

**SURREY POLICE AND CRIME PANEL****PROPOSED APPOINTMENT OF A DEPUTY POLICE AND CRIME
COMMISSIONER FOR SURREY****30 JUNE 2021****SUMMARY**

- 1.1 The Police Reform and Social Responsibility Act 2011 provides, under section 18(1), that the Police & Crime Commissioner for a police area may appoint a person as the Deputy Police & Crime Commissioner for that area.
- 1.2 Under Schedule 1, paragraph 9, of the Act, the Police & Crime Commissioner (PCC) must notify the Police and & Crime Panel of her proposed appointment to the post of Deputy Police and Crime Commissioner.
- 1.3 The PCC must also notify the Panel of the following information:
 - a) The name of the person whom the PCC is proposing to appoint (“the candidate”)
 - b) The criteria used to assess the suitability of the candidate for the appointment
 - c) Why the candidate satisfies those criteria
 - d) The terms and conditions on which the candidate is to be appointed.
- 1.4 Under paragraph 10 of Schedule 1, the Panel must review the proposed appointment and make a report to the PCC on the proposed appointment, including a recommendation to the PCC as to whether or not the candidate should be appointed, within a period of three weeks beginning with the day on which the Panel receives notification from the PCC of the proposed appointment.
- 1.5 The PCC must notify the Panel of the decision whether to accept or reject the recommendation of the Panel.

RECOMMENDATION

That the Police & Crime Panel agree the appointment of Ellie Vesey-Thompson as Deputy Police and Crime Commissioner for Surrey.

2. Background

- 2.1 The Police Reform and Social Responsibility Act 2011 provides, under section 18(1), that the Police and Crime Commissioner (PCC) for a police area may appoint a person as the Deputy Police & Crime Commissioner for that area. The PCC can also arrange for them to exercise any of their functions, except for the issuing of a Police and Crime Plan, appointing the Chief Constable, suspending the Chief Constable, or calling upon the Chief Constable to retire or resign, or calculating a budget requirement under section 43 of the Local Government Finance Act 1992.
- 2.2 Furthermore, the recent Home Office review of the role of Police & Crime Commissioners has focused on the future resilience and capacity of PCCs and their offices, particularly in light of the Government's intention to expand the role. The Home Office will bring forward legislation to mandate that each PCC must appoint a Deputy and in the interim, will be issuing guidance to PCC's offices requesting that a formal succession plan is put into place in the event of a vacancy or incapacitation, involving the Panel as necessary. In anticipation of these changes, the PCC believes it is prudent to introduce a Deputy PCC role to her office.
- 2.3 Making use of the power in section 18(1), PCC Lisa Townsend wishes to appoint Eleanor (Ellie) Vesey-Thompson as her Deputy PCC.
- 2.4 Ellie Vesey-Thompson has declared that she is aware of the provisions of the Act as regards eligibility to be appointed and has stated that, to the best of her knowledge and belief, she is eligible for appointment and is not subject to a relevant disqualification. Attached at **Appendix A** are the relevant extracts from the Act concerning disqualification of a person from appointment to the post of Deputy Police & Crime Commissioner and a candidate declaration.
- 2.5 Under section 18(10) of the Act, the DPCC is a member of the PCC's staff. The Deputy PCC for Surrey will be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC's staff, although the role is the only one within the Commissioner's staff that is not politically restricted. A summary of the key terms and conditions of the role is attached at **Appendix B**.
- 2.6 Although the deputy PCC is a member of the PCC's staff (s18(10) of the Act), under paragraph 8(4) of Schedule 1 of the Act the appointment of a Deputy PCC is exempt from the requirement of Section 7 of the Local Government and Housing Act 1989 which stipulates that all staff appointments should be made on merit. There is therefore no requirement for the open recruitment process that would normally apply when recruiting staff to the PCC's office.

3. Issues for the Panel's Consideration

3.1 **Name of candidate:** The name of the person the PCC is proposing to appoint to the post of Deputy PCC for Surrey is Eleanor (Ellie) Vesey-Thompson.

3.2 **Criteria used to assess the suitability of the candidate for the appointment:** In selecting a preferred candidate, the PCC has chosen someone who can satisfy the following criteria:

- Ability to provide professional, insightful and effective support to the PCC in achieving her ambitions and objectives
- Understanding of the role of PCC in order to provide resilience both on a day-to-day basis and in the event of the PCC being unable to discharge her functions
- Ability to complement the PCC's own experience, background and skills – providing a particular focus on issues affecting young people
- Experience of operating at a strategic level within a high profile environment
- Excellent political awareness and understanding of local and national political structures
- A pre-existing network of local contacts, as well as the ability to form constructive and cooperative working relationships across a range of partner organisations and at various levels
- Exemplary inter-personal skills with the ability to listen to, engage with and understand the needs and concerns of different communities, groups and stakeholders
- Strong public service ethos and a shared understanding of the PCC's own vision and values

3.3 **Why the candidate satisfies those criteria:**

Miss Vesey-Thompson's background is in policy, communications and youth engagement in both the public and private sectors. She has a degree in Politics and Graduate Diploma in Law.

Public service has been a part of Miss Vesey-Thompson's life from a young age, having joined the UK Youth Parliament in her early teens. Here, she was able to gain experience of representing others and in voicing the needs and concerns of young people to a wide audience. Miss Vesey-Thompson has worked in policy roles in the public and private sectors and has built political awareness through working for Members of Parliament. Miss Vesey-Thompson has worked for the National Citizen Service – a voluntary programme for 15-17 year olds which aims to engage, unite and empower young people across diverse backgrounds to reach their potential and prepare them for life after school.

Having worked closely with Miss Vesey-Thompson during the election campaign, the Commissioner has seen first-hand the drive, energy and

commitment that she would bring to the role of Deputy PCC. In particular, Miss Vesey-Thompson has demonstrated a real passion for engaging with local residents to hear their views – both in her previous roles and during the election campaign - and will bring her skills to bear in ensuring these views are reflected in the Police & Crime Plan as it develops.

Ellie Vesey-Thompson, if appointed, would be the youngest Deputy PCC in post. As such, she brings a different perspective and outlook to the role and has a particular interest in those issues which affect young people – both as victims of crime and ASB and as offenders going through the Criminal Justice System.

4. Starting date

- 4.1 Miss Vesey-Thompson is able to begin in this position with immediate effect, should the Commissioner choose to confirm the appointment following receipt of the Panel's considerations.

LEAD OFFICER: Alison Bolton, Chief Executive

TELEPHONE NUMBER: 01483 630 200

E-MAIL: Alison.bolton@surrey.pnn.police.uk