

## SURREY POLICE AND CRIME PANEL

### 20<sup>th</sup> June 2024

#### APPOINTMENT OF A DEPUTY POLICE & CRIME COMMISSIONER FOR SURREY

#### 1 SUMMARY

- 1.1. This report sets out details of Police & Crime Commissioner (PCC) Lisa Townsend's intention to appoint Ellie Vesey-Thompson as Deputy Police & Crime Commissioner for Surrey and asks the Panel to consider and make recommendations on this appointment.
- 1.2 The Police Reform and Social Responsibility Act 2011 provides, under section 18(1), that the PCC for a police area may appoint a person as the Deputy Police & Crime Commissioner for that area.
- 1.3 Under Schedule 1, paragraph 9, of the Act, the PCC must notify the Police and & Crime Panel of her proposed appointment to the post of Deputy Police and Crime Commissioner.
- 1.4 The PCC must also notify the Panel of the following information:
  - a) The name of the person whom the PCC is proposing to appoint
  - b) The criteria used to assess the suitability of the person for the appointment
  - c) Why the person satisfies those criteria
  - d) The terms and conditions on which the person is to be appointed.
- 1.5 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 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.
- 1.6 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.

**LEAD OFFICER:** Alison Bolton, Chief Executive  
**TELEPHONE NUMBER:** 01483 630 200  
**E-MAIL:** Alison.bolton@surrey.police.uk

## 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 (DPCC) 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 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 DPCC and a candidate declaration.
- 2.5 Under section 18(10) of the Act, the DPCC is a member of the PCC's staff. The DPCC for Surrey will be subject to a contract of employment which generally reflects the terms and conditions applying to the PCC's wider staff. A summary of the key terms and conditions of the role is attached at **Appendix B**.
- 2.6 Although the DPCC is a member of the PCC's staff, under paragraph 8(4) of Schedule 1 of the Act, the appointment of a DPCC 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. Additionally, the Deputy PCC is the only member of staff who is not politically restricted.

## 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 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 and experience of the role of PCCs 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, as well as rural communities and rural crime

- Experience of operating at a strategic level with senior stakeholders from a range of different organisations
- Excellent political awareness and understanding of local and national political structures
- The ability to form constructive and cooperative working relationships 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:

PCC Lisa Townsend appointed Ellie Vesey-Thompson as her Deputy in June 2021 at the start of her first term of office, having worked closely with Miss Vesey-Thompson during her election campaign. It is the PCC's view that Miss Vesey-Thompson has brought drive, energy and commitment to the role of DPCC during her tenure as well as invaluable support and advice to the PCC. After three years in post, Miss Vesey-Thompson is uniquely placed to continue and build upon her achievements as DPCC to date.

One of Miss Vesey-Thompson's areas of focus has been young people – both as victims of crime and ASB and as offenders going through the Criminal Justice System. She has been responsible for establishing a dedicated fund to work with young people in Surrey which has subsequently been able to support a raft of projects in the county. These include Active Surrey's 'Friday Night Projects', which offer drop-in sessions for young people aged 11-18 who have had limited opportunity to take part in sport and physical activity before, as well as the 'Step OUT to Step IN project', for young people at risk of offending or engaged in anti-social behaviour.

Miss Vesey-Thompson has led on the establishment of a Youth Commission on Policing and Crime. The first of its kind for Surrey, the Commission has given young people aged between 14 and 25 the opportunity to discuss and share their views on policing.

Rural crime has been a further area of interest for the DPCC, where Miss Vesey-Thompson has represented the PCC on the National Rural Crime Network and South-East Rural Partnership. Locally, she has championed a better understanding of crime in rural areas and effective ways to help to keep rural communities safe, regularly engaging with rural communities, including face-to-face meetings with farmers.

Miss Vesey Thompson has undertaken regular attachments with front-line police teams to obtain insights from officers and staff, as well as to ensure that the PCC and her team have a comprehensive understanding of the daily practicalities and obstacles for police colleagues.

As DPCC, Miss Vesey-Thompson is able to provide resilience and additional capacity to the PCC, representing the PCC when required to do so across a wide range of PCC responsibilities. At present, the Home Office still intends to introduce legislation to mandate that each PCC must appoint a Deputy of the same political persuasion as the PCC themselves for this purpose.

Prior to her appointment as DPCC in 2021, Miss Vesey-Thompson's background was in policy, communications and youth engagement in both the public and private sectors. She has a degree in Politics and Graduate Diploma in Law.

**3.4 The terms and conditions on which the candidate is to be appointed:** A summary of the key terms and conditions can be found at **Appendix B**. The terms generally reflect those of other members of the Commissioner's staff, although the role is the only one within the Commissioner's staff that is not politically restricted.

**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.

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