

# Northamptonshire Police, Fire and Crime Panel

**A meeting of the Northamptonshire Police, Fire and Crime Panel will be held in the Jeffery Room at the Guildhall, St Giles, Square, Northampton, NN1 1DE, on Monday 14 August 2023 at 10.00 am**

## Agenda

<b>1.</b>	<b>Apologies for Absence and Notification of Substitute Members</b>
<b>2.</b>	<b>Notification of requests from members of the public to address the meeting</b> Any requests to speak on an item on the agenda should be notified to the Chair (c/o the Committee Manager) by 12 noon two working days before the date of the meeting.
<b>3.</b>	<b>Declarations of Interest</b> Members are asked to declare any interest and the nature of that interest which they may have in any of the items under consideration at this meeting.
<b>4.</b>	<b>Chair's Announcements</b> To receive communications from the Chair.
<b>SCRUTINY OF THE POLICE, FIRE AND CRIME COMMISSIONER</b>	
<b>5.</b>	<b>Confirmation Hearing - Police, Fire and Crime Commissioner's Chief Executive</b>
<b>a)</b>	<b>Confirmation Hearing Procedure</b>
<b>b)</b>	<b>Proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire of an interim Chief Executive</b>
<b>6.</b>	<b>Urgent Business</b> The Chair to advise whether they have agreed to any items of urgent business being admitted to the agenda.

7.	<p><b>Exclusion of Press and Public</b></p> <p>In respect of the following items the Chair may move the resolution set out below, on the grounds that if the public were present it would be likely that exempt information (information regarded as private for the purposes of the Local Government Act 1972) would be disclosed to them: The Panel is requested to resolve: “That under Section 100A of the Local Government Act 1972, the public be excluded from the meeting for the following item(s) of business on the grounds that if the public were present it would be likely that exempt information under Part 1 of Schedule 12A to the Act of the descriptions against each item would be disclosed to them.”</p>
8.	<p><b>Report and recommendation to the Police, Fire and Crime Commissioner for Northamptonshire on the proposed appointment of an interim Chief Executive</b></p> <p>Exemption under Paragraph 1 – Information relating to any individual.</p>

Catherine Whitehead  
Proper Officer  
4 August 2023

**Northamptonshire Police, Fire and Crime Panel Members:**

Councillor David Smith (Chair)	Councillor Gill Mercer (Vice-Chair)
Councillor Fiona Baker	Councillor Jon-Paul Carr
Councillor André González De Savage	Councillor Dorothy Maxwell
Councillor Zoe McGhee	Councillor Ken Pritchard
Councillor Russell Roberts	Councillor Winston Strachan
Mrs Anita Shields	Miss Pauline Woodhouse

## **Information about this Agenda**

### **Apologies for Absence**

Apologies for absence and the appointment of substitute Members should be notified to [democraticservices@westnorthants.gov.uk](mailto:democraticservices@westnorthants.gov.uk) prior to the start of the meeting.

### **Declarations of Interest**

Members are asked to declare interests at item 3 on the agenda or if arriving after the start of the meeting, at the start of the relevant agenda item

### **Local Government and Finance Act 1992 – Budget Setting, Contracts & Supplementary Estimates**

Members are reminded that any member who is two months in arrears with Council Tax must declare that fact and may speak but not vote on any decision which involves budget setting, extending or agreeing contracts or incurring expenditure not provided for in the agreed budget for a given year and could affect calculations on the level of Council Tax.

### **Evacuation Procedure**

If a continuous fire alarm sounds you must evacuate the building via the nearest available fire exit. Members and visitors should proceed to the assembly area as directed by Democratic Services staff and await further instructions.

### **Access to Meetings**

If you have any special requirements (such as a large print version of these papers or special access facilities) please contact the officer named below, giving as much notice as possible before the meeting.

