

HAMPSHIRE POLICE AND CRIME PANEL

Report

Date of Report	4 October 2021		
Title:	Confirmation Hearing for the role of Chief Executive of the Office of the Police and Crime Commissioner (OPCC)		
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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 Jason Kenny to the role of Chief Executive 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 Kenny be confirmed in his appointment to the role of Chief Executive.
- 1.3. The Panel would like to thank Mr Kenny for his attendance at the confirmation hearing 27 September 2021.

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 John Beavis MBE – Gosport Borough Council, Conservative
 - Councillor Trevor Cartwright MBE – Fareham Borough Council, Conservative
 - Councillor Tonia Craig – Eastleigh Borough Council, Liberal Democrat
 - Councillor Lee Jeffers – Additional Local Authority Co-opted Member, Conservative
 - Councillor Margot Power – Winchester City Council, Liberal Democrat
 - Councillor Mark Steele – New Forest District Council, Conservative
 - 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;

4. Confirmation Hearing for the role of Chief Executive

4.1 The Panel received notification from the Hampshire Police and Crime Commissioner (hereafter referred to as 'the Commissioner') of the proposed appointment to the role of Deputy Police and Crime Commissioner on 16 September 2021. It was agreed that the Confirmation Hearing would be convened on 27 September 2021.

4.2 The Confirmation Hearing was held at 15.15pm on 27 September, in the Mitchell Room, Winchester, Hampshire County Council, and was held in public. Before commencing the part of the hearing where the Panel asked questions of the candidate, Members asked a number of questions of the Commissioner relating to the process followed for the appointment of the Chief Executive. These were:

1. Can you explain how you ensured that the recruitment process for this role was robust and transparent?
2. Are you confident that the number and strength of applications received reflected the calibre of the role?
3. In setting the salary for the Chief Executive position, how did you assure yourself that it was appropriate for the level of responsibility, both in terms of management of staff and budgets?
4. How can you justify to the Panel and tax-paying residents that this role and the proposed salary will deliver value for money?
5. What consideration was given to whether the role of Chief Executive was required?

- 4.3. After questions to the Commissioner, the Panel asked questions of the candidate which related to his professional competence and personal independence, the answers to which enabled the Members to evaluate his suitability for the role.

Professional Competence

- 4.5. The Panel explored the candidate's ability to undertake the role through an appraisal of the supporting documents provided by the Commissioner, and through questioning. The Panel asked the following questions:
1. What do you think the role of the Chief Executive is within the OPCC, and what qualities can you offer which makes you the best candidate for this position?
 2. Given your experience working alongside the PCC previously, what skills and qualities can you bring to complement those of the PCC?
 3. How would you personally ensure the robustness and transparency of the Commissioner's governance processes?
 4. What do you believe should be the relationship between the OPCC and the PCP? How would you seek to develop that relationship?
 5. In undertaking this role, how would you demonstrate that you are achieving value for taxpayers' money?
 6. Given yourself, the PCC and the DPCC have experience working in a similar geographical area, how will you establish a pan-Hampshire and Isle of Wight focus in the delivery of this role?
 7. Within your current role you have had limited opportunities to undertake large scale financial delivery and project management. How can you assure the Panel that you have the necessary skills to meet these requirements of the role?
 8. Given your many years of experience in operational policing, how will you ensure you maintain a balanced approach in delivering both the policing priorities and those elements focussed beyond policing within the Police and Crime Plan?
 9. Do you foresee any challenges in your ability effectively lead scrutiny of Hampshire Constabulary, having served in the force for so many years?

10. How would you utilise your experience to enhance engagement between the force and the Commissioner and her office?
11. The Commissioner has set out her intention to enhance the visibility of policing across Hampshire and the Isle of Wight? How would you support the PCC in meeting this objective in the role of Chief Executive?
12. What is your understanding of the political environment the PCC operates in, and how would you demonstrate consideration of that within this role?
13. The economic and social situation resulting from the pandemic has led to a greater emphasis on joint working and shared services. What did you learn from managing the force's performance strategy during this period, and how will you take those lessons learnt forward, to work with partners effectively at a time of tightening resources?
14. Of all the challenges ahead over the next year, which would you identify as the single most important and why?
15. Whilst your CV highlights your experience in managing serving officers, what experience do you have in managing civilian staff, and what would you identify as the key differences in management approach required in order to be an effective leader of civilian staff?

Personal Independence

4.6. The Panel explored the candidate's ability to act in a manner that is operationally independent from the Commissioner through an appraisal of the supporting documents provided, and through questioning. The Panel asked the following questions:

1. How will you support the Commissioner in engaging with Hampshire residents regarding her vision and strategy, whilst maintaining appropriate independence in your role?
2. How will you ensure a safe environment for members of staff to express their professional opinion and be heard, even when it may conflict with the views or strategy of the PCC?
3. What does success in this role look like to you and how will you measure and demonstrate this?

4.7 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 that:

- A transparent recruitment process had been followed by the Commissioner, which had resulted in nine applications for the position from applicants with a variety of backgrounds and experience.
- The appointment of a Chief Executive would support the Commissioner to be more effective and visible within her role, with the Chief Executive taking accountability for the performance of staff within the OPCC. It was also anticipated that the Chief Executive would drive greater efficiencies through the office, identifying potential savings opportunities.
- When working with the PCC in a previous capacity, the candidate had demonstrated the ability to provide effective and appropriate challenge resulting in enhanced approaches and service delivery. Further members observed that the candidate held the ability to effectively scrutinise and challenge operational policing delivery.
- The confirmation hearing process had highlighted how the candidate's skillset and professional values would meet the requirements of the role.
- The candidate had significant understanding of operational policing, following 30 years as a serving officer. During this time the candidate had led and managed a number of strategic priorities, managing large teams across a number of geographical areas.
- Through his many years' service in the police force, the candidate had demonstrated the ability to operate with an impartial and politically neutral approach.
- The strength of the candidate's experience in strategic delivery, partnership engagement, change management and his focus upon efficiencies would support the PCC in the delivery of the Police and Crime Plan.
- That the candidate was keen to learn and absorb the information required to be effective as a Chief Executive. The Panel supports the candidate in his commitment to developing a deeper understanding of those areas of the PCC's responsibility which fall beyond policing.
- The candidate provided considered and genuine responses to questions posed.

5.3 On the basis of the information provided by the Commissioner, and the discussions held in the Confirmation Hearing, the Panel unanimously agreed the following recommendation, in relation to the appointment of the preferred candidate to the role of Chief Executive.

RESOLVED:

That the proposed candidate, Mr Jason Kenny, is recommended to be appointed to the position of Chief Executive.

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

- a) **That Mr Kenny, if appointed, attends meetings of the Panel's Plan Working Group for the first 6-12 months following his appointment. Through these meetings the Panel would ask the candidate to demonstrate how he is achieving value for money in his role and supporting effective delivery of the Police and Crime Plan.**
- b) **That the Commissioner provides, to the next meeting of the Panel's Finance Working Group, an overview of the staff structure and costs of the OPCC to enable the working group to monitor the Commissioner's commitment not to increase the costs of her office.**