

HAMPSHIRE AND ISLE OF WIGHT POLICE AND CRIME PANEL

Report

Date of Report	22 November 2022		
Title:	Confirmation Hearing for the role of Chief Constable of Hampshire and Isle of Wight Constabulary		
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Executive Summary

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 Scott Chilton to the role of Chief Constable and is submitted to 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 Mr Chilton be confirmed in his appointment to the role of Chief Constable of Hampshire and Isle of Wight Constabulary.
3. The Panel would like to thank Mr Chilton for his attendance at the confirmation hearing on 21 November 2022.

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

4. The Panel have functions conferred by Schedule 8 of the Police Reform and Social Responsibility Act 2011 (the Act) and Part 3 of the Police and Crime Panels (Precepts and Chief Constable Regulations 2012 (the Regulations) which require the Panel to:
 - a) 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.
 - b) Make a report to the Commissioner on the proposed appointment, which must include a recommendation as to whether the individual should be appointed and may include exercising the power of veto
 - c) Publish the report to the Commissioner made under (b).

5. Where a candidate does not demonstrate the minimum standards required to competently undertake the role, this would suggest a significant failure in the appointments process undertaken by the Commissioner. If the Panel believes that there has been a significant failure in the appointments process it may consider exercising its power of veto. A decision to veto the proposed appointment requires agreement by a minimum of two-thirds of the Panel's Membership.
6. Where a candidate meets the requirements of the role, but there is still cause for concern about their suitability, the Panel should outline those concerns in the Panel's response to the Commissioner and the Panel may choose to not recommend the candidate to the role of Chief Constable of Hampshire and Isle of Wight Constabulary.

Confirmation Hearing for the role of Chief Constable of Hampshire and Isle of Wight Constabulary

7. 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 Stuart Bailey – Hart District Council, Liberal Democrat
 - Councillor Narinder Bains – Havant Borough Council, Conservative
 - Councillor Joanne Burton – Fareham Borough Council, Conservative
 - Councillor Geoffrey Blunden – New Forest District Council, Conservative
 - Councillor John Gledhill, Additional Local Authority Co-opted Member, Conservative
 - Councillor Tony Jones, Additional Local Authority Co-opted Member, Labour
 - Councillor Philip Lashbrook – Test Valley Borough Council, Conservative
 - Councillor David McKinney – East Hampshire District Council, Conservative
 - Councillor Matthew Renyard – Southampton City Council, Labour
 - Councillor Maurice Sheehan – Rushmoor Borough Council, Conservative

8. The Panel received notification from the Commissioner of the proposed appointment to the role of Chief Constable on 7 November 2022. It was agreed that the Confirmation Hearing would be convened to take place on 21 November 2022.
9. The Confirmation Hearing was held at 14:00pm on 21 November 2022, in the Council Chamber, Hampshire County Council, Winchester and was held in public.
10. The Panel explored the candidate's ability to undertake the role of Chief Constable through appraisal of the supporting documents provided by the Commissioner, and robust questioning. The Panel asked the following questions of the candidate which related to his professional competence and personal independence:

Professional Competence

- What makes you the best candidate to lead Hampshire and Isle of Wight Constabulary.
- The Panel have noted that you have only been Chief Constable at Dorset for a little over a year, could you explain why you chose to apply for this role?
- How would you seek to understand and meet the needs of the diverse local communities across Hampshire and the Isle of Wight, in particular those who are harder to reach?
 - What experience do you have of increasing public confidence in local policing, and how would you look to do so in this role?
 - As a champion for equality, diversity, and inclusion, how would you promote, communicate, and ensure diversity in Hampshire and Isle of Wight Constabulary's workforce, in context of the public sector equality duty?
- The Panel will shortly consider the policing budget and precept for 2023-24. What would be your spending priorities and how will you be involved in planning the budget for the coming year?
 - How will you demonstrate value for money to our residents?
- What experience would you bring to the role to demonstrate your ability to work collaboratively and innovatively with partners to deliver efficiencies?
 - Can you provide an example which demonstrates your ability to strategically plan and collaborate with other forces?

- What input have you had previously within the wider criminal justice system, and how would you seek to influence improvements in criminal justice across Hampshire and Isle of Wight?
- What do you see as the key priorities and issues for policing in Hampshire and the Isle of Wight and how would you propose to address these?
 - How can your experience of driving down anti-social behaviour and disrupting county lines in Dorset be applied across Hampshire and the Isle of Wight?
- What is your experience of effectively handling major critical incidents?
 - How would you support officers to deal with the aftermath of such events?
 - How would you approach planning a response to a new or emerging threat to public safety?
- As the national lead for investigations portfolio do you support the pledge for the Constabulary to attend all dwelling burglaries? What benefits will this bring?
- As Chief Constable you are constantly exposed to scrutiny by both the media and the public. What is the most challenging situation you have encountered in your career to date and how would you describe your personal resilience strategy?
 - How do you approach both making and delivering difficult decisions?
- How do you actively demonstrate the competencies and values of the College of Policing's values framework and inspire others within the force to do the same?
 - What would you suggest is an appropriate ratio of staff to officer within the Constabulary, and how would you seek to demonstrate the value of support and back-office staff in the force?
 - How would you effectively communicate and engage with staff and officers at all levels and involve them in the future direction of the Constabulary?
- How would you support the PCC in her ambition to build longer term resilience in the workforce, and what do you see as key challenges in meeting this within Hampshire and Isle of Wight Constabulary?
 - What would you identify as your areas for professional development, and how would you seek to address these for the benefit of this role?