### **Mobile Phones**

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### **Queries Regarding this Agenda**

If you have any queries about this agenda please contact Democratic Services via the following:

Email: [democraticservices@westnorthants.gov.uk](mailto:democraticservices@westnorthants.gov.uk)

Or by writing to:

West Northamptonshire Council  
One Angel Square  
Angel Street  
Northampton  
NN1 1ED

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## NORTHAMPTONSHIRE POLICE, FIRE AND CRIME PANEL

**14 AUGUST 2023**

<b>Report Title</b>	<b>Confirmation hearing in relation to the proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire of an interim Chief Executive.</b>
<b>Report Author</b>	<b>James Edmunds, Democratic Services Assistant Manager, West Northamptonshire Council</b> <a href="mailto:James.edmunds@westnorthants.gov.uk">James.edmunds@westnorthants.gov.uk</a>

Contributors/Checkers/Approvers		
<b>West MO</b> (for West and joint papers)	Catherine Whitehead	03/08/2023
<b>West S151</b> (for West and joint papers)	Martin Henry	03/08/2023

### List of Appendices

**None**

#### **1. Purpose of Report**

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- 1.1. The report is intended to advise the Northamptonshire Police, Fire and Crime Panel of the procedure to be followed for a confirmation hearing in relation to the proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire of an interim Chief Executive of the Office of the Police, Fire and Crime Commissioner.

#### **2. Executive Summary**

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- 2.1 The report summarises the Northamptonshire Police, Fire and Crime Panel's statutory responsibilities relating to reviewing and making a report on the proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire of an interim Chief Executive of the Office of the Police, Fire and Crime Commissioner. A report by the Police, Fire and Crime Commissioner providing information on the proposed appointment is included separately on the agenda for the hearing.

### **3. Recommendations**

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- 3.1 It is recommended that the Northamptonshire Police, Fire and Crime Panel reviews and makes a report on the proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire of an interim Chief Executive.
- 3.2 Reasons for Recommendation(s) – The recommendation is intended to enable the Panel to carry out its statutory responsibilities to review and make a report on the proposed appointment of a Chief Executive.

### **4. Report Background**

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- 4.1 The Police Reform and Social Responsibility Act 2011 schedule 1 paragraph 6(1)(a) specifies that a Police and Crime Commissioner (PCC) must appoint a person to be the head of the PCC's staff, referred to as the PCC's chief executive.
- 4.2 Schedule 1 paragraph 9 of the 2011 Act requires that a PCC must notify the relevant Police and Crime Panel of the proposed appointment of a chief executive. In such cases the PCC must also notify the Police and Crime panel of the following information:
  - a) The name of the person whom the PCC is proposing to appoint ("the candidate");
  - b) The criteria used to assess the suitability of the candidate for the appointment;
  - c) Why the candidate satisfies those criteria; and
  - d) The terms and conditions on which the candidate is to be appointed.
- 4.3 Schedule 1 paragraphs 10-12 require that when a Police and Crime Panel is notified of a proposed appointment it must review the proposed appointment and make a report on it to the PCC. The report must include a recommendation to the PCC as to whether or not the candidate should be appointed.
- 4.4 A Police and Crime Panel must review the proposed appointment at a confirmation hearing. A confirmation hearing is defined as: "A meeting of the panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment." Supporting guidance produced by the Local Government Association (LGA) and the Centre for Governance and Scrutiny (CfGS) advises that a confirmation hearing should not be dealt with as an item of business at a standard panel meeting but conducted as a separate meeting.
- 4.5 A Police and Crime Panel must complete the process of reviewing and reporting on a proposed appointment within three weeks of being notified of it by the PCC.

### **5. Issues and Choices**

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- 5.1 This confirmation hearing of the Northamptonshire Police, Fire and Crime Panel ("the Panel") has been convened to enable the Panel to review and make a report on the proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire ("the Commissioner") of an interim Chief Executive following notification of the proposed appointment by the Commissioner.

- 5.2 A report by the Commissioner providing information on the proposed appointment is included separately on the agenda for the hearing. The proposed appointment of an interim Chief Executive follows the departure of the previous post holder.

