

A REPORT FOR THE

**DORSET
POLICE AND CRIME PANEL**

CONFIRMATION HEARING

ON 1 FEBRUARY 2019

**TO CONSIDER THE POLICE AND CRIME COMMISSIONER'S
RECOMMENDATION FOR APPOINTMENT AS**

CHIEF CONSTABLE OF DORSET POLICE

Prepared by Matt Prosser
Independent Panel Member
Date 18 January 2019

BACKGROUND

Dorset Police has had a Temporary Chief Constable since 7 April 2018 when the previous Chief Constable left the service. The recruitment of a substantive Chief Constable has been delayed pending the decision of the merger of Dorset and Devon and Cornwall Police Forces.

The post was advertised 16 December 2018 on the APCC, Dorset Police and Dorset PCC websites with a closing date of 4 January 2019. A selection panel was convened on 11 January 2019 to consider and shortlist applications. There was one application; after considering the panel members' scores for the applicant, and discussion of the evidence provided, it was agreed to invite him for the final stage of the selection process to be held on 18 January 2019.

RECOMMENDATION

As a result of this process, the Police and Crime Commissioner for Dorset, Martyn Underhill, is pleased to recommend the appointment of James Vaughan QPM as Chief Constable. Mr Vaughan is currently Temporary Chief Constable of Dorset Police.

The selection panel was unanimous in reaching this decision and supporting this recommendation.

THE SELECTION PANEL

National guidance recommends that the Police and Crime Commissioner should convene a selection panel of 4-5 people including senior representatives of local authorities and community groups in the force area, and an independent member with experience of public appointments processes.

The selection panel for this appointment comprised:

- Martyn Underhill, PCC
- Matt Prosser, Chief Executive, Dorset Council and Independent Member
- Sarah Elliott, Chair, Dorset Children Safeguarding Boards
- Helen Donnellan, Chair, Alliance Independent Audit Committee

Also in attendance in an advisory capacity was
Simon Bullock, Chief Executive, OPCC

Also in attendance as a silent observer was
Mike Short, Chair, Dorset Police and Crime Panel

SELECTION PROCESS

The candidate attended an interview on 18 January 2019.

INTERVIEW

Mr Vaughan attended a panel interview and responded to all questions that were prepared in line with the competency framework and selection criteria (see below). During the interview Mr Vaughan responded to the questions asked, as well as follow up questions where appropriate. The panel independently scored the answers before going through a moderation exercise to give agreed final scores.

SELECTION CRITERIA

All activities were scored individually for each candidate against a 5-point scale, from A to E, with A denoting the candidate had demonstrated outstanding ability, and E denoting that the candidate did not show they could perform to the required standard. The following assessment criteria were used throughout.

1. Strategic perspective, what they see as the biggest challenges facing the police service and key strategic decisions that will be necessary
2. Managing and leading the organisation, looking for evidence they can lead organisational change programmes, drive up performance despite budget cuts, and make difficult strategic decisions
3. Managing and developing people, looking at their experience of upholding professional standards and also motivating and developing staff to enable them to reach their full potential
4. Enhancing community safety, looking at their experience of building strong relationships with local communities, partner agencies, and other forces
5. Leading the workforce, looking in particular at their leadership style and their ability to deal with contentious or sensitive staffing issues
6. Community and customer focus, exploring the most sensitive community policing issue they have dealt with
7. Personal responsibility and operational resilience, looking at their experience of handling a serious operational incident
8. Communication skills, in particular their ability to present information and answer questions effectively in a variety of settings

A full record of all scores, and the panel discussions, is retained by the Chief Executive.

SUITABILITY FOR APPOINTMENT

Mr Vaughan achieved scores at A and B standard against the interview questions. He provided strong evidence in all selection criteria and following review the panel were unanimous that Mr Vaughan should be appointed to the post.

He demonstrated good communication skills in all activities, and provided good evidence of leading change and managing performance as well as a passion to take Dorset Police to outstanding, working with public sector partners.

The terms and conditions of appointment are attached at Appendix A to the main report.

PERSONAL STATEMENT BY THE INDEPENDENT MEMBER

The College of Policing guidance states that a report on the selection process should be submitted to the PCP confirmation hearing by the independent panel member.

I was, until the end of September 2018, the Chief Executive of the Dorset Councils Partnership (North Dorset, West Dorset and Weymouth & Portland Borough Councils) and since 1 October 2018 Chief Executive (Designate) of Dorset Council to be created on 1 April 2019, replacing six councils (Dorset County Council, East Dorset District Council, Purbeck District Council, North Dorset District Council, West Dorset District Council and Weymouth & Portland Borough Council).

This was a rigorous and robust selection process, from the initial training and then shortlisting exercise through to the final interview.

I confirm that all panel members have received appropriate briefing and been fully involved in this selection process to appoint a Chief Constable for Dorset Police from the early stages.

I am entirely satisfied that this selection process, and the decision to appoint from it, has been based on the principles of merit, openness and fairness.

Matt Prosser
Independent Panel Member
Date 18 January 2019