

## Chief Constable Recruitment 2021

### Publication Strategy



### Background

Cleveland Police and Crime Commissioner (PCC) commenced the recruitment process for a new Chief Constable on 23 August 2021, following the announcement that Chief Constable Lewis would be leaving to become Chief Constable of Dyfed-Powys.

Table one below sets out the original selection timeline developed which was revised on 15<sup>th</sup> October 2021 as a result of a two week extension to the recruitment window. Table Two below sets out the amended and final selection timetable.

The need to attract and recruit a new Chief Constable for Cleveland came at a time when the PCC was working on his three-year plan for policing and community safety. This extension allowed him to take the time to develop a thorough and robust assessment process to ensure he appoints the best candidate to drive forward change for Cleveland Police.

#### Table One:

Date	Activity
23 August 2021	Recruitment window opened
13-24 September 2021	Familiarisation visits – opportunity to visit the force area and meet with the PCC
29 September 2021	Closing date for applications
1 October 2021	Shortlisting
12 October 2021	Assessment Day 1 – Stakeholder Panels
13 October 2021	Assessment Day 2 – Interview

#### Table Two:

Date	Activity
23 August 2021	Recruitment window opened
13-24 September 2021	Familiarisation visits – opportunity to visit the force area and meet with the PCC
13 October 2021	Closing date for applications
29 October 2021	Shortlisting
10 November 2021	Assessment Day 1 – Stakeholder Panels
11 November 2021	Assessment Day 2 – Interview

### Aim of the Publication Strategy

The aim of the publication strategy is to set out the process in regards to how information relating to the Chief Constable recruitment will be proactively published in the interests of openness and transparency, to ensure a fair recruitment process and

the timescales involved. This strategy will be published on the PCC website where it can be accessed by staff, media, partners and the wider public.

### **Freedom of Information Act**

This publication strategy will enable the public authorities to use, when appropriate the exemption relating to the information intended for future publication (Section 22 Freedom of Information Act 2000).

### **Information held and what we intend to publish**

Some of the information that is presented below may be subject to exemption under the Freedom of Information Act 2000.

<b>Category</b>	<b>Information</b>	<b>Publication Strategy</b>
Recruitment Process	Recruitment pack including role profile, application process and terms and conditions	Previously published on the PCC website
Communication	Announcement of preferred candidate	Information will be published as soon as practicable following interviews on 11 November 2021
Notification of Proposed Appointment	Report to the Police and Crime Panel including: <ul style="list-style-type: none"> <li>- name of the candidate</li> <li>- criteria used to assess suitability</li> <li>- how the candidate satisfied those criteria</li> <li>- terms and conditions of appointment</li> <li>- panel members involved in the process</li> <li>- questions posed to candidates</li> </ul>	Information will be published in advance of the Police and Crime Panel Meeting scheduled for 23 November 2021
Decision Notice	Formal Decision Notice including the Police and Crime Panels statutory report to the PCC and the PCCs statutory response	As soon as practicable, following the Police and Crime Panel meeting scheduled 23 November 2021.

### **Reference**

Throughout the recruitment process the Office of the Police and Crime Commissioner have engaged with internal and external stakeholders, independent panel members and the College of Policing representatives in addition to following the below guidance:

*College of Policing Guidance for Appointing Chief Officers:*

[https://assets.college.police.uk/s3fs-public/cop-chief-officer-guidance-2020\\_0.pdf](https://assets.college.police.uk/s3fs-public/cop-chief-officer-guidance-2020_0.pdf)