

**BEDFORDSHIRE POLICE AND CRIME PANEL**  
**REPORT AND RECOMMENDATIONS TO THE**  
**POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE**  
**ON THE APPOINTMENT OF SAQHIB ALI**  
**AS DEPUTY POLICE AND CRIME COMMISSIONER OF BEDFORDSHIRE**

**5 November 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 Saqhib Ali to the Office of Deputy Police and Crime Commissioner of Bedfordshire and is submitted to the Commissioner in accordance with the requirements of Schedule 1 of the Police Reform and Social Responsibility Act 2011.
- 1.2 The report recommends that Saqhib Ali be appointed Deputy Police and Crime Commissioner of Bedfordshire.
- 1.3 In submitting its report, the Panel would like to thank Mr Ali for his attendance at the confirmation hearing on 5 November 2015 and to congratulate him on his appointment.

**2 CONFIRMATION HEARING**

- 2.1 On 22 October 2015 the Panel's Secretariat received formal notification from the Commissioner's Office of Mr Ali'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 for this appointment was held at 17.30 hrs on 5 November 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  
Mr Cain, Independent Member  
Councillor Foster, Bedford Borough Council  
Councillors Holland, Bedford 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 Simpkins, Chief Executive (and Clerk to the Panel)  
Mr Neale, Head of Legal Services  
Mrs Clarke, Committee Services Officer

- 2.3 Members of the Panel questioned Mr Ali 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 1 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:

- Shortlisting notes;
- Interview questions;
- Rating scale;
- Final DPCC role profile;
- Advert copy;
- Curriculum Vitae for Saqhib Ali – redacted as appropriate;
- Application form for Saqhib Ali – redacted as appropriate;
- Assessment matrix Interview;
- Personal reference.

### **3 RECOMMENDATIONS**

- 3.1 **That the appointment of Saqhib Ali to the post of Deputy Police and Crime Commissioner of Bedfordshire on the terms and conditions set out in the report submitted to the Panel be confirmed.**
- 3.2 **That, recognising from the information provided that Mr Ali will need to balance this role with his other commitments, arrangements be put in place to enable him to account for the time spent working in the role as Deputy Commissioner.**

### **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 Thursday 12 November 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](http://www.bedford.gov.uk/bedspcp)

Fiona Chapman MBE  
Chair, Bedfordshire Police  
and Crime Panel

Philip Simpkins  
Clerk, Bedfordshire Police  
and Crime Panel