



Date: 25/04/2022

Donna Jones
Police and Crime Commissioner for
Hampshire and Isle of Wight

(By Email)

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Dear Donna,

Outcome of the Confirmation Hearing for the role of Deputy Police and Crime Commissioner

On Monday 25 April 2022 the Hampshire Police and Crime Panel (PCP) held a Confirmation Hearing with Mr Terry Norton, your proposed candidate for appointment to the role of Deputy Police and Crime Commissioner.

Whilst Members expressed some reservations regarding the proposed appointment, I can confirm that the PCP have recommended the appointment of Mr Norton to the position, passed by a casting vote.

A full report from the hearing will follow this week, which will confirm the Panel's decision, along with a number of recommendations for your consideration, in accordance with our agreed Confirmation Hearing protocol. I would be grateful if you could forward our findings to Mr Norton.

We await confirmation of your acceptance or rejection of the Panel's recommendation to appoint.

Please do not hesitate to contact me should you require any further information.

Yours Sincerely,

A handwritten signature in black ink, appearing to be 'S Bound', written in a cursive style.

Councillor Simon Bound
Chair, Hampshire Police and Crime Panel

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HAMPSHIRE POLICE AND CRIME PANEL

Report

Date of Report	28 April 2022		
Title:	Confirmation Hearing for the role of Deputy Police and Crime Commissioner		
Contact:	Democratic Support Officer to the Panel		
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1. Executive Summary

- 1.1. This document constitutes the report and recommendations of the Hampshire Police and Crime Panel (hereafter referred to as 'the Panel') in respect of the proposed appointment of Mr Terry Norton to the role of Deputy Police and Crime Commissioner (DPCC) and is submitted to the Commissioner in accordance with the requirements of Paragraph 10, Schedule 1 of the Police Reform and Social Responsibility Act 2011.
- 1.2. The report recommends that Mr Norton be confirmed in his appointment to the role of Deputy Police and Crime Commissioner.
- 1.3. The Panel would like to thank Mr Norton for his attendance at the confirmation hearing 25 April 2022.

2. Hampshire Police and Crime Panel

- 2.1. Those members of the Panel present for the Confirmation Hearing were:
 - Councillor Simon Bound (Chairman) – Basingstoke and Deane Borough Council, Conservative
 - Councillor Dave Ashmore – Portsmouth City Council, Liberal Democrat
 - Councillor Narinder Bains – Havant Borough Council, Conservative
 - Councillor John Beavis MBE – Gosport Borough Council, Conservative
 - Councillor David McKinney – East Hampshire District Council, Conservative
 - Councillor Margot Power – Winchester City Council, Liberal Democrat
 - Councillor Matthew Renyard - Local Authority Co-opted Member, Labour
 - Councillor Sarah Vaughan – Southampton City Council, Conservative
 - Shirley Young – Independent Co-opted Member

3. Powers of the Hampshire Police and Crime Panel

3.1 The Panel have the functions conferred by Schedule 1 of the Police Reform and Social Responsibility Act 2011 (Police and Crime Commissioners). This enables them to:

- (i) Review the proposed appointment, by holding a Confirmation Hearing within three weeks of notification being given. A 'confirmation hearing' is a meeting of the Panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment;
- (ii) Make a report to the Commissioner on the proposed senior appointment;
- (iii) Include a recommendation to the Police and Crime Commissioner as to whether or not the candidate should be appointed;

3.2 Taking account of the minimum standards of professional competence and personal independence, the Panel will make recommendation to the Police and Crime Commissioner (hereafter referred to as 'the Commissioner') on whether, in their view, the candidate meets the criteria set out in the role profile. Where the candidate meets these standards, but there is still cause for concern about their suitability, the Panel may outline these concerns in its response to the Commissioner. Where a Schedule 1 candidate does not meet the minimum standards, the Panel has no power of veto but may provide advice to the Commissioner in the form of a letter.

4. Confirmation Hearing for the role of Deputy Police and Crime Commissioner

4.1 The Panel received notification from the Commissioner of the proposed appointment to the role of DPCC on 7 April 2022. It was agreed that the Confirmation Hearing would be convened to take place on 25 April 2022.

4.2 The Confirmation Hearing was held at 10.00am on 25 April 2022, in the Mitchell Room, EII Court, Hampshire County Council, Winchester and was held in public.

4.3 The candidate was introduced by the Commissioner, within which the Commissioner addressed a number of questions, which had been raised in advance of the meeting by the Panel regarding the appointment process. Those questions were:

1. Given that a formal recruitment process is not required for the DPCC appointment, how can you assure the Panel that you have taken a fair and transparent approach in proposing this appointment?

