

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](#).

A handwritten signature in black ink that reads "Mark Jepson". The signature is written in a cursive, flowing style.

Councillor Mark Jepson

Chairman of the Suffolk Police and Crime Panel

2 December 2022