

HAMPSHIRE POLICE AND CRIME PANEL

Report

Date Considered:	2 July 2021		
Title:	Proposed appointment of Deputy Police and Crime Commissioner		
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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 An outcome of Part 1 of the PCC Review conducted by the Home Office concluded that to enhance resilience and capacity of PCCs, legislation will come forward to mandate the appointment of a Deputy PCC. In the interim, PCCs should have a formal succession plan in the event of a vacancy or incapacitation.
- 1.2 Following the election in May 2021, and to address the recommendations of the PCC Review Part 1, Donna Jones, the new Police and Crime Commissioner, would like to appoint Luke Stubbs as her Deputy Police and Crime Commissioner. She has therefore notified the panel of her intention, in accordance with the Act.

2. Recommendation

- 2.1 That the Police and Crime Panel support the appointment of Luke Stubbs as Deputy Police and Crime Commissioner.

3. Background

- 3.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) provides, under section 18(1), that the Police and Crime Commissioner (PCC) for a police area may appoint a person as the Deputy Police and Crime Commissioner (DPCC) for that area. The PCC can arrange for them to exercise any of their functions, except for the issuing of a Police and Crime Plan, 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 PCC’s time; the constant battle between inward facing responsibilities and outward engagement and visibility with the public. For a PCC that is focused on delivering change and increasing the visibility of the role, as well as reducing crime and making communities safer, having a Deputy PCC will assist hugely in balancing the needs of the role and serving the public. Time is also of the essence, with a shorter than normal term of office of just three years.
- 3.3 The exact functions and responsibilities to be taken on by the Deputy PCC will be finalised after the Confirmation Hearing. In general terms, the focus will be on performance and delivery monitoring in a variety of forums, enabling the PCC to focus on high visibility and public engagement functions. One area of focus for the Deputy PCC will be the engagement with health services. Mental health, and the impact on policing, are significant. The increased spend on mental health in the past six months by the Government indicates a reform of these services both nationally and in Hampshire and the Isle of Wight. The Deputy PCC will lead on the relationship management and project lead work with all health partners, local authorities and commissioned partners.
- 3.4 Community Safety Partnerships (CSPs) are vital to the future working of Hampshire Constabulary in order to reduce crime and harm in local communities. Much greater collaboration with CSPs and local authorities will be vital to the success of new initiatives from the PCC, but the number of CSPs and volume of meetings make it unmanageable for the PCC alone to attend them all, along with their other responsibilities. A Deputy PCC will assist in the attendance at and relationships with these important partners.

4. Legislative requirements for Confirmation Hearing

4.1 Name of candidate

The name of the person the PCC is proposing to appoint to the post of DPCC for Hampshire is Luke Stubbs.

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

In selecting a preferred candidate, the PCC chose someone who can satisfy the following criteria:

- Forms excellent working relationships with partner organisations;
- Takes a co-operative approach to achieving priorities, including proposing effective collaboration initiatives with relevant organisations;
- Builds relationships, influence and negotiate with high ranking officials;
- Excellent awareness of political structures, procedures and policies at both a local and national level;
- Strong background in local government and other local public services;
- A skillset that complements that of the PCC;
- Available to begin in post with immediate effect.

4.3 **Why the candidate satisfies those criteria**

4.3.1 Although the DPCC is a member of the PCC's staff (s18(10) of the Act), under paragraph 8(4) of Schedule 1 of the Act the appointment of a DPCC is exempt from the requirement of Section 7 of the Local Government and Housing Act 1989, that all staff appointments should be made on merit. There is therefore no requirement for the open recruitment process that would normally apply when recruiting staff to the PCC's office.

4.3.2. The PCC has identified that a Deputy PCC as one of the most important roles in the office. In nominating Mr Stubbs for the position, the PCC has chosen someone who knows her approach, opinions and vision for Hampshire and the Isle of Wight. Knowledge of policing and criminal justice can be learnt, but the trust and ability to work very closely together is not something that can be learnt easily. The PCC has chosen an individual who has a complementary skillset and an excellent attention to detail. With a strong background in local government and health, Mr Stubbs will assist with a number of projects the PCC will be embarking on, and with a shortened term of just three years, and a lot of ground that needs covering, it is essential to have someone that can hit the ground running.

4.3.3. Mr Stubbs has declared that he is aware of the provisions of the Act as regards eligibility to be appointed. Attached at Appendix A are the relevant extracts from the Act concerning disqualification of a person from appointment to the post of DPCC which have been provided to Mr Stubbs.

4.3.4 Mr Stubbs has declared that, to the best of his knowledge and belief, he is eligible for appointment and is not subject to a relevant disqualification.

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

4.4.1 Under section 18(10) of the Act, the DPCC is a member of the PCC's staff. The DPCC for Hampshire will be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC's staff. This is attached as appendix B.

4.4.2 The appointment of a Deputy PCC will not increase the budget of the office. A vacant position within the base budget of the organisation is being utilised.

5. Starting date

5.1 Mr Stubbs is able to begin in this position with immediate effect, should the PCC choose to confirm the appointment following receipt of the Panel's considerations.

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 – Legislative extracts	Attached
Appendix B – Terms and Conditions	Attached