

Surrey Police and Crime Panel- Confirmation Hearing Protocol for the Deputy Police and Crime Commissioner for Surrey

1. Background

- 1.1 The Police Reform & Social Responsibility Act 2011 requires that Police & Crime Panels hold confirmation hearings for certain key appointments to be made by the Police & Crime Commissioner. These requirements are detailed within two Schedules of the Act.
- 1.2 This confirmation hearing is for a proposed appointment, under Schedule 1 of the Act, to the role of Deputy Police & Crime Commissioner (DPCC) for Surrey.

2. Confirmation Hearing for the proposed Deputy Police and Crime Commissioner

- 2.1 The Panel received informal notification on the proposed appointment to the role of Deputy Police and Crime Commissioner on 27 May 2021 and formal notification was provided from the Surrey Police and Crime Commissioner on 22 June 2021 - date of agenda publication.
- 2.2 In order to assist the Panel in reviewing the suitability of the preferred candidate, the Commissioner must provide the Panel with the following information:
 - The name of the person whom the Commissioner is proposing to appoint
 - The criteria used to assess the suitability of the candidate for the appointment
 - How the candidate satisfies those criteria
 - The terms and conditions on which the candidate is being appointed

3. The Police and Crime Panels Role

- 3.1 **Under the terms of the Act, the Panel is required to:**
 - Review the proposed senior appointment
 - Make a report to the Commissioner on the proposed senior appointment
 - Include a recommendation to the Police and Crime as to whether or not the candidate should be appointed

At the hearing

- 3.2 The first part of the meeting will be conducted in public and structured as follows:
 - The candidate will be welcomed to the meeting
 - The Chairman will outline the order of business for the meeting.
 - The candidate will have an opportunity to present to the Panel his/her understanding of the role.
 - The Panel will have the opportunity for to ask questions of the candidate.
 - The candidate will be given opportunity to clarify any answers given during the hearing and ask questions of the Panel about the next stage of the process.
- 3.3 The Panel is invited to question the candidate in order to confirm they have the necessary professional competence and personal independence to carry out the role.

On the close of the hearing

- 3.4 Following the confirmation hearing, the Panel will hold a closed session in order to decide on its recommendation to the Commissioner regarding the appointment to the role of Deputy Police and Crime Commissioner.
- 3.5 The Panel will discuss the following:
- Whether the candidate has the professional competence to exercise the role as set out in the role profile.
 - Whether the Panel feels that the candidate has the personal independence to exercise the role.
- 3.6 Where a candidate meets the standards but there is still cause for concern about his or her suitability, it may be appropriate to outline those concerns in the Panel's response to the Commissioner.

Following the confirmation hearing

- 3.7 The Panel will contact the Commissioner by the next working day with a recommendation regarding the appointment.
- 3.8 The Act allows the Police & Crime Commissioner the right to accept or reject the Panel's recommendation; however, the Commissioner must inform the Panel of his decision.
- 3.9 It is recommended that a period of five working days should elapse before the recommendations of the Panel are made public, although this information can be released at an earlier stage if there is mutual agreement between the Panel and PCC.

4. Recommendations

- 4.1 That following questioning of the preferred candidate, the Panel agrees a recommendation to the Commissioner on whether or not to appoint the candidate as Deputy Police & Crime Commissioner for Surrey.

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