

FoI ref: 2015-00638

Request received: 11 Septmeber 2015

Response sent: 6 October 2015

Clarification sought on 10 October 2015 and response sent 3 November 2015

Thank you for your request for information received 11 September 2015. Answers to each of your five questions are set out below.

Question One: FOI Q1. The PCC Logo appears to be the West Midlands coat of arms within a blue circle and with writing underneath.

Please advise as to what the writing on the banner beneath the Logo , and what it is meant to imply. End of FOI Q1.

The words in the logo are, ' Forward in Unity'. We do not hold any documents which discuss the meaning or interpretation of these words.

Question Two: Please disclose if any representative (named) of the PCC Office was present at the interview of Ms Lamour, the names of the people conducting the interview and, subsequently,if Mr Jamieson apparently believes, despite her age and complete lack of experience of a diverse multiethnic population that "Michele was the best person for the job" please disclose the age and gender and experience of the other competing candidates who applied for the role.

Please disclose if Yvonne Mosquito met with Ms Lamour when she visited Northern Ireland for the National Police Memorial Day during Sepember 2014 or if any emails were sent or received from Ms Lamour prior to her interview. End of FOI Q2.

There was not a representative of the Police and Crime Commissioner's office present during the interview of Ms Lamour. Yvonne Mosquito did not meet Ms Lamour during her visit to Northern Ireland in September 2014 and there were no emails sent or received between Yvonne Mosquito and Ms Lamour prior to her interview.

The recruitment exercise for the Assistant Chief Constable was managed by West Midlands Police and we cannot identify any documents the gender or experience of competing candidates. You may wish to contact West Midlands Police as they may hold some or all of the information you require. The contact details for this organisation are:

West Midlands Police Freedom of Information Unit Lloyd House Colmore Circus Birmingham
B4 6NQ

Question Three: FOI Q3. Mr Jamieson announced on June 17th that he was searching for the next West Midlands Chief Constable and,therefore,Mr Jamieson must have been officially informed by Mr Sims previously.

Please advise exactly when Mr Sims informed Mr Jamieson officially,in writing,of his decision to leave ,confirm if this was by email or letter,please disclose a copy of his resignation communication to clarify when he was expecting to finish.

Mr Jamieson has the responsibility to inform the Police and Crime Panel in writing that the CC needs to be replaced,please advise the date of when his was done, and provide a copy of the communication.

Obviously in terms of due legal process there must be a clear audit trail on file. END OF FOI Q3

Mr Jamieson has regular meetings with the Chief Constable and the decision of Mr Sims to retire from the Force was discussed a number of times during these meetings. It was mutually agreed during these verbal discussions that early 2016 would be an appropriate time for Mr Sims to leave. Mr Sims has not given notice by email or letter. An exact date when Mr Sims will leave the Force has not yet been agreed.

The Police Reform and Social Responsibility Act 2011 requires the Police and Crime Commissioner to notify the relevant police and crime panel of a proposed appointment of a chief constable. This notification was provided by Mr Jamieson on 21 September and a copy is attached to this email. Mr Jamieson does not have a duty to inform the Police and Crime Panel in writing that the Chief Constable needs to be replaced and no such written confirmation was provided.

Question Four: FOI Q4. Mr Jamieson advises he has completed `discussions with the public` without providing any information regarding these alleged `discussions`. Please advise when and how these `discussions` were announced, a copy of the announcement, and please provide disclosure of the evidence of the successful completion of his `discussion` in terms of numbers of recorded responses and the format and date of each response received. END OF FOI Q4.

We do not hold any documents that announce the discussions held by Mr Jamieson, nor any other documents that relate to such discussions other than the press release which you have already seen. The discussions took place informally between Mr Jamieson and various members of the public, and we do not hold information on the numbers of people involved or the format of these discussions.

Question Five: FOI Q5. Mr Jamieson only allowed 10 days for `citizens` to respond in writing for the `opportunity` to join the `panel`, despite him describing it as a `big decision` and providing little detail of requirements. Please disclose the number, and gender, of `citizens` for each borough who managed, or bothered, to apply before the deadline, and advise if the `opportunity` to join the panel was advertised anywhere else other than the PCC website. END OF FOI Q5.