### **Confirmation Hearing Procedure**

- 5.3 It is proposed that the Panel conducts the confirmation hearing according to the following process, which reflects statutory requirements and good practice and has been used successfully in the past:
- a) The Panel Chair will welcome the candidate to the hearing and invite Panel members and host authority officers present to introduce themselves.
  - b) The Chair will ask the Panel's secretariat officer to outline briefly the format of the hearing. The Chair will invite Panel members to ask any related questions.
  - c) The Chair will invite the Commissioner to outline the proposed appointment and introduce the candidate. The Chair will invite members to ask any related questions to the Commissioner.
  - d) The Chair will invite Panel members to ask questions of the candidate. The Panel secretariat will work with Panel members to draw up these questions ahead of the hearing. The questions should reflect the principles set out in paragraphs 5.4 – 5.6 of this report.
  - e) When all Panel members' questions have been asked and addressed the Chair will invite the candidate to clarify any answers that they have given during the hearing and to ask any questions of the Panel, for example about the next steps in the process.
  - f) The candidate will then withdraw from the meeting.
  - g) The Panel will be asked to agree a resolution to exclude the press and public from the meeting before it considers its report to the Commissioner.
  - h) The Panel will consider its report and conclusions. The possible outcomes that may result from a review of the proposed appointment of a chief fire officer are discussed in paragraphs 5.7 – 5.10 of this report.
  - i) The Panel will send its report to the Commissioner by the end of the working day following the date of the confirmation hearing.
  - j) The Panel will publish its report an appropriate time after the confirmation hearing, normally in liaison with the Commissioner to reflect that the Commissioner will also publish his own final decision on the proposed appointment following the hearing.

### **Focus of questions to the candidate**

- 5.4 LGA / CfGS guidance recommends that confirmation hearings should focus on the following areas:
- a) Professional competence: i.e. the candidate's ability to carry out the role, for example, their professional judgement and insight; and

b) Personal independence: i.e. the need for the candidate to act in a manner that is operationally independent of the PCC.

5.5 The guidance further recommends that Police, Fire and Crime Panels should think in terms of minimum standards applying to particular attributes: i.e. there should be minimum standards below which it would not be appropriate to appoint a candidate under any circumstances. Above this level, the Panel might have concerns but the candidate would still be 'appointable' at the discretion of the PFCC.

5.6 This focus is intended to reflect that confirmation hearings should complement rather than duplicate a PCC's systems for making the appointment in question: hearings are not intended to represent a re-staging of a previous selection process.

#### **Possible outcomes of the review**

5.7 The Panel should use the confirmation hearing to form a view about the professional competence and personal independence of the candidate and whether or not they meet the minimum standards for the role. Based on this it should agree the conclusion about the proposed appointment that it wishes to report to the Commissioner.

5.8 The Panel essentially has the following options:

a) If the Panel is satisfied that the candidate meets the criteria set out in the role profile for the post it can recommend to the Commissioner that the appointment be made.

b) If the Panel considers that the candidate meets the criteria set out in the role profile for the post but has a query or concern about their suitability it can make a recommendation to this effect to the Commissioner.

c) If the Panel concludes that the candidate does not meet the minimum requirements set out in the role profile for the post it can make a recommendation to the Commissioner that the appointment not be made.

5.9 In all of the cases set out in paragraph 5.8 above the Commissioner may accept or reject the Panel's recommendation and must notify the Panel of his response. The Panel does not have the power to veto the proposed appointment of a Chief Executive as it does with the proposed appointments of a Chief Constable or a Chief Fire Officer.

5.10 LGA / CfGS guidance anticipates that a recommendation not to appoint should be used rarely, given that it should only need to be used in a scenario where the Panel concludes that the candidate proposed by the Commissioner does not meet the minimum requirements for the position in question.



