

BEDFORDSHIRE POLICE AND CRIME PANEL
REPORT AND RECOMMENDATIONS TO THE
POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE
ON THE APPOINTMENT OF JON BOUTCHER
AS CHIEF CONSTABLE OF BEDFORDSHIRE

15 September 2015

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 Jon Boutcher 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 Jon Boutcher be appointed Chief Constable of Bedfordshire.
- 1.3 In submitting its report, the Panel would like to thank Mr Boutcher for his attendance at the confirmation hearing on 15 September 2015 and to congratulate him on his appointment.

2 CONFIRMATION HEARING

- 2.1 On 26 August 2015 the Panel's Secretariat received formal notification from the Commissioner's Office of Mr Boutcher'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 proposed appointment to the Commissioner within three weeks of the day on which it received notification.
- 2.2 The confirmation hearing into this appointment was held at 3.00pm on 15 September 2015 at Borough Hall, Bedford. The following Panel Members were present:

Councillor Chapman (Panel Chair), Central Bedfordshire Council
Councillors Farooq (Panel Vice-Chair), Luton Borough Council
Councillors Agbley, Luton Borough Council
Councillor Foster, Bedford Borough Council
Councillors Gurbuz, Luton Borough Council
Councillors Holland, Bedford Borough Council
Councillor Downing, Central Bedfordshire Council
Councillor Hollick, Central Bedfordshire Council
Ms Parkes, Independent Panel Member

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

Mr Simpkins, Chief Executive and Clerk to the Panel
Mrs Morris, Assistant Chief Executive (Governance and HR) and Monitoring Officer to the Panel
Mr Simmons, Head of Democratic and Registration Services
Mr Bartos, Scrutiny and Overview Support Officer
Mrs Clarke, Committee Services Officer

- 2.3 Members of the Panel questioned Mr Boutcher in relation to his proposed appointment and considered his responses to their questions and other information supplied to the Panel by the Commissioner in accordance with the requirements of Schedule 8 of the Police Reform and Social Responsibility Act 2011. This information comprised:
- the criteria used to assess the suitability of the candidate for the appointment;
 - why the candidate satisfies those criteria;
 - the terms and conditions on which the candidate is to be appointed.

In addition to this information, at the request of the Panel, the Commissioner also provided:

- The feedback notes from the Q&A session with the candidates on Monday 24 August;
- Assessment questions used in the interview;
- Reference/Assessment from current employer;
- Candidate application form (redacted as necessary);
- Interview assessment/recording sheet templates and rating scale.

- 2.4 The Panel also noted that the report provided by the Independent Member (College of Policing) on the recruitment panel, indicated that she was satisfied, despite some concerns raised in her report, that the PCC fulfilled his responsibility to ensure the assessment process put in place was in accordance with the responsibilities listed in the College of Policing Guidance. She was also confident that the recruitment panel performed their duty to challenge and assess the candidate in a manner that was fair, transparent and merit based.

3 RECOMMENDATION

- 3.1 That the appointment of Jon Boutcher 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 Tuesday 22 September 2015, following which a press release will be issued and the report will be published on the Panel's webpages at:
www.bedford.gov.uk/bedspcp

Fiona Chapman MBE
Chair, Bedfordshire Police
and Crime Panel

Philip Simpkins
Clerk, Bedfordshire Police
and Crime Panel

Subsequent to the confirmation hearing the Commissioner's Office made a request to publicise the recommendation of the Panel prior to the 22 September 2015. The Chair and Vice-Chair of the Panel agreed to this request.