

DERBYSHIRE POLICE AND CRIME PANEL

17 NOVEMBER 2016

Report of the Director of Legal Services of Derbyshire County Council

**CONFIRMATION HEARING FOR THE APPOINTMENT OF A DEPUTY
POLICE AND CRIME COMMISSONER**

1. Purpose of Report

To provide background information to the Police and Crime Panel (PCP) on the appointment process leading to the selection of Kevin Gillott as the preferred candidate for the role of Deputy Police and Crime Commissioner (DPCC).

2. Information and Analysis

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.

It is the duty of the PCP to hold a public Confirmation Hearing and to review, make reports and recommendations in respect of proposed senior appointments and to publish their reports or recommendations. Senior appointments under Schedule 1 of the Act are those of Chief Executive, Chief Finance Officer and Deputy Police and Crime Commissioner made by the Police and Crime Commissioner (PCC).

A confirmation hearing is defined as “A meeting of the Panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment”. Supporting guidance produced by the Local Government Association (LGA) and the Centre for Public Scrutiny (CfPS) advises that a confirmation hearing should not be dealt with as an item of business at a standard Panel meeting but conducted as a separate meeting.

The process of reviewing and reporting on a proposed appointment must be completed within three weeks of a PCP being notified of it by the PCC.

Appendix One provides information on the Police and Crime Panel's role in the confirmation process. Appendix Two provides information on the preferred candidate's skills and experiences.

The Panel has three principal options, as follows:

1. If the Panel is content with the proposed appointment, it can agree to report its endorsement to the PCC.
2. Where a candidate meets the standards but the Panel has concerns about their suitability, such concerns can form part of the Panel's report and recommendations to the PCC.
3. In the event that the Panel determines that a candidate does not meet the requirements for the post, the Panel may provide advice and recommendations accordingly to the PCC in its report.

The PCC is under no obligation to follow the Panel's advice and the Panel's recommendation not to appoint does not represent a veto in the case of Schedule 1 appointments. It is noted in the LGA Guidance that a recommendation to reject the proposed appointment should be used in only "exceptional" circumstances.

3. Other considerations

In preparing this report the relevance of the following factors has been considered: financial, legal, prevention of crime and disorder, equality and diversity, human resources, environmental, health and transport considerations.

4. Background papers

Held with the Improvement and Scrutiny Officer, Derbyshire County Council.

5. OFFICER'S RECOMMENDATION

It is recommended that the Panel notes its responsibilities in the confirmation hearing process and consider the proposed appointment to the position of Deputy Police and Crime Commissioner.

**John McElvaney
Director of Legal Services
Derbyshire County Council**

APPENDIX ONE

THE PCP'S ROLE IN CONFIRMING SENIOR APPOINTMENTS UNDER SCHEDULE 1 OF THE POLICE REFORM AND SOCIAL RESPONSIBILITY ACT 2011

Senior appointments under Schedule 1 of the Act are those of Chief Executive, Chief Finance Officer and Deputy Police and Crime Commissioner made by the Police and Crime Commissioner (PCC). It is the duty of the Police and Crime Panel to hold a public Confirmation Hearing and to review, make reports and recommendations in respect of proposed senior appointments and to publish their reports or recommendations. There is a separate process under Schedule 8 to be followed for the appointment of Chief Constables, which is not covered in this note.

The Rules relating to Confirmation Hearings under Schedule 1

- The PCC must notify the Panel of the proposed senior appointment;
- The Hearing must take place in public, within a period of three weeks of the receipt of formal notification being received from the PCC;
- The candidate may be requested to appear for the purpose of answering questions relating to the appointment (the LGA guidance makes it very clear that this should be the usual practice);
- The Panel shall review the proposed senior appointment and make a report to the PCC, including a recommendation relating to the candidate's appointment; and
- The PCC must respond to the report and recommendations of the Panel to confirm whether they accept or reject its recommendation. There is no duty upon the PCC to give reasons for their decision.

