

**WEST MIDLANDS POLICE
AND CRIME
COMMISSIONER**

NON-CONFIDENTIAL

NOTICE OF DECISION

036-2024

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Title: Appointment of Chief Constable

EXECUTIVE SUMMARY

This decision confirms the appointment of Mr Craig Guildford as Chief Constable of West Midlands Police.

Following consideration by the West Midlands Police and Crime Panel at a Confirmation Hearing on 9 December 2024, of the Police and Crime Commissioner for the West Midlands' proposed appointment, the Panel recommended the Police and Crime Commissioner proceed with the appointment of his proposed candidate, Mr Craig Guildford, as West Midlands Police Chief Constable

DECISION

To appoint Mr Craig Guildford as Chief Constable for the West Midlands, with effect from 16 December 2024.

Simon Foster

Police and Crime Commissioner for the West Midlands

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 16th December 2024

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

INTRODUCTION AND BACKGROUND

- 1.1 In September 2024, Chief Constable Craig Guildford formally requested of the Police and Crime Commissioner for the West Midlands ('the PCC'), that he be permitted to participate in the national Retire and Re-Join Scheme.
- 1.2 In accordance with the provisions set out in the Police Regulations 2003 and updated guidance from the National Police Chiefs' Council (NPCC), Association of Police and Crime Commissioners (APCC) and College of Policing, the scheme is open to all police officers in England and Wales and is designed to retain skills, knowledge and experience within the police service at all ranks of policing.
- 1.3 The scheme allows for any police officer, including a Chief Constable, to formally resign as an officer before being re-appointed into the same rank. This process also requires a break in service of at least one calendar month to ensure that pension entitlement can be abated without any impact on entitlement to lump sum payments or monthly payments.
- 1.4 The PCC considers it to be in the best interests of West Midlands Police and the people and communities of the West Midlands, to retain the services of a proven leader with considerable calibre, skills, knowledge and experience, to ensure continuity, stability and continuous improvement, for the benefit of leading the Force and delivering the highest possible policing services to the West Midlands, by enabling the Chief Constable to retire and re-join the Force, through the national scheme, on a fixed-term contract for a further period, to expire on 16 December 2028.
- 1.5 The proposed appointment was considered by the West Midlands Police and Crime Panel at a Confirmation Hearing held on Monday 9 December 2024. The Panel recommended the PCC proceed with the appointment of his proposed candidate, Mr Craig Guildford, as Chief Constable of West Midlands Police. The report to the Confirmation Hearing can be viewed here: [CONFIRMATION HEARING](#), and the letter of confirmation from the Police and Crime Panel dated 9 December 2024 is attached to this decision.
- 1.6 Mr Guildford will commence his re-appointment as Chief Constable of West Midlands Police on 16 December 2024.

FINANCIAL IMPLICATIONS

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

LEGAL IMPLICATIONS

3. Schedule 2 of the Police Reform and Social Responsibility Act 2011, requires Police and Crime Commissioners to appoint a Chief Constable. Both Police and

Crime Commissioners and Chief Constables are classed by the 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.

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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