

**WEST MIDLANDS POLICE  
AND CRIME COMMISSIONER**

**NOTICE OF DECISION**

017/2022

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**Title: Proposed Appointment of Chief Constable**

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**EXECUTIVE SUMMARY**

Following the recent recruitment and selection process, to appoint a preferred candidate for the post of Chief Constable for the West Midlands.

**DECISION**

1. That Mr Craig Guildford be appointed as the preferred candidate for the post of Chief Constable for the West Midlands.
  2. Notice be provided to West Midlands Police and Crime Panel of this decision, in order that a confirmation hearing can be arranged in accordance with the requirements of the Police Reform and Social Responsibility Act 2011.
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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 06.07.2022

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

### **INTRODUCTION AND BACKGROUND**

1. The Police Reform and Social Responsibility Act 2011 (“the Act”) provides, pursuant to section 38, that a police and crime commissioner must appoint a person to be the Chief Constable of the police force for the area.
2. The current Chief Constable, Sir David Thompson, will retire from the Force on or before 17 January 2023. In order to identify a suitable new Chief Constable, a recruitment and selection process has been undertaken. At the conclusion of the recruitment and selection process, Craig Guildford was identified as the preferred candidate for the post.
3. The appointment of the preferred candidate for the post of Chief Constable must be notified to the Police and Crime Panel for the area. The Panel must then review the proposed appointment and submit a report to the Commissioner with a recommendation as to whether or not the candidate should be appointed. The Panel may also veto the appointment, but is required to have a majority of two thirds of its total membership in order to do so.

### ***Scrutiny of senior appointments by the police and crime panel***

4. In accordance with the provisions of the Act, a report shall be provided to the Police and Crime Panel (“the Panel”) which will include:
  - the name of the person proposed for appointment;
  - the criteria used to assess the suitability of the candidate for the appointment;
  - why the candidate satisfies those criteria; and
  - the terms and conditions on which the candidate is to be appointed.

The Commissioner’s report will be published by the Panel. The Panel may request further information.

It is anticipated that the Panel will consider the proposed appointment at its meeting on 25 July 2022.

### **5. Criteria used to assess the suitability of candidates**

On 14 March 2022, a report was presented to the Police and Crime Panel providing details of the proposed appointment of the new Chief Constable. This included details about the interview panel, the stakeholder panels and the plans to attract a strong field of candidates. Further detailed information about the recruitment process will be set out in the report from the Independent Member of the interview panel, which will be presented to the Police and Crime Panel on 25 July 2022.

With regard to the criteria used to assess candidates, the assessment criteria were based on the Police Competencies and Values Framework (“CVF”), which is the national

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framework in place for all police officers. The CVF sets out the competencies and values expected of all police officers, and is divided into levels of seniority.

Candidates were assessed at shortlisting stage, against the following five criteria. Below each criteria is an indication of the section of the CVF being assessed:

- i) **Operational and senior leadership experience:** Wide ranging operational law enforcement experience and a demonstrable track record of successful experience working at a strategic level, including the leadership of law enforcement officers and staff at senior leadership level. Up to date operational/technical policing knowledge. Knowledge and experience leading policing in a large urban area. Extensive experience of managing large and complex budgets to deliver effective management of public funds and operating within a corporate governance framework. *(CVF assessment – Intelligent, Creative and Informed Policing)*
- ii) **Strategic vision and planning:** Skilled in leading, developing and inspiring people, engaging the organisation with strategic priorities and the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals. Knowledge of developing legal, political, economic, social, technological, and environmental factors and an understanding of the implications for strategic planning. Knowledge of relevant local, regional and national policies, strategies and initiatives and an understanding of the implications within the policing context. Ability to create, lead and deliver change. *(CVF assessment – Inclusive, Enabling and Visionary Leadership – deliver, support and inspire)*
- iii) **Working in partnership:** Experience of successfully engaging with, listening to, working with and influencing multi-agency partnerships; successfully engaging and leading partnerships with communities and with partner organisations. *(CVF assessment – Inclusive, Enabling and Visionary Leadership – collaborate)*
- iv) **Leading a diverse workforce and engaging with diverse communities:** a deep understanding and a demonstrable personal commitment to diversity and inclusion. *(CVF assessment – testing the values of impartiality and integrity and transparency)*
- v) **Communication and leadership skills:** persuasive written and verbal skills. Skilled in leading, developing and inspiring people. *(CVF assessment – Intelligent, Creative and Informed Policing)*

An Assessment Centre took place on 21 – 22 June 2022. On 21 June each candidate met with 3 stakeholder panels:

- Young People
- Community
- Staff Association and Trade Unions

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Candidates were required to make a 10-minute presentation to each Stakeholder Panel on 'What is your vision for the future of West Midlands Police?'. Each of the Panels then prepared a report which was submitted to the Interview Panel, highlighting particular strengths for each candidate, and also highlighting areas for further questioning or consideration.

At interview stage, a semi-structured interview format was used, and each candidate was asked a series of questions designed to test the CVF competencies.

### **Preferred Candidate**

At the conclusion of the Assessment Centre the Interview Panel identified Craig Guildford as the preferred candidate. Craig Guildford has an extensive track record of high performance as a chief police officer, most recently as Chief Constable of Nottinghamshire Police. The Interview Panel was assured that he demonstrated all the competencies and values required in order to be appointed as Chief Constable for the West Midlands Police.

## **6. Terms and conditions of employment**

**TENURE:** This is a full-time position, and will be offered on a 5 year fixed term contract. The term of office for chief constables is governed by the Police Regulations 2003 and determinations by the Home Secretary. This term may then be extended by the PCC by up to three years. There is no requirement to seek Home Secretary approval for such extensions. Extensions do not require confirmatory hearings by West Midlands Police and Crime Panel.

**SALARY:** £204 372, subject to 2022 pay increase. Chief constable salaries are set by the Secretary of State under regulation 24 of the Police Regulations 2003 (S.I. 2003/527).