

**POLICE AND CRIME COMMISSIONER FOR  
WEST MERCIA**



**RECORD OF DECISION**

**TITLE: APPOINTMENT OF CHIEF CONSTABLE**

**Ref:** PCC/D/2021/23

**EXECUTIVE SUMMARY**

Section 38 of the Police Reform and Social Responsibility Act 2011 (the Act) provides that a police and crime commissioner must appoint a person to be the chief constable of the police force for the area.

The current Chief Constable, Mr. Anthony Bangham, notified the Commissioner of his decision to retire from his current position in September 2021. In response, a recruitment exercise was undertaken. At the conclusion of the recruitment exercise Ms Pippa Mills was identified as the preferred candidate for the post.

The proposed appointment of the Chief Constable was notified to the Police and Crime Panel. The Panel then reviewed the proposed appointment and made a report to the Commissioner recommending the appointment of the candidate.

**PROPOSAL**

To approve the appointment of Pippa Mills as Chief Constable for West Mercia Police.

**APPROVAL OF  
West Mercia Police and Crime Commissioner**

I hereby approve the above proposal.

Signed

## PART 1 – NON-CONFIDENTIAL/EXEMPT FACTS AND FIGURES

### SUPPORTING REPORT

1. Section 38 of the Police Reform and Social Responsibility Act 2011 (the Act) provides that a police and crime commissioner must appoint a person to be the chief constable of the police force for the area
2. The current Chief Constable, Mr. Anthony Bangham, notified the Commissioner of his decision to retire from his current position in July 2016. In response, a recruitment exercise was undertaken. At the conclusion of the recruitment exercise Ms. Pippa Mills was identified as the preferred candidate for the post
3. In accordance with the provisions of the Act a report was provided to the Police and Crime Panel which included
  - the name of the person proposed for appointment;
  - the criteria used to assess the suitability of the candidate for the appointment,
  - why the candidate satisfied those criteria; and
  - the terms and conditions on which the candidate is to be appointed.
4. The Panel recommended the appointment of Pippa Mills and was satisfied that the selection process was robust. The Panel's report to the Commissioner to this effect is at Appendix A. The terms and conditions of the appointment are set out at Appendix B
5. Pippa Mills will commence her duties as Chief Constable in September 2021

### STRATEGIC CONSIDERATIONS

This decision supports the following element(s) of the Safer West Mercia Plan:

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Putting Victims and Survivors First | <input checked="" type="checkbox"/> Building a More Secure West Mercia   |
| <input checked="" type="checkbox"/> Reforming West Mercia               | <input checked="" type="checkbox"/> Reassuring West Mercia's Communities |

The decision supports this/ these objective(s) through the following:

- Ensuring good leadership of West Mercia
- Police

### FINANCIAL COMMENTS

Salary and other costs are met from the agreed budget for West Mercia Police.

**TREASURER COMMENTS**

Provision has been made for the financial requirements of this appointment within the Force budget.

**LEGAL CONSIDERATIONS**

By virtue of schedule 11, paragraph 14 of the Police Reform and Social Responsibility Act 2011 the Police and Crime Commissioner may do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of the functions of commissioner. That includes: entering into contracts and other agreements (whether legally binding or not) and acquiring and disposing of property (including land).

**PUBLIC ACCESS TO INFORMATION**

Information in this form is subject to the Freedom of Information Act 2000 (FOI Act) and other legislation. Part 1 of this form will be made available on the West Mercia Commissioner's website. Any facts and advice that should not be made automatically available on request are not included in Part 1 but instead in a separate Part 2 report.

**OFFICER APPROVAL**

**Chief Executive Officer**

Signature



Date 16<sup>th</sup> July 2021