## **6. Implications (including financial implications)**

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### **6.1 Resources and Financial**

6.1.1 There are no resources or financial implications arising from the proposal.

### **6.2 Legal**

6.2.1 There are no legal implications arising from the proposal.

### **6.3 Risk**

6.3.1 There are no significant risks arising from the proposed recommendation in this report.

## **7. Background Papers**

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Police Reform and Social Responsibility Act 2011

*Police and Crime Panels Guidance on Confirmation Hearings* Local Government Association and Centre for Public Scrutiny (August 2012)

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**Formal notification to the Northamptonshire Police, Fire and Crime Panel of the proposed appointment to the position of (Interim) Chief Executive as required under the Police Reform and Social Responsibility Act 2011.**

**1. Introduction**

- 1.1 After the resignation of the Head of Paid Service and Director of Early Intervention (Nicci Marzec), we want to recruit someone with the skills and experience to undertake the role of Interim Chief Executive as specified within the Police Reform Act and Social Responsibility Act 2011 (the Act), to ensure that we continue to press forward with the work of the Office. This person will hold the responsibilities of Head of Paid Service and Monitoring Officer and will lead the Office until the role is advertised and a new Chief Executive is appointed.
- 1.2 The Police, Fire and Crime Panel (the Panel) is required to undertake a confirmation hearing to review and confirm the appointment of a Chief Executive.
- 1.3 In line with provision in Schedule 1(9) of the Act (*Scrutiny of Senior Appointments*) the Commissioner must inform the Panel of the following information:
- a) The name of the person whom the commissioner is proposing to appoint ('the candidate');
  - b) The criteria used to assess the suitability of the candidate for the appointment;
  - c) Why the candidate satisfies those criteria; and
  - d) The terms and conditions on which the candidate is to be appointed.
- 1.4 The Act also sets out the Panel's responsibility to review the proposed appointment and make a report to the Police, Fire and Crime Commissioner within a period of three weeks from when the Panel received notification from the Commissioner of the proposed appointment, including a recommendation as to whether or not the candidate should be appointed.
- 1.5 The Panel must hold a public confirmation hearing before making a report and recommendation to the Commissioner in relation to a proposed senior appointment. At this meeting the candidate is requested to appear to answer any questions relating to the appointment.
- 1.6 The Panel may, having reviewed the proposed appointment, either recommend approval or refusal of the appointment. (It should be noted this is a slightly different

process to that for the appointment of Chief Officers, where an option to veto an appointment by a two thirds majority is also open to the Panel.)

- 1.7 If the Panel supports the proposed appointment, the candidate is then confirmed in role. Should the Panel choose to recommend refusal of the proposed appointment, the Commissioner may accept or reject such a recommendation, and must notify the Panel of his response

## **2. The Proposed Appointment**

- 2.1 Given the urgency of the need to ensure that this statutory role is undertaken, I propose David Peet for the role on an interim basis until I can undertake a full recruitment process.
- 2.2 David brings over fourteen years senior experience working in the governance and oversight of policing.
- 2.3 He started working in this area as Deputy Chief Executive of the Northamptonshire Police Authority, where his responsibilities included supporting members on strategic priorities, working as the lead officer on performance, professional standards and complaints and leading on work for the transition from Police Authorities to Police and Crime Commissioners.
- 2.4 Since then, David has worked as Chief Executive in the offices of both the PCC in Derbyshire and Leicestershire, where his roles included the statutory responsibilities of Monitoring Officer and Head of Paid Staff.
- 2.5 As an experienced Chief Executive, David led nationally (on behalf of PCC Chief Executives) on police complaints reform; has chaired the national PCC Chief Executives Association and been asked to work as part of the team supporting Home Office submissions to HM Treasury as part of the spending review process on two occasions.
- 2.6 Regionally he has led on work supporting the five East Midlands Commissioners on oversight and assurance of collaborative work.
- 2.7 David brings experience of working across both Police and Fire services as he was part of the senior team who pulled together the joint Police/Fire HQ and training centre projects in Derbyshire. The project saw the innovative use of a Limited Liability Partnership to support both these, and subsequent, joint estates projects. His work earned him a Chief Constable and Chief Fire Officer Commendation for his work on governance for the project.
- 2.8 I believe his previous experience and local knowledge, will allow him to hit the ground running and he will, of course, be supported by the senior team within my office some of whom have worked with David in the past.

