

Leicester Leicestershire and Rutland

Police and Crime Panel

Mr Rupert Matthews, Police and Crime
Commissioner – by email

Date: 30 October 2025
Ref: Mr Oliver Bryan
Contact: Damien Buckley
Phone: 0116 305 0183
Email: Damien.Buckley@leics.gov.uk

Dear Mr Matthews.

The Leicester, Leicestershire and Rutland Police and Crime Panel (the PCP) on 30th October 2025 held a Confirmation Hearing to review the proposed appointment of Mr Oliver Bryan to the post of **Deputy Police and Crime Commissioner (DPCC): Engagement/Lobbying (0.5FTE)** for the Office of the Police and Crime Commissioner, in accordance with the provisions of the Police Reform and Social Responsibility Act 2011.

The PCP members present had read all the relevant paperwork and listened carefully to the responses given by Mr Bryan to their questions.

In light of the responses provided to the Panel's questions relating to personal independence and professional competence, the Panel recommends that the candidate is appointed to the position of Deputy Police and Crime Commissioner: Engagement/Lobbying (0.5FTE).

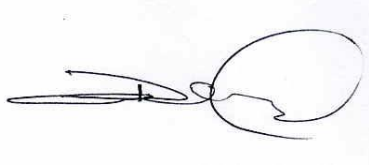
The Panel determined that the candidate understood the role, met the criteria, and will be fully committed to carrying out his duties as Deputy Police and Crime Commissioner: Engagement/Lobbying. The panel made some observations about the appointment, noting that Mr Bryan was clearly competent, had a good level of experience in engagement and lobbying, partnership working and had experience of working within the OPCC. Whilst the Panel was satisfied that he demonstrated that he understood operational and personal independence, they had some concerns about his ability to retain a level of personal independence from the PCC and advised that there would also be some training/onboarding needs in relation to gaining a wider understanding of the diversity of communities within Leicester, Leicestershire and Rutland and their different needs. The Panel will be keen to receive feedback on the outcomes from Mr Bryan's work through Deputy Police and Crime Commissioner update reports, which are presented at meetings of the Police and Crime Panel. The Panel would like to see the frequency of these reports increased to reporting every three months.

On behalf of the Panel, I would like to thank both yourself and Mr Bryan for your attendance at the Confirmation Hearing.

Your sincerely,

Leicester Leicestershire and Rutland

Police and Crime Panel



Cllr. L Phillimore

Chairman of the Leicester, Leicestershire and Rutland Police and Crime Panel

cc. Mr Bryan – by email

Enc. Recommendation of the Police and Crime Panel to the PCC – Appointment of Mr Oliver Bryan to the post of Deputy Police and Crime Commissioner: Engagement/Lobbying (0.5FTE).

Police and Crime Panel**DETERMINATION OF APPOINTMENT OF SENIOR STAFF FOLLOWING A CONFIRMATION HEARING**

Position: Deputy Police and Crime Commissioner: Engagement/Lobbying (0.5FTE)

Candidate: Mr Oliver Bryan

Date of Notification: 15th October 2025

Date of Confirmation Hearing: 30th October 2025

This report gives the recommendation(s) made by the Leicester, Leicestershire and Rutland Police and Crime Panel in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011. Its purpose is to outline the Panel's recommendations following a review of the proposal made by the Police and Crime Commissioner to appoint Mr Oliver Bryan to the position of Deputy Police and Crime Commissioner: Engagement/Lobbying (0.5FTE).

Hearing: On 15th October 2025 the Leicester, Leicestershire and Rutland Police and Crime Panel received notification of a decision from the Police and Crime Commissioner to appoint Mr Bryan to the position of Deputy Police and Crime Commissioner: Engagement/Lobbying (0.5FTE). During the hearing, which included an interview with the candidate, the Panel had regard to the information submitted about the candidate, the criteria used to assess the suitability of the candidate for the appointment and the terms and conditions on which the candidate was to be appointed.

Decision:

In accordance with the Police Reform and Social Responsibility Act 2011 and following consideration of the information submitted to it, the Panel recommends that the candidate is appointed to the position of Deputy Police and Crime Commissioner: Engagement/Lobbying (0.5FTE).

The Panel determined that the candidate understood the role, met the criteria, and will be fully committed to carrying out his duties as Deputy Police and Crime Commissioner: Engagement/Lobbying. The panel made some observations about the appointment, noting that Mr Bryan was clearly competent, had a good level of experience in engagement and lobbying, partnership working and had experience of working within the OPCC. Whilst the Panel was satisfied that he demonstrated that he understood operational and personal independence, they had some concerns about his ability to retain a level of personal independence from the PCC and advised that there would also be some training/onboarding needs in relation to gaining a wider understanding of the diversity of communities within Leicester,

Police and Crime Panel

Leicestershire and Rutland and their different needs. The Panel will be keen to receive feedback on the outcomes from Mr Bryan's work through Deputy Police and Crime Commissioner update reports, which are presented at meetings of the Police and Crime Panel. The Panel would like to see the frequency of these reports increased to reporting every three months.