The Procedure for Confirmation Hearings under Schedule 1

1. Notification of Proposed Senior Appointment

The PCC will notify the Panel of a proposed senior appointment in writing to the Chair of the Panel and to the Clerk to the Panel. The notification of a proposed senior appointment from the PCC should be accompanied by background information such as a CV or a personal statement to assist the Panel in its assessment of the candidate. At the very least, and in accordance with legislation, the PCC is required to provide the following information:

- The name and contact details of the candidate;
- The criteria used to assess the suitability of the candidate for the appointment and how the candidate satisfies these criteria; and
- The terms and conditions on which the candidate is to be appointed.

2. Arrangement of Confirmation Hearing and Notifying the Candidate

Following the receipt of notification from the PCC a Confirmation Hearing is arranged, which will take place within three weeks of the date of receipt of notification from the PCC. The Chair of the Panel or the Clerk will write to the candidate to confirm the date of the Hearing and notify them of the process to be followed. The letter will set out the legislative provisions underpinning the Hearing and inform the candidate that any information they provide will be heard in the public domain.

If the candidate's references are to be distributed to the Panel it is the responsibility of the PCC to inform relevant referees of the placing of references in the public domain.

3. Pre-Meeting

The Panel will normally organise a pre-meeting prior to a Confirmation Hearing to allow for a consideration of the background information provided by the PCC. The pre-meeting is intended to provide members of the Panel with an opportunity to consider and agree the scope and thrust of their questioning at the Hearing. As referred to in the LGA Guidance document on Confirmation Hearings, questioning will concern primarily the “**professional competence**” of the candidate and their “**personal independence**”^{*}.

** Personal independence is defined in the LGA Guidance as a candidate's ability to act in a manner that is operationally independent of the PCC.*

The pre-meeting will be held in private and, where possible, will be attended by the Clerk or a legal adviser and, if possible, a senior HR adviser from the host authority to assist the Panel in the provision of specialist and technical advice and the devising a list of appropriate questions, if there is any. Additional information relating to the candidate, not provided by the PCC but available elsewhere, this should be considered by the Clerk and the HR adviser to ensure that the process is fair, and that it will help the Panel assess professional competence and personal independence.

4. The Hearing

With preparation and planning at the pre-meeting, Confirmation Hearings should be short and focused. The Hearing will be a four stage process:

	PRESENT:		
	PANEL	PCC	CANDIDATE
Stage 1: Chair outlines the process to be followed and the powers of the Panel.	✓	✓	✓
Stage 2: Brief introduction by the PCC explaining why the candidate meets the job description, the criteria he/she meets for the post and the terms and conditions for the post.	✓	✓	✓
Stage 3: Panel to question the candidate to determine if he/she meets the criteria set out in the job description and whether they possess the necessary professional competence and personal independence to carry out the role. <i>Candidates may make a presentation at the start of this stage of the process if they wish.</i>	✓	x	✓
PANEL GOES INTO CLOSED SESSION			
Stage 4: Panel will make its decision and prepare any recommendations to the PCC.	✓	x	x

5. Coming to a View

The Panel has three principal options, as follows:

4. If the Panel is content with the proposed senior appointment, it can agree to report its endorsement to the PCC.

5. Where a candidate meets the standards but the Panel has concerns about their suitability, such concerns can form part of the Panel's report and recommendations to the PCC.
6. In the event that the Panel determines that a candidate does not meet the requirements for the post, the Panel may provide advice and recommendations accordingly to the PCC in its report.

NB. The PCC is under no obligation to follow the Panel's advice and the Panel's recommendation not to appoint does not represent a veto in the case of Schedule 1 appointments. It is noted in the LGA Guidance that a recommendation to reject the proposed appointment should be used in only "exceptional" circumstances.

The Panel has to reach a conclusion in relation to the options set out above. It may also choose to comment on other relevant issues.

6. Reporting the Panel's Recommendation

The Chair of the Panel will write to the PCC on the next working day following the Confirmation Hearing, to outline the decision and recommendations of the Panel. The candidate will also be sent a copy of the letter.

The Panel will wait five working days before it publishes any information about its recommendations unless it is agreed with the PCC that this information can be released at an earlier stage. The Panel will ensure that the PCC has received and acknowledged receipt of the Panel's recommendations before making its recommendations public.