### **3. The terms and conditions on which the proposed candidate will be appointed**

- 3.1 I have considered the salary band for the Interim Chief Executive role and I am proposing that it is at a salary equivalent of £104,142 per annum, which is the same level as the substantive role is paid.
- 3.2 As this is a temporary role, the candidate will be treated as a consultant supporting the work of the office and will therefore not be considered an employee.
- 3.3 The contract is initially for four months, with the provision of up to an additional six, one-month extensions to ensure this statutory role is filled.
- 3.4 It is my intention that I advertise for a new substantive Chief Executive in August 2023, as I am also recruiting for a permanent Chief Fire Officer. I will, of course, ensure the Panel is kept updated on the process and will inform Members of the proposed candidates in due course.

### **4. Financial Implications**

- 4.1 For the initial period of the contract (4 months) the cost will be £34,714. Any additional months added to contract will be at a cost of £8678.50 per month.
- 4.2 As the value of this contract is at the same salary level as the substantive post, this will be cost neutral, though as the proposal is to use a consultant, there will be some savings on employer oncosts such as NI and pension contributions.

### **5. Recommendation**

- 5.1 The Panel is requested to review and confirm the appointment of David Peet to the position of Interim Chief Executive of the Office of the Police, Fire and Crime Commissioner for Northamptonshire as set out above.

Appendix A – Job Description of the Head of Paid Service and Director of Early Intervention

Appendix B – David Peet’s Curriculum Vitae

**Stephen Mold**

**Police, Fire and Crime Commissioner for Northamptonshire**

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**NORTHAMPTONSHIRE  
OFFICE OF THE POLICE, FIRE AND CRIME COMMISSIONER**

**JOB DESCRIPTION**

- JOB TITLE:** Interim Chief Executive undertaking the roles of:
- **Head of Paid Service for the Office of the Police, Fire and Crime Commissioner**
  - **Monitoring Officer for the Police, Fire and Crime Commissioner (PFCC), Northamptonshire Commissioner Fire and Rescue Authority (NCFRA)**
  - **Director for Early Intervention**

**SCALE:**

**SUPERVISION AND CONTROL:** Police, Fire and Crime Commissioner

**PLACE OF WORK:** Wellingborough

**HOURS OF WORK:** 37

**PURPOSE OF THE JOB:**

To exercise the statutorily defined duties of the Head of Paid Service of the Office of Police and Crime Commissioner, as set out by the Police Reform and Social Responsibility Act 2011:

To exercise the statutorily defined duties of the role of monitoring officer for the OPFCC and the Northamptonshire Commissioner Fire and Rescue Authority as set out by the Police Reform and Social Responsibility Act 2011 and Local Government and Housing Act 1989 and ensuring an efficient and effective Office of the PFCC.

To deliver the Police, Fire and Crime Commissioner's key corporate and partnership priorities.

To be the principal policy adviser to Police, Fire and Crime Commissioner on matters relevant to portfolio.

To ensure effective use of resources through the Corporate Management Team and

wider workforce.

Ensure the Office of the Police, Fire and Crime Commissioner and Northamptonshire Commissioner Fire and Rescue Authority have appropriate and effective decision-making processes in line with the principles of good governance.

Ensure effective risk and performance management to provide assurance that the OPFCC is meeting its aims and complies with financial and legislative requirements in line with core values.

Act as an advocate for the PFCC and OPFCC at a local, regional and national level.

