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## NORTH LINCOLNSHIRE COUNCIL

### HUMBERSIDE POLICE AND CRIME PANEL

14 July 2023

**PRESENT: -**

East Riding of Yorkshire Council	Councillor V Padden Councillor S Whyte
Hull City Council	Councillor Mrs C Randall Councillor A Singh Councillor L Tock
North East Lincolnshire Council	Councillor K Shutt Councillor D Westcott
North Lincolnshire Council	Councillor M Ali Councillor J Davison (Vice-Chair)
Independent Members	Mrs S Whittaker (Chair)

The meeting was held at the Ergo Connects Centre, Bridgehead Business Park, Hessle.

- 519 **WELCOME AND INTRODUCTIONS** - The Chair of the Humberside Police and Crime Panel welcomed everyone to the Confirmation Hearing and invited all in attendance to introduce themselves and identify the local authority/organisation they were representing.
- 520 **APOLOGIES FOR ABSENCE - Resolved** - That it be noted that apologies for absence had been received from Councillors A Talbot (East Riding of Yorkshire Council) and Mrs Chase (Independent Person).
- 521 **SUBSTITUTIONS** - There were no substitutes attending the meeting.
- 522 **DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS AND PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS (SUCH DECLARATIONS ARE TO BE MADE IN ACCORDANCE WITH THE MEMBERS' RESPECTIVE COUNCIL'S CODE OF CONDUCT)** - There were no declarations of disclosable pecuniary interests and personal or personal and prejudicial interests.
- 523 **CONFIRMATION HEARING FOR NEW CHIEF CONSTABLE OF HUMBERSIDE POLICE - 'PREFERRED CANDIDATE' - MR PAUL ANDERSON** - The Secretary to the Panel reported that, in accordance with Schedule 8 of the Police Reform and Social Responsibility Act 2011 the Panel was required to hold a Confirmation Hearing following receipt of formal notification by the Police and Crime Commissioner of his wish to appoint his

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preferred candidate, Mr Paul Anderson, to the post of Chief Constable for Humberside. The Panel received notification from the Humberside Police and Crime Commissioner of the proposed appointment to the role of Chief Constable on 28 June 2023.

The Panel were provided with a report by the Commissioner in advance of their meeting. The report set out the Commissioner's proposed job description and person specification for the Chief Constable and explained the recruitment process. The Panel was satisfied that this report provided them with the information set out in Schedule 1(9) of the Police Reform and Social Responsibility Act 2011. The Commissioner's report also provided the Panel with detailed information about the advertisement, shortlisting and selection process.

The Commissioner also provided the Panel with a copy of the report by the independent member who had observed and advised on the process in line with the requirements of Home Office Circular 20/2012.

The Secretary explained that guidance on the role of the Panel recommended that through questioning of the candidate they consider his 'professional competence' and 'personal independence'. To assist, the Panel had been provided with documentary evidence of the process followed by the Commissioner when recruiting to the post and selecting his preferred candidate.

The Secretary detailed the four options available to the Panel when making its decision namely to recommend that the appointment proceed, that it proceed with recommended action, that the appointment not be made or, finally, that the proposed appointment be vetoed. The Secretary explained the specific requirements on the Panel, and extremely limited circumstances associated with the last option.

The Chairman invited the Police and Crime Commissioner to outline the appointment process followed for the position of Chief Constable.

The Commissioner reported on the detailed and lengthy process followed by him to recruit a new Chief Constable for Humberside. Information provided to candidates was submitted to the Panel. The Commissioner had been supported throughout the recruitment process by the College of Policing and his Chief Executive.

The Commissioner explained that he had undertaken a rigorous and transparent process and that his preferred candidate had fully demonstrated his ability to fulfil the role effectively.

The Panel Chair, who had been invited by the Commissioner to sit as an observer at the final selection process, advised the Panel that she felt the selection process had been fair, objective and transparent.

Presentation by and questions to Mr Anderson.

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Mr Anderson briefly summarised his career in the Police Service having served in a number of Force areas, roles which required balance between resources and expectations.

His role as a public servant was a paramount consideration in his approach to policing, which together with his background in leadership and experience at operational level enabled him to take the Humberside Force forward.