Mr. John McElvaney
Solicitor
Director of Legal Services
County Hall
Matlock
Derbyshire
DE4 3AG

9.11.2016

Dear John

Notification of proposed candidate for role of Deputy Police and Crime Commissioner

I am writing this letter to notify the Police & Crime Panel of the proposed senior appointment of my Deputy pursuant to requirements under Schedule 1 of the Police Reform and Social Responsibility Act 2011 and to allow the Panel their scrutiny and confirmation role.

In assisting the Panel I provide the following information:

- a. The name of the proposed candidate – Mr. Kevin Gillott
- b. The criteria used to assess their suitability – the candidate pack attached
- c. Why the candidate satisfies those criteria – a verbal update will be given to the panel
- d. The terms and conditions on which the candidate is to be appointed - attached

Whilst the legislation allows for me to appoint a deputy I chose to go through the process of an open and transparent recruitment. The role was advertised and I received eight applications. From those applications I interviewed six candidates. The interview included a presentation entitled '*How I will contribute to the delivery of the Police and Crime Plan*', followed by a series of competency based questions. A decision was taken to offer the role to Mr Kevin Gillott, subject to the Police and Crime Panel confirmation hearing.

As Panel members are aware I signed up to pledges from the Committee on Standards in Public Life whilst I was running to become the PCC for Derbyshire and committed to having an independent member on any senior recruitment panels. For this appointment the panel consisted of:



Mr Hardyal Dhindsa – PCC For Derbyshire
Mr Alan Charles – Former PCC for Derbyshire
Prof. Kevin Bampton – Director of the International Policing and Justice Institute,
Derby University
Mr David Peet – Chief Executive of PCC's office

(It should be noted that Mr Peet was there to take notes and was not part of the decision making process.)

In response to the Panel's report following the confirmation hearing I shall respond as to whether to accept or reject the recommendation of the Panel. Notwithstanding the guidance to have a five working day cooling off period, I would ask that we agree to wait publication upon receipt of my formal response to the Panel's recommendation and to place the Panel's report and my response on both our websites accordingly at that time.

Thank you for your cooperation and if I can provide any additional assistance please do not hesitate to contact me.

Yours sincerely,



Hardyal Dhindsa
Police and Crime Commissioner for Derbyshire

Encs. Application Pack including Job Description containing terms of employment
Mr Kevin Gillott's CV (Personal Information Redacted)





September 2016

Deputy Police and Crime Commissioner for Derbyshire

Dear Candidate

Thank you for your interest in the role of Deputy Police and Crime Commissioner for Derbyshire. As you will see from this application pack, I am seeking a deputy to work with me in delivering my police and crime plan priorities for Derbyshire and help me deliver on the promise to be a Police & Crime Commissioner for all of Derbyshire: urban, sub-urban & rural.

I am seeking someone who is a good communicator and a good listener, who can travel throughout the county (and beyond) to gain the views of the public and our partner organisations and to be my representative in promoting the work of the Commissioner's Office.

Please take some time to read through our application pack, where you will find a job description, information on the legal framework for the role and details of how to apply. If you feel that you meet the essential criteria for the role, and can support me in delivering my vision for policing in Derbyshire, I would very much like to hear from you.

Thank you for your interest.

Hardyal Dhindsa
Police and Crime Commissioner for Derbyshire



Deputy Police and Crime Commissioner How to Apply

Within this pack you will find the following information about the role:

- a copy of our advertisement
- a job description
- a list of the functions of the Police and Crime Commissioner within the Police Reform and Social Responsibility Act 2011
- Draft Police & Crime Plan
- Diversity monitoring form

Should you wish to apply for this role, please send your c.v. with a covering letter. Your letter should be no more than two sides of A4 when printed and should demonstrate how you meet the essential and desirable criteria for the role. Your application should be accompanied by a completed diversity monitoring form – you will find a pdf version included with this pack and a Word version on the website for your use.

Please email your c.v., letter & diversity monitoring form to david.peet.16406@derbyshire.pnn.police.uk. The closing date is Friday 7th October 2016 at 5.00 p.m. Any applications received after that time will not be considered.

Interviews are expected to take place on Wednesday 26th October 2016.

Appointment is subject to a Confirmation Hearing by the Police and Crime Panel. It is hoped this will be Thursday 17th November 2016. The successful candidate will need to be available on that day.



