

# **Police and Crime Commissioner for South Wales**

## **Report to the Police and Crime Panel on the Appointment of a Chief Constable**

**Tuesday 3<sup>rd</sup> November 2020**

### **Background**

I had commenced a recruitment process to appoint a new Chief Constable, the need to appoint a new Chief Constable follows the appointment of the current Chief Constable, Matt Jukes QPM, as Assistant Commissioner of the Metropolitan Police. Dates for the process were chosen to ensure that South Wales was not left for too long without the certainty of a knowing the new Chief Constable at such a demanding and critical time. Below I have provided the Panel with details of the recruitment process and the information that had been made available to potential applicants for the post. In addition the Panel have a copy of the independent member report into the process, which was also overseen as required by my Chief Executive.

I confirm that the post was advertised from the 22<sup>nd</sup> September 2020 to the 14<sup>th</sup> October 2020 and was placed on the following websites

- Police and Crime Commissioner for South Wales
- South Wales Police
- Association of Police and Crime Commissioners
- National Police Chief's Council
- The College of Policing

In addition details were made available to all individual Chief Officers at Assistant Chief Constable and above in England and Wales via the College of Policing. This open and transparent approach ensured that the vacancy was drawn to the attention of all qualified officers across England and Wales and more widely.

A copy of the Advertisement, Information Pack which was available to all candidates is attached for the Panel's attention at appendices A and B respectively.

### **My Recruitment Approach**

Deciding who will lead South Wales Police for the coming years to succeed Matt Jukes is the most important single decision that I have to take as the Police & Crime Commissioner and it is important not only for the police service but for all the communities of South Wales.

The three candidates who were short-listed demonstrated high levels of competence and vision as they went through a grilling by three specialist panels and then a formal interview process in which I and my Deputy Commissioner, Emma Wools, were joined by four distinguished senior leaders from other agencies including Welsh Government and Local Government in Wales. Jeremy Vaughan came through all those elements of the process as being the stand-out candidate

Despite the difficulties created by an unremitting period of tough financial cuts – and the financial challenges have not gone away - Matt Jukes has continued the journey aimed at developing South Wales Police into one of the leading forces in the UK, with a balance of high performance in responding to crime and supporting victims while intervening early and working with partners to prevent crime in the first place and create safe, confident communities across South Wales.

In line with the previous recruitment process for Matt Jukes, I drew on my own experience of participating in a challenging process of confirmation hearings on a number of occasions. Two of these were scrutiny by the Home Affairs Select Committee of the Home Secretary's preferred candidate to be HM Chief Inspector of Constabulary and similar scrutiny by the Justice Select Committee of the preferred candidate for the role of Information Commissioner. Both involved detailed and challenging questioning of the candidate by all members of the Select Committee and showed that such a challenging process can provide test a candidate constructively and openly and provide real public assurance of their suitability for the role.

I therefore arranged a number of stakeholder panels which took place on the 21<sup>st</sup> October 2020 involving a variety of people with expertise and a genuinely well-informed interest in South Wales Police.

- One was undertaken by the Independent Joint Ethics Committee who provided questions on issues of ethical policy and public interest.
- A second included representatives from voluntary and community sector organisations with a focus on partnership and equalities.
- A third involved senior representatives from our key partners in Local Government Leaders and Chief Executives who have an interest in the way that South Wales Police will perform in the future and are well able to explore joint action to tackle future challenges.

A list of the panel members who participated in the process is attached at appendix C.

That process was followed by a formal interview on 23<sup>rd</sup> October 2010 by an expert panel which I chaired. A list of the panel members who undertook the formal interview is also included at appendix C.

I ensured that the guidance issued by the College of Policing for the appointment of Chief Officers was closely followed throughout the process.

#### Recommendation to appoint a Chief Constable for South Wales

As a result of this stringent approach I am pleased to say that the recommendations from all those who participated in the process was that Deputy Chief Constable Jeremy Vaughan should be confirmed as the next Chief Constable for South Wales. Today I therefore seek the endorsement that is required under schedule 8 of the Police Reform and Social Responsibility Act 2011. I am very happy to respond to any questions from the Panel.

#### Independent Member Report

I attach herewith a copy of the report (appendix D) provided by Gill Lewis, the Independent Member who sat on the appointment panel. She has confirmed that the process was conducted in line with the principles of merit, fairness and openness. Gill is trained, experienced and competent in assessment and selection practices and has completed appropriate briefing/assessor training on the appointment of Chief Officers. She has previously acted in the capacity of Independent Member for Chief Constable appointments across England and Wales, providing reassurance on the process we have adopted.

The new Chief Constable will take the helm of a fine Police Force but the considerable and continuing operational and financial challenges should not be underestimated. There will be opportunities to thank Peter Vaughan for his contribution, which has been enormous, and I pay tribute to the support that he has given to me in seeking to use this period of leadership renewal as a means of becoming fully prepared for those challenges.

I commend the appointment of Jeremy Vaughan to be Chief Constable of South Wales Police to the Panel for approval.

Rt. Hon. Alun Michael

Police and Crime Commissioner for South Wales