The Panel explored the candidate's ability to undertake the role through an appraisal of the supporting documents provided by the Commissioner, and through questioning. The Panel asked the following questions:

1. As Chief Constable, you would be responsible for leading the Force. Please could you share with the Panel your vision for the Force, including the future direction and culture of the organisation that builds public and organisational confidence and trust?
2. As Chief Constable of Humberside Police, you would hold direct accountability for the operational delivery of policing services and the effective command and leadership of the policing response to crime and major and critical incidents. Please share with the Panel your experience that makes you qualified to fulfil this role?
3. As Chief Constable of Humberside Police, you would lead an outstanding force with high levels of staff engagement, morale and a commitment to the continued improvement of wellbeing amongst its staff. How would you ensure that the Force does not become complacent in terms of its employees being its greatest asset?
4. As Chief Constable, you would be required to set the organisational culture, whilst promoting values, ethics, and high standards of professional conduct to enable an effective and professional service that builds the confidence of the public whilst empowering your team. How would you achieve this?
5. Please provide examples of how you had developed and maintained strategic relationships with local, regional, and national partners and effectively influenced and collaborated to contribute to improvements and change in an organisation?
6. Partnership working was now commonplace between public sectors and the Government was requiring blue-light collaboration. What experience would you bring to the role which would enable you to work collaboratively and innovatively to bring about further efficiencies and greater effectiveness between partners?
7. The Panel had carefully followed the continuous journey of improvement which had seen Humberside Police transform from a force in special measures with HMICFRS in 2016 to be graded as

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outstanding by the Inspectorate in 2022. What qualities do you believe you possess that would allow you to continue the outstanding performance of the Force and lead the organisation to further improvement and deliver the best service to the public?

8. The Police Efficiency, Effectiveness and Legitimacy inspection of Humberside Police issued an 'adequate' judgement against the Force recording data about crime, and 'good' judgement with regard to responding to the public and investigating crime. Whilst the overall judgement was for an outstanding inspection, what measures would you put in place to ensure all graded judgements are outstanding?
9. Public confidence in policing had taken a hit nationally, which Humberside Police was not immune from. As Chief Constable, please could you explain how you intend to build further the trust of the community in the police, putting the community at the heart of policing to ensure legitimacy?
10. Please could you explain how you would set, and more importantly ensure the implementation of organisational and operational strategies for the Force, whilst having due regard to the Commissioners Police and Crime Plan?
11. A key requirement of a Chief Constable was to be responsible for holding accountability for Force financial management and determining functional budgets within the agreed framework as issued by the Police and Crime Commissioner. How would you ensure that any decisions you made ensure the effective use of public spending and maximise value for money?
12. Tackling crime was not just the responsibility of the Police. What more could the public do to assist those agencies responsible for keeping us safe?
13. Would 'Humber Talking' continue to be a priority for Neighbourhood Policing Teams and how was the information received used to make communities safer and stronger?

Mr Anderson responded to each question in turn, before the Chair invited the proposed candidate to clarify any comments he had made during the hearing and issue a closing statement.

**Resolved** – That Mr Anderson and the Police and Crime Commissioner be thanked for their attendance, presentation and for answering members questions.

- 524 **ANY OTHER ITEMS THAT THE CHAIRMAN DECIDES ARE URGENT BY REASON OF SPECIAL CIRCUMSTANCES THAT MUST BE SPECIFIED -**  
There was no urgent business for consideration at the meeting.

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525 **EXCLUSION OF THE PRESS AND PUBLIC - RESOLVED** – That the public be excluded from the meeting for the following item of business which involves the likely disclosure of exempt information as defined in the paragraph of Part 1 of Schedule 12A of the Local Government Act 1972 indicated

526 **TO DISCUSS THE PROPOSED APPOINTMENT OF MR PAUL ANDERSON TO THE ROLE OF CHIEF CONSTABLE OF HUMBERSIDE POLICE** - On the basis of the information provided by the Commissioner, and the discussions held in the Confirmation Hearing and the closed session, the Panel agreed that:

- Mr Anderson had provided excellent responses to all of the Panel's questions in a strategic and detailed manner.
- It was considered that Mr Anderson had the required leadership and man-management qualities to engage, motivate and encourage all Humberside Police Officers and staff to support his ideas and vision for the force in the future.
- Mr Anderson had a detailed knowledge of the area and he was committed to engaging with the Police and Crime Panel and all local councils to work collectively to make Humberside a safer place to live and work.
- The answers provided by Mr Anderson gave the impression of a passion and commitment for nurturing talent and leadership within Humberside Police.
- Mr Anderson had a clear recognition of the requirements of modern policing and empathy towards the needs and demands of local communities and all his staff.
- Mr Anderson had excellent knowledge and experience of handling major critical incidents, working strategically and in partnership with other agencies.

The Panel also noted that the report provided by the Independent Member on the recruitment panel confirmed that the recruitment and selection process had complied with the principles of merit, fairness and openness and that the PCC had followed the College of Policing guidance on the recruitment and selection of Chief Officers and acted in accordance with the spirit of this guidance.

**Resolved** – (a) That the appointment of Mr Paul Anderson to the post of Chief Constable of Humberside Police on the terms and conditions set out in the report submitted to the Panel be confirmed, and (b) that the Panel support the recommendation made by the Independent Person, requesting that 'careful consideration be given to the appointment of Deputy Chief Constable and Assistant Chief Constable in terms of competencies, to support a balanced leadership team'.

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