## **MAIN RESPONSIBILITIES:**

### **Director responsibilities**

1. To lead strategically across the development and delivery of policy and practice, creating and implementing the content of the Commissioner's programme.
2. To provide strategic direction and advice to the Commissioner in fulfilling his functions and providing professional leadership, responsibility and management for the overall budget, strategy and operational framework for the Police and Crime Commissioner and Fire and Rescue Authority.
3. Discharge fully responsibilities delegated by the Police, Fire and Crime Commissioner in discharging his responsibilities in accordance with the provisions of the Police Reform and Social Responsibility Act 2011.
4. To represent the PFCC across executive, senior stakeholder and governmental relationships. To secure effective and highly productive relationships with key partner agencies, including local government and wider public services.
5. Influence a range of policy makers, public bodies, partners and suppliers to ensure NCFRA and the PFCC are well positioned to meet existing objectives and new challenges.
6. To be the key adviser to the Police, Fire and Crime Commissioner, on key areas of policy and practice and lead on the development and delivery of strategy and plans within scope of portfolio.
7. To communicate at an executive level with senior stakeholders within and beyond the County, forging high-level relationships, fostering strategic partnerships, influencing key investment and policy decisions and enhancing the reputation and influence of the OPFCC and NCFRA. Ensure that both NCFRA and the OPFCC significantly contribute to national considerations concerning fire, policing and public safety;
8. Lead on the design, development and delivery of strategies relevant to portfolio, working collaboratively with key partners across the police force, fire and other organisations;
9. Provide strategic advice to the Police, Fire and Crime Commissioner in fields relevant to portfolio, ensuring latest developments in national and international



policy and practice inform local thinking;

10. Engage with partners across fire, policing, justice and third sector organisations to develop innovative approaches to service delivery and to seek funding to support new initiatives;
11. Ensure NCFRA and OPFCC initiatives and activities are reviewed and evaluated, capturing data and information to contribute to the evidence-base of 'what works' in the field and to embed a learning culture across NCFRA, the OPFCC and its partners.
12. To deputise for other Directors and to formally represent the Police, fire and Crime Commissioner, as required.

### **Statutory Responsibilities:**

1. Discharge fully the responsibilities of the Head of Paid Service for the Office of the Police, Fire and Crime Commissioner in accordance with the provisions of the Police Reform and Social Responsibility Act 2011.
2. Discharge the responsibilities of the Monitoring Officer to advise the Police, Fire and Crime Commissioner, as Police and Crime Commissioner (including any companies, charities or joint ventures within the group) and Northamptonshire Commissioner Fire and Rescue Authority, to make informed decisions with legal and statutory frameworks, in accordance with the responsibilities under the Police and Social Reform Act 2011 and Local Government and Housing Act 1989.
3. Discharge fully the Duty of Best Value responsibilities as set out in Section 3 of the Local Government Act 1999 (as amended by s137 of the Local Government & Public Involvement in Health Act 2007).
4. In conjunction with the statutory s151 officer for the OPFCC and Fire and Rescue Authority, to oversee the financial planning, budgetary, resourcing and asset management aspects of the OPCC to ensure compliance with the requirements of all statutory, legislative and financial frameworks.
5. Ensure propriety in the conduct of the Commissioner's business, including making proper arrangements and governance for contracts and tendering procedures.
6. To advise the Commissioner on their personnel responsibilities in respect of the Chief Constable and, in particular, on their appointment, terms and conditions of service, and matters relating to complaints and discipline.
7. To formally deputize for the Police, Fire and Crime Commissioner as Police and Crime Commissioner and Northamptonshire Commissioner Fire and Rescue Authority in accordance with the arrangements agreed by the Police and Crime Panel.

This post has been identified as being politically restricted under the Local Government and Housing Act 1989 as amended by the Local Democracy, Economic, Development and Construction Act 2009.