2. What will be the key responsibilities which you intend to delegate to the DPCC, and how do you intend to manage and monitor their performance?
 3. The DPCC role will be very demanding, if appointed, will Mr Norton remain as a Portsmouth Councillor? If so, how can you assure the Panel that this will not affect his overall effectiveness as the DPCC?
- 4.4 The Panel explored the candidate's ability to undertake the role of DPCC through an appraisal of the supporting documents provided by the Commissioner, and through questioning. The Panel asked the following questions of the candidate which related to his professional competence and personal independence. The Panel asked the following questions:

Professional Competence

1. How do you visualise the role of Deputy Police and Crime Commissioner and how should we measure your success if appointed?
 - What would you identify as the key areas of focus for the DPCC to support the PCC in the delivery of her Police and Crime Plan?
2. What relevant experience do you hold that makes you a suitable candidate for the role of Deputy Police and Crime Commissioner?
 - A significant amount of your past experience has been focussed in education and children's services. What experience do you have of policing and criminal justice and how do you intend to proactively enhance your knowledge and understanding of these areas?
 - What would be your key priorities during your first 3 months in this role?
3. Given your understanding of working alongside the PCC previously, what skills and qualities can you bring to complement those of the PCC?
4. What do you see as your weaknesses, and how would you seek to address these for the benefit of this role?
5. Whilst appreciating this role is a political appointment, and therefore not subject to a formal selection process, how would you respond to any challenge regarding the transparency of the process and demonstrate that you are the best candidate for this position?
6. Can you describe any past experience with health services and how you hope to support the PCC to engage partners in reducing the impact of mental health on policing?

7. As executive lead for oversight and scrutiny of performance, could you suggest how you might address the Panel's recent recommendations regarding measurable and transparent performance data?
8. What is your understanding of the relationship of accountability between the PCC, the Chief Constable and the PCP?
 - What do you believe should be the relationship between the OPCC and the PCP, and how would you seek to develop that relationship?
9. How would you meet your obligations as a local councillor, alongside fulfilling the very demanding needs of this position?
 - Do you foresee any conflict of interest between these two roles?
10. How would you intend to build effective relationships with stakeholders, including the Community Safety Partnerships?
 - The Commissioner describes your role with the CSPs as vital; what previous experience do you have in working with CSPs and what is your understanding of their importance?
11. In undertaking this role, how would you demonstrate that you are achieving value for taxpayers' money?

Personal Independence

12. Both yourself and the Commissioner have represented the public with similar political and geographic backgrounds. How do you intend to ensure that you represent all communities across the whole of Hampshire and the Isle of Wight?
 13. Please can you articulate your understanding of equality and diversity?
 - Can you assure the Panel that you will lead by example in promoting and supporting the principles of the Code of Conduct?
 14. You have been quoted as saying you have 'always wanted a senior role in politics', to what extent do you regard this role as political?
 15. As an elected City Councillor you are able to represent your own views, however when acting as DPCC you would be expected to represent the views of the PCC. How would you ensure that you distinguish between these two different positions?
 - How would you approach a situation if your personal viewpoint conflicted with that you were representing on behalf of the PCC?
- 4.5 The Panel retired to a closed session after questions, in order to agree their recommendations. The Panel agreed that if members of the press or public were present during this session, there could be disclosure to them of exempt information within Paragraph 3 of Part I Schedule 12A to the Local

Government Act 1972, being information relating to the financial or business affairs of any particular person.

5. Conclusions and Recommendation

5.1 The Panel, through discussion and examination of the evidence in the meeting and the closed session, agreed:

- Given the level of demand on the Commissioner's time and the increase in responsibilities being introduced as part of the Home Office review into the role of Police and Crime Commissioners, Members agreed unanimously that there was a clearly identified need for a DPCC to support the Commissioner in the effective delivery of her role.
- The Commissioner and the candidate had worked well together over a number of years in previous roles and the candidate displayed drive, enthusiasm and a work ethic which was similar to that of the Commissioner, which would support a positive working relationship. Further, the Commissioner explained that she had selected the candidate on the basis of trust and confidence in his ability to perform well in the role and support her in the effective delivery of her responsibilities.
- The strength of the candidate's previous experience in pastoral care in education, youth engagement and youth crime prevention would support the Commissioner in the delivery of the Police and Crime Plan.
- The candidate was keen to enhance the visibility of the Commissioner and her work, as well as promoting the role of Hampshire Constabulary, and was confident in engaging with residents and partner organisations, with a view to providing two-way communication and the sharing of information.
- Through shadowing the Commissioner, the candidate had gained an appreciation of the demands of the DPCC role.
- The candidate was clear that his role, if successful, would be to represent the Commissioner and that any views expressed, or approaches taken would be in accordance with those of the Commissioner and the aspirations of the Police and Crime Plan.
- The candidate was keen to engage with the Panel and the Panel would welcome his attendance at working group meetings of the Panel, as suggested by the candidate, if appointed.
- The candidate provided positive and enthusiastic responses to questions posed.
- Members felt that the candidate had the capability to undertake the role and met the minimum standards of professional competence and

