



HAMPSHIRE POLICE AND CRIME PANEL

Report

Date Considered:	31 st July 2024
Title:	Proposed appointment of Deputy Police and Crime Commissioner (DPCC)
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1. **Executive Summary**

- 1.1 The Police Reform and Social Responsibility Act 2011 ('the Act') provides, under section 18(1), that the Police and Crime Commissioner for a police area may appoint a person as the Deputy Police and Crime Commissioner for that area.
- 1.2 The Police and Crime Commissioner would like to re-appoint Terry Norton as her Deputy Police and Crime Commissioner and she has notified the panel of this intention, in accordance with the Act.

2. **Recommendation**

- 2.1 That the Police and Crime Panel support the appointment of Terry Norton as Deputy Police and Crime Commissioner.

3. **Background**

- 3.1 The Police and Crime Commissioner can arrange for a Deputy Police and Crime Commissioner to exercise her functions, with the exception of issuing a Police and Crime Plan, determining police and crime objectives, attendance at a meeting of a Police and Crime Panel in compliance with a requirement by the panel to do so, preparing an Annual Report to a Police and Crime Panel, appointing the Chief Constable, suspending the Chief Constable, or calling upon the Chief Constable to retire or resign, or calculating a budget requirement under section 43 of the Local Government Finance Act 1992.
- 3.2 There are multiple demands on a Police and Crime Commissioner's time; including inward facing responsibilities, outward engagement and visibility with the public. The Police and Crime Commissioner is focused on delivering change and increasing the visibility of the role, as well as reducing crime and making communities safer. Having a Deputy Police and Crime Commissioner will assist in balancing the needs of the role and serving the public.

3.3 The functions and responsibilities to be undertaken by the Deputy Police and Crime Commissioner are included in the role profile (Appendix A). The focus is primarily on scrutiny and partnerships in a variety of forums, including Health and Wellbeing Boards, the Integrated Care Partnership, the Trauma Informed Executive Board, Modern Day Slavery, Community Safety Partnerships, Independent Custody Visiting, the Youth Commission, school's liaison, public engagement, supporting case work management, and stakeholder engagement with Councillors and Members of Parliament.

3.4 Community Safety Partnerships (CSPs) make a significant contribution to tackling crime and disorder, and collaboration between key partners is vital. The number of CSPs and volume of meetings makes it unmanageable for the Police and Crime Commissioner to attend them all, alongside her other responsibilities. A Deputy Police and Crime Commissioner will assist in the attendance at these meetings, continuing to build strong relationships with important partners.

4. Legislative requirements for a Confirmation Hearing

4.1 Name of candidate

The name of the person the Police and Crime Commissioner is proposing to re-appoint to the post of Deputy Police and Crime Commissioner for Hampshire and the Isle of Wight is Terry Norton.

4.2 Criteria used to assess the suitability of the candidate for the appointment

In selecting a preferred candidate, the Police and Crime Commissioner chose someone who can satisfy the following criteria:

- Forms excellent working relationships with partner organisations
- Takes a collaborative approach to achieving priorities, including proposing effective initiatives with relevant organisations
- Builds relationships and is able to influence and negotiate with key stakeholders
- Excellent awareness of political structures, procedures and policies at a local and national level
- Strong background in local government and other local public services
- A skillset that complements that of the Police and Crime Commissioner
- Available to begin in post with immediate effect

4.3 Why the candidate satisfies this criteria

4.3.1 The Deputy Police and Crime Commissioner is a member of the Police and Crime Commissioner's staff (s18(10) of the Act). Under paragraph 8(4) of Schedule 1 of the Act, the appointment of a Deputy Police and Crime Commissioner is exempt from the requirement of Section 7 of the Local

Government and Housing Act 1989, where staff appointments should be made on merit. There is no requirement for the open recruitment process that would normally apply when recruiting staff to the Police and Crime Commissioner's office.

- 4.3.2. The Police and Crime Commissioner has based her proposal to re-appoint Terry Norton as her Deputy Police and Crime Commissioner on her experience of working alongside him in public front-facing roles over the last five years, including supporting her as Deputy Police and Crime Commissioner in her first term from 25th April 2022.

Mr Norton understands the Police and Crime Commissioner's approach, opinions and vision for Hampshire and the Isle of Wight. The Police and Crime Commissioner has chosen an individual with a strong background in teaching, local government and a proven track record of delivery as her Deputy Police and Crime Commissioner for two years during her first term. Mr Norton understands the value of partnership working, and through his experience as a secondary school teacher, has been able to highlight the vulnerabilities of children at risk of offending or being exploited, and has continually championed the voice of the child.

- 4.3.3. Mr Norton has declared that he is aware of the provisions of the Act regarding his eligibility to be appointed. The relevant extracts from the Act concerning disqualification of a person from appointment to the post of Deputy Police and Crime Commissioner are included at Appendix B and these have been provided to Mr Norton.
- 4.3.4 Mr Norton has declared that, to the best of his knowledge and belief, he is eligible for appointment and is not subject to a relevant disqualification.
- 4.3.5 Mr Norton's CV is included at Appendix C.

4.4 The terms and conditions on which the candidate is to be appointed

- 4.4.1 Under section 18(10) of the Act, the Deputy Police and Crime Commissioner is a member of the Police and Crime Commissioner's staff.

The Deputy Police and Crime Commissioner for Hampshire and the Isle of Wight will be subject to a fixed term contract of employment until May 2028 and the terms and conditions are contained within the role profile at Appendix A.

Mr Norton is required to sign the Official Secrets Act.

5. Starting date

- 5.1 Mr Norton is able to begin in this position with immediate effect.



Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
Appendix A – Role Profile	Attached
Appendix B – Disqualification Criteria	Attached
Appendix C – CV of Mr Terry Norton	Attached