**JOB TITLE:**                    **Head of Paid Service for the Office of the Police, Fire and Crime Commissioner**  
**Monitoring Officer for the Police, Fire and Crime Commissioner (PFCC), Northamptonshire Commissioner Fire and Rescue Authority (NCFRA)**  
**Director for Early Intervention**

## **PERSON SPECIFICATION**

### **ROLE SPECIFIC ESSENTIAL CRITERIA**

#### **Qualifications:**

1. To hold a degree or equivalent in a subject relevant to the role and/ or a management or professional qualification and significant experience in organisational leadership.
2. To evidence previous operational experience working at Chief Officer level.
3. To have a detailed understanding of legislative frameworks, corporate governance and undertaking statutory responsibilities, including those of the the Police and Social Reform Act 2011 and Local Government and Housing Act 1989
4. Evidence of continuing professional development.

#### **Background and Experience:**

5. A successful record of leadership at a senior strategic level within an organisation of comparable scope, size and complexity (public or private sector).
6. A proven record of achievement and decision making, strategy and policy formulation of a diverse range of services at a senior strategic level, specifically in relation to corporate governance, statutory and legislative decision making and compliance.
7. Substantial knowledge and experience of leading strategic planning, budget preparation and control, legally compliant decision making and contracting arrangements, management and resolution, organisational and statutory management and control across more than one large and complex organisation
8. Proven experience of providing strategic legal and policy advice and challenge to senior and political leaders.
9. Experience and success in:
  - a. Promoting, leading and influencing high performing, professional teams
  - b. Effective partnership working and collaboration; developing and maintaining positive and productive relationships with a range of internal and external stakeholders and strategic partners.
  - c. Driving cultural change and organisational vision and values.
  - d. Operating in a political environment, providing professional advice and guidance to and building effective working relationships with senior managers, government officials and elected members.
  - e. Developing strategic policies and plans.

## **Skills/Knowledge**

10. Excellent current working knowledge and understanding of police, fire and local government law, practice and statutory requirements.
11. Thorough understanding of the current issues and future challenges facing the sector and their impact across a range of policing and fire services,
12. Demonstrable leadership skills; specifically the ability to “take people” with you and promote organisational vision and values.
13. Effective interpersonal and communication skills, with ability to engage a range of audiences and positively represent the PFCC and NCFRA,
14. Ability to see the big picture, interpret it and develop relevant strategies, plans and deliverables.
15. Ability to encourage and engender collaborative working and build positive relationships with external agencies, partners and internal and external stakeholders.
16. Political awareness and the ability to work successfully within a political environment through effective working relationships.
17. Ability to challenge others constructively and to make informed decisions that if challenged can be substantiated.
18. Excellent communication and interpersonal skills, including strong report writing and presentation skills.
19. Ability to learn from experience and to share that learning through future actions to improve service delivery and performance.
20. Strong management skills, with ability to lead and influence others, make informed decisions and build and maintain successful relationships and networks.
21. Strong influencing and negotiating skills.
22. Strong financial and budget management skills.
23. Highly developed analytical and problem-solving skills, able to work strategically and apply sound judgement.

## **Personal Qualities**

24. Passionate about providing services to the community.
25. Positive role model for behaviours and culture.

26. Collaborative and strategic leader – able to motivate and work across boundaries and achieve performance/results through others.
27. Sound judgement in devising and evaluating options and dealing with complex issues.
28. Demonstrable evidence of policy judgement, political awareness and astuteness
29. Robust and resilient, with drive and self-motivation.
30. Commercially/ financially/ legally astute and client focussed.
31. Innovative, with a 'can do' attitude.
32. Flexible and able to meet competing demands and challenging circumstances.
33. Ability to work under pressure and work at pace to achieve priorities.
34. Personality and credibility that engages and commands the confidence of all stakeholders.
35. Building rapport and relationships with ease and quickly gaining trust.
36. Ethical, accountable behaviour including a personal commitment to equality, diversity and inclusivity.

