

NORTHUMBRIA POLICE AND CRIME PANEL

REPORT AND RECOMMENDATIONS TO THE POLICE AND CRIME COMMISSIONER FOR NORTHUMBRIA ON THE APPOINTMENT OF STEVE ASHMAN AS CHIEF CONSTABLE OF NORTHUMBRIA POLICE

1. EXECUTIVE SUMMARY

- 1.1 This document constitutes the report and recommendations of the Northumbria Police and Crime Panel in respect of the proposed appointment of Steve Ashman as Chief Constable of Northumbria Police and is submitted to the Police and Crime Commissioner for Northumbria (PCC) in accordance with the requirements of Schedule 8 to the Police Reform and Social Responsibility Act 2011 (the Act).
- 1.2 The report recommends that Steve Ashman be appointed Chief Constable of Northumbria Police.
- 1.3 In submitting its report, the Panel would like to thank Mr Ashman for his attendance at the confirmation hearing and to congratulate him on his appointment.

2. CONFIRMATION HEARING

- 2.1 On 27 May 2015, the Clerk to the Panel received the PCC's formal notification of Mr Ashman's proposed appointment. By law, the Panel is required to hold a confirmation hearing (a meeting of the Panel held in public at which the candidate for appointment is requested to appear for the purpose of answering questions relating to the appointment) in sufficient time to enable it to submit its report and recommendations in respect of the appointment to the Commissioner within 3 weeks of the day on which it received notification.
- 2.2 The confirmation hearing was held at 10.30am on Monday, 1 June 2015 in the Gateshead Civic Centre. The following Panel Members were present:-

Councillor H Trueman (Chair), Sunderland City Council
Councillors L Green and J McClurey, Gateshead Council
Councillors G O'Brien and N Kemp, Newcastle City Council
Councillor L Simpson, Northumberland County Council
Councillors J Welsh and A Smith, South Tyneside Council
J Guy and S Isaacson, Independent Members

The following officers from the Panel's Host Authority (Gateshead Council) were also present to support the Panel in conducting the hearing:-

J Robinson	- Chief Executive
M Harrison	- Service Director Legal, Democratic and Property Services
B Wilson	- Democratic Services

- 2.3 The PCC gave a brief overview of the recruitment process that had been conducted in accordance with the requirements of the Act and the Home Office and College of Policing guidance on Chief Officer Appointments.
- 2.4 Members of the Panel then questioned Mr Ashman in relation to his proposed appointment and, having considered his responses to their questions and other information supplied to the Panel by the PCC in accordance with the requirements of Schedule 8 to the Act, agreed unanimously that the PCC should be recommended to proceed with Mr Ashman's appointment.
- 2.5 In reaching this conclusion, the Panel commented in particular that:-
- Mr Ashman had provided excellent responses to all of the Panel's questions in a strategic and detailed manner.
 - It was considered that Mr Ashman had the required leadership qualities to bring all Northumbria police officers and staff on board with his ideas and vision for the force in the future.
 - Mr Ashman has a detailed knowledge of the area and he was committed to engaging with local Councils and building greater links and working closer with the area's diverse community.
 - The Panel was impressed with Mr Ashman's acknowledgement that although he had a great deal of experience as a senior police officer, he would continue learning and moving forward if appointed as Chief Constable.
 - Mr Ashman stated his intention for Northumbria Police to become more involved in regional and national work as he felt that as a large force, it had a lot to contribute. He would ensure his senior command team was able to assist him in this.
- 2.6 The Panel also noted that the report provided by the Independent Member on the recruitment panel confirmed that the recruitment and selection process had complied with the principles of merit, fairness and openness and that the PCC had followed the College of Policing guidance on the recruitment and selection of Chief Officers and acted in accordance with the spirit of this guidance.

3. RECOMMENDATION

That the appointment of Steve Ashman to the post of Chief Constable of Northumbria Police on the terms and conditions set out in the report submitted to the Panel be confirmed.

Councillor H Trueman
Chair, Northumbria Police
and Crime Panel

J Robinson
Clerk to the Northumbria Police
and Crime Panel

3 June 2015