Chief Constable Recruitment 2021

Publication Strategy

Background

Cleveland Police and Crime Commissioner (PCC) commenced the recruitment process for a new Chief

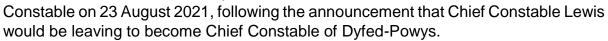


Table one below sets out the original selection timeline developed which was revised on 15th October 2021 as a result of a two week extension to the recruitment window. Table Two below sets out the amended and final selection timetable.

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.

Category	Information	Publication Strategy
Recruitment Process	Recruitment pack including role profile, application process and	Previously published on the PCC website
	terms and conditions	
Communication	Announcement of preferred	Information will be published as
	candidate	soon as practicable following interviews on 11 November 2021
Notification of	Report to the Police and Crime Panel	Information will be published in
Proposed Appointment	including: - name of the candidate	advance of the Police and Crime Panel Meeting scheduled for 23
Арропшнен	- criteria used to assess suitability	November 2021
	- how the candidate satisfied those	11000111501 2021
	criteria	
	- terms and conditions of	
	appointment	
	- panel members involved in the	
	process	
Decision Notice	- questions posed to candidates Formal Decision Notice including the	As soon as practicable, following
Decision Notice	Police and Crime Panels statutory	the Police and Crime Panel
	report to the PCC and the PCCs	meeting scheduled 23 November
	statutory response	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