



Meeting: Leicester, Leicestershire and Rutland Police and Crime Panel

Date/Time: Thursday, 30 October 2025 at 10.15 am

Location: Sparkenhoe Committee Room, County Hall, Glenfield

Contact: Damien Buckley (Tel: 0116 305 0183)

Email: Damien.Buckley@leics.gov.uk

Membership

Cllr. Les Phillimore (Chairman)

Cllr. Shital Adatia	Mr. D. Harrison CC
Cllr. Liz Blackshaw	Cllr. Kevin Loydall
Cllr Sharon Butcher	Salma Manzoor
Parisha Chavda	Cllr. Michael Mullaney
Cllr. Elly Cutkelvin	Cllr. Christine Wise
Cllr. Bhupen Dave	Cllr. Darren Woodiwiss
Cllr. Mohammed Dawood	Cllr. Andrew Woodman

Please note: this meeting will be filmed for live or subsequent broadcast via the Council's web site at www.leicestershire.gov.uk
– Notices will be on display at the meeting explaining the arrangements.

AGENDA

Item

1. Public Question Time.
2. To advise of any other items which the Chairman has decided to take as urgent elsewhere on the agenda.
3. Declarations of interest in respect of items on the agenda.
4. Confirmation Hearings for Deputy Police and Crime Commissioner.

The Chairman will outline the process for the hearings and the options available to the Panel on the conclusion of the hearings.



5. Confirmation Hearing for Deputy Police and Crime Commissioner: Engagement and Lobbying. (Pages 5 - 20)

6. Exclusion of Press and Public.

The public are likely to be excluded during the following item of business in accordance with Section 100(A) of the Local Government Act 1972:-

Panel deliberations on the proposed appointment of a Deputy Police and Crime Commissioner: Engagement and Lobbying.

7. Panel deliberations on the proposed appointment of a Deputy Police and Crime Commissioner: Engagement and Lobbying.
8. Confirmation Hearing for Deputy Police and Crime Commissioner: Criminal Justice. (Pages 21 - 36)
9. Exclusion of Press and Public.

The public are likely to be excluded during the following item of business in accordance with Section 100(A) of the Local Government Act 1972:-

Panel deliberations on the proposed appointment of a Deputy Police and Crime Commissioner: Criminal Justice.

10. Panel deliberations on the proposed appointment of a Deputy Police and Crime Commissioner: Criminal Justice.
11. Confirmation Hearing for Deputy Police and Crime Commissioner: Community Cohesion. (Pages 37 - 52)
12. Exclusion of Press and Public.

The public are likely to be excluded during the following item of business in accordance with Section 100(A) of the Local Government Act 1972:-

Panel deliberations on the proposed appointment of a Deputy Police and Crime Commissioner: Community Cohesion.

13. Panel deliberations on the proposed appointment of a Deputy Police and Crime Commissioner: Community Cohesion.
14. Date of future meetings.

The next meeting of the Panel is scheduled to take place on 1 December 2025.

Meetings of the Panel in 2026 are schedule to take place at 14:00 on the following dates:

Wednesday 4 February 2026 (budget meeting)

Tuesday 21 April 2026

Tuesday 23 June 2026

Tuesday 29 September 2026

Tuesday 27 October 2026

Tuesday 8 September 2026

15. Any other items which the Chairman has decided to take as urgent.

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**POLICE & CRIME
COMMISSIONER**
for Leicester,
Leicestershire & Rutland

Your Communities - Your Commissioner

Police and Crime Panel for Leicester, Leicestershire and Rutland

30 October 2025 at 10:15

Deputy Police and Crime Commissioner

Oliver Bryan

Confirmation Hearing Papers

Report Date	October 2025
Report Author	Claire Trewartha, OPCC, CEO
Security Classification	Official

Purpose of Report

1. In his role as the Police and Crime Commissioner (PCC) the Commissioner may appoint a Deputy Police and Crime Commissioner (DPCC) to assist him in delivering his role.
2. The PCC brings this report to introduce to the Police and Crime Panel his candidate Mr Oliver Bryan and outline his suitability, proposed responsibilities and terms and conditions.

Request of the Panel

3. In their role the PCC requests that the Panel carry out a Confirmation Hearing and provide to him a report on the proposed appointment including a recommendation as to whether or not the candidate should be appointed.
4. Following receipt of that report the PCC will consider its contents and decide whether to accept or reject the Panel's recommendation on Mr Bryan's proposed appointment.

Background

5. The Police Reform and Social Responsibility Act 2011 (the Act) provides, under section 18(1), that the Police and Crime Commissioner (PCC) for a police area, may appoint a person(s) as the DPCC for that area.
6. The PCC can arrange for them to exercise any of their functions save for:
 - the issuing of a Police and Crime Plan,
 - appointing the Chief Constable,
 - suspending the Chief Constable,
 - calling upon the Chief Constable to retire or resign
 - calculating a budget requirement under section 43 of the Local Government Finance Act 1992.
7. To assist the PCC and provide capacity and resilience the Police and Crime Commissioner wishes to appoint a DPCC.
8. The PCC has therefore notified the Panel of his intention, in accordance with the Act.
9. The Police and Crime Commissioner is proposing dividing the role of Deputy Police and Crime Commissioner into three distinct part-time positions. This approach is designed to ensure that each appointee brings targeted expertise aligned with the specific responsibilities they will undertake.
10. By adopting this model, the Commissioner aims to enhance the effectiveness of the role through specialisation, broaden representation by engaging

individuals with diverse backgrounds and increase flexibility to attract highly qualified candidates who may not be available for a full-time commitment.

11. Having sought advice from the Home Office they have stated:

'as long as the individuals that the PCC chooses to appoint do not represent more than one FTE then it would fall within the definition of a Deputy set out in the legislation.'

14. The PCC has considered very carefully the set of criteria he is looking for in selecting suitable individuals for this important role and has set these out in a job description. The full job description that has been developed for the DPCC position can be seen at Appendix D but in summary. It is proposed the responsibilities will be broken down as:

15. Deputy Police and Crime Commissioner: Engagement/Lobbying 0.5 FTE

Specialist

- a. Engaging with key local, regional and national partners to leading or attending boards, meetings and working groups on the PCC's behalf.
- b. Supporting the PCC to engage and seek the views and concerns of the people in the county.
- c. In discussion with the PCC, leading or managing specific policy areas, projects or areas of interest, in accordance with skills and experience.

Generic

- d. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
- e. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in his absence and supporting the improvement of OPCC assurance activities.
- f. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel can support and challenge effectively.
- g. Supporting partnership working on behalf of the PCC.

16. Deputy Police and Crime Commissioner: Criminal Justice 0.2 FTE

Specialist

- a. To support the convening, coordination and development of the Local Criminal Justice Board.

Generic

- b. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
- c. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in his absence and supporting the improvement of OPCC assurance activities.
- d. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel can support and challenge effectively.
- e. Supporting partnership working on behalf of the PCC.

17. Deputy Police and Crime Commissioner: Community Cohesion 0.2 FTE

Specialist

- a. Engaging with communities to raise the profile of the PCC and to enable consultation and engagement activities to take place, with an emphasis on hearing from the residents of Leicester, Leicestershire and Rutland and promoting community cohesion.

Generic

- b. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
- c. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in his absence and supporting the improvement of OPCC assurance activities.
- d. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel can support and challenge effectively.
- e. Supporting partnership working on behalf of the PCC.

Criteria used to assess the suitability of Candidate.

Personal Specification

Key Skills:

- Ability to think strategically and laterally and deliver on goals and objectives.
- High-level communication and presentation skills, including media skills.
- Ability to build senior level relationships, influence and negotiate with high-ranking officials, and maintain strong relationships.
- Ability to take a co-operative approach to achieving priorities, including developing effective collaboration proposals with relevant organisations.
- Ability to engage, listen and understand communities with differing needs.
- Ability to propose solutions to complex issues with the best interest of local people and vulnerable people always a priority.
- Ability to secure credibility, respect and recognition from peers and stakeholders.
- Ability to take personal responsibility for decisions made and to be able to communicate these effectively.

