

**Gwent Police
and Crime Panel**

**Panel Heddlu
a Throseddu Gwent**

REPORT ON THE PROPOSED APPOINTMENT OF THE CHIEF CONSTABLE FOR GWENT POLICE

Background

This report is made in accordance with the Panel's statutory duty contained in Paragraph 10, Schedule 1 of the Police Reform and Social Responsibility Act 2011.

Review of Appointment

The Gwent Police and Crime Commissioner notified the Panel on 23rd July 2019 of his intention to appoint Ms Pam Kelly as Chief Constable of Gwent Police.

The Panel held a public confirmation hearing to review the proposed senior appointment at Monmouthshire County Hall on 12th August 2019. The Panel considered a detailed report outlining the appointment process. A copy of the report is available on the Panel's website www.Gwentpcp.org.uk

The following Members of the Panel were present:

Mrs Gillian Howells Co-opted Member – Chair
Councillor Colin Mann – Vice Chair
Councillor Tony Easson
Councillor Christine Forehead
Councillor Mike Jeremiah
Councillor Jason Jordan
Councillor Gez Kirby
Councillor Jonathan Millard
Councillor Emma Rapier
Councillor William Routley
Mr Peter Nuttall Co-opted Member

The Panel asked Ms Gill Lewis the Independent Interview Panel Member, what the PCC could do in future to improve the ethnic diversity of the interview panel. Ms Lewis stated that she was satisfied that diversity of the panel was adequate, and she recognised that it is difficult to improve the diversity of an interview panel in this area but perhaps the PCC could consider addressing this through the Stakeholder Panel.

The Panel explored the candidate's ability to undertake the role through an appraisal of the supporting documents provided by the Commissioner and held a detailed discussion with Ms Pamela Kelly to assess her suitability for the position of Chief Constable. The Panel asked questions to establish whether Ms Pamela Kelly had the professional competence and personal independence required to meet the role specification. The

panel explored the implementation of the Police and Crime Commissioners Police and Crime Plan and how she would embed this into operational policing.

The Panel asked Ms Kelly how she would implement change and in response she highlighted the importance of involving staff in the process and how to ensure that expectations are understood. When asked how she would be the best leader for Gwent Ms Kelly emphasised her personal values of care, honesty, integrity and professionalism, and outlined her extensive operational experience as well as the importance of listening to staff.

Ms Kelly was asked to elaborate on how she would ensure that the Commissioners priorities are effectively communicated throughout Gwent Police, she explained her approach was to review and invest in corporate communications alongside the use of social media as well as ensuring that face to face visible communication is part of the approach.

The Panel asked how she would work with partners and stakeholders and Ms Kelly stated that she would be keen to implement a prevention approach, through use of community hubs and problem solving groups – a multi-agency approach.

Ms Kelly was asked what a Chief Constable should do to ensure that operational decision making is independent of the Commissioner. She emphasised that the role of the Chief Constable is to ensure they operate independent of political influence; the role is to provide operational delivery of services, and where there is disagreement it is important to have open discussion.

The panel were interested in the views of the candidate on how she would ensure value for money for the residents of Gwent. Ms Kelly gave an overview of the potential reductions in budget for the next few years and understood that council taxpayers are now providing a higher proportion of funding than previously. She emphasised the importance of ensuring that investment is made where most needed such as prevention and neighbourhood policing and also communicating that to the public.

Ms Kelly was asked to elaborate on what she considers can be done to improve public confidence and victim satisfaction. She highlighted some of the positives such as the 'Victims Board', early indications from the Peel Inspection on Domestic Abuse which has improved significantly over the past two years and public satisfaction levels. However she recognised that 45% of victims say they are not kept up to date with their cases and there is a need to improve the governance and scrutiny in this area and she would make this a priority for the next twelve months.

Finally Ms Kelly was asked what other priorities she would address in the next twelve months, she emphasised absence management, staff wellbeing, resilience, retention policies as well as training and capability. In addition Ms Kelly explained that there is a need to work with partners on national issues such as County Lines.

Recommendation

The Panel voted unanimously to fully endorse the appointment of Ms Pamela Kelly as the Chief Constable of Gwent Police.

12th August 2019