Deputy Police and Crime Commissioner for Derbyshire

"A commissioner for the whole of Derbyshire: urban, suburban and rural"

Derbyshire's Labour Police and Crime Commissioner, Hardyal Dhindsa, wants a Deputy to work with him and to help him reach all the communities of Derbyshire. A deputy who shares his vision for the policing of the county, and who will work alongside him in delivering his police and crime plan.

You will need to be a good communicator and a good listener, have experience in strategic planning and overseeing multi million pound budgets. Be prepared to travel the length and breadth of Derbyshire, and maybe even further afield and to bring back to Hardyal the views of the public. Working with partners in the voluntary sector, local authorities, the ministry of justice and the police, you will be a high achiever.

Political affiliations are not important but what counts is your commitment, relevant experience and the expertise you can bring to working with Hardyal Dhindsa to deliver his manifesto commitments and values along with his Police & Crime Plan, helping making the role of Police and Crime Commissioner the success it deserves to be.

Applications by email to david.peet.16406@derbyshire.pnn.police.uk by 5.00 p.m. on 7th October 2016 are requested. The application process is by letter (no more than 2 sides of A4) describing how you meet the essential and desirable criteria and you should attach your CV. Full details can be found on the PCC's website www.derbyshire-pcc.gov.uk/Get-Involved/Vacancies.aspx

Interviews are expected to take place on 26th October 2016.

It is hoped that the Confirmation Hearing by the Police and Crime Panel will be held on 17th November 2016. The successful candidate will need to be available on that day.



**Derbyshire
Police and Crime
Commissioner**

Protecting Communities,
Fighting Crime



Police and Crime Commissioner for Derbyshire

Job Description

Closing Date	7th October 2016 at 5.00 p.m.
HR Service Centre Contact	Not Applicable
Role Title	Deputy Police and Crime Commissioner
Grade and Salary	This post attracts a fixed salary of £56,250 p.a.
Hours	37 per week Due to the nature of the role, the applicant will be required to be flexible in terms of the total number of hours worked each week and their availability. It is to be expected that a proportion of duties will take place during evenings and at weekends, for which no additional recompense is provided.
Suitable for job share or part time	No
Department or Division	Office of the Police and Crime Commissioner
Location	Office of the Police and Crime Commissioner Butterley Hall, Ripley, DE5 3RS Due to the nature of the role, a significant amount of travel throughout Derbyshire is to be expected, with occasional travel beyond the County. Appropriate travel expenses will be provided.
Post Reports to	Police and Crime Commissioner for direction and control and the Chief Executive for other staffing matters
Other Considerations	<p>The appointment will end not later than the day when the current term of office of the appointing Commissioner ends, currently May 2020.</p> <p>Due to the unique nature of this post, a number of additional requirements apply. Please ensure you meet these criteria before applying:</p> <ul style="list-style-type: none">• Applicants must have 3 years continuous residency in the UK at the date of application• Applicants must be UK or EU citizens or have Home Office approval for indefinite leave to remain within the UK• The successful applicant will be required to undergo drug testing in line with the Force's Drug Policy which the Commissioner has adopted• Under the Police Reform & Social Responsibility Act, Schedule 1, para 8, none of the following may be appointed as the deputy police and crime commissioner—<ul style="list-style-type: none">(a) a person who has not attained the age of 18 on the day of the appointment;(b) a person who is disqualified from being elected as, or being, a

	<p>police and crime commissioner under (A) section 65(1) of the Act, (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) of the Act (citizenship, bankruptcy, criminal convictions & corrupt or illegal election practices).</p> <p>(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.</p>
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EQUALITY COMMITMENT

The Police and Crime Commissioner is committed to equality and welcomes applications from suitably qualified people from all sections of the community in an effort to reflect the diversity of the community we serve. As part of this commitment, all applicants with a disability who meet the essential criteria for the post will be invited to interview.

Purpose and Description of Role:

To support Hardyal Dhindsa, the Police and Crime Commissioner for Derbyshire (the Commissioner), in the delivery of his manifesto commitments and in the delivery of the Police and Crime Plan for Derbyshire.