Knowledge and/or Experience of:

- Issues facing policing.
- The Criminal Justice System and the pressures it is under.
- Victim support services
- The importance of trust, confidence and transparency in policing
- Initiatives designed to reduce violence in general and specifically that aimed at women and girls.
- Initiatives designed to reduce crimes against businesses.
- Community initiatives for crime prevention.

- The political structures, procedures and policies at both a local and national level.
- The geographic, social and economic nature of the area.
- Working with diverse communities and partners and working to secure improved outcomes for local people.

Deputy Police and Crime Commissioner: Engagement/Lobbying 0.5 FTE

18. The Police and Crime Commissioner proposes Mr Oliver Bryan for the role of Deputy Police and Crime Commissioner: Engagement and Lobbying.
19. Mr Bryan has declared that he is aware of the provisions of the Police Reform and Social Responsibility Act 2011 as regards eligibility to be appointed. He has declared that to the best of his knowledge and belief he is eligible for appointment and is not subject to a relevant disqualification.
20. Attached at Appendix A are the relevant extracts from the Act which have been provided to Mr Bryan.
21. A DPCC is required by the Act to be a member of staff within the Office of Police and Crime Commissioner (OPCC). The DPCC for Leicester, Leicestershire and Rutland will be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC's staff.
22. The PCC informed the Panel of his decision to appoint a Deputy on 10 October 2025. A copy of the decision notification sent on 10 October 2025 is attached at Appendix B.
23. The PCC is confident that Mr Bryan has a skill set that not only fulfils the criteria outlined above but also compliments his own skills and experience. He is confident that Mr Bryan will fulfil the role of DPCC with passion, professionalism and integrity.
24. The key elements of Mr Bryan's experience and competence are:
 - a. Communication skills
 - i. Demonstrated by proofreading, engaging with the public and politicians, and handling media queries.
 - ii. Use of a variety of media to disseminate messages.
 - iii. Ability to write for different audiences and different scenarios such as newsletters and policy documents.
 - b. Project leadership
 - i. Coordinated events and activities, ensuring seamless workflow and achieving objectives.
 - ii. Successfully pitched, raised funds for and implemented original ideas.
 - c. Lobbying
 - i. Successfully lobbied for a change to the UK attorney general's guidelines as it relates to policing.

- ii. Secured a vital win for clients in New Zealand when the government removed a series of taxes and proposed tax hikes, following an intensive, nationwide campaign.
- iii. Strong networks across the UK, EU and internationally.

Terms and Conditions of Appointment

- 25. The Deputy PCC is a member of the PCC's staff and therefore this requires the post holder to receive terms and conditions aligned with those colleagues within the Office of the PCC.
- 26. A summary of the terms and conditions are attached at Appendix C.
- 27. Mr Bryan will start as DPCC for Leicester, Leicestershire and Rutland in October 2025.

Conclusion

- 28. The appointment of the DPCC has been identified as a critical role for the PCC. The PCC has carefully considered the skills and abilities he requires to complement his own approach and balanced those against the community and organisational needs.
- 29. The PCC has selected Mr Oliver Bryan to work with him as his DPCC to deliver this next phase of his Police and Crime Plan. He looks forward to receiving the Panel's report on the matter.

List of Appendices

- Appendix A – Relevant Legislation
- Appendix B – Decision to appoint a Deputy Police and Crime Commissioner
- Appendix C – Summary of terms and conditions
- Appendix D – Job Description for DPCC

----- **End of Report** -----

Extract – paragraph 8 of Schedule 1 to the Police Reform and Social Responsibility Act 2011 The deputy police and crime commissioner

8 (1) This paragraph applies to a person appointed under section 18 by a police and crime commissioner to be the deputy police and crime commissioner.

(2) None of the following may be appointed as the deputy police and crime commissioner—

- (a) a person who has not attained the age of 18 on the day of the appointment;
- (b) a person who is subject to a relevant disqualification;
- (c) a Member of the House of Commons;
- (d) a member of the European Parliament;
- (e) a member of the National Assembly for Wales;
- (f) a member of the Scottish Parliament;
- (g) a member of the Northern Ireland Assembly.

(3) The terms and conditions of a person who is appointed as the deputy police and crime commissioner must provide for the appointment to end not later than the day when the current term of office of the appointing police and crime commissioner ends.

(4) Section 7 of the Local Government and Housing Act 1989 (appointment of staff on merit) does not apply to the deputy police and crime commissioner.

(5) In this paragraph “current term of office”, in relation to the appointment of a deputy police and crime commissioner by a police and crime commissioner, means the commissioner’s term of office which is running at the time the appointment is made.

(6) For the purposes of this paragraph, a person is subject to a relevant disqualification if the person is disqualified from being elected as, or being, a police and crime commissioner under—

- (a) section 65(1) (police officers, police-related employment etc.), other than paragraph (e)(ii); or
- (b) section 66(1), (3) (a) (iii) or (iv), (3)(c) or (3)(d) (citizenship, bankruptcy, criminal convictions & corrupt or illegal election practices).

Relevant disqualification

Section 65(1) Police Reform and Social Responsibility Act 2011

Disqualification from election or holding office as police and crime commissioner:
police grounds

- (1) A person is disqualified from being elected as, or being, a police and crime commissioner if the person—
 - (a) is disqualified from being a member of the House of Commons under section 1(1)(d) of the House of Commons Disqualification Act 1975 (members of police forces for police areas in the United Kingdom);
 - (b) is a member of—
 - (i) the British Transport Police Force;
 - (ii) the Civil Nuclear Constabulary;
 - (c) (c) is a special constable appointed—
 - (i) under section 27 of the Police Act 1996 for a police area or the City of London police area;
 - (ii) under section 25 of the Railways and Transport Safety Act 2003 (British Transport Police Force);
 - (d) is a member of staff of the chief officer of police of any police force maintained for a police area;
 - (e) is a member of staff of—
 - (i) a police and crime commissioner;
 - (ii) the Mayor's Office for Policing and Crime;
 - (f) is the Mayor of London;
 - (g) is a member of the Common Council of the City of London or a member of staff of that Council in its capacity as a police authority;
 - (h) is a member (including a member who is chairman or chief executive), or member of staff, of—
 - (i) the British Transport Police Authority;
 - (ii) the Civil Nuclear Police Authority;
 - (iii) the Independent Police Complaints Commission;
 - (iv) the Serious Organised Crime Agency;
 - (v) the National Policing Improvement Agency;
 - (i) holds any employment in an entity which is under the control of—
 - (i) a local policing body;
 - (ii) any body mentioned in paragraph (h);
 - (iii) the chief officer of police for any police force maintained for a police area or the City of London police area;
 - (iv) the chief officer of police for any police force mentioned in paragraph (b).

Section 66 Police Reform and Social Responsibility Act 2011 (relevant parts)

Disqualification from election or holding office as police and crime commissioner:
other grounds

- (1) A person is disqualified from being elected as, or being, a police and crime commissioner unless the person satisfies the citizenship condition (see section 68).
- (3) A person is disqualified from being elected as, or being, a police and crime commissioner if—
 - (a) the person is the subject of—
 - (iii) a bankruptcy restrictions order under paragraph 1 of Schedule 4A to that Act;
 - (iv) a bankruptcy restrictions interim order under paragraph 5 of that Schedule;
 - (c) the person has been convicted in the United Kingdom, the Channel Islands, or the Isle of Man, of any imprisonable offence (whether or not sentenced to a term of imprisonment in respect of the offence); or
 - (d) the person is incapable of being elected as a member of the House of Commons, or is required to vacate a seat in the House of Commons, under Part 3 of the Representation of the People Act 1983 (consequences of corrupt or illegal practices).

Citizenship condition (Section 68 Police Reform and Social Responsibility Act 2011)

68 Citizenship condition

- (1) This section applies for the purposes of section 66.
- (2) A person satisfies the citizenship condition if the person is—
 - (a) a qualifying Commonwealth citizen,
 - (b) a citizen of the Republic of Ireland, or
 - (c) a citizen of the Union.
- (3) For the purposes of this section, a person is a qualifying Commonwealth citizen if the person is a Commonwealth citizen and—
 - (a) is not a person who requires leave under the Immigration Act 1971 to enter or remain in the United Kingdom, or
 - (b) is a person who requires such leave but for the time being has (or is, by virtue of any enactment, to be treated as having) indefinite leave to remain within the meaning of that Act.
- (4) But a person who does not require leave to enter or remain in the United Kingdom by virtue only of section 8 of the Immigration Act 1971 (exceptions to requirement for leave in special cases) is not a qualifying Commonwealth citizen by virtue of subsection (3)(a).
- (5) In this section the expression “citizen of the Union” is to be construed in accordance with Article 20(1) of the Treaty on the Functioning of the European Union.

