

BEDFORDSHIRE POLICE AND CRIME PANEL
REPORT AND RECOMMENDATIONS TO THE
POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE
ON THE APPOINTMENT OF COLETTE PAUL
AS CHIEF CONSTABLE OF BEDFORDSHIRE
JUNE 2013

1 EXECUTIVE SUMMARY

- 1.1 This document constitutes the report and recommendations of the Bedfordshire Police and Crime Panel in respect of the proposed appointment of Colette Paul to the Office of Chief Constable of Bedfordshire and is submitted to the Commissioner in accordance with the requirements of Schedule 8 to the Police Reform and Social Responsibility Act 2011.
- 1.2 The report recommends that Colette Paul be appointed Chief Constable of Bedfordshire.
- 1.3 In submitting its report, the Panel would like to thank Ms Paul for her attendance at the confirmation hearing on 4 June 2013 and to congratulate her on her appointment.

2 CONFIRMATION HEARING

- 2.1 On 24 May 2013 the Panel's Secretariat received formal notification of Ms Paul's proposed appointment. By law the Panel is required to hold a confirmation hearing (a meeting of the Panel held in public at which the candidate for appointment is requested to appear for the purpose of answering questions relating to that appointment) in sufficient time to enable it to submit its report and recommendations in respect of the appointment to the Commissioner within 3 weeks of the day on which it received notification.
- 2.2 The confirmation hearing into this appointment was held at 3.00pm on Tuesday 4 June 2013 at Borough Hall, Bedford. The following Panel Members were present:-

Councillor Fiona Chapman (Panel Chair), Central Bedfordshire Council
Councillor Colleen Atkins (Vice-Chair), Bedford Borough Council
Mr Paul Cain, Independent Panel Member
Councillor Michael Dolling, Luton Borough Council
Councillor Alison Field Foster, Bedford Borough Council
Councillor Alison Graham, Central Bedfordshire Council
Councillor Sarah Holland, Bedford Borough Council
Councillor Peter Hollick, Central Bedfordshire Council
Ms Rose Parkes, Independent Panel Member
Councillor Roxanna Whittaker, Luton Borough Council

The following officers of the Panel's Host Authority (Bedford Borough Council) were also present to support the Panel in conducting the hearing:

Mr Philip Simpkins, Chief Executive and Clerk to the Panel
Mr Michael Gough, Assistant Chief Executive (Governance) and Monitoring Officer to the Panel
Mrs Linda Stevens, Head of Member Services
Mr Hugh Bartos, Scrutiny and Overview Support Officer
Mrs Margaret Clarke, Committee Services Officer

- 2.3 The Panel received an opening presentation from Ms Paul on her approach to the role and its challenges.
- 2.4 Members of the Panel then questioned Ms Paul in relation to her proposed appointment and, having considered her responses to their questions and other information supplied to the Panel by the Commissioner in accordance with the requirements of Schedule 8 to the Police Reform and Social Responsibility Act 2011, agreed unanimously that Commissioner Martins should be recommended to proceed with Ms Paul's appointment.
- 2.5 In reaching this conclusion, the Panel commented in particular on Ms Paul's:
 - Aspiration that the Bedfordshire Force be amongst the top 10% of Forces for victim satisfaction.
 - Success in achieving a considerable (15%) increase in detection rates whilst Assistant Chief Constable and Deputy Chief Constable of South Wales, despite significant budget reductions
 - Strong leadership skills, evidenced by her track record in achieving substantial organisational change and improvement by involving and listening to all parties.
 - Experience of working in different and innovative ways to address issues such as rural crime and her innovative work with Cardiff University.
 - Proven ability to develop and sustain relationships with a wide variety of community leaders and her commitment to building confidence in all communities.
- 2.6 The Panel also noted that the report provided by the Independent Member (College of Policing) on the recruitment panel, indicated that she was completely satisfied that the Commissioner's responsibility to ensure the assessment process put in place was in accordance with the responsibilities set out in the College of Policing Guidance had been fulfilled, that the recruitment panel had performed their duty to rigorously and robustly challenge and assess all candidates for the role in a manner that was fair, transparent and merit based, and that the whole recruitment

process followed the College of Policing Guidance in an exemplary manner.

3 RECOMMENDATION

- 3.1 That the appointment of Colette Paul to the post of Chief Constable of Bedfordshire on the terms and conditions set out in the report submitted to the Panel be confirmed.**

4 REPORT PUBLICATION ARRANGEMENTS

- 4.1 The Police Reform and Social Responsibility Act 2011 requires the Panel to publish this report in such manner as the Panel determines.
- 4.2 The Panel wishes to allow the Commissioner time to receive and consider this report, convey its contents to the candidate and consider the response he wishes to make to the report, before it is published. This reflects the guidance on confirmation hearings provided by the Local Government Association, which envisages a time lapse between a hearing and the release of information about the Panel's recommendations.
- 4.3 In recognition of this, the Panel will not publish this report or provide any comment on the outcome of the hearing until noon on Friday 7 June 2013, following which a press release will be issued and the report will be published on the Panel's webpages at: www.bedford.gov.uk/bedspep

Fiona Chapman MBE
Chair, Bedfordshire Police
and Crime Panel

Philip Simpkins
Clerk, Bedfordshire Police
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