



VERA BAIRD^{QC}
POLICE & CRIME COMMISSIONER

REPORT TO THE POLICE AND CRIME PANEL

26th MARCH 2018

APPOINTMENT OF CHIEF CONSTABLE

1. Purpose of the Report

- 1.1 To notify the Police and Crime Panel (PCP), as required by the Police Reform and Social Responsibility Act (the Act), of the proposed appointment of Chief Constable and to seek confirmation of the preferred candidate, Mr Winton Keenen.

2. Background

Chief Constable Steve Ashman retired on 6 November 2017. The current campaign is the second to appoint a Chief Constable. The first campaign in September 2017 was unsuccessful in securing a successor for the Chief Constable post.

A comprehensive recruitment process has been undertaken to identify a suitable successor and this process concluded on Monday 5th March 2018.

The recruitment process has been conducted in accordance with the requirements of the Act and the College of Policing guidance for the Appointment of Chief Officers published 2012.

The key stages of the recruitment process included:

- National advert
- Personal letter from PCC to all Chief Constables and Deputy Chief Constables
- Candidate information brochure
- On line application process
- Shortlisting
- Stakeholder engagement event
- Presentation and interview

The vacancy was widely advertised to encourage a wide and diverse pool of applicants. The vacancy was advertised using a range of attraction methods and platforms:

- College of Policing website

- Police Oracle publication
- Police Professional publication
- Northumbria Police careers website
- Direct mailing to all Chief Constables and Deputy Chief Constables including a candidate information brochure

This resulted in 1 formal application (internal candidate).

3. Stakeholder Engagement

Given the Chief Constable is an important public figure and whose role has impact beyond the direct delivery of police services, the selection process was designed to provide an opportunity for a wide range of stakeholders to meet the shortlisted candidate and provide a valuable input to assist in selecting the preferred candidate. The event allowed the panel to interact with the candidate and assess their understanding of the issues and questions posed. Each group summarised their views and feedback at the end of their session.

Leaders of local authorities, Fire and Rescue and CPS across Northumbria area, community and voluntary sector leads were approached and asked to nominate suitable representation to participate in a stakeholder event. There was an encouraging response in the region of twenty representatives nominated providing a wide and diverse representation. Unfortunately due to adverse weather conditions the date of the event was changed, however there were still fifteen representatives able to make the event

Two stakeholder groups were formed, representing the public sector, and Community and Voluntary communities.

The stakeholder event took place on Monday 5th March 2018 followed by the panel interview. The groups interviewed the shortlisted candidate for up to 45 minutes, questioning him on police and community safety issues of relevance and importance to them as stakeholders. It was evident throughout the event that the groups had embraced this opportunity and all stakeholders actively participated in the sessions.

The stakeholders were given the freedom to determine their own questions reflecting the issues of importance to them, but asked to be fair and consistent to the candidate.

Following the stakeholder panel's feedback and observations on the candidate's performance was provided to the Police and Crime Commissioner for consideration.

There was a positive energy from all the stakeholders during the event and the quality of their feedback was first class. The overwhelming view from stakeholders is that they welcomed the opportunity to be involved in a significant appointment and are keen to be involved in future opportunities.

4. Criteria

The selection criterion used to assess the suitability of candidates for the role of Chief Constable is summarised below:

- Intelligent, creative and informed policing
- Resolute, compassionate and committed
- Inclusive, enabling and visionary leadership
- Working relationship with PCC
- Continued Professional Development (CPD)

This selection criterion was provided to the interview panel prior to the event and reflected in the role profile and the Northumbria Competency and Values Framework (NCVF). The framework utilises the six competencies as defined by the College of Policing to ensure that officers are demonstrating the key competencies required throughout policing.

The application form was designed to ask a number of questions relevant to the above criteria and assist the shortlisting stage of the process. A set of detailed interview questions were developed to assess the candidate in the selection process.

The application form included 5 questions where the candidate was required to evidence his suitability, skills or abilities. He was also asked to provide evidence of his CPD both personally and professionally and provide any documents in support of this evidence.

The presentation and interview was structured around a 30 minute presentation and 6 pre-agreed questions. The candidate was given the presentation topic upon arrival and allowed one hour to prepare. A detailed selection exercise was carried out and lasted approximately one and half hours.

Throughout the formal interview each panel member was free to challenge and test the candidate. All panel members kept notes and at the end of the interview the panel drew upon these notes to assist in assessing the performance of the candidate and agreed a score against each question / presentation. This was a detailed and rigorous process.