10th October 2025

Notification of Decision to Appoint a Deputy Police and Crime Commissioner

1. The Police Reform and Social Responsibility Act 2011 (the Act) provides, under section 18(1), that the Police and Crime Commissioner for a police area may appoint a person as the Deputy Police and Crime Commissioner for that area.
2. Under section 18(10) of the Police Reform and Social Responsibility Act 2011 ("the Act") the Deputy Police and Crime Commissioner (DPCC) is a member of the PCC's staff.
3. Making use of the power in Section 18 (1) I have decided to propose the appointment of Mr Oliver Bryan to the post of Deputy Police and Crime Commissioner for Leicestershire.
4. Mr Bryan has declared that he is aware of the provisions of the Police Reform and Social Responsibility Act 2011 as regards eligibility to be appointed. He has declared that to the best of his knowledge and belief he is eligible for appointment and is not subject to a relevant disqualification. Attached are the relevant extracts from the Act which have been provided to Mr Bryan.
5. A DPCC is required by the Act to be a member of my staff. The DPCC for Leicestershire will be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC's staff.
6. I will notify this decision to the Police and Crime Panel. In accordance with the Act I will provide to them:
 - the name of the person I propose to appoint, who for the purposes of the legislation is known as the 'candidate';
 - 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.
7. Mr Bryan will then be subject to the confirmatory hearing process required by Schedule 1 to the Act. I understand that the confirmatory hearing will take place within three weeks of this notification.
8. The Police and Crime Panel are required to publish a report to me on the proposed appointment in which they must include a recommendation as to whether or not the candidate should be appointed. I will consider the report once published and decide whether to accept or reject the Panel's recommendation on Mr Bryan's proposed appointment. Until the conclusion of this process, Mr Bryan remains the candidate for the appointment.

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Appendix C

Police and Crime Commissioner for Leicestershire Deputy Police and Crime Commissioner - summary of terms and conditions of appointment

Under Section 18(10) of the Police Reform and Social Responsibility Act 2011 (“the Act”) the deputy police and crime commissioner (DPCC) is a member of the PCC’s staff.

The DPCC will be employed by the PCC and be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC’s staff.

The main terms and conditions of appointment are:-

1. The DPCC will be required as a condition of appointment to make a declaration of eligibility that the appointment is held subject to the requirements of the Act and is not subject to a relevant disqualification.
2. Allowances – travelling and subsistence allowance will be paid at the rates applicable to the PCC’s staff. Allowances paid will be disclosed quarterly under the Elected Local Policing Bodies (Specified Information) Order 2012 (as amended) and in accordance with the Home Secretary’s determination, attached as an appendix to this summary.
3. Hours of work and salary – 0.5 FTE, 18.5 hours per week for which £29,400 per annum will be paid with provision for attendance on days and at times reasonably required by the PCC which will involve work outside normal office hours. No overtime will be paid. Salary reviews will be in line with those made to the Commissioner’s salary which is set by the Home Secretary.
4. Holiday entitlement – 27 days annual leave pro rata plus public and bank holidays.
5. Sickness absence – SSP is payable from the fourth qualifying day in any period of incapacity for work.
6. Pension – entitlement to join the Local Government Pension Scheme (LGPS).
7. Termination – the appointment as DPCC may be terminated at any time by the PCC and will terminate in any event upon the PCC ceasing to hold office for any reason, including reaching the end of the term of office under which the appointment is made. Three months’ notice is required by either party to terminate the contract of employment. The appointment will end if the appointee becomes disqualified under the Act. Unless otherwise terminated, the DPCC will be contracted up to and including the subsequent PCC election.
8. Conduct – Any PCC code of conduct will apply and in addition the DPCC will be subject to the complaints process under the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.

9. Performance review and appraisal – the DPCC will receive regular performance reviews and appraisals from the PCC.
10. The DPCC is not subject to vetting as it is a political appointment, they are required to sign the Official Secrets Act 1989.

Appendix D

Job Description – Deputy Police and Crime Commissioner

Post title: Deputy Police and Crime Commissioner

Salary: FTE = 75% of PCC, position will receive a pro rata salary if not full time.

Responsible to: Police and Crime Commissioner

Responsible for: No Direct Reports

Location: The Office of the Police and Crime Commissioner but could include countywide and national travel.

Main responsibilities

This is a list of the types of activities the post holder will carry out. It will be subject of discussion with the successful candidate and may evolve over the course of the PCC's term of office. The post holder may undertake additional duties arising from changing circumstances, but which do not change the general character or level of responsibility of the post.

Specialist

- a. Engaging with key local, regional and national partners to leading or attending boards, meetings and working groups on the PCC's behalf.
- b. Supporting the PCC to engage and seek the views and concerns of the people in the county.
- c. In discussion with the PCC, leading or managing specific policy areas, projects or areas of interest, in accordance with skills and experience.
- d. To support the convening, coordination and development of the Local Criminal Justice Board.
- e. Engaging with communities to raise the profile of the PCC, and to enable consultation and engagement activities to take place, with an emphasis on hearing from the residents of Leicester, Leicestershire and Rutland and promoting community cohesion.

General

- f. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
- g. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in his absence and supporting the improvement of OPCC assurance activities.
- h. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel can support and challenge effectively.
- i. Supporting partnership working on behalf of the PCC.

Security level

- Post holder will be expected to sign the Official Secrets Act
- Security Vetting may be required.

Standards of Behaviour

- Post holder will need to sign the Code of Conduct which incorporates the Nolan Principles for Standards in Public Life

Personal Specification Desirable Criteria

Key Skills:

- Ability to think strategically and laterally and deliver on goals and objectives.
- High-level communication and presentation skills, including media skills.
- Ability to build senior level relationships, influence and negotiate with high-ranking officials, and maintain strong relationships.
- Ability to take a co-operative approach to achieving priorities, including developing effective collaboration proposals with relevant organisations.
- Ability to engage, listen and understand communities with differing needs.
- Ability to propose solutions to complex issues with the best interest of local people and vulnerable people always a priority.
- Ability to secure credibility, respect and recognition from peers and stakeholders.
- Ability to take personal responsibility for decisions made and to be able to communicate these effectively.

Knowledge and/or Experience of:

- Issues facing policing.
- The Criminal Justice System and the pressures it is under.
- Victim support services
- The importance of trust, confidence and transparency in policing
- Initiatives designed to reduce violence in general and specifically that aimed at women and girls.
- Initiatives designed to reduce crimes against businesses.
- Community initiatives for crime prevention.
- The political structures, procedures and policies at both a local and national level.
- The geographic, social and economic nature of the area.
- Working with diverse communities and partners and working to secure improved outcomes for local people.

The post holder must live in the police area and be able to travel extensively around the County and must have flexibility in their schedule to allow for occasional evening and weekend engagements.

Eligibility

Under section 18(10) of the Police Reform and Social Responsibility Act 2011 ("the Act") the Deputy PCC (DPCC) is a member of the Commissioner's staff, and therefore they will have a contract that will generally reflect those the staff employed in the OPCC. Schedule 1 8-10 of the act details the appointment criteria for a DPCC, with Appendix A detailing those who would not be eligible to take up the role. Given that one of the functions of the DPCC could be to provide continuity and contingency if the PCC were unable to fulfil his role, the list of exclusions for PCC candidates is also listed.



**Police and Crime Panel for Leicester,
Leicestershire and Rutland**

30 October 2025 at 11:15

Deputy Police and Crime Commissioner

Reverend Gwyn Davies

Confirmation Hearing Papers

Report Date	October 2025
Report Author	Claire Trewartha, OPCC, CEO
Security Classification	Official

Purpose of Report

1. In his role as the Police and Crime Commissioner (PCC) the Commissioner may appoint a Deputy Police and Crime Commissioner (DPCC) to assist him in delivering his role.
2. The PCC brings this report to introduce to the Police and Crime Panel his candidate Reverend Gwyn Davies and outline his suitability, proposed responsibilities and terms and conditions.