Specific Role Responsibilities:-

The Deputy Commissioner will carry out such duties and responsibilities as are allocated by the Commissioner. These may include, but are not limited to, the following areas:

- checking facts and research findings, providing summaries of key issues for the Commissioner
- preparing speculative policy papers which can generate long-term policy thinking for the Commissioner
- contributing to policy planning, including ideas which extend the existing range of options available to the Commissioner
- reviewing papers going to the Commissioner, drawing attention to any aspect which they think has political implications, and ensuring that sensitive political points are handled properly
- helping to brief MPs and officials on the Commissioner Hardyal Dhindsa's policy
- liaising with outside interest groups including groups with a political allegiance
- speechwriting and related research, including adding the Commissioner's content to material prepared by the Chief Executive's team
- preparing and delivering presentations to interest groups and partner organisations
- collating the opinions of interest groups and partner organisations and presenting these to the Commissioner
- representing the views of the Commissioner to the media where they have been authorised to do so
- providing expert advice

Skills & Experience required:-**Essential:**

- IT literate to a high level, with experience of the use of a range of IT packages
- Evidence of high-level communication and presentation skills
- Evidence of an awareness of political structures, procedures and policies at both a local and national level
- Evidence of an ability to think and operate at a strategic level, identifying issues and setting priorities at an organisation-wide level and/or over a lengthy time period
- Experience of working in a fast-paced environment with a significant workload
- Ability to take a collaborative approach to achieving priorities, including developing effective working relationships with partner organisations
- A proven commitment to the principles and priorities set out in Hardyal Dhindsa's Police & Crime Plan, as provided
- Geographical knowledge of the county of Derbyshire and awareness of local issues
- An ability to drive, or to travel around the County, to fulfil the duties of the post
- A flexible approach to hours of duty and a commitment to be available for weekend and evening duties where required

Desirable:

An ability to communicate in a second language (including a sign language)

Police and Crime Commissioner for Derbyshire
Police and Crime Commissioner Functions
within the Police Reform and Social Responsibility Act 2011

Function
Secure the maintenance of an efficient and effective police force for that area
Strategic Planning
Prepare a draft and issue a police and crime plan
Review the police and crime plan, particularly in the light of (i) any report or recommendations made by the police and crime panel; and (ii) any changes in the strategic policing requirement
Holding to account
Hold the chief constable to account for: <ul style="list-style-type: none"> • the functions of the chief constable, and of persons under the direction and control of the chief constable. • the exercise of the duty to have regard to police and crime plan • the exercise of the duty to have regard to strategic policing requirement • the exercise of the duty to have regard to codes of practice issued by Secretary of State • the effectiveness and efficiency of the chief constable's arrangements for co-operating with other persons • the effectiveness and efficiency of the chief constable's arrangements for engagement with local people • the extent to which the chief constable achieves value for money • the exercise of duties relating to equality and diversity • the exercise of duties in relation to the safeguarding of children and the promotion of child welfare
Partnership working
Make a crime and disorder reduction grant to any person
Have regard to the relevant priorities of each responsible authority
Act in co-operation with responsible authorities
Make arrangements with criminal justice agencies for the exercise of functions so as to provide an efficient and effective criminal justice system for the area
Enter into collaboration agreements
Keep collaboration agreements under review
Provide advice and assistance to a body outside the UK
People
Appoint, manage complaints regarding, suspend and remove the chief constable
Appoint a chief executive and chief finance officer (and may appoint other staff, including a Deputy PCC)

Information and Engagement
Publish specified information in the time or manner specified
Produce an annual report
Provide the police and crime panel with any information which the panel may reasonably require
<p>Make arrangements for obtaining</p> <ul style="list-style-type: none"> the views of people about matters concerning the policing of the area, their co-operation with the police in preventing crime and anti-social behaviour in that area; the views of victims of crime in that area about matters concerning the policing of that area. the views of <ul style="list-style-type: none"> (a) the people in that police area, and (b) the relevant ratepayers' representatives, on the proposals of the police and crime commissioner for expenditure before the first precept for a financial year is issued by the police and crime commissioner
Finance
Enter into agreements for supply of goods and services
Keep the police fund
Receive grants for police purposes
Receive grants for capital expenditure
Receive national security grants
Receive grants from local authorities
Accept gifts or loans
Borrow monies
Issue a precept
Receive emergency financial assistance
<p>Do anything calculated to facilitate the exercise of their functions, including:</p> <ul style="list-style-type: none"> entering into contracts and other agreements acquiring and disposing of property (including land) borrowing money

POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE

DIVERSITY MONITORING.

