

ORIGINATOR: CHIEF EXECUTIVE

DECISION NUMBER: 31 - 2022

REASON FOR SUBMISSION: FOR DECISION

SUBMITTED TO: POLICE AND CRIME COMMISSIONER

SUBJECT: APPOINTMENT OF CHIEF CONSTABLE

SUMMARY:

1. This paper provides for a decision to be made upon the appointment of a new Chief Constable for Suffolk by the Police and Crime Commissioner (PCC) following consideration of the PCC's proposed appointment by the Police and Crime Panel on 2 December 2022.

RECOMMENDATION:

It is recommended that:

1. the PCC accept the Police and Crime Panel's recommendation at paragraph 2.1 and that Rachel Kearton be appointed as Chief Constable of the Suffolk Constabulary upon the terms set out in PCC Decision 28 – 2022 with effect from 5 December 2022;
2. the Police and Crime Panel be notified of the PCC's decision to accept the Panel's recommendation.

APPROVAL BY: PCC

The recommendation set out above is agreed.

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Signature:

Date: 5 December 2022

DETAIL OF THE SUBMISSION

1 INTRODUCTION

1.1 On 9 November 2022 the Police and Crime Commissioner (PCC) agreed that:

“(i) the Police and Crime Panel be notified of the proposed appointment of Rachel Kearton as Chief Constable of the Suffolk Constabulary by the Police and Crime Commissioner;

(ii) [Decision 28 – 2022] be submitted to the Police and Crime Panel for consideration at the Confirmation Hearing on Friday 2 December 2022”.

1.2 On 2 December 2022 the Police and Crime Panel reviewed and considered the report to the PCC on the proposed appointment of Chief Constable.

1.3 Decision 28 – 2022 made by the PCC explained the process which had been undertaken to recruit a new Chief Constable and provided the information that the PCC is statutorily required to provide to the Police and Crime Panel in reviewing a proposed appointment. That Decision Paper provides the background to this paper.

1.4 The Decision Paper explained the proposed terms of appointment and that the PCC intended, subject to Police and Crime Panel approval, the proposed appointee commence duty in the role of Chief Constable as soon as possible after the Confirmation Hearing on 2 December 2022.

2 POLICE AND CRIME PANEL

2.1 The Police and Crime Panel in reviewing the proposed appointment of Rachel Kearton as Chief Constable decided as follows:

“The Panel agreed unanimously to recommend to the PCC that the Candidate, Rachel Kearton, be appointed to the role of Chief Constable of the Suffolk Constabulary”.

2.2 A copy of the Panel’s written report to the PCC is attached to this paper as Appendix A.

3 RECOMMENDATION FOR DECISION

3.1 Accordingly as a consequence of the PCC’s proposal and the Police and Crime Panel’s conclusions, it is now recommended that the PCC accept the Panel’s recommendation and that Rachel Kearton be appointed as Chief Constable of the Suffolk Constabulary upon the terms as articulated in Decision 28 – 2022 with effect from 5 December 2022; further that the Panel be notified of the PCC’s decision to accept the Panel’s recommendation.

4 IMPLICATIONS AND RISKS

4.1 There are no implications and risks that require explanation in addition the material set out above and contained within Decision 28 – 2022.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	The writer is a solicitor and the Monitoring Officer and has considered all relevant legal issues in the production of the paper.
Has the PCC's Chief Finance Officer been consulted?	Yes
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Not applicable
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Not applicable
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes

In relation to the above, please ensure that all relevant issues have been highlighted in the 'other implications and risks' section of the submission.

APPROVAL TO SUBMIT TO THE DECISION-MAKER (this approval is required only for submissions to the PCC).

Chief Executive

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the (add decision-maker's title e.g. the PCC).

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Signature:

Date: 5 December 2022



Suffolk Police and Crime Panel

Outcomes of Consideration of the Proposed Appointment of Chief Constable

On 2 December 2022 the Suffolk Police and Crime Panel held a Confirmation Hearing to consider the recommendation of the Police and Crime Commissioner (PCC) for Suffolk regarding the proposed appointment of Rachel Kearton ('the Candidate') as the new Chief Constable for Suffolk.

Ten 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 previously received a written report from the PCC regarding the appointment process, which included a comprehensive role profile, the full particulars and terms of appointment to the role, an extract from the Home Affairs Select Committee report "Policing for the Future" and details of the suitability of the candidate for appointment.

The Panel had also received a written report from the appointment panel's Independent Member, who concluded that the selection process had been in accordance with national guidance, and that the Panel had rigorously challenged and tested the candidates against the necessary requirements for the role. The Independent Member also found that the decision-making process had been open and fair, based on merit and with decisions taken on careful analysis of evidence. Copies of the reports are available on the [Suffolk County Council website](#).

The PCC introduced his report and emphasised the national difficulties in recruiting to chief constable positions. The Panel heard that the vacancy for the position of Chief Constable for Suffolk had been widely advertised both locally and nationally, including direct targeting of all senior police officers who were eligible to apply for the position. The PCC was pleased to have received applications from two candidates, both of whom would have been capable of undertaking the role of Chief Constable.

Following his presentation the Panel questioned the PCC on the national shortage of candidates, how the position was advertised, and consultation undertaken with stakeholder panels representing the community of Suffolk.

The Candidate was asked to introduce herself to the Panel and give her thoughts on the role and how she planned to deliver it. The Panel asked questions of the Candidate in relation to her priorities on taking up the role, the key skills required to lead Suffolk Constabulary, the financial challenges to the Constabulary, and the new Police and Crime Bill, in particular with regard to dealing with protests. Additionally the Candidate was asked how she would tackle any unacceptable behaviour towards female officers and those from minority groups or with protected characteristics.

Following the presentations and question sessions, the Chairman thanked the PCC and the Candidate for their attendance at the hearing, and for a valuable discussion with

Members of the Panel, and congratulated the Candidate on her appointment as Chief Constable.

The Decision of the Panel

The Panel agreed unanimously to recommend to the PCC that the Candidate, Rachel Kearton, be appointed to the role of Chief Constable of the 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.

A copy of this report will be placed on the County Council's [website](#).

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Councillor Mark Jepson

Chairman of the Suffolk Police and Crime Panel

2 December 2022