Request of the Panel

3. In their role the PCC requests that the Panel carry out a Confirmation Hearing and provide to him a report on the proposed appointment including a recommendation as to whether or not the candidate should be appointed.
4. Following receipt of that report the PCC will consider its contents and decide whether to accept or reject the Panel's recommendation on Reverend Davies' proposed appointment.

Background

5. The Police Reform and Social Responsibility Act 2011 (the Act) provides, under section 18(1), that the Police and Crime Commissioner (PCC) for a police area, may appoint a person(s) as the DPCC for that area.
6. The PCC can arrange for them to exercise any of their functions save for:
 - the issuing of a Police and Crime Plan,
 - appointing the Chief Constable,
 - suspending the Chief Constable,
 - calling upon the Chief Constable to retire or resign
 - calculating a budget requirement under section 43 of the Local Government Finance Act 1992.
7. To assist the PCC and provide capacity and resilience the Police and Crime Commissioner wishes to appoint a DPCC.
8. The PCC has therefore notified the Panel of his intention, in accordance with the Act.
9. The Police and Crime Commissioner is proposing dividing the role of Deputy Police and Crime Commissioner into three distinct part-time positions. This approach is designed to ensure that each appointee brings targeted expertise aligned with the specific responsibilities they will undertake.
10. By adopting this model, the Commissioner aims to enhance the effectiveness of the role through specialisation, broaden representation by engaging

individuals with diverse backgrounds and increase flexibility to attract highly qualified candidates who may not be available for a full-time commitment.

11. Having sought advice from the Home Office they have stated:

'as long as the individuals that the PCC chooses to appoint do not represent more than one FTE then it would fall within the definition of a Deputy set out in the legislation.'

14. The PCC has considered very carefully the set of criteria he is looking for in selecting suitable individuals for this important role and has set these out in a job description. The full job description that has been developed for the DPCC position can be seen at Appendix D but in summary it is proposed the responsibilities will be broken down as:

15. Deputy Police and Crime Commissioner: Engagement/Lobbying 0.5 FTE

Specialist

- a. Engaging with key local, regional and national partners and leading or attending boards, meetings and working groups on the PCC's behalf.
- b. Supporting the PCC to engage and seek the views and concerns of the people in the county.
- c. In discussion with the PCC, leading or managing specific policy areas, projects or areas of interest, in accordance with skills and experience.

Generic

- d. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
- e. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in his absence and supporting the improvement of OPCC assurance activities.
- f. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel can support and challenge effectively.
- g. Supporting partnership working on behalf of the PCC.

16. Deputy Police and Crime Commissioner: Criminal Justice 0.2 FTE

Specialist

- a. To support the convening, coordination and development of the Local Criminal Justice Board.

Generic

- b. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
- c. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in his absence and supporting the improvement of OPCC assurance activities.
- d. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel can support and challenge effectively.
- e. Supporting partnership working on behalf of the PCC.

17. Deputy Police and Crime Commissioner: Community Cohesion 0.2 FTE

Specialist

- a. Engaging with communities to raise the profile of the PCC and to enable consultation and engagement activities to take place, with an emphasis on hearing from the residents of Leicester, Leicestershire and Rutland and promoting community cohesion.

Generic

- b. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
- c. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in his absence and supporting the improvement of OPCC assurance activities.
- d. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel can support and challenge effectively.
- e. Supporting partnership working on behalf of the PCC.

Criteria used to assess the suitability of Candidate.

Personal Specification

Key Skills:

- Ability to think strategically and laterally and deliver on goals and objectives.
- High-level communication and presentation skills, including media skills.
- Ability to build senior level relationships, influence and negotiate with high-ranking officials, and maintain strong relationships.
- Ability to take a co-operative approach to achieving priorities, including developing effective collaboration proposals with relevant organisations.
- Ability to engage, listen and understand communities with differing needs.
- Ability to propose solutions to complex issues with the best interest of local people and vulnerable people always a priority.
- Ability to secure credibility, respect and recognition from peers and stakeholders.
- Ability to take personal responsibility for decisions made and to be able to communicate these effectively.

Knowledge and/or Experience of:

- Issues facing policing.
- The Criminal Justice System and the pressures it is under.
- Victim support services
- The importance of trust, confidence and transparency in policing
- Initiatives designed to reduce violence in general and specifically that aimed at women and girls.
- Initiatives designed to reduce crimes against businesses.
- Community initiatives for crime prevention.

- The political structures, procedures and policies at both a local and national level.
- The geographic, social and economic nature of the area.
- Working with diverse communities and partners and working to secure improved outcomes for local people.

Deputy Police and Crime Commissioner: Criminal Justice

18. The Police and Crime Commissioner proposes Reverend Gwyn Davies for the role of Deputy Police and Crime Commissioner: Criminal Justice.
19. Reverend Davies has declared that he is aware of the provisions of the Police Reform and Social Responsibility Act 2011 as regards eligibility to be appointed. He has declared that to the best of his knowledge and belief he is eligible for appointment and is not subject to a relevant disqualification.
20. Attached at Appendix A are the relevant extracts from the Act which have been provided to Reverend Davies.
21. A DPCC is required by the Act to be a member of staff within the Office of Police and Crime Commissioner (OPCC). The DPCC for Leicester, Leicestershire and Rutland will be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC's staff.
22. The PCC informed the Panel of his decision to appoint a Deputy on 10 October 2025. A copy of the decision notification sent on 10 October 2025 is attached at Appendix B.
23. The PCC is confident that Reverend Davies has a skill set that not only fulfils the criteria outlined above but also compliments his own skills and experience. He is confident that Reverend Davies will fulfil the role of DPCC with passion, professionalism and integrity.
24. The key elements of Reverend Davies' experience and competence are:
 - a. Having served within the Criminal Justice System.
 - i. In 2021 Gwyn was appointed as a magistrate and spent a couple of years sitting at both Leicester and Loughborough Magistrates Courts before retiring from the bench in 2024. This time gave an insight into the justice system through the eyes of the bench and highlighted the myriad social and community issues that feed into crime.
 - b. Strong links to community
 - i. Gwyn was elected first as Deacon and then (in 2022) as Minister to Clarendon Park Congregational Church in Leicester, where he remains in post.
 - ii. During these latter years Gwyn was also appointed Chaplain to RAFAC 1F (City of Leicester) Squadron and leads various memorial and funeral services on behalf of Leicester City Football Club.

Terms and Conditions of Appointment

25. The Deputy PCC is a member of the PCC's staff and therefore this requires the post holder to receive terms and conditions aligned with those colleagues within the Office of the PCC.
26. A summary of the terms and conditions are attached at Appendix C.
27. Reverend Davies will start as DPCC for Leicester, Leicestershire and Rutland in October 2025.

Conclusion

28. The appointment of the DPCC has been identified as a critical role for the PCC. The PCC has carefully considered the skills and abilities he requires to complement his own approach and balanced those against the community and organisational needs.
29. The PCC has selected Reverend Gwyn Davies to work with him as his DPCC to deliver this next phase of his Police and Crime Plan. He looks forward to receiving the Panel's report on the matter.

List of Appendices

- Appendix A – Relevant Legislation
- Appendix B – Decision to appoint a Deputy Police and Crime Commissioner
- Appendix C – Summary of terms and conditions
- Appendix D – Job Description for DPCC

----- **End of Report** -----

Extract – paragraph 8 of Schedule 1 to the Police Reform and Social Responsibility Act 2011 The deputy police and crime commissioner

8 (1) This paragraph applies to a person appointed under section 18 by a police and crime commissioner to be the deputy police and crime commissioner.

(2) None of the following may be appointed as the deputy police and crime commissioner—

- (a) a person who has not attained the age of 18 on the day of the appointment;
- (b) a person who is subject to a relevant disqualification;
- (c) a Member of the House of Commons;
- (d) a member of the European Parliament;
- (e) a member of the National Assembly for Wales;
- (f) a member of the Scottish Parliament;
- (g) a member of the Northern Ireland Assembly.

(3) The terms and conditions of a person who is appointed as the deputy police and crime commissioner must provide for the appointment to end not later than the day when the current term of office of the appointing police and crime commissioner ends.

