

Report to the Police and Crime Panel – Deputy Police and Crime Commissioner

1st June 2021

Purpose of Report

To notify the Panel of the proposed appointment of a Deputy Police and Crime Commissioner, in line with the requirements of the Police Reform and Social Responsibility Act 2011.

Recommendation

In accordance with the Police Reform and Social Responsibility Act 2011, the Panel is invited to review the proposed appointment of Ms Emma Wools as Deputy to the Police and Crime Commissioner for South Wales and to recommend to the Commissioner whether the candidate should be appointed in accordance with Schedule 1 of the Act.

1.0 Background

- 1.1 When the Commissioner proposes to appoint a Chief Executive, Chief Finance Officer (Treasurer) or Deputy Commissioner (referred to as Schedule 1 appointments) the Commissioner must notify the Panel of the following information:
 - (a) The name of the person he is proposing to appoint
 - (b) The criteria used to assess the suitability of the candidate.
 - (c) Why the candidate satisfies the criteria ; and
 - (d) The terms and conditions on which the candidate is to be appointed.
- 1.2 Schedule 1 10 of the Act requires the Panel to review each proposed appointment and make a report the Commissioner which must include a recommendation as to whether or not the candidate should be appointed. This must be done within a period of three weeks beginning with the day on which the Panel receives the notification from the Commissioner of the proposed senior appointment.
- 1.3 Schedule 1 11 of the Act requires the Panel to hold a confirmation hearing before making a report and recommendation under paragraph 10 to the Police and Crime Commissioner.
- 1.4 Schedule 1 paragraph 12 allows the Police and Crime Commissioner the right to accept or reject the Panel's recommendation and he must notify the Panel of his decision.

2. Appointment of Deputy Police and Crime Commissioner

2.1 The name of the proposed Candidate

The name of the person I propose to appoint to the position of Deputy is Ms Emma Wools.

2.2 The criteria Used to Assess the Suitability of the Candidate for the Appointment

2.2.1 The Hearing is an opportunity for the Panel to review the candidate's professional competence and personal independence for the role.

- Professional Competence- relates to the candidates ability to carry out the role through a comparison of the candidate's CV and job profile. In addition questions regarding professional judgement and insight.
- Personal Independence – relates to the need for a candidate to act in a manner that is operationally independent of the Commissioner. However Deputy Police and Crime Commissioners can be political appointments and as such a lower standard of independence might be expected, reflecting the fact that these deputies have been appointed to provide political support, and to directly assist the Police and Crime Commissioner in driving his or her particular vision and priorities. As such Personal Independence is less relevant however the Deputy Police and Crime Commissioner will still need to understand the separation of political and operational responsibilities for policing.

2.2.3 Criteria to perform the duties

The criteria I used to assess the candidate was that he or she should be able to demonstrate:

- Evidence of operating at a senior level
- Commitment to innovation and performance improvement
- Evidence of ability to build effective working relationships
- Familiarity with best practice, change management and leadership
- Ability to promote ideas and reach mutually beneficial solutions

2.3 Why the Candidate Satisfies the Criteria

Ms Wools.....

- A) Has been my current Deputy Police and Crime Commissioner during my last term.
- B) Ms Wools is currently on secondment from Her Majesty's Prison and Probation Service (HMPPS)
- C) Has a highly relevant technical and proven managerial track record.
- D) Leads on a number of South Wales and all Wales programmes, particularly in relation to the Criminal Justice system and early intervention
- E) Has excellent working relationships with key stakeholders and senior officers across South Wales and beyond.
- F) Is an established senior leader within policing having forged strong working relationships and reputation within this area.

It is therefore my view – that Ms Wools is an outstanding Deputy, with highly relevant professional skills & experience.

2.4 Terms and Conditions of Appointment

The post is currently on a secondment basis from HMPPS.

2.5 Financial Considerations

The salary will be contained within existing budgetary provisions.