5. Why the Candidate Satisfied the Criteria

The candidate was scored at the end of the formal interview on a scale of 0 (no evidence) through to 4 (very strong) against each of the structured questions and presentation. The interview panel agreed a minimum expected score before the interviews commenced.

Mr Winton Keenen scored highly during this process and it is the consensus of the interview panel that he is a suitable candidate for the position.

He demonstrated through his application form, engagement with key stakeholders and throughout his formal interview that he has the requisite depth of operational experience coupled with the desired leadership qualities, skills and ability to lead Northumbria Police in the future.

Mr Winton Keenen has previous extensive experience over 32 years at various ranks in Northumbria Police. He has passed the National Senior Police Assessment Centre in 2014 and Strategic Firearms Command Course in April 2014. He was promoted to Deputy Chief Constable with Northumbria Police on 22 October 2015. He has been performing the role of Temporary Chief Constable with Northumbria Police since 2 October 2017.

Mr Keenen is put forward as the PCC's preferred candidate.

6. Interview Panel

The Police and Crime Commissioner was supported throughout the recruitment process by her interview panel made up of Dee Collins, Chief Constable West Yorkshire Police, Mr Nick Hall, Regional Chief Executive, Cumbria & Lancs, South Yorkshire and Northumbria Community Rehabilitation Company (Independent Member of the panel) and Mr Mike Tait, Director of Finance and ICT for Northumbria Police. HR advice for the panel was provided by Lesley Anne Knowles, Head of HR for Northumbria Police.

Collectively the interview panel has extensive experience of recruiting at an executive level.

The interview panel were fully consulted on all stages of the recruitment process from content of advert, role profile, selection criteria, stakeholder engagement and design of application and interview questions through to the actual interviews, assessment and scoring of candidates.

Home Office and College of Policing guidance requires at least one of the Interview /Appointments panel to be an independent member. A key role of the Independent member is to ensure the appointment principles of merit, fairness and openness are followed and to verify the extent to which the panel were able to fulfil their purpose (e.g. to challenge and test that the candidate meets the necessary requirements to perform the role).

Mr Nick Hall, as the Independent member of the interview panel will write separately to the Chair of the PCP confirming the fairness of the process and decision making.

7. Terms and conditions on which the candidate is to be appointed

The preferred candidate, Mr Winton Keenen will be appointed on the terms and conditions summarised in Appendix A to this report.

NORTHUMBRIA POLICE

CHIEF CONSTABLE

SUMMARY OF MAIN CONDITIONS OF SERVICE

1. POLICE REGULATIONS

The appointment of Chief Constable will be made in accordance with Police Regulations, which the Secretary of State may vary from time to time, and will be subject to confirmation of the Police and Crime Panel.

2. SALARY

The salary for the post of Chief Constable is currently £165,279 per annum (standard national set rate).

3. PERIOD OF NOTICE

3 months' written notice is required on resignation. A shorter period of notice may be accepted at the discretion of the Police and Crime Commissioner.

4. REFEREES

The appointment is subject to satisfactory reference(s).

5. VETTING

The appointment is conditional to Management (MV) and Developed Vetting (DV) in accordance with the procedure in operation within Northumbria Police.

6. BENEFITS

A vehicle is supplied for operational and business use. Private use of this vehicle is also permitted for which there will be a personal tax liability. The provision of a vehicle and the type of vehicle will be subject to periodic review.

7. NORMAL PLACE OF RESIDENCE

The post holder is expected to have their normal place of residence within the force area and be readily accessible to meet the operational needs and exigencies of the force.

Post holders on appointment who otherwise live outside the force area are expected to re-locate at the earliest opportunity.

8. RELOCATION

Removal expenses will be considered in accordance with Police Regulations.

Expenses will be considered where they fall within one of the criteria set out in Regulations and are deemed to be reasonable. All relocation expenses will be subject to approval of the Police and Crime Commissioner.

Only costs agreed in advance will be considered for reimbursement.

HMRC tax free limit for relocation expenses is currently £8,000. Any expenses incurred over and above this level will be reported through the P11D process for which the post holder may incur a personal tax liability.

9. REPLACEMENT ALLOWANCE

A Replacement Allowance will be payable in accordance with Police Regulations.

10. WHOLE-TIME SERVICE

The successful candidate will be required to devote his/her whole-time service to fulfilling the duties of the office of Chief Constable and shall not take up any other additional appointment without the prior written consent of the Police and Crime Commissioner

11. POLICE PENSION CONTRIBUTIONS

Police pension contributions will be deducted at the rate specified in the Police Pension regulations.