



**Police & Crime Commissioner for Cleveland**  
**c/o Steria Shared Service Centre**  
**Ash House**  
**III Acres**  
**Princeton Drive**  
**Thornaby**  
**Stockton-On-Tees**  
**TS17 6AJ**

Email: [pcc@cleveland.pnn.police.uk](mailto:pcc@cleveland.pnn.police.uk)  
Website: <http://www.cleveland.pcc.police.uk>

Police and Crime Commissioner:  
Chief Executive & Monitoring Officer:

Barry Coppinger  
Simon Dennis BA, Solicitor

Tel: 01642 301861  
Tel: 01642 301861

---

Clr Norma Stephenson, Chair & members of Cleveland Police & Crime Panel  
Via email only

18 May, 2020

Dear Norma,

## **Appointment of Assistant Chief Executive, Office of Police & Crime Commissioner**

We spoke recently and I updated you with regard to the above process which is ongoing.

My Office has now had to respond to media enquiries following comments made by the Tees Valley Mayor over the weekend. I feel it necessary to advise you and the Panel of these comments, which are concerning, not just for the impact on my dedicated and committed professional staff, but for the failings yet again of the Tees Valley Mayor to work collaboratively at a time when I would have thought it's needed more than ever.

### **The Role**

The Mayor is reported in local media as saying re this appointment... 'people of Teesside expect this money to be spent on front-line policing' ... 'this is no time for expanding bureaucracy and middle management'... and.... 'it is a betrayal of public trust and of our front-line officers to use this crisis to sneak through more 'jobs for the boys'.....

- The recruitment is to fill a vacancy which has arisen. The post has existed in the OPCC structure since 2016, is one of three senior posts, and since 2016 has been carried out so far by two exceptional public servants who were women. The other two senior posts, Chief Executive and Chief Finance Officer, are part of an agreed statutory officer collaboration with North Yorkshire PFCC Julia Mulligan, which works well for both areas but is subject to continuous review, and brings in £160,000 in revenue to support Cleveland.



*The Police & Crime Commissioner for Cleveland is an accredited Living Wage Employer with the Living Wage Foundation.*

- Responsibilities include helping drive forward key work such as: the Everyone Matters programme of Equality, Diversity & Inclusion; supporting the Force Service Improvement Programme, which is making real progress in delivering better policing for the people of Cleveland; senior management responsibility for victims and criminal justice services; implementing the Cleveland-wide Police & Crime Plan for the area, on which we are also making progress.
- Business continuity is essential, hence this recruitment. It is an excellent opportunity for a talented professional to make a huge difference for Cleveland.
- The recruitment process has been full, open and transparent. The post leads on the joint diversity programme for both Cleveland Police and my Office.

I very much regret the actions taken by the Mayor to yet again talk Cleveland down.

Considering he is supposed to be responsible for the jobs, skills and enterprise agenda he should consider the damage inappropriate and misconceived language, such as 'jobs for the boys' – when we are still in the recruitment process – does to attracting women to senior posts. Working towards equality in leadership roles should be a key priority.

### **Tees Valley Mayor's Own Office Costs**

In terms of expanding bureaucracy, the Mayor should be aware of the existence, and effects, of 10 years of government austerity on local public services. I am well aware of the impact on Policing, with the loss of 500 Police officers and 50 PCSOs, which is why I have worked consistently since being in office to hold the costs of my Office to 0.6% of the overall spend on Policing and community safety services.

I have been very transparent about this, in fact the Cleveland OPCC has won a national transparency award this year and for the last five years. My Office has not only 'job-shared' with our neighbouring PCC, but has also worked in partnership to bring in substantial sums to invest in community safety services.

On Sunday afternoon I spent some time looking at the Tees Valley Mayor's online presence, to seek to understand what the public can find out about the services he is responsible for putting in place.

I was sure a political leader so driven to tackling excessive bureaucracy, and so scathing about my office and the transparency of its operations, would have a real example to set to other public bodies and local residents. I was somewhat surprised.

As I see it, the Mayor is basically responsible for channelling government money into local projects, and passporting government money directly to local organisations.

I was staggered when I saw the level – and growth – in management costs within TVCA - and was surprised this hasn't been reported or highlighted anywhere previously outside TVCA.

- I noticed that in 2016/17 TVCA spent £1.55m on staff, including eight staff on salaries over £50k (total cost £443k).
- The budget papers for 2020/21 reveal TVCA staff salary costs have risen massively to £3.9m. There are now 15 staff with salaries over £50k, right up to a Chief Executive on a salary of over £139k; four Directors on salaries over £90k; five Service Heads on £77k; a further Airport Development Head on over £61k; and four other managers on £57k.

I continue to get the job done, and reach out to partners despite the demands and constraints of Coronavirus. In contrast, the Mayor fails even to welcome the additional police officers going into Neighbourhood Teams for the benefit of our communities.

I hope the Panel will share my regret at yet another missed opportunity by the Mayor to welcome positive progress – instead choosing to make cheap and inappropriate political jibes which talk Cleveland down.

### **Update on Business Continuity**

Finally, just to reiterate to yourself and the panel on my more general recent activity as PCC.

I'm still active nationally, regionally and locally, on phone or digitally enabled contact. This includes weekly calls with all PCCs and the Policing Minister; fortnightly calls with agencies on the Local Criminal Justice board, which I currently chair; national Anti-Trafficking & Modern Slavery Network meetings; National Police Air Service Board, as NE representative; I've started monthly calls on the Strategic Hate Crime group I chair with local partner agencies; and I have a call coming in the near future with Rural Crime Forum partner agencies.

You will be aware our Chief Constable Richard Lewis chairs the multi-agency Cleveland Strategic Co-ordinating group (SCG) which is overseeing the local response to Covid-19 and I receive regular updates from him on the progress being made. A member of staff from my office also sits on the multi-agency Tactical Coordinating Group (TCG) chaired by ACC Lisa Orchard, which drives day-to-day response here.

I am continuing with my daily, weekly and monthly scrutiny of the Force, as previously reported to the panel. The Force are continuing with their improvement programme and progress is being made despite the circumstances we find ourselves in. You will also be pleased to hear, I'm sure, that the Force are pressing ahead with their further

neighbourhood policing development. I'm sure Richard will be willing to update the Police & Crime Panel further, if required, when we meet in July.

I place a high store on public engagement and in the Covid-19 crisis have re-focussed some work in that respect where I haven't been able to take part in community meetings.

With Richard's support, I have introduced a series of Q&A scrutiny meetings on local community safety issues, which have been recorded and published on my website - and have been generally well-received.

I am also progressing some further areas of scrutiny and public consultation - a unique joint exercise with Teesside University around how the Force are using the Covid-19 powers granted; and also a specific piece of consultation work around Rural crime which will feed into our multi-agency Rural Crime Forum.

If you or any panel members have any questions or comments, please get in touch.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Barry Coppinger', written in a cursive style.

**Barry Coppinger**  
**Police and Crime Commissioner for Cleveland**

c.c Cleveland MPs and Council Leaders