

**POLICE AND CRIME COMMISSIONER FOR
WEST MERCIA**



RECORD OF DECISION

TITLE: Deputy PCC – Preferred Candidate

Ref: PCC/D/2022/32

EXECUTIVE SUMMARY

Following a thorough recruitment process the Police and Crime Commissioner (PCC) has selected a preferred candidate to become Deputy PCC for West Mercia.

The Commissioner's appointment of Marc Bayliss into the role is subject to contract and confirmation by the Police and Crime Panel.

PROPOSAL

That the PCC formalise his selection of Marc Bayliss as preferred candidate for the Deputy PCC role in West Mercia.

**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

By virtue of s18 of the Police Reform and Social Responsibility Act 2011 (the Act) the PCC may appoint a person to be the Deputy PCC. The post is not politically restricted.

The Deputy PCC role was vacated by Tracey Onslow, who retired in July 2022.

The appointment of the new Deputy PCC remains subject to contract and confirmation by the Police and Crime Panel.

Advertisement and Application Process

The post was openly advertised for a number of weeks, via PCC communications platforms, including social media, newsletter and website. The vacancy was also shared with a range of local partners for their own circulation within networks.

Prospective candidates were required to submit a tailored CV setting out their work history, responsibilities and achievements as they relate to the role, along with a covering letter setting out their experience against the person specification. Copies of the role profile and an information pack were also provided.

Criteria used for selection

A total of nine applications were received across two rounds of recruitment. These applications were reviewed for shortlisting by the PCC and his Chief Executive & Monitoring Officer (CEO) against key criteria from the role profile and person specification. These included:

Knowledge	Skills	Experience
<ul style="list-style-type: none">• Crime and policing strategy and policy and PCC vision• Local and community issues, covering large geographical areas, often with different issues and complexities in rural and urban issues• Governance and finance matters.	<ul style="list-style-type: none">• Leadership• Chairing meetings• Networking with community interests• Problem solving• Holding to account• Strategic budget management• Communication with citizens and local groups	<ul style="list-style-type: none">• Senior experience in governance of a public body• Experience of community engagement and representing communities' views• Proven experience of building effective strategic relationships• Proven experience of persuading and influencing at the highest level• Successful delivery of major organisational change

Stakeholder Interviews

Interviews were conducted in a two stage process

Shortlisted applicants were first invited to be interviewed by a stakeholder panel
This panel consisted of.

- Sue Coleman, Chief Executive, West Mercia Women's Aid
- Roger Phillips, Vice-Chair of Hereford & Worcester Fire and Rescue Authority and former leader of Herefordshire Council
- Tracey Onslow, Cabinet Member at Worcestershire County Council, Wyre Forest District Councillor, and former DPCC.

Copies of questions are provided in Appendix B.

A previous recruitment round saw stakeholder involvement from West Mercia Police, Shropshire Council and Wychavon District Council. The offer was also made to the Police and Crime Panel as to whether it wished to form part of the stakeholder panel.

All interviews were observed and supported by the PCC's CEO.

The Panel was asked to consider whether individual candidates met the criteria to be considered appointable to the role. The Panel was asked for observations and recommendations to the PCC. The Panel was able to recommend up to three candidates to proceed in the process, but could equally recommend zero, one, or two candidates if it deemed appropriate.

Observations and recommendations from the Panel were captured by the CEO and provided as summary reports to the PCC for his consideration. The PCC supported the recommendations of both stakeholder Panels in full.

For candidates recommended by the Panel, a further interview was then offered with the PCC and CEO. A copy of interview questions is included at Appendix C.

In each case, scoring was done against the standard five point scale used in the OPCC. A copy of the scoring criteria is attached at Appendix D.

Preferred Candidate – Marc Bayliss

At the end of the process, Marc Bayliss was identified as the PCC's 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 recruitment of a Deputy PCC is intended to support delivery of every element of the Safer West Mercia Plan.
- Providing reassurance via conducting a robust, thorough and transparent process.

BENEFITS AND THEIR REALISATION

Benefits will be in support of all aspects of delivery of the PCC's Safer West Mercia Plan throughout the term of office.

AUTHOR

Name Gareth Boulton

Date 18th August 2022

FINANCIAL AND TREASURER COMMENTS

The appointment remains subject to contract and confirmation by the Police and Crime Panel.

Treasurer



Signature

Date 19th August 2022

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 19th August 2022