(4) Section 7 of the Local Government and Housing Act 1989 (appointment of staff on merit) does not apply to the deputy police and crime commissioner.

(5) In this paragraph “current term of office”, in relation to the appointment of a deputy police and crime commissioner by a police and crime commissioner, means the commissioner’s term of office which is running at the time the appointment is made.

(6) For the purposes of this paragraph, a person is subject to a relevant disqualification if the person is disqualified from being elected as, or being, a police and crime commissioner under—

- (a) section 65(1) (police officers, police-related employment etc.), other than paragraph (e)(ii); or
- (b) section 66(1), (3) (a) (iii) or (iv), (3)(c) or (3)(d) (citizenship, bankruptcy, criminal convictions & corrupt or illegal election practices).

Relevant disqualification

Section 65(1) Police Reform and Social Responsibility Act 2011

Disqualification from election or holding office as police and crime commissioner:
police grounds

- (1) A person is disqualified from being elected as, or being, a police and crime commissioner if the person—
 - (a) is disqualified from being a member of the House of Commons under section 1(1)(d) of the House of Commons Disqualification Act 1975 (members of police forces for police areas in the United Kingdom);
 - (b) is a member of—
 - (i) the British Transport Police Force;
 - (ii) the Civil Nuclear Constabulary;
 - (c) (c) is a special constable appointed—
 - (i) under section 27 of the Police Act 1996 for a police area or the City of London police area;
 - (ii) under section 25 of the Railways and Transport Safety Act 2003 (British Transport Police Force);
 - (d) is a member of staff of the chief officer of police of any police force maintained for a police area;
 - (e) is a member of staff of—
 - (i) a police and crime commissioner;
 - (ii) the Mayor's Office for Policing and Crime;
 - (f) is the Mayor of London;
 - (g) is a member of the Common Council of the City of London or a member of staff of that Council in its capacity as a police authority;
 - (h) is a member (including a member who is chairman or chief executive), or member of staff, of—
 - (i) the British Transport Police Authority;
 - (ii) the Civil Nuclear Police Authority;
 - (iii) the Independent Police Complaints Commission;
 - (iv) the Serious Organised Crime Agency;
 - (v) the National Policing Improvement Agency;
 - (i) holds any employment in an entity which is under the control of—
 - (i) a local policing body;
 - (ii) any body mentioned in paragraph (h);
 - (iii) the chief officer of police for any police force maintained for a police area or the City of London police area;
 - (iv) the chief officer of police for any police force mentioned in paragraph (b).

Section 66 Police Reform and Social Responsibility Act 2011 (relevant parts)

Disqualification from election or holding office as police and crime commissioner:
other grounds

- (1) A person is disqualified from being elected as, or being, a police and crime commissioner unless the person satisfies the citizenship condition (see section 68).
- (3) A person is disqualified from being elected as, or being, a police and crime commissioner if—
 - (a) the person is the subject of—
 - (iii) a bankruptcy restrictions order under paragraph 1 of Schedule 4A to that Act;
 - (iv) a bankruptcy restrictions interim order under paragraph 5 of that Schedule;
 - (c) the person has been convicted in the United Kingdom, the Channel Islands, or the Isle of Man, of any imprisonable offence (whether or not sentenced to a term of imprisonment in respect of the offence); or
 - (d) the person is incapable of being elected as a member of the House of Commons, or is required to vacate a seat in the House of Commons, under Part 3 of the Representation of the People Act 1983 (consequences of corrupt or illegal practices).

Citizenship condition (Section 68 Police Reform and Social Responsibility Act 2011)

68 Citizenship condition

- (1) This section applies for the purposes of section 66.
- (2) A person satisfies the citizenship condition if the person is—
 - (a) a qualifying Commonwealth citizen,
 - (b) a citizen of the Republic of Ireland, or
 - (c) a citizen of the Union.
- (3) For the purposes of this section, a person is a qualifying Commonwealth citizen if the person is a Commonwealth citizen and—
 - (a) is not a person who requires leave under the Immigration Act 1971 to enter or remain in the United Kingdom, or
 - (b) is a person who requires such leave but for the time being has (or is, by virtue of any enactment, to be treated as having) indefinite leave to remain within the meaning of that Act.
- (4) But a person who does not require leave to enter or remain in the United Kingdom by virtue only of section 8 of the Immigration Act 1971 (exceptions to requirement for leave in special cases) is not a qualifying Commonwealth citizen by virtue of subsection (3)(a).
- (5) In this section the expression “citizen of the Union” is to be construed in accordance with Article 20(1) of the Treaty on the Functioning of the European Union.

10th October 2025

Notification of Decision to Appoint a Deputy Police and Crime Commissioner

1. The Police Reform and Social Responsibility Act 2011 (the Act) provides, under section 18(1), that the Police and Crime Commissioner for a police area may appoint a person as the Deputy Police and Crime Commissioner for that area.
2. Under section 18(10) of the Police Reform and Social Responsibility Act 2011 ("the Act") the Deputy Police and Crime Commissioner (DPCC) is a member of the PCC's staff.
3. Making use of the power in Section 18 (1) I have decided to propose the appointment of Reverend Gwyn Davies to the post of Deputy Police and Crime Commissioner for Leicestershire.
4. Reverend Davies has declared that he is aware of the provisions of the Police Reform and Social Responsibility Act 2011 as regards eligibility to be appointed. He has declared that to the best of his knowledge and belief he is eligible for appointment and is not subject to a relevant disqualification. Attached are the relevant extracts from the Act which have been provided to Reverend Davies.
5. A DPCC is required by the Act to be a member of my staff. The DPCC for Leicestershire will be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC's staff.
6. I will notify this decision to the Police and Crime Panel. In accordance with the Act I will provide to them:
 - the name of the person I propose to appoint, who for the purposes of the legislation is known as the 'candidate';
 - 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.
7. Reverend Davies will then be subject to the confirmatory hearing process required by Schedule 1 to the Act. I understand that the confirmatory hearing will take place within three weeks of this notification.
8. The Police and Crime Panel are required to publish a report to me on the proposed appointment in which they must include a recommendation as to whether or not the candidate should be appointed. I will consider the report once published and decide whether to accept or reject the Panel's recommendation on Reverend Davies's proposed appointment. Until the conclusion of this process, Reverend Davies remains the candidate for the appointment.

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Appendix C

Police and Crime Commissioner for Leicestershire Deputy Police and Crime Commissioner - summary of terms and conditions of appointment

Under Section 18(10) of the Police Reform and Social Responsibility Act 2011 (“the Act”) the deputy police and crime commissioner (DPCC) is a member of the PCC’s staff.

The DPCC will be employed by the PCC and be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC’s staff.

The main terms and conditions of appointment are:-

1. The DPCC will be required as a condition of appointment to make a declaration of eligibility that the appointment is held subject to the requirements of the Act and is not subject to a relevant disqualification.
2. Allowances – travelling and subsistence allowance will be paid at the rates applicable to the PCC’s staff. Allowances paid will be disclosed quarterly under the Elected Local Policing Bodies (Specified Information) Order 2012 (as amended) and in accordance with the Home Secretary’s determination, attached as an appendix to this summary.
3. Hours of work and salary – 0.2 FTE, on average 7.5 hours per week for which £11,760 per annum will be paid with provision for attendance on days and at times reasonably required by the PCC which will involve work outside normal office hours. No overtime will be paid. Salary reviews will be in line with those made to the Commissioner’s salary which is set by the Home Secretary.
4. Holiday entitlement – 27 days annual leave pro rata plus public and bank holidays.
5. Sickness absence – SSP is payable from the fourth qualifying day in any period of incapacity for work.
6. Pension – entitlement to join the Local Government Pension Scheme (LGPS).
7. Termination – the appointment as DPCC may be terminated at any time by the PCC and will terminate in any event upon the PCC ceasing to hold office for any reason, including reaching the end of the term of office under which the appointment is made. Three months’ notice is required by either party to terminate the contract of employment. The appointment will end if the appointee becomes disqualified under the Act. Unless otherwise terminated, the DPCC will be contracted up to and including the subsequent PCC election.