# David Peet

## CAREER SUMMARY:

### **Office of the Police & Crime Commissioner for Leicestershire (Jan – April 2022)**

#### Chief Executive

Responsibilities and achievements include:

- Head of Paid Service - delivering operational and strategic leadership of the Office of the Police & Crime Commissioner (OPCC)
- Monitoring Officer, as defined within the Local Government and Housing Act 1989
- Development of the local Police and Crime Plan and OPCC Business Plan to ensure delivery of the plan
- Liaison with the Force Chief Officer Team, including acting as PCC representative on Force Management Boards and Gold Groups
- Working with the Chief Finance Officer delivered oversight of the financial planning, budgetary resourcing, and asset management of the OPCC
- Supported the PCC, including representing them as required, at high level meetings with the Home Office, Home Affairs Select Committee, Her Majesty's Inspectorate of Constabulary, Fire & Rescue Services, Association of Police & Crime Commissioners, Local Government Association and other external bodies at local, regional and national levels
- Built excellent working relationship with the Police and Crime Panel (PCP) and acted as primary link, ensuring they are provided with the information they require, and that the PCC is fully briefed and prepared for PCP oversight and scrutiny
- Ensured the PCC meets all their statutory obligations, including transparency requirements contained with the Elected Local Policing Bodies (Specified Information Order) 2011 (as amended).
- Acted as lead officer for Chief Constable discipline and complaints
- Working with the PCC's external media and communications provider to support the PCC in raising their profile and communicating their values, strategies, achievements and views

### **2013 – 2021**

### **Office of the Police & Crime Commissioner for Derbyshire (2013-2021)**

#### Chief Executive

Responsibilities as per CEO of Leicestershire PCC's office, plus:

- Development and facilitation of multiple Chief Constable recruitment processes
- Lead officer for delivery of Police/Fire joint estates project
- Achieved external accreditation for our approach to transparency and compliance
- Worked as Chair of the Association of Policing & Crime Chief Executives (APACCE), national lead on complaints reform & discipline and lead chief executive working with the Home Office and National Police Chief's Council on the Spending Review Submissions in 2020 and 2021

### **Northamptonshire Police Authority/Office of the Police & Crime Commissioner (2008-2013)**

#### Deputy Chief Executive

Responsibilities and achievements include:

- Advised and supported Police Authority Members on strategic priorities and lead officer for delivery
- Lead officer on performance
- Development (and authoring) of Local Policing Priorities Plan
- Construction and management of Police Authority budget

- Line management of all Police Authority staff, excluding Chief Executive and Treasurer
- Lead officer on professional standards and complaints
- Stakeholder engagement delivering community safety programmes
- Lead officer on media and communications
- Lead officer for local Transition Board delivering seamless transition from Police Authorities to Police & Crime Commissioners
- Deputising for Chief Executive locally, regionally and nationally

### **University of Warwick Students' Union (2006-2008)**

#### Deputy Chief Executive

Responsibilities included:

- Development and management of all non-commercial activities for the 20,000+ Students' Union members – including Student Activities and Advice & Welfare
- Lead Union staff officer for democratic services and Deputy Returning Officer for the Students' Union
- Development and implementation of fundraising strategy for the Union
- Working with the Union's elected representatives around the legal status of the Students' Union and opportunities presented through changes in charity law
- Liaison with the University Administration
- Lead Union staff officer on equality and diversity issues
- Representing the Students' Union both locally, regionally & nationally

### **Volunteering at Leicester LGBT Centre (2005-2006)**

Took on a more involved volunteering role at Leicester Lesbian, Gay, Bisexual & Transgender Centre, including chairing Board of Directors

### **The Big Issue Foundation (1999-2005)**

#### Interim Chief Executive (2002-2005)

Responsibilities included:

- Working with Board of Trustees to set the strategic direction of the Charity
- Compliance with UK Charity Law
- Non-executive member of the Big Issue Company Ltd Board of Directors
- Developing and maintaining relationships with Patrons
- Contract negotiation

#### Regional Manager (Midlands & East Anglia) (1999-2002)

Responsibilities included:

- Responsibility for the development and provision of support services (housing, employment, education, benefits and welfare) to Big Issue vendors in the Midlands and East Anglian region
- Management of vendor support teams both within my office base and at a distance