

**THE POLICE & CRIME
COMMISSIONER FOR
LEICESTERSHIRE**

POLICE AND CRIME PANEL

Report of	POLICE AND CRIME COMMISSIONER
Date	FRIDAY 8 JUNE 2018 – 1:00 p.m.
Subject	CHIEF CONSTABLE'S CONTRACT
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Purpose of Report

1. To inform the Police and Crime Panel of the decision of the Police and Crime Commissioner to extend the term of appointment to Chief Constable for Mr Simon Cole.

Recommendation

2. The Police and Crime Panel are asked to note the Commissioner's decision to extend the current Chief Constable's appointment of office.

Background

3. Simon Cole was appointed as Chief Constable in 2010 by Leicestershire Police Authority, the local policing body at that time. Mr Cole took up his appointment on 14 June 2010 on the basis of a 5 year contract. Under Police Regulations 2003, Regulation 11, Chief Constable's can be offered a contract for five years in the first instance, followed by a further 3 year contract and thereafter a 12 month contract. There is no limit to the number of one year contracts that can be offered.
4. Mr Cole's five year contract came to an end on 13 June 2015. At that time the then Police and Crime Commissioner offered a three year extension to Mr Cole's contract until 14 June 2018. The current Police and Crime Commissioner has now reviewed Mr Cole's contract and has decided to offer him five consecutive one-year extensions. This offer has been made and the Chief Constable has accepted. This in effect appoints Mr Cole as Chief Constable of Leicestershire Police until 13 June 2023.

Considerations for Five One-Year Extensions

5. In making his decision to offer five one-year extensions of contract to the Chief Constable the Commissioner took a number of considerations into account as follows:-

Leadership of Leicestershire Police

In the Commissioner's opinion Mr Cole has shown exceptional leadership of Leicestershire Police since 2010. In particular he has led the force through a considerable change programme which has achieved significant financial savings whilst at the same time continuing to provide an excellent service to the public. He is highly respected by officers and staff and has built strong relationships with key stakeholders enabling close partnership working resulting in an improved policing service. His regional work has driven closer collaboration between forces and his national role has brought greater expertise into the Force and moved Leicestershire Police to be ahead of the game in many areas of service delivery. At the national level, through the National Police Chiefs Council (NPCC), the Chief Constable leads on Local Policing, chairing the co-ordination committee and Prevent where he sits on the national counter terrorism committee. The Chief Constable also sits on the College of Policing Professional Committee, the National Commercial Board and represents Chief Constables on the Police Reform and Transformation Board. He is also the Senior Responsible Officer (SRO) for a number of national work streams including Digital Public Contact and the procurement of uniform and language services.

The Chief Constable is on the Leicestershire and Rutland sports partnership, the Board of De Montfort University, and is a Trustee of the Care of Police Survivors charity. He was awarded the Queen's Police Medal for his services to policing in the 2014 New Year's Honours List.

Mr Cole has continued to display passion and drive to provide an outstanding policing service to the people in Leicester, Leicestershire and Rutland, an area of the country which is very close to his heart.

Chief Officer Team

Following the retirement of the previous Deputy Chief Constable earlier in the year an Assistant Chief Constable was successful in being appointed to the Deputy Chief Constable role (leaving one ACC post vacant). The second substantive ACC is currently on secondment to National Police Chief's Council Specialist Capabilities for a period of two years. With this leaving two vacant ACC posts two temporary promotions have been made. This will remain the position until such time as a substantive ACC is recruited and the seconded officer returns to force. As such it is imperative that the chief officer team has continuity in its leadership.

Forward Planning

In reflecting on offering one year followed by other one year appointments for the current Chief Constable the Commissioner took into account future plans and developments for the Force. With savings of £9m to be made by 31 March 2023, crime rising nationally, a number of new initiatives are being developed to achieve those savings including new ways of working to improve service delivery. The Commissioner took into account that this work is being driven by the Chief Constable and for such work to achieve a successful outcome continuity of leadership is imperative. For the Chief Constable to have 12 month contracts only henceforth the ability to plan long term for the benefit of the force, partners and the public would be seriously impeded. It would also be difficult for the Chief Constable himself to plan ahead for the force on the basis that he could only look forward to a 12 month span at any one time.

Further Advice Sought for this Decision

6. Legal advice was sought on the proposed course of action to offer the Chief Constable five one-year extensions to contract. The advice received from solicitors confirmed that this course of action was within the letter of the legislation.
7. Subsequently on 10 October 2017 a letter was forwarded to the Policing Minister, Nick Hurd MP, setting out the proposed course of action, including and asking for the Minister's comments. The Policing Minister responded on 2 November 2017 as follows:

"..... the Government believes in importance of local accountability in policing and locally-driven priorities. The appointment or extensions of an appointment for the Chief Constable is properly your decision".

Conclusion

8. Having taken in account the leadership and forward planning for the Force, the past and current performance of the current Chief Constable, legal advice and the response from the Policing Minister the Commissioner took the decision to offer five one-year extensions of contract to Simon Cole. Mr Cole has accepted the extensions to his contract which extends his appointment of Chief Constable of Leicestershire Police to 13 June 2023.

Implications

Financial:	None
Legal:	Legal advice was sought on this decision
Equality Impact Assessment:	None
Risks and Impact:	Continuity of leadership will be achieved.
Link to Police and Crime Plan:	The Chief Constable is instrumental in delivering the Police and Crime Plan on behalf of the Commissioner.

Persons to Contact

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