

**Report to the Police and Crime Commissioner for Warwickshire and Police and Crime Panel (PCP) Meeting on 16 December 2024**

**Subject: Report from the Independent Advisor on the appointment of the Chief Constable on 06<sup>th</sup> December 2024.**

**Report author and contact details: Ben Brook, Chief Fire Officer, Warwickshire Fire and Rescue Service.**

**Purpose of the Report:**

1. To provide the Police and Crime Panel with a report on the merit, fairness and transparency of the process, documentation and conduct of the interview and assessment process for the appointment of the new Chief Constable.

**Background**

2. In October 2024 I was approached by Polly Reed, the Chief Executive Officer (CEO) for the Police and Crime Commissioner (PCC) Philip Seccombe, about the Independent Advisor role required for the appointment of the new Chief Constable. After confirming I held no exempting roles, I was accepted by the PCC for the role.
3. During November, I briefed myself on the College of Policing Guidance for appointing Chief Officers, particularly on the requirements in fulfilling the role of Independent Advisor. I also spoke with the CEO about the role and the requirements to ensure a full understanding. The CEO, who holds the position of Monitoring Officer of this interview process for the PCC to achieve merit, fairness and openness in the selection process, also provided me with a timetable of the process, a copy of the application pack, details of the extent and coverage for advertising the position widely and requesting responses from applicants and a virtual briefing on the whole process.
4. On the 20<sup>th</sup> November 2024 I received the applicants detailed responses together with a scoring system for rating them. I carefully reviewed the responses, assessed them against the criteria for scoring, rated them and advised the CEO that in my opinion both applicants achieved the standard to be taken forward for interview.

## **Advisory Panels and Interviews – 02<sup>nd</sup> December and 06<sup>th</sup> December 2024.**

5. The Advisory Panels took place on the 2<sup>nd</sup> December. There were two Advisory Panels, one with an internal panel and the other with an external panel. The internal panel was made up of 7 people from a range of positions and ranks across Warwickshire Police. The external panel consisted of 8 people who are key stakeholders from across key partners in Warwickshire.
6. The interviews of the two applicants took place on the 6<sup>th</sup> December 2024 and were timed sessions with a set of 6 consistent questions. The interview process also included a media interview which was assessed alongside the interview questions by the interview panel.
7. The panels were provided with a consistent set of questions with space to record notes taken. The CEO gave each panel a briefing and a written summary was produced by each panel for consideration by the interview panel. The panels had been asked by the PCC not to rate or rank the applicants.
8. I attended the final interviews. Interview panel members were each provided with a briefing pack which included the feedback from the Advisory Panels, personality profiling, the College of Policing Guidance for appointing Chief Officers. The panel were also provided, prior to the day via email, with the application forms and references for each candidate. A printed set of the 6 consistent questions asked at the interviews and the marking guidance was also provided to each panel member. All of the interview panel members contributed fully to the interview process, were unbiased, objective and consistent. The PCC chaired the interview panels, with each panel member asking questions in turn.
9. At the end of the interviews the panel fully discussed the applicant's strengths and weaknesses and their responses to the 6 pre-set questions. Each member contributed fully to these discussions and then provided a summary of their assessment of each candidate and a scoring. The scores were collated by the CEO, a total score for each candidate recorded and a result declared by the PCC on merit. The successful applicant will be put forward by the PCC to the PCP for ratification at their meeting on 16<sup>th</sup> December 2024.

### **Conclusion and report**

10. I have briefly outlined in this report the interview process I was asked to report on and attended on the day of the interviews for the appointment of a new Chief Constable for Warwickshire. This covers the documentation prepared and used in the process, the means and criteria used for the

applicant's assessment and scoring and the impartial and consistent conduct of the three interview panels to arrive at a result on merit.

11. I can confirm to the PCC and PCP that I was not aware of any bias, the selection process was robust, objective, fair and transparent.

**Recommendation:**

To review the contents of this report and comment as appropriate.