

HAMPSHIRE AND ISLE OF WIGHT POLICE AND CRIME PANEL

Report

Date of Report	2 August 2024
Title:	Confirmation Hearing for the role of Deputy Police and Crime Commissioner
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Purpose of this Report

1. This document constitutes the report and recommendations of the Hampshire and Isle of Wight Police and Crime Panel (hereafter referred to as 'the Panel') in respect of the proposed appointment of Mr Terry Norton to the role of Deputy Police and Crime Commissioner (DPCC) 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.
2. The report recommends that Mr Norton be confirmed in his appointment to the role of Deputy Police and Crime Commissioner.
3. The Panel would like to thank Mr Norton for his attendance at the confirmation hearing on 31 July 2024.

Hampshire and Isle of Wight Police and Crime Panel

4. Those members of the Panel present for the Confirmation Hearing were:
 - Councillor Karen Lucioni (Chairman) – Isle of Wight Council, Independent
 - Councillor Vivian Achwal – Winchester City Council, Liberal Democrat
 - Councillor Richard Brown – Havant Borough Council, Labour
 - Trevor Cartwright MBE – Independent Co-opted Member
 - Councillor Tonia Craig – Eastleigh Borough Council, Liberal Democrat
 - Councillor Simon Minas-Bound – Local Authority Co-opted Member, Conservative

Powers of the Hampshire and Isle of Wight Police and Crime Panel

5. 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;
6. Taking account of the minimum standards of professional competence and personal independence, the Panel will make recommendation to the Police and Crime Commissioner (hereafter referred to as 'the Commissioner') on whether, in their view, the candidate meets the criteria set out in the role profile. Where the candidate meets these standards, but there is still cause for concern about their suitability, the Panel may outline these concerns in its response to the Commissioner. Where a Schedule 1 candidate does not meet the minimum standards, the Panel has no power of veto but may provide advice to the Commissioner in the form of a letter.

Confirmation Hearing for the role of Deputy Police and Crime Commissioner

7. The Panel received notification from the Commissioner of the proposed appointment to the role of DPCC on 5 July 2024. It was agreed that the Confirmation Hearing would be convened to take place on 26 July 2024, and then later rescheduled to 31 July 2024 at the Commissioner's request.
8. The Confirmation Hearing was held at 10:30am on 31 July 2024, in the Mitchell Room, EII Court, Hampshire County Council, Winchester and was held in public.
9. The candidate was introduced by the Commissioner, following which the Panel addressed a number of questions to the Commissioner regarding the appointment process.

Those questions were:

- a) Why have you reselected Mr Norton to be appointed to the role of Deputy Police and Crime Commissioner for your second term in office?
- b) Could you explain how the salary level for the DPCC role is determined?
- c) What changes do you propose to make to the role and areas of focus for the DPCC during this term, based on your experience of with working with Mr Norton during the previous two years?

10. The Panel explored the candidate's ability to undertake the role of DPCC through an appraisal of the supporting documents provided by the Commissioner and thorough questioning. The Panel asked the following questions of the candidate which related to his professional competence and personal independence:

Professional Competence

- a) In your previous capacity as Deputy Police and Crime Commissioner, between April 2022 and May 2024, how did you personally contribute to the delivery of the Police and Crime Plan?
 - How have you utilised your previous experience in pastoral care in education, youth engagement and youth crime prevention to enhance the work of the OPCC?
- b) What lessons have you learnt from the two years you spent in post as DPCC?
- c) Can you describe what the DPCC portfolio consists of, and what are your key objectives will be for this term, if you were to be appointed
- d) What do you see as your strengths within the capacity of DPCC, and what would you identify as areas for further development?
 - Have you sought support from the PCC to develop those skills you have identified, and if not, how would you go about doing so?
- e) When you were previously appointed to the DPCC role, the Panel recommended that you undertake equality and diversity training. Did this training take place, and can you explain your understanding of the importance of the Public Sector Equality Duty, in the context of the role of the DPCC?
- f) How would you describe your role within the staff structure at the OPCC and how have you sought to support and enhance the work of the office?
- g) Can you give examples of how you have successfully engaged with partners to support delivery of the Police and Crime Plan?
 - What work have you undertaken to support Community Partnerships to date, and how would you describe the value of their relationship to the PCC and her office?
- h) Please can you explain your understanding of the key political structures, at a local and national level, relevant to the role of the PCC?
- i) How could you add value to the relationship between the PCC and the Panel and how would you make yourself more visible/accessible to the Panel if re-appointed?
- j) Can you give an example of how you have enhanced residents understanding of the vision and responsibilities of the Police & Crime Commissioner?

- k) In undertaking this role, how would you demonstrate that you are achieving value for taxpayers' money?

Personal Independence

- l) How can you demonstrate that you understand the needs of residents from across the entire Policing area, and how have you sought to deliver the role of DPCC for the benefit of all communities across Hampshire and the Isle of Wight?
- Can you give an example of a time you deputised for the PCC and had to express or represent the PCC's views on her behalf?
- m) Can you give an example of an occasion when your personal viewpoint conflicted with that you were representing on behalf of the PCC, and how you managed this?

