

**WEST MIDLANDS POLICE  
AND CRIME  
COMMISSIONER**

NON-CONFIDENTIAL

**NOTICE OF DECISION**

WMPCC 027/2015

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Contact Officer: Andrea Gabbitas

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**Title: Appointment of Chief Constable**

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**EXECUTIVE SUMMARY**

In decision WMPCC 025 2015 the Commissioner proposed the appointment of David Thompson as Chief Constable.

Following consideration of the proposed appointments by West Midlands Police and Crime Panel on 12 October 2015, the Commissioner was recommended to appoint the proposed candidates to their respective posts.

**DECISION**

To:

1. Appoint David Thompson as Chief Constable for the West Midlands.

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**West Midlands Police and Crime Commissioner**

I confirm that I do not have any disclosable pecuniary interests in this decision and take the decision in compliance with the Code of Conduct for the West Midlands Office for Policing and Crime. Any interests are indicated below.

Signature.....



Date.....

16.10.15

## **NON - CONFIDENTIAL FACTS AND ADVICE TO THE POLICE AND CRIME COMMISSIONER**

### **INTRODUCTION AND BACKGROUND**

1. Decision WMPCC 025/2015 [wmpcc-decision-025-2015-proposed-appointment-of-chief-constable.pdf](#) includes information on the process for the appointment of a Chief Constable for West Midlands Police. The appointment of a Chief Constable is a matter for the Commissioner.
2. Reports were submitted to the West Midlands Police and Crime Panel on 12 October 2015 in support of the consideration of David Thompson as the proposed appointment. These were published on the Panel's website: [Police and Crime Panel report](#)
3. The Panel recommended the appointment of David Thompson and was satisfied that the selection process was robust. The Panel's report to the Commissioner to this effect is at Appendix 1. The Commissioner has since replied to the Panel (Appendix 2).
4. David Thompson will commence his duties as Chief Constable in January 2016, upon the retirement of the current Chief Constable.

### **FINANCIAL IMPLICATIONS**

5. Salary and other costs are met from the agreed budget for West Midlands Police.

### **LEGAL IMPLICATIONS**

6. Schedule 2 of the Police Reform and Social Responsibility Act 2011 requires police and crime commissioners to appoint a Chief Constable.
7. Both posts are classed by the Elected Local Policing Bodies Specified Information Order 2011 (as amended) as senior appointments, thereby requiring the publication of job title, responsibilities, salary and name of post holder.

### **EQUALITY IMPLICATIONS**

8. The post was recruited via an open, competitive selection process.

### **Public Access to Information**

Information contained in this decision is subject to the Freedom of Information Act 2000 and other legislation. This decision will be made available on the Commissioner's website.

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B1 1BB

David Jamieson  
West Midlands Police and Crime Commissioner  
West Midlands Office for Policing and Crime  
2nd Floor  
Aqua House  
20 Lionel Street  
Birmingham B3 1AQ.

12<sup>th</sup> October 2015

Dear David

### **Confirmation Hearing: Proposed Appointment of David Thompson**

In accordance with Schedule 8 to the Police Reform and Social Responsibility Act 2011, I write to inform you of the West Midlands Police and Crime Panel's recommendation with regard to your proposed appointment of Deputy Chief Constable Dave Thompson.

### **Summary**

The Panel recommends that Dave Thompson be appointed Chief Constable of West Midlands Police.

### **Recruitment Process**

The Panel would like to thank you for inviting the following Panel members to observe all the stages of the application process:

- Cllr Ken Hawkins observed the shortlisting;
- Cllr Paul Tilsley observed the Citizens and Youth Panel;
- Cllr Darren Cooper observed the interviewing.

The Panel also noted the two reports provided by the Independent Members: Jan Britton, Chief Executive of Sandwell Metropolitan Borough Council and Valerie Ainsworth, accredited as an Independent Member by the College of Policing.

Ms Ainsworth confirmed that the recruitment and selection process had complied with the principles of fairness, openness and merit and that the PCC had followed the College of Policing guidance on the recruitment and selection of Chief Officers. Mr Britton noted the process was "doubly rigorous" because there was only one applicant.

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However, during their deliberations, the Panel expressed disappointment that there was only one BME member on the interview panel, which does not reflect the aspirations for better ethnic mix in the police force; however it was recognised that the community panels did have a good mix of ethnicities represented.

Future appointment processes should take this into consideration.

### **Confirmation Hearing**

The confirmation hearing was held at on Monday, 12 October 2015 in Birmingham Council House. The following Panel Members were present:-

Cllrs: Mohammed Arif, Rose Burley, Darren Cooper (chair), Ken Hawkins, Mike Leddy, Ann Lucas, Elias Mattu, John O'Shea, John Rowley, Joe Tildesley, Paul Tilsley, Dave Tyler.

Independent member: Lionel Walker.

You gave a brief overview of the recruitment process that had been conducted in accordance with the requirements of the Act, and the Home Office and College of Policing guidance on Chief Officer Appointments. This included the use of public suggestions when reviewing the job description, and community panels in the recruitment process.

As you noted, there was only one applicant, and this made the openness and transparency of the process even more important.

Members of the Panel questioned Mr Thompson in relation to his proposed appointment on the following areas:

- Public confidence and how the candidate ensures that all groups have high confidence levels in the police;
- Managing the workforce and what will be done to get the very best out of the staff, staff associations and unions;
- Working with others, including Community Safety Partnerships, the West Midlands local authorities and the proposed Combined Authority;
- How fresh thinking will be introduced (as an internal appointment);
- The role of the Chief Constable in the Prevent programme, including the need to embed into all aspects of policing, including patrol, neighbourhood and safeguarding functions and how this will work alongside WMP2020.

Having considered his responses to their questions and other information supplied by the PCC in accordance with the requirements of Schedule 8 to the Act, the Panel agreed unanimously that the PCC should be recommended to proceed with Mr Thompson's appointment. Panel members agreed that Mr Thompson was an outstanding candidate and answered every question very well.

### **Recommendation**

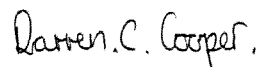
That the appointment of Dave Thompson to the post of Chief Constable of West Midlands Police be confirmed.

## **Conclusion**

On behalf of the Panel I would like to thank Mr Thompson for his attendance at the confirmation hearing and to wish him well in carrying out his new role.

We shall publish this letter on the Panel's website on Friday, unless we agree an earlier date with you.

Yours sincerely

A handwritten signature in black ink that reads "Darren C. Cooper," with a comma at the end.

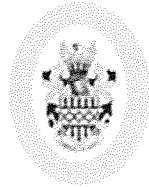
**Councillor Darren Cooper**

Chair of the West Midlands Police and Crime Panel

c.c. Dave Thompson. Jonathan Jardine



**Please ask for :** Andrea Gabbitas  
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west midlands  
police and crime  
commissioner

Councillor Darren Cooper  
Chair of West Midlands Police and Crime  
Panel  
Scrutiny Office  
Birmingham City Council  
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16 October 2015

Dear Darren

Thank you for your report recommending the appointment of David Thompson as Chief Constable for the West Midlands. I am pleased to be able to tell you that David will commence his duties as Chief Constable in January 2016.

I should be grateful if you would pass on my thanks to members of the Police and Crime Panel for their assistance during the process and for the professional manner in which the Confirmation Hearing was conducted.

Yours sincerely

A handwritten signature in black ink that reads "David Jamieson". The signature is written in a cursive style and is positioned above a long, horizontal, slightly wavy line that serves as a decorative flourish.

David Jamieson  
Police and Crime Commissioner