The opportunities to join the Citizen's Panel were advertised on the PCC's website and information was also widely distributed through our network of contacts, primarily through the local policing and crime boards which exist in each local authority area. 16 people applied. We do not hold an analysis of the gender of those people who applied. 9 applicants were from Birmingham, 2 from Dudley, 1 from Walsall, 1 from Wolverhampton, 2 from Solihull and 1 was unknown.

Question Six FOI Q6.

Now that the application time is closed, please confirm the names and numbers of the candidates who have applied, and the names and job description of everyone who will be sitting in judgement on the interview panel. END OF FOI Q6

All of this information together with background detail which you may find useful can be found on the website of the West Midlands Police and Crime Panel. A report is to be considered by the Panel on Monday 12 October. The website address for the Police and Crime Panel is www.westmidlandspcc.co.uk

If you decide to write an article / use the enclosed data we would ask you to take into consideration the factors highlighted in this document so as to not mislead members of the public or official bodies, or misrepresent the relevance of the whole or any part of this disclosed material.

As recommended as good practice by the Information Commissioner's Office a version of this response may be published on the West Midlands Police and Crime Commissioner website.

For further information on our Freedom of Information policy please follow this link:
Your attention is drawn to your right to request a re-examination of your case under West Midlands Police and Crime Commissioner Freedom of Information Policy. This policy can be viewed on the website of the Police and Crime Commissioner: www.westmidlands.pcc.gov.uk

Please note that such an appeal must be received within 40 working days of the date of this correspondence. Any such request received after this time will only be considered at the discretion of the Chief Executive.

Thank you for your message which I received on 10 October 2015. This email contains the response to the Freedom of Information Request which you submitted.

CLARIFICATION POINT ONE. Please advise if, and in what way, any member of the PCC Office (named) was personally involved in the recruitment process prior to the appointment interview and, if such meeting(s) occurred what was the purpose of the meeting(s), when were they, how long did the meeting(s) last, were records kept and who else were present. END OF CLARIFICATION POINT ONE.

Response to Clarification Point One: No member of the PCC office was personally involved in the recruitment process for Ms Lamour prior to the appointment interview.

CLARIFICATION POINT TWO. You confirm that the Office of the PCC had no knowledge and was not involved in the 'recruitment exercise', as this was managed by West Midlands Police, and that no emails were sent from Ms Lamour to the Office of the PCC. Please confirm that no letters/emails were received from Chief Constable Matt Baggott or any staff at PSNI regarding the staff position vacancy at any time prior to the appointment of Ms Lamour and, if any, the heading of such communications. END OF CLARIFICATION POINT TWO.

Response to Clarification Point Two: No letters or emails were received by the Office of the Police and Crime Commissioner from Chief Constable Matt Baggott or any staff at PSNI regarding the vacancy at any time prior to the appointment of Ms Lamour.

CLARIFICATION POINT THREE. If Mr Jamieson wishes Mr Cooper to believe he has carried out a 'robust process' to ensure that other candidates, other than his work associate David Thompson, apply for the position, please clarify if any other candidates actually applied for the job, and please provide, as an attachment, a copy of this particular advertised job requirements (now deleted from website) to review whether the very restrictive requirement of 'requires familiarity of the West Midlands', or similar, was specified, or was it my imagination?
Please clarify who was responsible for approving the wording of the job requirements.
END OF CLARIFICATION POINT THREE.

Response to Clarification Point Three: There was one applicant for the post of Chief Constable and that was Mr David Thompson. I have attached a copy of the information pack that was previously published on the Police and Crime Commissioner's website.

CLARIFICATION POINT FOUR. According to your response to Q3 Mr Jamieson states, quote "during these verbal discussions that early 2016 would be an appropriate time for Mr Sims to leave". I am concerned that these 'informal' discussions may have occurred under the influence of excess alcohol and not been fully thought through so, following the inevitable appointment of Mr Thompson as Chief Constable next week, please clarify when Mr Thompson will be upgraded to Chief Constable salary, and confirm the annual salary for the post, and clarify if Mr Sims will also remain on his Chief Constable salary as Mr Jamieson has agreed for him to stay until 'early 2016', and confirm what will be the job title of Mr Sims during this terminal period. Greater Manchester Police have a much more professional and organised strategy yet West Midlands 'strategy' appears to be incoherent and financially unpredictable.