8. Conduct – Any PCC code of conduct will apply and in addition the DPCC will be subject to the complaints process under the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.
9. Performance review and appraisal – the DPCC will receive regular performance reviews and appraisals from the PCC.
10. The DPCC is not subject to vetting as it is a political appointment, they are required to sign the Official Secrets Act 1989.

Appendix D

Job Description – Deputy Police and Crime Commissioner

Post title: Deputy Police and Crime Commissioner

Salary: FTE = 75% of PCC, position will receive a pro rata salary if not full time.

Responsible to: Police and Crime Commissioner

Responsible for: No Direct Reports

Location: The Office of the Police and Crime Commissioner but could include countywide and national travel.

Main responsibilities

This is a list of the types of activities the post holder will carry out. It will be subject of discussion with the successful candidate and may evolve over the course of the PCC's term of office. The post holder may undertake additional duties arising from changing circumstances, but which do not change the general character or level of responsibility of the post.

Specialist

- a. Engaging with key local, regional and national partners to leading or attending boards, meetings and working groups on the PCC's behalf.
- b. Supporting the PCC to engage and seek the views and concerns of the people in the county.
- c. In discussion with the PCC, leading or managing specific policy areas, projects or areas of interest, in accordance with skills and experience.
- d. To support the convening, coordination and development of the Local Criminal Justice Board.
- e. Engaging with communities to raise the profile of the PCC, and to enable consultation and engagement activities to take place, with an emphasis on hearing from the residents of Leicester, Leicestershire and Rutland and promoting community cohesion.

General

- f. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
- g. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in his absence and supporting the improvement of OPCC assurance activities.
- h. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel can support and challenge effectively.
- i. Supporting partnership working on behalf of the PCC.

Security level

- Post holder will be expected to sign the Official Secrets Act
- Security Vetting may be required.

Standards of Behaviour

- Post holder will need to sign the Code of Conduct which incorporates the Nolan Principles for Standards in Public Life

Personal Specification Desirable Criteria

Key Skills:

- Ability to think strategically and laterally and deliver on goals and objectives.

- High-level communication and presentation skills, including media skills.
- Ability to build senior level relationships, influence and negotiate with high-ranking officials, and maintain strong relationships.
- Ability to take a co-operative approach to achieving priorities, including developing effective collaboration proposals with relevant organisations.
- Ability to engage, listen and understand communities with differing needs.
- Ability to propose solutions to complex issues with the best interest of local people and vulnerable people always a priority.
- Ability to secure credibility, respect and recognition from peers and stakeholders.
- Ability to take personal responsibility for decisions made and to be able to communicate these effectively.

Knowledge and/or Experience of:

- Issues facing policing.
- The Criminal Justice System and the pressures it is under.
- Victim support services
- The importance of trust, confidence and transparency in policing
- Initiatives designed to reduce violence in general and specifically that aimed at women and girls.
- Initiatives designed to reduce crimes against businesses.
- Community initiatives for crime prevention.
- The political structures, procedures and policies at both a local and national level.
- The geographic, social and economic nature of the area.
- Working with diverse communities and partners and working to secure improved outcomes for local people.

The post holder must live in the police area and be able to travel extensively around the County and must have flexibility in their schedule to allow for occasional evening and weekend engagements.

Eligibility

Under section 18(10) of the Police Reform and Social Responsibility Act 2011 (“the Act”) the Deputy PCC (DPCC) is a member of the Commissioner’s staff, and therefore they will have a contract that will generally reflect those the staff employed in the OPCC. Schedule 1 8-10 of the act details the appointment criteria for a DPCC, with Appendix A detailing those who would not be eligible to take up the role. Given that one of the functions of the DPCC could be to provide continuity and contingency if the PCC were unable to fulfil his role, the list of exclusions for PCC candidates is also listed.



**POLICE & CRIME
COMMISSIONER**
for Leicester,
Leicestershire & Rutland
Your Communities - Your Commissioner

Police and Crime Panel for Leicester, Leicestershire and Rutland

30 October 2025 at 12:15

Deputy Police and Crime Commissioner

Neetu Squire

Confirmation Hearing Papers

Report Date	October 2025
Report Author	Claire Trewartha, OPCC, CEO
Security Classification	Official

Purpose of Report

1. In his role as the Police and Crime Commissioner (PCC) the Commissioner may appoint a Deputy Police and Crime Commissioner (DPCC) to assist him in delivering his role.
2. The PCC brings this report to introduce to the Police and Crime Panel his candidate Ms Neetu Squire and outline her suitability, proposed responsibilities and terms and conditions.

Request of the Panel

3. In their role the PCC requests that the Panel carry out a Confirmation Hearing and provide to him a report on the proposed appointment including a recommendation as to whether or not the candidate should be appointed.
4. Following receipt of that report the PCC will consider its contents and decide whether to accept or reject the Panel's recommendation on Ms Squire's proposed appointment.

Background

5. The Police Reform and Social Responsibility Act 2011 (the Act) provides, under section 18(1), that the Police and Crime Commissioner (PCC) for a police area, may appoint a person(s) as the DPCC for that area.
6. The PCC can arrange for them to exercise any of their functions save for:
 - the issuing of a Police and Crime Plan,
 - appointing the Chief Constable,
 - suspending the Chief Constable,
 - calling upon the Chief Constable to retire or resign
 - calculating a budget requirement under section 43 of the Local Government Finance Act 1992.
7. To assist the PCC and provide capacity and resilience the Police and Crime Commissioner wishes to appoint a DPCC.
8. The PCC has therefore notified the Panel of his intention, in accordance with the Act.
9. The Police and Crime Commissioner is proposing dividing the role of Deputy Police and Crime Commissioner into three distinct part-time positions. This approach is designed to ensure that each appointee brings targeted expertise aligned with the specific responsibilities they will undertake.
10. By adopting this model, the Commissioner aims to enhance the effectiveness of the role through specialisation, broaden representation by engaging

individuals with diverse backgrounds, and increase flexibility to attract highly qualified candidates who may not be available for a full-time commitment.

11. Having sought advice from the Home Office they have stated:

‘as long as the individuals that the PCC chooses to appoint do not represent more than one FTE then it would fall within the definition of a Deputy set out in the legislation.’

14. The PCC has considered, very carefully, the set of criteria he is looking for in selecting suitable individuals for this important role and has set these out in a job description. The full job description that has been developed for the DPCC position can be seen at Appendix D but in summary. It is proposed the responsibilities will be broken down as:

15. Deputy Police and Crime Commissioner: Engagement/Lobbying 0.5 FTE

Specialist

- a. Engaging with key local, regional and national partners to leading or attending boards, meetings and working groups on the PCC's behalf.
- b. Supporting the PCC to engage and seek the views and concerns of the people in the county.
- c. In discussion with the PCC, leading or managing specific policy areas, projects or areas of interest, in accordance with skills and experience.

Generic

- d. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
- e. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in his absence and supporting the improvement of OPCC assurance activities.
- f. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel can support and challenge effectively.
- g. Supporting partnership working on behalf of the PCC.

16. Deputy Police and Crime Commissioner: Criminal Justice 0.2 FTE

Specialist

- a. To support the convening, coordination and development of the Local Criminal Justice Board.

Generic

- b. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
- c. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in his absence and supporting the improvement of OPCC assurance activities.
- d. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel can support and challenge effectively.
- e. Supporting partnership working on behalf of the PCC.

17. Deputy Police and Crime Commissioner: Community Cohesion 0.2 FTE

Specialist

- a. Engaging with communities to raise the profile of the PCC and to enable consultation and engagement activities to take place, with an emphasis on hearing from the residents of Leicester, Leicestershire and Rutland and promoting community cohesion.

Generic

- b. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
- c. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in his absence and supporting the improvement of OPCC assurance activities.
- d. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel can support and challenge effectively.
- e. Supporting partnership working on behalf of the PCC.

Criteria used to assess the suitability of Candidate.

Personal Specification

Key Skills:

- Ability to think strategically and laterally and deliver on goals and objectives.
- High-level communication and presentation skills, including media skills.
- Ability to build senior level relationships, influence and negotiate with high-ranking officials, and maintain strong relationships.
- Ability to take a co-operative approach to achieving priorities, including developing effective collaboration proposals with relevant organisations.
- Ability to engage, listen and understand communities with differing needs.
- Ability to propose solutions to complex issues with the best interest of local people and vulnerable people always a priority.
- Ability to secure credibility, respect and recognition from peers and stakeholders.
- Ability to take personal responsibility for decisions made and to be able to communicate these effectively.

