

Ms Angela Douglas
Chair of Police & Crime Panel
Gateshead Council
Civic Centre, Regent Street
Gateshead
Tyne and Wear NE3 1HH

Northumbria
Community Rehabilitation Company



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5 March 2018
NH/JP

Dear Ms Douglas

I have participated as the Independent member of the Recruitment and Selection panel for the appointment of the Chief Constable for Northumbria Police. A key part of my role was to ensure the process complied with the principles of merit, fairness and openness.

I can confirm that this has indeed been the case and I support the Police and Crime Commissioner's decision to select Winton Keenen as her preferred candidate to put to the Police and Crime Panel for confirmation.

I was fully involved and consulted throughout the whole process, from agreeing the outline role profile, advert and selection criteria through to involvement in short-listing, preparation for and finally participating in the interview process.

At the outset I was provided with a copy of the College of Policing guidance on the recruitment and selection of chief officers and I am satisfied the Police and Crime Commissioner has followed this and acted in accordance with the spirit of this guidance.

I can confirm the Recruitment and Selection Panel were able to, and indeed did, fully challenge and test the candidate to meet the necessary requirements to perform the role of Chief Constable.

It has been my pleasure to be involved in assisting in the recruitment of the Chief Constable and would like to take this opportunity to wish everyone involved with Northumbria Police success for the future.

Should you require any further information please do not hesitate to contact me.

Yours sincerely

A handwritten signature in black ink that reads "Nick Hall".

Nick Hall
Regional Chief Executive
Cumbria & Lancs, Northumbria and South Yorkshire CRCs