

# Warwickshire Police and Crime Panel

Monday 16 December 2024

## Minutes

### Attendance

#### Committee Members

Andy Davis (Chair), Independent Member  
Councillor Jenny Fradgley, Warwickshire County Council  
Councillor Natalie Gist, Stratford-on-Avon District Council  
Councillor Dave Humphreys, Warwickshire County Council  
Councillor Bhagwant Singh Pandher, Warwickshire County Council  
Councillor Jill Simpson-Vince, Warwickshire County Council  
Councillor Jim Sinnott, Warwick District Council

#### Officers

Amy Bridgewater-Carnall, Senior Committee Services Officer  
Caroline Gutteridge, Legal Manager Commercial & Regulatory  
Lucy Adams, Team Lead Senior Solicitor Planning & Litigation

#### Others Present

Philip Seccombe, Warwickshire Police and Crime Commissioner  
Emma Daniell, Deputy Warwickshire Police and Crime Commissioner  
Polly Reed, Chief Executive, Office of the Police and Crime Commissioner  
Neil Tipton, Office of the Police and Crime Commissioner

### 1. General

The Chair welcomed everyone to the meeting.

#### (1) Apologies

Apologies for absence were received from Andrew Davies, Independent Member, as well as Councillors Claire Edwards, Ray Jarvis and Tim Jenkins.

#### (2) Disclosures of Pecuniary and Non-Pecuniary Interests

There were none.

### 2. Appointment of a Chief Constable

Following notification from the Police and Crime Commissioner, Philip Seccombe of his intention to appoint a preferred candidate, Alex Franklin-Smith, to the role of Chief Constable, the Panel held a

confirmation hearing in accordance with Schedule 8 of the Police Reform and Social Responsibility Act 2011.

The Chair invited the Commissioner to introduce his report. The Commissioner outlined the selection process which had followed the relevant legislation and advised that advice had been taken from the College of Policing with regard to the advertisement and appointment process.

The Panel noted that the appointment would be for a fixed term of five years and, following a series of briefings, three potential candidates had submitted applications. Two candidates were asked to attend for interview, familiarisation briefings and personality assessments. Two advisory panels were convened, one comprising officers and staff from Warwickshire Police and compiled of external partners. The full Appointment Panel had included the Commissioner, his deputy Emma Daniell, Warwickshire's FRS Chief Fire Officer, Ben Brook and the Chief Constable of Norfolk Police, Paul Sanford.

On the interview day, each candidate took part in a media interview which was recorded and shown to the interview panel. The Appointment Panel unanimously agreed to put forward Alex Franklin-Smith as their preferred candidate and a copy of his application had been circulated to the Police & Crime Panel members present, prior to the Confirmation Hearing.

Councillor Natalie Gist asked for clarification on the process undertaken to ensure that all candidates had been treated equally. The Commissioner and Chief Executive, Polly Reed, outlined the measures taken to remove bias and ensure there had been a level playing field for all candidates.

Councillor Jim Sinnott queried the vetting process and was advised that since the publication of the report, all checks had been completed and secured, with no negative points received. The candidate had also been asked to send copies of all qualifications as part of the application process.

Following a question from the Chair, Polly Reed expanded on the membership of the two advisory panels including representatives of Children and Adult Safeguarding, Warwick District Faith Forum, a Young Person representative and Youth Worker. Further information was also given about the internal panel which had been compiled of a selection of individuals with different backgrounds, skills sets and length of service.

The Commissioner and OPCC colleagues remained in the meeting whilst the Panel asked questions of the candidate. The questions related to his professional competence and personal independence and gave the Panel a greater understanding of the candidate's suitability for the role.

The Chair concluded the question session by asking the candidate what role the Panel could play in supporting him in this role. Mr Franklin-Smith hoped that the Panel would continue to challenge the Force as he felt that scrutiny was important. He also asked that the Panel continue to listen carefully to residents and help to ensure that the Force did not become complacent.

The Chair thanked the candidate and the OPCC for attending and the Panel

**Resolved** that members of the public be excluded from the meeting during their deliberations on the grounds that their presence would involve the disclosure of exempt information as defined in paragraphs 1 and 3 of Schedule 12A of Part 1 of the Local Government Act 1972.

Following the adjournment the Panel agreed to write to the Commissioner expressing their view and recommendations (letter appended).

The meeting rose at 10:30

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Chair

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**Mr Andy Davis**  
**Warwickshire Police and Crime Panel Chair**  
Shire Hall  
Warwick  
CV34 4RL  
[www.warwickshire.gov.uk](http://www.warwickshire.gov.uk)

Mr Philip Seccombe  
Police and Crime Commissioner for Warwickshire  
Warwickshire Police Headquarters  
PO Box 4  
Leek Wootton  
Warwickshire  
CV35 7QB

By email: [philip.seccombe@warwickshire.police.uk](mailto:philip.seccombe@warwickshire.police.uk)  
cc: Polly Reed (OPCC): [polly.reed@warwickshire.police.uk](mailto:polly.reed@warwickshire.police.uk)

16 December 2024

Dear Philip

Thank you for attending the Police & Crime Panel Confirmation Hearing with your team this morning and for introducing the Panel to your preferred candidate to become Warwickshire's next Chief Constable, Alex Franklin-Smith.

It was appreciated that both you and Mr Franklin-Smith were so engaged in answering the questions put to you. The Panel were highly impressed with Mr Franklin-Smith and his insightful and comprehensive responses to their questions. The Panel is very pleased to support Mr Franklin-Smith's appointment as Chief Constable of Warwickshire Police, and we wish him congratulations and the best of luck in his new position.

The Panel looks forward to inviting the new Chief Constable to a future meeting in 2025.

Best regards

A handwritten signature in black ink, appearing to read "A Davis".

**Mr Andy Davis**  
**Warwickshire Police and Crime Panel Chair**

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