Knowledge and/or Experience of:

- Issues facing policing.
- The Criminal Justice System and the pressures it is under.
- Victim support services
- The importance of trust, confidence and transparency in policing
- Initiatives designed to reduce violence in general and specifically that aimed at women and girls.
- Initiatives designed to reduce crimes against businesses.
- Community initiatives for crime prevention.

- The political structures, procedures and policies at both a local and national level.
- The geographic, social and economic nature of the area.
- Working with diverse communities and partners and working to secure improved outcomes for local people.

Deputy Police and Crime Commissioner: Community Cohesion 0.2 FTE

18. The Police and Crime Commissioner proposes Ms Neetu Squire for the role of Deputy Police and Crime Commissioner: Community Cohesion.
19. Ms Squire has declared that she is aware of the provisions of the Police Reform and Social Responsibility Act 2011 as regards eligibility to be appointed. She has declared that to the best of her knowledge and belief she is eligible for appointment and is not subject to a relevant disqualification.
20. Attached at Appendix A are the relevant extracts from the Act which have been provided to Ms Squire.
21. A DPCC is required by the Act to be a member of staff within the Office of Police and Crime Commissioner (OPCC). The DPCC for Leicester, Leicestershire and Rutland will be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC's staff.
22. The PCC informed the Panel of his decision to appoint a Deputy on 10 October 2025. A copy of the decision notification sent on 10 October 2025 is attached at Appendix B.
23. The PCC is confident that Ms Squire has a skill set that not only fulfils the criteria outlined above but also compliments her own skills and experience. He is confident that Ms Squire will fulfil the role of DPCC with passion, professionalism and integrity.
24. The key elements of Ms Squire's experience and competence are:
 - a. Strong Community Cohesion Experience.
 - i. A qualified Youth Worker and Counsellor with over 20 years of experience in the community sector, working across a diverse range of settings including social services, careers guidance in secondary schools, hostels, homelessness support, probation, children's homes and youth clubs with a primary focus on project development and capacity building across Leicestershire.
 - b. Partnership Working
 - i. Having collaborated with partners across LLR to co-create the very first Connecting Communities event — a citywide initiative aimed at building bridges between diverse communities, local services and law enforcement. The event brought together residents, community leaders, faith groups and public sector

partners to foster dialogue, challenge stereotypes, and strengthen trust at a grassroots level.

c. Award Winning Initiatives

- i. Her outstanding contributions have been recognised with multiple prestigious awards, including the BBC Radio Leicester Community Impact Award, the Good Neighbour Award- Belgrave and the Black Police Association Award, which honours individuals who actively promote community cohesion, positive engagement and impact.

Terms and Conditions of Appointment

25. The Deputy PCC is a member of the PCC's staff and therefore this requires the post holder to receive terms and conditions aligned with those colleagues within the Office of the PCC.
26. A summary of the terms and conditions are attached at Appendix C.
27. Ms Squire will start as DPCC for Leicester, Leicestershire and Rutland in October 2025.

Conclusion

28. The appointment of the DPCC has been identified as a critical role for the PCC. The PCC has carefully considered the skills and abilities he requires to complement her own approach and balanced those against the community and organisational needs.
29. The PCC has selected Ms Neetu Squire to work with him as his DPCC to deliver this next phase of his Police and Crime Plan. He looks forward to receiving the Panel's report on the matter.

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----- **End of Report** -----

Extract – paragraph 8 of Schedule 1 to the Police Reform and Social Responsibility Act 2011 The deputy police and crime commissioner

8 (1) This paragraph applies to a person appointed under section 18 by a police and crime commissioner to be the deputy police and crime commissioner.

(2) None of the following may be appointed as the deputy police and crime commissioner—

- (a) a person who has not attained the age of 18 on the day of the appointment;
- (b) a person who is subject to a relevant disqualification;
- (c) a Member of the House of Commons;
- (d) a member of the European Parliament;
- (e) a member of the National Assembly for Wales;
- (f) a member of the Scottish Parliament;
- (g) a member of the Northern Ireland Assembly.

(3) The terms and conditions of a person who is appointed as the deputy police and crime commissioner must provide for the appointment to end not later than the day when the current term of office of the appointing police and crime commissioner ends.

(4) Section 7 of the Local Government and Housing Act 1989 (appointment of staff on merit) does not apply to the deputy police and crime commissioner.

(5) In this paragraph “current term of office”, in relation to the appointment of a deputy police and crime commissioner by a police and crime commissioner, means the commissioner’s term of office which is running at the time the appointment is made.

(6) For the purposes of this paragraph, a person is subject to a relevant disqualification if the person is disqualified from being elected as, or being, a police and crime commissioner under—

- (a) section 65(1) (police officers, police-related employment etc.), other than paragraph (e)(ii); or
- (b) section 66(1), (3) (a) (iii) or (iv), (3)(c) or (3)(d) (citizenship, bankruptcy, criminal convictions & corrupt or illegal election practices).

Relevant disqualification

Section 65(1) Police Reform and Social Responsibility Act 2011

Disqualification from election or holding office as police and crime commissioner: police grounds

- (1) A person is disqualified from being elected as, or being, a police and crime commissioner if the person—
 - (a) is disqualified from being a member of the House of Commons under section 1(1)(d) of the House of Commons Disqualification Act 1975 (members of police forces for police areas in the United Kingdom);
 - (b) is a member of—
 - (i) the British Transport Police Force;
 - (ii) the Civil Nuclear Constabulary;
 - (c) (c) is a special constable appointed—
 - (i) under section 27 of the Police Act 1996 for a police area or the City of London police area;
 - (ii) under section 25 of the Railways and Transport Safety Act 2003 (British Transport Police Force);
 - (d) is a member of staff of the chief officer of police of any police force maintained for a police area;
 - (e) is a member of staff of—
 - (i) a police and crime commissioner;
 - (ii) the Mayor's Office for Policing and Crime;
 - (f) is the Mayor of London;
 - (g) is a member of the Common Council of the City of London or a member of staff of that Council in its capacity as a police authority;
 - (h) is a member (including a member who is chairman or chief executive), or member of staff, of—
 - (i) the British Transport Police Authority;
 - (ii) the Civil Nuclear Police Authority;
 - (iii) the Independent Police Complaints Commission;
 - (iv) the Serious Organised Crime Agency;
 - (v) the National Policing Improvement Agency;
 - (i) holds any employment in an entity which is under the control of—
 - (i) a local policing body;
 - (ii) any body mentioned in paragraph (h);
 - (iii) the chief officer of police for any police force maintained for a police area or the City of London police area;
 - (iv) the chief officer of police for any police force mentioned in paragraph (b).

Section 66 Police Reform and Social Responsibility Act 2011 (relevant parts)

Disqualification from election or holding office as police and crime commissioner:
other grounds

- (1) A person is disqualified from being elected as, or being, a police and crime commissioner unless the person satisfies the citizenship condition (see section 68).
- (3) A person is disqualified from being elected as, or being, a police and crime commissioner if—
 - (a) the person is the subject of—
 - (iii) a bankruptcy restrictions order under paragraph 1 of Schedule 4A to that Act;
 - (iv) a bankruptcy restrictions interim order under paragraph 5 of that Schedule;
 - (c) the person has been convicted in the United Kingdom, the Channel Islands, or the Isle of Man, of any imprisonable offence (whether or not sentenced to a term of imprisonment in respect of the offence); or
 - (d) the person is incapable of being elected as a member of the House of Commons, or is required to vacate a seat in the House of Commons, under Part 3 of the Representation of the People Act 1983 (consequences of corrupt or illegal practices).

