



Chair of Panel: Councillor Tony Riordan

Redcar and Cleveland House | Kirkleatham Street | Redcar | TS10 1RT

'Serving the Boroughs of Hartlepool, Middlesbrough, Redcar and Cleveland and Stockton-on-Tees'

## **Report and Recommendation of the Cleveland Police and Crime Panel to the Police and Crime Commissioner for Cleveland on the Proposed Appointment of a Chief Constable for Cleveland Police**

A confirmation hearing was held by the Cleveland Police and Crime Panel ("the Panel") on Thursday 10 February 2022 to consider the proposed appointment of a Chief Constable by the Police and Crime Commissioner for Cleveland ("the Commissioner").

### **Present:**

Cllr Tony Riordan (Chair), Cllr Barrie Cooper, Cllr Graham Cutler, Cllr Stefan Houghton, Paul McGrath, Cllr Steve Nelson, Luigi Salvati, Cllr Norma Stephenson OBE

### **Officers:**

Steve Newton, Jane Garnett and Alison Pearson (Redcar and Cleveland Borough Council)

### **Also in attendance:**

Steve Turner (Cleveland Police and Crime Commissioner), Lisa Oldroyd (Commissioner's Office), Mark Webster (Candidate).

### **Apologies:**

Cllr Sue Jeffrey, Cllr Chris Jones, Mayor Andy Preston, Cllr Amy Prince

### **Declarations of Interest:**

There were no interests declared.

### **Confirmation Hearing Purpose and Procedure:**

The Chair explained the purpose of the meeting was to hold a confirmation hearing before making a report and recommendation to the Commissioner in relation to his proposed appointment of the Chief Constable of Cleveland Police.

The confirmation hearing was held in accordance with the requirements under Schedule 8 of the Police Reform and Social Responsibility Act 2011 (Appointment of Chief Constables).

The hearing was a meeting of the Panel at which the proposed candidate was requested to appear for the purpose of answering questions relating to the proposed appointment.

### **The Hearing**

A report from the Commissioner proposing the appointment Mr Mark Webster as the new Chief Constable of Cleveland Police was considered by the Panel. The report set out the recruitment process and provided details in respect of the criteria used to assess the candidate's suitability, how the candidate satisfied those criteria and the terms and conditions of the appointment.

The Panel was also provided with a report from the Independent Member of the Selection Panel.

To enable them to evaluate the candidate's suitability for the role, Panel members asked questions of the candidate relating to his skills, knowledge, plans and experience as applicable to the role.

Questions were agreed in advance at a pre-meeting of the Panel in accordance with Home Office Guidance on Confirmation Hearings and were focused around the issues of professional competence and personal independence. They covered a range of topics including partnership working, community policing, building confidence with staff and the public, driving improvement, tackling both urban and rural crime and commitment to the role.

When responses had been provided to all of the Panel Members' questions, the Candidate was given an opportunity to clarify any answers given. The hearing then concluded and the Panel went into closed session to consider its report and recommendations.

### **Panel's Decision:**

On the basis of the information provided by the Commissioner and the discussions held in the Confirmation Hearing, Members of the Panel unanimously agreed that Mr Webster appeared competent to carry out the role of Chief Constable of Cleveland Police and supported his appointment as proposed by the Commissioner.

The Panel considered the guidance in relation to delaying publication of their decision for five working days and felt it was in the interests of all parties to confirm their approval of the proposed appointment as soon as possible. Consequently, the Panel agreed that the embargo on publishing the report could be reduced if agreed with the Police and Crime Commissioner.

**RESOLVED that the proposed candidate, Mr Mark Webster, be recommended to be appointed to the position of Chief Constable of Cleveland Police.**