11. 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.

Conclusions and Recommendation

12. The Panel, through discussion and examination of the evidence in the meeting and the closed session, observed that:
- Given the level of demand on the Commissioner's time and the noted improvement in the visibility of the Commissioner following the previous appointment of Mr Norton to the role of DPCC in April 2022, Members agreed unanimously that there was clearly an identified need for a DPCC to support the Commissioner in the effective delivery of her role.
 - The DPCC's salary was set by the Commissioner, consistent with adopted practise across the Country, at 75% of the PCC's salary.
 - The Commissioner felt the candidate had performed well in the position during the previous term, finding that Mr Norton's skillset had complimented hers well, enabling them to be an effective team. Further, the Commissioner explained that she had selected the candidate on the basis of trust and confidence in his ability to perform well in the role and support her in the effective delivery of her responsibilities.
 - Mr Norton had made a considerable impact on the delivery of services to young people and the engagement with young people across the two Counties during the previous term. His work in seeking the views of young

people on policing had been recognised nationally, with other Commissioners and their offices seeking support from the Office of the Police and Crime Commissioner (OPCC) to learn from the best practice shown in Hampshire and the Isle of Wight.

- The candidate expressed a clear vision for every young person to have a positive engagement with the Police during their childhood and an intention to reach out and engage with schools to support this vision if appointed.
- The Commissioner expected the DPCC role to be performed with an a-political approach, but on occasions where the DPCC would be required to talk on behalf of the PCC, was assured that the candidate would be able to confidently express her views, which was of particular importance in managing case work and attending community meetings.
- The candidate was clear that his role, if successful, would be to represent the Commissioner and that any views expressed, or approaches taken would be in accordance with those of the Commissioner and the aspirations of the Police and Crime Plan, although felt comfortable to challenge and express his views with the PCC when appropriate.
- The candidate was keen to enhance the visibility of the Commissioner and her work, as well as promoting the role of Hampshire Constabulary, and was confident in engaging with residents and partner organisations.
- The Commissioner was clear that she could not effectively deliver her role and attend all the meetings she was invited to. but needed a presence and a voice within partnership meetings, which demonstrated the DPCC's availability to attend these meetings was key, allowing the PCC to act as a conduit for sharing best practice in Hampshire and the Isle of Wight at a national level.
- During the previous 12 months the candidate had taken a lead on engagement with Health partners and engaging them in trauma informed practices. It was also heard that he had worked with Community Safety Partnerships (CSP) to ensure they were correctly structured and meeting regularly and had engaged with portfolio leads within authorities. As a result the candidate felt that the quality of the CSP and engagement with elected members around the role of CSPs had improved significantly.
- In meeting with residents, Mr Norton had gained a significant understanding of the disparity between the perception of safety and actual levels of crime within local communities. The DPCC had applied a focus, during the last term, on enhancing resident perception of the role of policing and the levels and breadth of criminal activity addressed by the force.
- The candidate was keen to engage with the Panel and the Panel would welcome his engagement around areas of interest to the Panel, as suggested by the candidate, if appointed.
- Members felt that the candidate had the capability to undertake the role and met the minimum standards of professional competence and personal

independence required of an appointed deputy to the Police and Crime Commissioner.

It was noted that the answers given by the candidate were not always well structured and did not fully respond to the question posed in a number of incidences. As a result, the Panel expressed some reservations about the candidate proposed, for which it seeks reassurance from the Commissioner:

- The candidate's response to questions regarding his understanding of equality and diversity and the Public Sector Equality Duty lacked depth and assurance. In particular, the Panel were concerned that the candidate did not appear to have taken note of the Panel's previous recommendation in 2022, to undertake focussed training to address this perceived deficiency.
- The candidate identified a weakness in his understanding of public sector financial requirements but did not sufficiently demonstrate how he had sought to enhance his knowledge in this area.

13. On the basis of the information provided by the Commissioner, and the discussions held during the Confirmation Hearing, a vote was held on the recommendation, as proposed within report of the Police and Crime Commissioner. The Panel voted unanimously in favour of the proposed recommendation and therefore the Panel resolved:

That the proposed candidate, Mr Terry Norton, is recommended to be appointed to the position of Deputy Police and Crime Commissioner.

14. The Panel also made the following recommendations to the Commissioner relating to the proposed appointment:
 - a) That the candidate, if appointed, agrees with the Commissioner an approved training plan which will enable the candidate to improve his understanding of the Public Sector Equality Duty and Public Sector Finance Requirements, to enable greater continuity and resilience, during any absence of the PCC.
 - b) In this regard, the Panel would encourage the Commissioner to continue her approach to act as a mentor to the candidate in developing his understanding of the financial arrangements of the OPCC.
 - c) That the Commissioner, under her announcements, reports back to the Panel at its next meeting on the agreed training plan for the DPCC role.
 - d) That the Commissioner notes the Panel's wish to engage with the DPCC and would encourage the Commissioner to allow the DPCC to

represent her at an appropriate meeting of the Panel in the future, to allow the Panel to observe the DPCC's ability to represent the PCC at formal meetings.

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