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Sent via Email

Dear Commissioner,

Outcome of the Confirmation Hearing: Appointment of a Deputy Police and Crime Commissioner for Surrey

In accordance with paragraph 10 of Schedule 1 of the Police Reform and Social Responsibility Act 2011, I write to inform you of the Surrey Police and Crime Panel's recommendation with regard to the proposed appointment of Ellie Vesey-Thompson as the Deputy Police and Crime Commissioner for Surrey (DPCC).

On the basis of the information provided by you and the discussions held between the Panel, you and Miss Vesey-Thompson during the Confirmation Hearing on 30 June 2021 (see minutes for the detailed discussion), after a vote the Panel agreed the following recommendation in its closed session:

RESOLVED:

That the Surrey Police and Crime Panel recommends that the Police and Crime Commissioner for Surrey does not appoint the proposed candidate, Miss Vesey-Thompson, to the position of Deputy Police and Crime Commissioner for Surrey.

A summary of Panel members' concerns and reasons for not recommending the appointment are provided below for your consideration in line with the below point from the Panel's Confirmation Hearing Protocol:

- 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.

Professional competence:

The Panel were not satisfied that the candidate fulfilled the following criteria that you and the Office of the Police and Crime Commissioner for Surrey (OPCC) used to assess the suitability of the candidate for the appointment:

- *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;*
- *Experience of operating at a strategic level within a high-profile environment;*
- *Ability to complement the PCC's own experience, background and skills (– providing a particular focus on issues affecting young people).*

Through its discussions the Panel:

- Recognised that whilst Section 7 of the Local Government and Housing Act 1989 (appointment of staff on merit) does not apply to the position of DPCC, the Panel expressed that although the candidate had good credentials and was engaging in her responses, the candidate did not have the breadth of experience to provide the quality of support fitting to the level and profile of the role as indicated by the prescribed salary.
- Noted that the candidate would make a good assistant to the PCC with a role focusing on youth engagement and agreed that whilst being capable of undertaking the youth engagement work thereby complementing the PCC's own experience in that respect, the position of DPCC was broader than the proposed narrow remit.
- Stressed that the position of DPCC was to act as PCC should the PCC become incapacitated, suspended or a vacancy arose; noting concern with the candidate's lack of confidence to step into the role of "acting commissioner", and therefore noted that the candidate should not be included in the PCC's succession plan.

Personal independence:

- Noted concern that the candidate would continue with her political activities such as campaigning on behalf of the Conservative Party. Although the role of the DPCC is not politically restricted, the continuation of undertaking political activities may undermine the public's perception of the political independence of the PCC and the OPCC, bringing into question the ability to be a public servant equally to all of Surrey's residents.

In accordance with paragraph 12 of Schedule 1 of the Police Reform and Social Responsibility Act 2011, the Panel recognised the following:

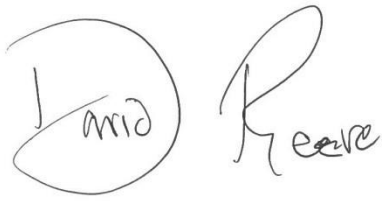
- (1) The police and crime commissioner may accept or reject the panel's recommendation under paragraph 10 as to whether or not the candidate should be appointed.
- (2) The police and crime commissioner must notify the panel of the decision whether to accept or reject the recommendation.

On behalf of the Panel I would like to thank Miss Vesey-Thompson for her attendance at the Confirmation Hearing.

The Panel recommends that a period of five working days should elapse before its recommendation is made public.

I would be grateful if you could forward our findings to Miss Vesey-Thompson. Please do not hesitate to contact me via the Panel's Committee Manager, Amelia Christopher should you require any further information.

Yours sincerely,

A handwritten signature in black ink. The first part is a large, stylized capital letter 'D' with the word 'David' written inside it. To the right of the 'D' is the word 'Reeve' written in a cursive script.

Councillor David Reeve

Chairman of the Surrey Police and Crime Panel

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