Citizenship condition (Section 68 Police Reform and Social Responsibility Act 2011)

68 Citizenship condition

- (1) This section applies for the purposes of section 66.
- (2) A person satisfies the citizenship condition if the person is—
 - (a) a qualifying Commonwealth citizen,
 - (b) a citizen of the Republic of Ireland, or
 - (c) a citizen of the Union.
- (3) For the purposes of this section, a person is a qualifying Commonwealth citizen if the person is a Commonwealth citizen and—
 - (a) is not a person who requires leave under the Immigration Act 1971 to enter or remain in the United Kingdom, or
 - (b) is a person who requires such leave but for the time being has (or is, by virtue of any enactment, to be treated as having) indefinite leave to remain within the meaning of that Act.
- (4) But a person who does not require leave to enter or remain in the United Kingdom by virtue only of section 8 of the Immigration Act 1971 (exceptions to requirement for leave in special cases) is not a qualifying Commonwealth citizen by virtue of subsection (3)(a).
- (5) In this section the expression “citizen of the Union” is to be construed in accordance with Article 20(1) of the Treaty on the Functioning of the European Union.

10th October 2025

Notification of Decision to Appoint a Deputy Police and Crime Commissioner

1. The Police Reform and Social Responsibility Act 2011 (the Act) provides, under section 18(1), that the Police and Crime Commissioner for a police area may appoint a person as the Deputy Police and Crime Commissioner for that area.
2. Under section 18(10) of the Police Reform and Social Responsibility Act 2011 ("the Act") the Deputy Police and Crime Commissioner (DPCC) is a member of the PCC's staff.
3. Making use of the power in Section 18 (1) I have decided to propose the appointment of Ms Neetu Squire to the post of Deputy Police and Crime Commissioner for Leicestershire.
4. Ms Squire has declared that he is aware of the provisions of the Police Reform and Social Responsibility Act 2011 as regards eligibility to be appointed. He has declared that to the best of her knowledge and belief he is eligible for appointment and is not subject to a relevant disqualification. Attached are the relevant extracts from the Act which have been provided to Ms Squire.
5. A DPCC is required by the Act to be a member of my staff. The DPCC for Leicestershire will be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC's staff.
6. I will notify this decision to the Police and Crime Panel. In accordance with the Act I will provide to them:
 - the name of the person I propose to appoint, who for the purposes of the legislation is known as the 'candidate';
 - 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.
7. Ms Squire will then be subject to the confirmatory hearing process required by Schedule 1 to the Act. I understand that the confirmatory hearing will take place within three weeks of this notification.
8. The Police and Crime Panel are required to publish a report to me on the proposed appointment in which they must include a recommendation as to whether or not the candidate should be appointed. I will consider the report once published and decide whether to accept or reject the Panel's recommendation on Ms Squire's proposed appointment. Until the conclusion of this process, Ms Squire remains the candidate for the appointment.

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Appendix C

Police and Crime Commissioner for Leicestershire Deputy Police and Crime Commissioner - summary of terms and conditions of appointment

Under Section 18(10) of the Police Reform and Social Responsibility Act 2011 (“the Act”) the deputy police and crime commissioner (DPCC) is a member of the PCC’s staff.

The DPCC will be employed by the PCC and be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC’s staff.

The main terms and conditions of appointment are:-

1. The DPCC will be required as a condition of appointment to make a declaration of eligibility that the appointment is held subject to the requirements of the Act and is not subject to a relevant disqualification.
2. Allowances – travelling and subsistence allowance will be paid at the rates applicable to the PCC’s staff. Allowances paid will be disclosed quarterly under the Elected Local Policing Bodies (Specified Information) Order 2012 (as amended) and in accordance with the Home Secretary’s determination, attached as an appendix to their summary.
3. Hours of work and salary – 0.2 FTE, on average 7.5 hours per week for which £11,760 per annum will be paid with provision for attendance on days and at times reasonably required by the PCC which will involve work outside normal office hours. No overtime will be paid. Salary reviews will be in line with those made to the Commissioner’s salary which is set by the Home Secretary.
4. Holiday entitlement – 27 days annual leave pro rata plus public and bank holidays.
5. Sickness absence – SSP is payable from the fourth qualifying day in any period of incapacity for work.
6. Pension – entitlement to join the Local Government Pension Scheme (LGPS).
7. Termination – the appointment as DPCC may be terminated at any time by the PCC and will terminate in any event upon the PCC ceasing to hold office for any reason, including reaching the end of the term of office under which the appointment is made. Three months’ notice is required by either party to terminate the contract of employment. The appointment will end if the appointee becomes disqualified under the Act. Unless otherwise terminated, the DPCC will be contracted up to and including the subsequent PCC election.
8. Conduct – Any PCC code of conduct will apply and in addition the DPCC will be subject to the complaints process under the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.

9. Performance review and appraisal – the DPCC will receive regular performance reviews and appraisals from the PCC.
10. The DPCC is not subject to vetting as it is a political appointment, they are required to sign the Official Secrets Act 1989.

Appendix D

Job Description – Deputy Police and Crime Commissioner

Post title: Deputy Police and Crime Commissioner

Salary: FTE = 75% of PCC, position will receive a pro rata salary if not full time.

Responsible to: Police and Crime Commissioner

Responsible for: No Direct Reports

Location: The Office of the Police and Crime Commissioner but could include countywide and national travel.

Main responsibilities

This is a list of the types of activities the post holder will carry out. It will be subject of discussion with the successful candidate and may evolve over the course of the PCC's term of office. The post holder may undertake additional duties arising from changing circumstances, but which do not change the general character or level of responsibility of the post.

Specialist

- a. Engaging with key local, regional and national partners to leading or attending boards, meetings and working groups on the PCC's behalf.
- b. Supporting the PCC to engage and seek the views and concerns of the people in the county.
- c. In discussion with the PCC, leading or managing specific policy areas, projects or areas of interest, in accordance with skills and experience.
- d. To support the convening, coordination and development of the Local Criminal Justice Board.
- e. Engaging with communities to raise the profile of the PCC, and to enable consultation and engagement activities to take place, with an emphasis on hearing from the residents of Leicester, Leicestershire and Rutland and promoting community cohesion.

General

- f. Support the PCC to drive the delivery of the Police and Crime Plan, which incorporates the manifesto commitments.
- g. Provide support in respect of holding the force to account, by attending meetings with force personnel, deputising for the PCC in her absence and supporting the improvement of OPCC assurance activities.
- h. Supporting the PCC in attendance at the Police and Crime Panel to ensure that the Panel can support and challenge effectively.
- i. Supporting partnership working on behalf of the PCC.

Security level

- Post holder will be expected to sign the Official Secrets Act
- Security Vetting may be required.

Standards of Behaviour

- Post holder will need to sign the Code of Conduct which incorporates the Nolan Principles for Standards in Public Life

Personal Specification Desirable Criteria

Key Skills:

- Ability to think strategically and laterally and deliver on goals and objectives.
- High-level communication and presentation skills, including media skills.
- Ability to build senior level relationships, influence and negotiate with high-ranking officials, and maintain strong relationships.
- Ability to take a co-operative approach to achieving priorities, including developing effective collaboration proposals with relevant organisations.
- Ability to engage, listen and understand communities with differing needs.
- Ability to propose solutions to complex issues with the best interest of local people and vulnerable people always a priority.
- Ability to secure credibility, respect and recognition from peers and stakeholders.
- Ability to take personal responsibility for decisions made and to be able to communicate these effectively.

Knowledge and/or Experience of:

- Issues facing policing.
- The Criminal Justice System and the pressures it is under.
- Victim support services
- The importance of trust, confidence and transparency in policing
- Initiatives designed to reduce violence in general and specifically that aimed at women and girls.
- Initiatives designed to reduce crimes against businesses.
- Community initiatives for crime prevention.
- The political structures, procedures and policies at both a local and national level.
- The geographic, social and economic nature of the area.
- Working with diverse communities and partners and working to secure improved outcomes for local people.

The post holder must live in the police area and be able to travel extensively around the County and must have flexibility in their schedule to allow for occasional evening and weekend engagements.

Eligibility

Under section 18(10) of the Police Reform and Social Responsibility Act 2011 ("the Act") the Deputy PCC (DPCC) is a member of the Commissioner's staff, and therefore they will have a contract that will generally reflect those the staff employed in the OPCC. Schedule 1 8-10 of the act details the appointment criteria for a DPCC, with Appendix A detailing those who would not be eligible to take up the role. Given that one of the functions of the DPCC could be to provide continuity and contingency if the PCC were unable to fulfil her role, the list of exclusions for PCC candidates is also listed.