

**REPORT OF THE NORTH YORKSHIRE POLICE, FIRE
AND CRIME PANEL**

**TO THE MAYOR OF YORK AND NORTH YORKSHIRE
DEPUTY MAYOR FOR POLICING, FIRE AND CRIME**

CONFIRMATION HEARING

INTRODUCTION AND SUMMARY

1. This report describes the recommendations of the North Yorkshire Police, Fire and Crime Panel (hereafter referred to as 'the Panel') in respect of the proposed appointment of Jo Coles to the role of Deputy Mayor for Policing, Fire and Crime. It is submitted to David Skaith, the Mayor of York and North Yorkshire ('the Mayor') in accordance with the requirements of the Police Reform and Social Responsibility Act 2011.
2. The report recommends that Jo Coles should be appointed to the role of Deputy Mayor for Policing, Fire and Crime.
3. The Panel would like to thank Jo for attending the Confirmation Hearing on Wednesday, 12th June 2024.
4. The report also records additional comments from the Panel around the key principles against which it was required to assess the candidate's suitability for the role.

NORTH YORKSHIRE POLICE, FIRE AND CRIME PANEL

5. The Membership of the Panel for the Confirmation Hearing was as follows:

North Yorkshire Council Cllr Chris Aldred

North Yorkshire Council Cllr Lindsay Burr MBE

North Yorkshire Council Cllr Melanie Davis (Substituting for
Cllr Steve Shaw-Wright)

North Yorkshire Council Cllr Tim Grogan

North Yorkshire Council Cllr Heather Moorhouse

North Yorkshire Council Cllr Malcolm Taylor

North Yorkshire Council Cllr Peter Wilkinson

City of York Council	Cllr Emilie Knight
City of York Council	Cllr Danny Myers
City of York Council	Cllr Michael Pavlovic
Independent co-opted	Fraser Forsyth

POWERS OF THE NORTH YORKSHIRE POLICE, FIRE AND CRIME PANEL

6. In accordance with the Schedule I of the Police Reform and Social Responsibility Act 2011 and pursuant to the York and North Yorkshire Combined Authority Order 2023, the Panel is enabled to:
- review the proposed appointment, by holding a Confirmation Hearing within three weeks of notification being given (a ‘Confirmation Hearing’ is a meeting of the Panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment);
 - make a report to the Mayor on the proposed senior appointment;
 - include a recommendation to the Mayor as to whether or not the candidate should be appointed; and
 - publish the report to the Mayor made under this paragraph.
7. The Panel is required to assess the candidate’s capabilities and expertise at the Hearing. In particular, they are required to determine whether, taking account of the minimum standards of professional competence and personal independence, the candidate meets the criteria set out in the role profile. This is done through scrutiny of the supporting documents provided by the Mayor and by asking questions of the candidate relating to these two general principles.
8. The options available to the Panel in considering the proposed appointment are:
- a) Report and endorse the appointment with no further recommendations;
 - b) Report and endorse the appointment but include some recommendations regarding the appointment; or
 - c) Report and recommend not to appoint.

The Mayor may accept or reject the Panel’s recommendation as to whether or not the candidate should be appointed. The Mayor must notify the Panel of the decision whether to accept or reject the recommendation.

CONFIRMATION HEARING FOR THE ROLE OF DEPUTY MAYOR FOR POLICING, FIRE AND CRIME

9. The Confirmation Hearing was held on 12 June 2024 in the Grand Meeting Room at County Hall, Northallerton. The Hearing was held in public.
10. The Mayor introduced Jo Coles to the Panel, outlining the key reasons for proposing Jo to the appointment. These included Jo's senior political and crime and justice consultancy experience, which were highlighted as affording her an appropriate insight and range of attributes to perform the role well. The Mayor similarly felt that that Jo's experience would enable her to provide leadership and direction with an ability to engage and influence partners at the highest level.
11. The Panel asked questions of the candidate, relating to her professional competence and personal independence, the answers to which enabled the Members to evaluate her suitability for the role.
12. The Panel concluded that Jo's responses to these questions, along with the supporting documentation provided by her and the Mayor to the Panel, demonstrated that Jo Coles meets the standards required to be able to perform in the role of Deputy Mayor for Policing, Fire and Crime.
13. The Panel considered that that Jo amply demonstrated the necessary requirement around professional competence. This was evidenced through Jo's range of professional experience including as a councillor in a ward with high deprivation and also in the youth sector. From these experiences, Jo was able to bring to bear an insight around the drivers for crime and articulated the importance around prevention and early intervention to help communities safe. Jo underlined the importance of engagement and listening to a range of opinions as well as being led by data and evidence when making decisions. The Panel felt that Jo understood well the challenges and opportunities of working across such a large and diverse area harnessing the influence of the Mayoral Combined Authority within the region and beyond.
14. The Panel similarly considered that Jo demonstrated the necessary requirement to recognise personal independence in relation to being frank and constructive in her working relationship with the Mayor. Jo further articulated her understanding of the importance of the operational independence of both the police and fire and rescue services, while also ensuring that services are held to account on behalf of the public.
15. The Panel commended Jo's willingness to work collegiately with the Panel and her encouragement to Panel Members to raise issues as needed outside of Panel meetings.

RECOMMENDATION

16. On the basis of the information provided by the Mayor and the proposed candidate, along with the discussions held in the Confirmation Hearing, the Panel is pleased to endorse the appointment of Jo Coles to the role of Deputy Mayor for Policing, Fire and Crime. The Panel looks forward to working with Jo further.

Cllr Danny Myers

VICE CHAIR

12 June 2024