

**POLICE AND CRIME COMMISSIONER FOR
WEST MERCIA**



RECORD OF DECISION

TITLE: Chief Executive and Monitoring Officer – Preferred Candidate

Ref: PCC/D/2022/20

EXECUTIVE SUMMARY

Following a thorough recruitment process the Police and Crime Commissioner (PCC) has identified Gareth Boulton as his preferred candidate for the role of Chief Executive and Monitoring Officer within the Office of the PCC.

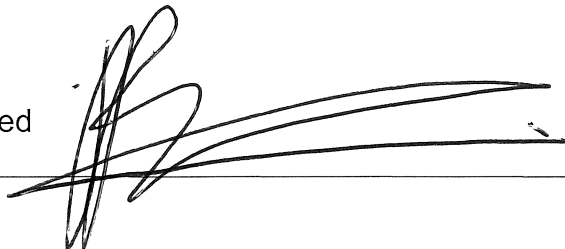
PROPOSAL

That the Commissioner formalise Gareth Boulton as his choice as preferred candidate for Chief Executive and Monitoring Officer within the Office of the PCC

**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

The substantive role of Chief Executive Officer within the PCC's Office has been vacant since March. It has been covered on a temporary basis by the Deputy Chief Executive.

Recruitment to the substantive role was advertised between the 12th May 2022 and 6th June 2022 by GatenbySanderson, a well-established executive recruitment agency, specialising in the public and not for profit sectors. The agency conducted a robust search exercise including media and social media advertising. The vacancy was also advertised on the PCC's own website and social media channels.

The role profile set out clearly the expectations and requirements of the role. Prior to advertisement, the role profile was amended to include the additional line management of the Head of Estates as a result of the Estates function moving in house from 1 April 2021. The revised role profile approved by the PCC, was included as part of the candidate recruitment pack.

Prospective candidates were required to submit a tailored CV setting out their work history (paid or voluntary), responsibilities and achievements as they relate to the role, along with a covering letter setting out their experience against the person specification. These had to be submitted to GatenbySanderson by the closing date of 6th June.

GatenbySanderson were responsible for the initial review of applications, advising the PCC on candidates suitable for initial shortlisting, and then holding preliminary interview via video link with suitable applicants. These initial stages provided the PCC with a shortlist of recommended candidates suitable to go forward to the final stage of the selection process.

The final stage of the selection process took place at Sixways Stadium, Worcester, on Thursday 30th June 2022. The selection process comprised a presentation and questioning by a Partnership Panel and questions by an Appointment Panel, as well as a discussion led by candidates.

The Appointment Panel comprised:

John Campion (PCC for West Mercia)

Tracey Onslow (DPCC for West Mercia)

Bal Jacob (Head of People and Organisational Development, West Mercia Police)

The Partnership Panel comprised a number of senior representative from a range of West Mercia partners (Fire, Police, Crown Prosecution Service, Local Government and Victim Charities), supported by a HR professional. The views of the Partnership Panel were fed back to the Appointment Panel prior to the Appointment Panel's deliberations.

Each candidate was asked to lead a 10 minute discussion without aids with the Appointment Panel based on “*Using good governance to deliver all aspects of ‘The Safer West Mercia Plan’*”. All candidates were then asked a set of agreed questions. The questions probed the candidates’ suitability in the following areas:

- Ensuring staff within the Office of the Police and Crime Commissioner are inspired, motivated, engaged and developed and balanced against any wellbeing needs
- Maintaining an effective and robust relationship with the Police and Crime Panel
- Supporting the PCC in scrutinising the performance of West Mercia Police
- Innovating to improve public confidence in West Mercia
- Demonstrating grip and accountability through effective performance management, whilst driving continuous improvement
- Commitment to inclusion

For both Panels each question was scored against the standard six point scale used across policing. The candidate had to meet or exceed an acceptable standard (at least 3 out of 6 on that standard scale on each question).

At the end of this process Gareth Boulton was selected as the PCC’s preferred candidate, subject to confirmation by West Mercia’s Police and Crime Panel.

It is noted that there is an issue of potential conflict in the sign-off of this decision notice. Sign-off of decision notices within the Office of the PCC requires support by the PCC’s proper statutory officers, the S.151 Officer, and the CEO. Delegated authority is also provided to the Deputy CEO within corporate governance arrangements. In the absence of a substantive CEO, it is necessary for the Deputy CEO to provide sign-off to satisfy corporate governance requirements, whilst recognising that the individual concerned is also the preferred candidate.

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:

- The new Chief Executive will be responsible for leading effective, efficient delivery of all elements of the Commissioner’s Safer West Mercia Plan
- The PCC has followed a robust process, appropriate to the role and led by independent specialists to ensure transparency and reassurance to local communities in the recruitment process.

BENEFITS AND THEIR REALISATION

- The recruitment of a Chief Executive ensures compliance with a statutory requirement for the PCC.
- It is anticipated that the new Chief Executive will drive effective, efficient delivery of services on behalf of the PCC.

AUTHOR

Name Jackie Irvin

Date 1st July 2022**FINANCIAL AND TREASURER COMMENTS**

The financial package offered by the PCC is covered by the provision made in the 2022/23 budget, subject to contract.

Treasurer

Signature

Date 01/07/22

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

Deputy Chief Executive Officer

Signature

A handwritten signature in black ink, appearing to read 'Gareth Hall', written over a horizontal line.

Date 1st July 2022