



Leicester Leicestershire and Rutland

Police and Crime Panel

Mr Rupert Matthews, Police and Crime
Commissioner – by email

Date: 30 October 2025
Ref: Rvd Gwyn Davies
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 Reverend Gwyn Davies to the post of **Deputy Police and Crime Commissioner (DPCC): Criminal Justice (0.2FTE)** 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 Reverend Davies 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: Criminal Justice (0.2FTE).

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: Criminal Justice (0.2FTE). The Panel considered him to be thoughtful and intelligent and demonstrated a welcome approach to personal independence in the role. Although the Panel considered some of Reverend Davies's responses to be more high level rather than detailed and in-depth, the Panel advised that there would also be some training/onboarding needs in relation to his new role and understood that he will continue to develop the knowledge and skills needed to help the Commissioner deliver his Police and Crime Plan. Some external mentor support is advised to help him transition into the role and to deepen his understanding of, and relationships with, the range of strategic structures and full diversity of communities and stakeholders across the whole of Leicester, Leicestershire and Rutland.

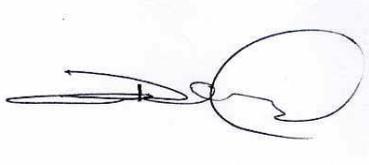
The Panel expressed concern that the number of hours allocated to this role may be insufficient for the work involved and are keen to receive feedback on the outcomes from Reverend Davies's work through Deputy Police and Crime Commissioner update reports, which are presented at meetings of the Police 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 Reverend Davies for your attendance at the Confirmatory Hearing.

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Your sincerely,

A handwritten signature in black ink, appearing to read 'L Phillipmore', with a large circular flourish at the end.

Cllr. L Phillipmore

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

cc. Reverend Gwyn Davies – by email

Enc. Recommendation of the Police and Crime Panel to the PCC – Appointment of Reverend Gwyn Davies to the post of Deputy Police and Crime Commissioner: Criminal Justice (0.2FTE).

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

Position: Deputy Police and Crime Commissioner: Criminal Justice (0.2FTE)

Candidate: Reverend Gwyn Davies

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 Reverend Gwyn Davies to the position of Deputy Police and Crime Commissioner: Criminal Justice (0.2FTE).

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 Reverend Gwyn Davies to the position of Deputy Police and Crime Commissioner: Criminal Justice (0.2FTE). 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: Criminal Justice (0.2FTE).

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: Criminal Justice (0.2FTE). The Panel considered him to be thoughtful and intelligent and demonstrated a welcome approach to personal independence in the role. Although the Panel considered some of Reverend Davies's responses to be more high level rather than detailed and in-depth, the Panel advised that there would also be some training/onboarding needs in relation to his new role and understood that he will continue to develop the knowledge and skills needed to help the Commissioner deliver his Police and Crime Plan. Some external mentor support is advised to help him transition into the role and to deepen his understanding of, and

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relationships with, the range of strategic structures and full diversity of communities and stakeholders across the whole of Leicester, Leicestershire and Rutland.

The Panel expressed concern that the number of hours allocated to this role may be insufficient for the work involved and are keen to receive feedback on the outcomes from Reverend Davies'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.