Personal Independence

- Can you explain your understanding of the term 'operational independence' and how this applies to the role of the Chief Constable?
 - How would you achieve a balance between operational independence, and supporting delivery of the Commissioner's Police and Crime Plan objectives?

- How do you feel the Commissioner's focus on 'common sense policing' meets with the force's operational priorities, and how would you approach any conflict in direction?

- How do you demonstrate the principles of the Policing Protocol whilst undertaking your present role?
 - What is your understanding of the relationship of accountability between the PCC, the Chief Constable, and the PCP?
 - Based on your previous experience, what sort of involvement would you expect to have with the Police and Crime Panel?

11. The Panel retired to a closed session after questions, 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, agreed that:
- The Panel were assured, through statements from the Commissioner, supported by the report of the independent person, that the recruitment process was properly conducted in adherence with College of Policing guidance and had followed the principles of merit, fairness, and openness.
 - The candidate held significant experience in policing, with over 30 years' service, including 28 years spent at Hampshire Constabulary, many years of which were at chief officer level. It was felt that by gaining experience of operational policing in another area, as Chief Constable of Dorset Police, as well as lived experience of leading commands at both local and national level, the candidate would be a more effective leader and was able to demonstrate a wide knowledge base.

- The candidate was able to fully articulate his reasons for applying for the role, despite holding his current position as Chief Constable of Dorset Police for a little more than 12 months. Clearly demonstrated was his passion for policing within Hampshire and the Isle of Wight and creating a safe, cohesive communities for our residents.
- Faced with robust questioning from the Panel the candidate provided in-depth, well informed, and honest answers throughout. It was felt that he would make a strong leader for the force and would be able to inspire and engage its workforce, setting the tone from the top regarding ethical behaviours and moral standards.
- The candidate demonstrated a high level, strategic understanding of the challenges the Constabulary would face in the coming years, with reflection upon how these could present opportunities to enhance the effectiveness of the force.
- The candidate was highly driven, and his answers demonstrated his ambition to further enhance the effectiveness of operational policing, not only at a local level but to contribute to policing improvements at a regional and national level.
- The candidate had a very open and likeable nature and would be able to effectively engage with the public and would inspire trust and confidence in policing.
- In making financial decisions, the candidate was clear that he would focus on delivering value for money for residents and was able to provide several examples highlighting previous experience in strategic level financial management, most recently in his role as Chief Constable.
- The candidate was familiar with operating in a political environment, whilst maintaining operational independence and had worked alongside five previous PCC's, drawing from this experience when responding to the Panel's questions.
- The confirmation hearing process demonstrated that the PCC and candidate were committed to developing a strong, effective, and mutually respectful working relationship through a shared ambition and vision for the future.
- The candidate's vision for working in partnership, both regionally and nationally was commended. The Panel would encourage the candidate's commitment to developing effective channels for engaging with partners and to working with Community Safety Partners to enhance cohesion in priorities across the policing area. The Panel would further recommend that the candidate, if appointed, considers how the police might better engage with district and borough councils, alongside the unitary and upper-tier authorities.

- Members were confident of the candidate's ability to provide robust challenge, to the PCC and other strategic partners, to maintain the integrity and enhance the delivery of operational policing.
- The candidate had a perceptive understanding of how the police were seen by the wider public and his commitment to strengthening neighbourhood policing, a robust approach to dealing with the criminality of anti-social behaviour and enhancing the 101 service was noted by the Panel.
- The candidate held in high regard the input and impact staff and officers had on delivering an effective police force. It was clear that the candidate would encourage input from others, when appropriate, to inform and enhance operational policing decisions.
- Alongside his own personal resilience approach, the candidate demonstrated a strong desire to support the wellbeing and resilience of the wider workforce.
- The candidate demonstrated well his passion for equality, diversity and inclusion within policing, and the Panel would encourage his commitment to enhance diversity within the force to enhance to enable it to be more representative of the communities it serves.
- The Panel recognises that the force will need to undergo a period of transition to adapt and respond to the new Chief Constable's leadership approach and vision. Should the candidate be successful, the Panel would welcome feedback from the Commissioner on progress in this regard once he is in post.
- The confirmation hearing process had clearly highlighted how the candidate's professional competence and values would meet the requirements of the role, and that the candidate had the drive, passion, and ambition to make Hampshire and Isle of Wight safer through the delivery of an effective and efficient operational police force.

13. Based on the information provided by the Commissioner, and the discussions held during the Confirmation Hearing, the Panel unanimously agreed the following recommendation, in relation to the appointment of the preferred candidate to the role of Chief Constable of Hampshire and Isle of Wight Constabulary:

That the Police and Crime Panel confirm the appointment of Mr Scott Chilton as Chief Constable of Hampshire and Isle of Wight Constabulary.