personal independence required of an appointed deputy to the Police and Crime Commissioner.

5.2 The Panel did however express some reservations about the candidate proposed, for which it seeks reassurance from the Commissioner:

- The answers given by the candidate were not always well structured and did not fully respond to the question posed in a number of incidences. As a result, Members felt that the candidate did not demonstrate upon all bases, a full understanding of the breadth of responsibilities of the DPCC role. In particular, the candidate focussed his responses upon outward facing responsibilities, and did not demonstrate a significant depth of understanding of the areas the DPCC would be responsible for within the Office of the Police and Crime Commissioner (OPCC).
- In his responses to Members questions, the candidate didn't reflect upon the extent to which he would need to learn and absorb the information required to be completely effective in the DPCC role. Members specifically highlighted that understanding of the strategic role and priorities of Hampshire Constabulary, how the Police and Crime Plan interfaces with operational delivery by the Constabulary, and the role of partners in crime prevention should be key areas of focus.
- Given his lack of previous experience in policing and criminal justice the Panel consider the candidate may find it difficult to be effective in his ability to deputise for the Commissioner at partnership meetings in the first three to six months in post.
- The candidate's response to a question regarding his understanding of equality and diversity lacked depth and assurance. The Panel recommends that the candidate undertake focussed training to address this perceived deficiency, such training to cover the Public Sector Equality Duty.
- In response to Members questions to the Commissioner, it was confirmed that the candidate would remain in his position as a local authority councillor for the next year. Whilst the Panel appreciated the candidate's consideration of the impact of a by-election should he step down, and his commitment not to stand for election in 2023, the Panel were concerned about his ability to fully commit to the role of DPCC during this period.
- Whilst the candidate expressed his commitment to be visible across the policing area, both the Commissioner and candidate have similar political and geographic backgrounds and the Panel would require evidence going forward that the DPCC understood the needs of and could be representative of all communities across Hampshire and the Isle of Wight.

- If appointed, the candidate and the Commissioner would need to demonstrate to residents and the Panel how the DPCC role was delivering value for money.

5.3 On the basis of the information provided by the Commissioner, and the discussions held during the Confirmation Hearing, a vote was held on the recommendation, as proposed within report of the Chief Executive. The outcome of the vote was 4 For, 4 Against, 1 Abstain. In the absence of a clear majority and in accordance with the Panel's Rules of Procedure, the Chairman submitted a casting vote. This was in favour of the proposed recommendation and therefore the Panel resolved:

That the proposed candidate, Mr Terry Norton, is recommended to be appointed to the position of Deputy Police and Crime Commissioner.

5.4 The Panel also made the following recommendations to the Commissioner relating to the proposed appointment:

- a) That the Commissioner notes the areas of reservation raised by the Panel through this report and provides assurance that the concerns raised by the Panel will be taken into consideration when planning and supporting Mr Norton's induction to the role of DPCC, if successfully appointed. Further the Panel would recommend that Mr Norton undertakes any appropriate training or development which is available to staff at the OPCC.**
- b) That Mr Norton, if appointed, attends meetings of the Panel's Working Groups for the first 6-12 months following his appointment. Through these meetings the Panel would ask the candidate to demonstrate how he has enhanced his understanding and experience of policing and the criminal justice system, is achieving value for money in his role and supporting effective delivery of the Police and Crime Plan.**
- c) If successfully appointed, the Panel would suggest that Mr Norton makes public comment, through social media or other appropriate channels, on his commitment to lead by example in promoting and supporting the principles of the Code of Conduct, Equality and Diversity.**
- d) That the Commissioner assures the Panel, through evidence-based representations at future meetings, that the needs of all**

communities from across the policing area have been considered in decisions taken and strategic planning approaches.

- e) That the Commissioner identifies any potential impact on delivery during the first year of appointment, as a result of the candidate's ongoing commitments as a local councillor, and highlights these to the Panel as necessary.**