END OF CLARIFICATION POINT FOUR

Response to Clarification Point Four : the salary is part of a nationally agreed scale and is set at £186 954. Mr Sims will formally retire from the service on Sunday 17 January 2016 and will be paid until that date. The start date for Mr Thompson has not been finalised as yet, but this information will be available at a later time, once the exact date has been agreed. The decision on this matter will be made to ensure the uninterrupted effectiveness and efficiency of West Midlands Police.

CLARIFICATION POINT FIVE. Regarding my FOI Q4, the alleged 'consultation with the public', you confirm that, quote " We do not hold any documents that announce the discussions held by Mr Jamieson, nor any other documents that relate to such discussions other than the press release which you have already seen. The discussions took place informally between Mr Jamieson and various members of the public, and we do not hold information on the numbers of people involved or the format of these discussions." To support the reality of genuine 'consultation with the public' I would appreciate clarification of the date and venue of all public meetings held by Mr Jamieson during the 'consultation period' to vindicate his proclamation of inclusiveness.

END OF CLARIFICATION POINT FIVE

Response to Clarification Point Five: There were no open public meetings held by Mr Jamieson to consider the appointment of a new Chief Constable.

CLARIFICATION POINT SIX. Regarding my FOI Q5, the alleged 'citizens panel', Quote "The opportunities to join the Citizen's Panel were advertised on the PCC's website and information was also widely distributed through our network of contacts, primarily through the local policing and crime boards which exist in each local authority area. 16 people applied. We do not hold an analysis of the gender of those people who applied. 9 applicants were from Birmingham, 2 from Dudley, 1 from Walsall, 1 from Wolverhampton, 2 from Solihull and 1 was unknown".

I am aware that police staff themselves seek to influence the 'system' for very obvious personal reasons often biased towards their 'friends', and it causes me concern that Mr Jamieson may not have involved genuine independent 'citizens' and also keeps sloppy records that does not even identify where all the 'citizens' are located.

I am aware of the Data Protection Act protecting the personal data of individuals therefore I would appreciate disclosure of just the first names of the 16 members applying for the 'citizens panel', so I can make my own assessment of gender, confirmation that all of 16 who applied were accepted to join the panel, and clarification as to how the 1 person of unknown location was contacted and approved without knowing whether they resided within the West Midlands.

END OF CLARIFICATION POINT SIX.

Response to Clarification Point Six: The person of unknown origin was contactable because they provided an email address, but not their postal address.

I have considered your request for the first names of all applicants. We do hold this information, but your request is denied under s40 of the Freedom of Information Act 2000 because it contains personal information. Whilst you are asking for just the first names of the applicants, the field of people with a strong interest in policing governance is narrow enough that I believe there is a real risk that the identity of individuals may be ascertainable from disclosure of first names. The identify of people who applied for these positions is personal data as defined under the Data Protection Act 1998 and it would not be fair or lawful for me to disclose this information to you, because it is likely to contravene the privacy rights of those individuals, and is not what they would reasonably have expected when they applied to join the Citizen's Panel.

CLARIFICATION POINT SEVEN. I am unhappy that, regarding my FOI Q6, that not only have you failed to address my questions but you have directed me to an invalid link to the Police and Crime Panel to try to seek my answers. I am of the opinion that only one candidate, Mr Thompson, was interviewed for the position of Chief Constable, and therefore if Mr Jamieson bothered to conduct the interview of someone he already knew I would just appreciate clarification as to who else, apart from himself, sat on the 'interview panel'. In such important decisions there is a requirement for public transparency, and as the interview is the responsibility of the Office of the PCC it is not a function of the Police and Crime Panel.

END OF CLARIFICATION POINT SEVEN.

Response to Clarification Point Seven: I am sorry that the link I provided in my previous email did not work for you. The website address for the West Midlands Police and Crime Panel is: <http://westmidlandspcp.co.uk/> and all of the reports can be viewed on the this website.

The interview panel included the following people: Police and Crime Commissioner of West Midlands, David Jamieson; Deputy PCC of West Midlands, Yvonne Mosquito; Strategic Policing & Crime Board Member, Brendan Connor; CEO Sandwell Council, Jan Britton, Independent Member, Val Ainsworth. There were three white males, one white female and one BME female as the Shortlisting Panel. The shortlisting process was observed by Councillor Ken Hawkins, Solihull Council, and assistance was given, and the process observed, by Jonathan Jardine, CEO of the PCC's office.

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