



Suffolk Police and Crime Panel

Outcomes of Consideration of the Proposed Appointment of Chief Constable

The Suffolk Police and Crime Panel on 6 January 2016 held a Confirmation Hearing to consider a recommendation of the Police and Crime Commissioner (PCC) for Suffolk regarding the proposed appointment of Gareth Wilson ('the Candidate') as the new Chief Constable for Suffolk.

Eleven Members of the Thirteen-Member Panel were in attendance at the meeting, as were the Candidate, the PCC, and the PCC's Chief Executive.

The Panel had received a detailed written report from the PCC regarding the appointment process, the criteria used, why the Candidate satisfied the criteria, and the terms and conditions for the appointment. The Panel also received a written report from the PCC appointment panel's Independent Assessor, who concluded that it was a scrupulous, rigorous, open and fair selection process. Copies of these reports are available on the Suffolk County Council website on the link given below:

[http://committeeminutes.suffolkcc.gov.uk/meeting.aspx?d=06/Jan/2016&c=Police and Crime Panel \(Joint Committee\)](http://committeeminutes.suffolkcc.gov.uk/meeting.aspx?d=06/Jan/2016&c=Police and Crime Panel (Joint Committee))

The Panel asked questions of the PCC in relation to the speed and timing of the appointment process, the efforts to try and attract more than a single applicant, the possibility of sharing a Chief Constable with a neighbouring force, the extent of the independent assessor's involvement in the process, and the decision not to use a Policing Advisor. With regard to the appointment process, and the single application that was received, the Panel members were significantly concerned with the speed of the process adopted.

The Panel asked questions of the Candidate in relation to leading transformational change, sustaining staff morale, the local policing model with Safer Neighbourhood Teams (SNT), communicating and building trust with parishes about changes to Police Community Support Officers (PCSO), supporting ethnic communities against extremism, and changes that could arise from the current devolution discussions.

The Panel noted that concerns regarding communication were a recurring theme and the Candidate expressed himself most effectively, addressing at length the questions raised about SNTs and PCSOs. The Panel noted the Candidate's emphasis on the local policing model, the importance of Safer Neighbourhood Teams, and the importance of good communication and collaboration.

The Decision of the Panel

The Panel agreed unanimously to recommend to the PCC that the Candidate, Gareth Wilson, should be appointed to the role of Chief Constable of Suffolk Constabulary.

The Panel also agreed to delegate to the Chairman the preparation and publication of this formal report to the PCC on behalf of the Panel.

The Chairman said that it had been a productive meeting exploring all concerns, thanked the Candidate and the PCC for their responses to the Panel, and congratulated the Candidate on his appointment as Chief Constable.

A copy of this report of the Panel will be put on the County Council's website on 8 January 2016.

Councillor Patricia O'Brien
Chairman of the Suffolk Police and Crime Panel

7 January 2016