

**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 Schedule 8 of the Police Reform and Social Responsibility Act 2011.

### **Review of Appointment**

The Gwent Police and Crime Commissioner notified the Panel on 5<sup>th</sup> December 2024 of her intention to appoint Mr Mark Hobrough as Chief Constable of Gwent Police.

The Panel held a public confirmation hearing to review the proposed senior appointment at Caerphilly County Borough Council Offices Ty Penallta on 13th December 2024. 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](http://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 Marina Chacon-Dawson  
Councillor Gareth Davies  
Councillor Nick Horler  
Councillor Farzina Hussain  
Councillor Deb Jenkins  
Councillor Tony Kear  
Councillor Jacqueline Thomas  
Co-opted Member Katy Stevenson

The Panel explored the process undertaken to recruit the Chief Constable with the Police and Crime Commissioner and asked questions in respect of the length of recruitment, whether the process followed best practice, the psychometric testing and the rationale for the persons appointed to the interview panel. Members sought more detail on the feedback from the stakeholder panels and any lessons learned for future recruitment. Panel Members also asked the PCC if the preferred candidate was the best person to lead Gwent Police during a period of difficult financial pressure and crime rates.

The Panel questioned the preferred candidate Mr Mark Hobrough, to assess his suitability for the position of Chief Constable. The Panel explored his qualities and experience and asked what he felt is important when delivering public services to the

people of Gwent. The Panel asked Mr Hobrough about his understanding and experience of financial challenges in the Police.

Members questioned Mr Hobrough on his ability to make difficult decisions and sought assurance that he has the professional competence and personal independence required to meet the demands of the position.

**Recommendation**

The Panel voted unanimously to fully endorse the appointment of Mr Mark Hobrough as the Chief Constable of Gwent Police.

**18<sup>th</sup> December 2024**