

**REPORT OF THE NORTH YORKSHIRE POLICE, FIRE AND CRIME PANEL
TO THE NORTH YORKSHIRE POLICE, FIRE AND CRIME COMMISSIONER
CHIEF CONSTABLE 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 Deputy Chief Constable Tim Forber (“DCC Forber”) to the role of Chief Constable of North Yorkshire Police. It is submitted to Zoë Metcalfe, the North Yorkshire Police, Fire and Crime Commissioner (“the Commissioner”) in accordance with the requirements of Paragraph 4, Schedule 8 of the Police Reform and Social Responsibility Act 2011.
2. The report recommends that DCC Forber should be appointed to the role of Chief Constable of North Yorkshire Police.
3. The Panel would like to thank DCC Forber for his attendance at the confirmation hearing on Thursday, 11 January 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
North Yorkshire Council	Cllr Tim Grogan
North Yorkshire Council	Cllr Carl Les
North Yorkshire Council	Cllr Rich Maw
North Yorkshire Council	Cllr Heather Moorhouse
North Yorkshire Council	Cllr Peter Wilkinson
City of York Council	Cllr Emilie Knight
City of York Council	Cllr Danny Myers
Independent co-opted	Mags Godderidge
Independent co-opted	Martin Walker

POWERS OF THE NORTH YORKSHIRE POLICE, FIRE AND CRIME PANEL

6. In accordance with the Schedule 8 Part 1 of the Police Reform and Social Responsibility Act 2011 (Appointment of Chief Constables) 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 Commissioner on the proposed senior appointment;
 - include a recommendation to the Commissioner as to whether or not the candidate should be appointed; and
 - publish the report to the commissioner 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 Commissioner and by asking questions of the candidate relating to these two general principles.
8. The Panel has the power to veto the proposed appointment. A veto would mean that the Panel, by the required majority, has decided that the candidate should not be appointed as Chief Constable. If it takes this course of action, the Panel:
 - will include a statement within their report confirming that the Panel has vetoed the appointment;
 - will provide a reason for the veto of the appointment; and
 - will provide evidence from the proceedings of the Confirmation Hearing in support of the reason for vetoing the appointment.

Should the Panel veto the appointment, the police and crime commissioner must not appoint that candidate as Chief Constable.

9. Should the Panel not veto the appointment, the following steps shall be taken:
 - The Commissioner may accept or reject the Panel's recommendation as to whether or not the candidate should be appointed.
 - The Commissioner must notify the Panel of the decision whether to accept or reject the recommendation.

CONFIRMATION HEARING FOR THE ROLE OF CHIEF CONSTABLE OF NORTH YORKSHIRE POLICE

10. On 2 January 2024, the Panel received notification from the Commissioner of the proposed appointment to the role of Chief Constable of North Yorkshire Police.
11. The Confirmation Hearing was held on 11 January 2024 in the Brierley Room at County Hall, Northallerton. The Hearing was held in public.
12. The Commissioner introduced DCC Forber to the Panel. She referred to her report and supporting papers, which outlined the process of selection and the reasons why DCC Forber was her preferred candidate.
13. The Panel asked questions of the candidate, relating to his professional competence and personal independence, the answers to which enabled the Members to evaluate his suitability for the role.
14. The Panel concluded that DCC Forber's responses to these questions, along with the supporting documentation provided by him and the Commissioner to the Panel, demonstrated that DCC Forber meets the standards required to be able to perform in the role of Chief Constable.
15. The Panel commend DCC Forber's strengths around his professional competence, along with his clear values around integrity in policing and supporting the most vulnerable in our communities. These were evidenced for example through his extensive senior leadership experience and in particular from his time at South Yorkshire Police where he has helped ensure significant improvements were made. He demonstrated to the Panel a clear appreciation of the particular challenges facing diverse communities across York and North Yorkshire, drawing on insight gained from a wealth of prior policing experience working across four different forces. He clearly articulated his vision for delivering an exemplary police force in North Yorkshire with strong neighbourhood policing at its core.
16. The Panel also considered that he demonstrated the necessary requirement to recognise personal independence. The Panel note that this is an important characteristic that is needed by a Chief Constable to ensure that the candidate can act in a manner that is operationally independent of the Commissioner (and subsequently, Mayor), has the ability to advise the Commissioner effectively and to not be unduly influenced by political considerations in operational policing matters.

RECOMMENDATION

17. On the basis of the information provided by the Commissioner, the discussions held in the Confirmation Hearing; and examination of the evidence in both the public meeting and the closed session, the Panel is pleased to endorse the appointment of DCC Forber to the role of Chief Constable of North Yorkshire Police.

Cllr Carl Les OBE
CHAIR
11 January 2024