

# Warwickshire Police and Crime Panel

Monday 25 April 2022

## Minutes

### Attendance

#### Committee Members

Councillor David Reilly (Chair) (North Warwickshire Borough Council)  
Andy Davis (Independent Member)  
Councillor Jenny Fradgley (Warwickshire County Council)  
Councillor Clare Golby (Nuneaton and Bedworth Borough Council)  
Councillor John Holland (Warwickshire County Council)  
Councillor Dave Humphreys (Warwickshire County Council)  
Councillor Christopher Kettle (Stratford-on-Avon District Council)  
Councillor Bhagwant Singh Pandher (Warwickshire County Council)  
Councillor Derek Poole (Vice Chair) (Rugby Borough Council)

#### Officers

John Cole, Democratic Services Officer  
Caroline Gutteridge, Team Lead Senior Solicitor, Planning & Litigation  
Tatenda Taruvinga, Trainee Solicitor

#### Others

Emma Daniell, Preferred Candidate  
Polly Reed, Chief Executive, Office of the Police and Crime Commissioner  
Philip Seccombe, Warwickshire Police and Crime Commissioner

### 1. General

#### **(1) Apologies**

Apologies were received from Councillor Ian Davison and Mr Andrew Davies.

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

There were none.

### 2. Appointment of a Deputy Police and Crime Commissioner

Following notification by the Police and Crime Commissioner (PCC) of his intention to appoint a preferred candidate, Mrs Emma Daniell, to the role of Deputy Police and Crime Commissioner (DPCC), the Panel held a Confirmation Hearing in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011.

The Panel noted the report on the selection process for the appointment of a DPCC provided by the Commissioner, which included:

- A copy of the advertisement to publicise the post;
- The job description and person specification;
- Details of the selection process including pre-arranged interview questions enabling candidates to outline their relevant knowledge, skills and experience;
- An introduction to the preferred candidate from the Commissioner; and
- The proposed terms and conditions of the appointment.

The Panel had also been provided with a copy of the preferred candidate's application covering letter and curriculum vitae.

The Commissioner gave an overview of the process followed to select his preferred candidate. After shortlisting, two candidates were interviewed. He stated that Emma Daniell had demonstrated her aptitude for the role, including the requisite personal skills. He highlighted Emma Daniell's extensive knowledge of policing, stating that she had served as a police officer in another force area for 16 years, achieving the rank of Sergeant. During this time, she had demonstrated an aptitude for engagement work with community groups and partner agencies. As a Staff Officer at West Mercia Police, she had developed a strong understanding of operational policing.

The Commissioner commended Emma Daniell to the Panel.

The Panel then asked wide-ranging questions of the candidate related to her professional competence and personal independence. Emma Daniell provided detailed responses enabling the Panel to assess her suitability for the role.

The Hearing was adjourned at 10:56 to enable the Panel to deliberate privately before arriving at a resolution.

At 11:23, the meeting was reconvened. The Chair announced the Panel's resolution to approve the appointment of Emma Daniell as DPCC. This would be confirmed in writing as specified by the relevant legislation.

*The Panel's letter to the Police and Crime Commissioner of 25 April 2022 is appended to these minutes.*

The meeting rose at 11:25.

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Chair



Mr Philip Seccombe  
Warwickshire Police and Crime Commissioner  
3 Northgate Street,  
Warwick  
CV34 4SP

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)

25 April 2022

Dear Mr Seccombe,

## **Appointment of Deputy Police and Crime Commissioner**

Thank you for attending the Confirmation Hearing held this morning and introducing your preferred candidate for the role of Deputy Police and Crime Commissioner, Mrs Emma Daniell, to the Police and Crime Panel.

In accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011, I write to confirm that the Panel has resolved to approve the proposed appointment of Emma Daniell to the role.

The Panel was grateful of the detailed responses Emma Daniell provided to the wide-ranging questions posed by members. In reaching its conclusion, the Panel identified two key areas for development.

It is the Panel's recommendation that the induction programme for the Deputy Police and Crime Commissioner give specific attention to finance and budget management, including governance processes and monitoring of outcomes; as well as measures to support development of a detailed understanding of the geographic, social, and economic profile of Warwickshire.

On behalf of the Panel, I would like to wish Emma Daniell every success in carrying out her role.

This letter will be published on the [Panel's website](#) on Tuesday 3 May 2022.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'David Reilly', followed by a period. The signature is written in a cursive style with a large initial 'D'.

**Councillor David Reilly**  
**Warwickshire Police and Crime Panel Chair**