive style.

**Councillor Simon Bound
Chair, Hampshire Police and Crime Panel**

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HAMPSHIRE POLICE AND CRIME PANEL

Report

Date of Report	6 July 2021		
Title:	Confirmation Hearing for the role of Deputy Police and Crime Commissioner		
Contact:	Democratic Support Officer to the Panel		
Tel:	0370 779 5280	Email:	Hampshire.pcp@hants.gov.uk

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 Mr Luke Stubbs 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 Mr Stubbs be confirmed in his appointment to the role of Deputy Police and Crime Commissioner.
- 1.3. The Panel would like to thank Mr Stubbs for his attendance at the confirmation hearing 2 July 2021.

2. Hampshire Police and Crime Panel

2.1. Those members of the Panel present for the Confirmation Hearing were:

- Councillor Simon Bound (Chairman) – Basingstoke and Deane Borough Council, Conservative
- Dave Stewart (Vice-Chairman) – Independent Co-opted Member
- Councillor Dave Ashmore – Portsmouth City Council, Liberal Democrat
- Councillor Narinder Bains – Havant Borough Council, Conservative
- Councillor John Beavis MBE – Gosport Borough Council, Conservative
- Councillor Trevor Cartwright MBE – Fareham Borough Council, Conservative
- Councillor David McKinney – East Hampshire District Council, Conservative
- Councillor Margot Power – Winchester City Council, Liberal Democrat
- Councillor Mark Steele – New Forest District Council, Conservative
- Councillor Ian Stephens – Isle of Wight Council, Independent

- Councillor Tony Jones – Local Authority Co-opted Member, Labour
- Councillor Matthew Renyard - Local Authority Co-opted Member, Labour
- Shirley Young – Independent 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;

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 15 June 2021. It was agreed that the Confirmation Hearing would be convened to take place after the Panel’s scheduled formal meeting on 2 July 2021.

4.2. The Confirmation Hearing was held at 13.00pm on 2 July, 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. Given that a formal recruitment process is not required for a DPCC appointment, how can you assure the Panel that you have taken a fair and transparent approach in proposing this appointment?

3. What is the proposed salary for this position, and how will the cost of this be met within the existing budget for the OPCC? Will other posts in your office be removed to meet these costs?
 4. Will the Deputy Police and Crime Commissioner take over any responsibilities from other senior officers?
- 4.3. After questions to the Commissioner, the Panel asked questions of the candidate which related to his professional competence and personal independence, the answers to which enabled the Members to evaluate his 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. Given your experience working alongside the PCC previously, what skills and qualities can you bring to complement those of the PCC?
 2. What do you see as your weaknesses, and how would you intend to grow your skill or understanding in these areas for this role?
 3. How would you meet your obligations as a local councillor, alongside fulfilling the needs of this position? Do you foresee any conflict of interest between these two roles?
 4. Can you describe your past experience in the areas of health and service reform and how you hope to support the PCC with her ambitions in this area?
 5. What relevant experience do you have with Hampshire Constabulary either within your current councillor role or within the voluntary sector that makes you a suitable candidate for the role of Deputy Police and Crime Commissioner?
 6. What is your understanding of the relationship of accountability between the PCC, the Chief Constable and the PCP?
 7. What do you believe should be the relationship between the OPCC and the PCP, and how would you seek to develop that relationship?
 8. How would you intend to build effective relationships with stakeholders?
 - Can you provide us with examples of when you've had to engage with partners in the past, and outline the skills you have developed as a result of this?

9. What would you identify as the key areas of focus for the DPCC to support the PCC in the development of her Police and Crime Plan?

10. In undertaking this role, how would 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 yourself 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?
2. As Deputy PCC one of your key responsibilities is to represent the views of the PCC to relevant stakeholders and local residents. How would you approach a situation if your personal viewpoint conflicted with that you were representing on behalf of the PCC?

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 discussion and examination of the evidence in the meeting and the closed session, agreed:
- That the Commissioner required a Deputy, not only to support delivery of her role, but also to release senior staff officers at the OPCC to focus on their proper areas of responsibility.
 - That the candidate had a clear understanding of the Commissioner's vision of the Deputy role.
 - That the candidate provided thoughtful, genuine responses to questions posed.
 - That the PCC and the candidate had developed a strong working relationship over a number of years in previous roles and the

confirmation hearing process had demonstrated how their skillsets would compliment each other in the role of PCC and DPCC.

- The strength of the candidate's experience in project delivery, finance and his analytical approach would support the PCC in the delivery of the Police and Crime Plan.
- That the candidate was keen to learn and absorb the information required to be effective in the DPCC role. The Panel supports the candidate in his commitment to developing a deeper understanding of matters of policing and crime. In particular Panel members highlighted that this operational understanding would be key if the candidate was to lend his previous experience to the development of IT systems, in order that he had a clear understanding of user needs.

5.2. The Panel did however note some reservations about the candidate proposed, for which it seeks reassurance from the Commissioner:

- In response to members questions, the candidate stated that he would remain in his position as a local authority councillor for the next 9-10 months. Whilst the Panel appreciated the candidate's consideration in respect of the impact of a bi-election should he step down, and his commitment not to stand for election 2022, the Panel were concerned about his ability to fully commit to the role of Deputy Police and Crime Commissioner during this period.
- As both the Commissioner and candidate have similar political and geographic backgrounds, the Panel would require evidence going forward that the PCC and DPCC understood the needs of and could be representative of all communities across the policing area.

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

RESOLVED:

That the proposed candidate, Mr Luke Stubbs, 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:

- a) That the Commissioner assures the Panel, through evidence-based representations at future meetings, that the needs of**

communities from across the policing area have been considered in decisions taken and strategic planning approaches.

- b) That the Commissioner brings to the next meeting of the Panel a detailed outline of the role and responsibilities of the DPCC, to enable the PCP to identify and monitor how this role will deliver value for money. This overview should identify any potential impact on delivery during the first year of appointment, as a result of the candidate's ongoing commitments as a local councillor.**

- c) Further, that the salary of the DPCC is clarified, to enable the Panel's Finance Working Group to monitor the Commissioner's commitment to not to increase the costs of the Office of the Police and Crime Commissioner.**