The Office of the Police and Crime Commissioner for Derbyshire operates an equal opportunities in employment policy to ensure that all people who are interested in or who are working for the Commissioner receive fair treatment regardless of their age, disability, marital status, race, religion or belief, sex (gender) or sexual orientation.

To implement and monitor the effectiveness of this policy, the Commissioner's Office, in accordance with the Equality Act 2010 and Codes of Practice issued by the Equality and Human Rights Commission, records information of the protected groups of people who apply for either employment or voluntary roles within the Commissioner's Office. This information is for statistical purposes only. We would be grateful if you would complete the table below.

The provision of this information is entirely voluntary and completion or otherwise will in no way prejudice your application. The information will be treated as strictly confidential and will only be used for monitoring purposes. Copies of this section will be detached and will not be made available to members of the Selection Panel.

APPLICATION FOR THE POSITION OF:

DEPARTMENT:

DATE OF BIRTH:

AGE:

GENDER:

M	<input type="checkbox"/>	F	<input type="checkbox"/>
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Which of the following best describes your ethnic/cultural/racial origin:

White	British	<input type="checkbox"/>	Asian or Asian British	Indian	<input type="checkbox"/>
	Irish	<input type="checkbox"/>		Pakistani	<input type="checkbox"/>
	Any other white background	<input type="checkbox"/>		Bangladeshi	<input type="checkbox"/>
				Any other Asian background	<input type="checkbox"/>
Mixed	White and Black Caribbean	<input type="checkbox"/>		Caribbean	<input type="checkbox"/>
	White and Black African	<input type="checkbox"/>	Black or Black British	African	<input type="checkbox"/>
	White and Asian	<input type="checkbox"/>		Any other Black background	<input type="checkbox"/>
	Any other Mixed background	<input type="checkbox"/>			
			Chinese or other ethnic group	Chinese	<input type="checkbox"/>
				Any other ethnic group	<input type="checkbox"/>

Which of the following best describes your religious affiliation?

Christian	<input type="checkbox"/>	Buddhist	<input type="checkbox"/>
Hindu	<input type="checkbox"/>	Jewish	<input type="checkbox"/>
Sikh	<input type="checkbox"/>	Non Religious	<input type="checkbox"/>
Muslim	<input type="checkbox"/>	Other	<input type="checkbox"/>

How do you identify your sexual orientation?

Bisexual	<input type="checkbox"/>
Gay or Lesbian	<input type="checkbox"/>
Heterosexual	<input type="checkbox"/>

DO YOU CONSIDER YOURSELF TO HAVE A DISABILITY

YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
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If you are successful in your application to the Commissioner's Office, you will be invited to discuss any specific requirements you may have in order to fulfil your potential in your new post.

PLEASE INDICATE HOW YOU FOUND OUT ABOUT THIS VACANCY:

THANK YOU FOR YOUR CO-OPERATION

RESTRICTED (when complete)

Kevin Gillott

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

Tel: XXXXXXXXXXXX **Mobile:** XXXXXXXXXXXX

Email: XXXXXXXXXXXXXXXXXXXXXXXXXXXX

Driving record

Full, clean driving licence and own motor vehicle.

Previous convictions

No convictions or cautions. Eligible to stand as a PCC.

Candidate Profile

With 25 years experience in the criminal justice system, nearly 20 years experience as an active elected Derbyshire politician, Kevin combines the knowledge and skills that would allow him to support the Commissioner in achieving his priorities. In their own way, both roles involved working in high pressure environments, to tight deadlines and require a capacity to learn new briefs and skills at short notice and to a high professional standard.

Key Skills

- **Analytical:** Strong analytical mind, absorbs information quickly and works accurately.
- **Time management:** Able to manage competing priorities and work to deadlines.
- **Communication:** Excellent verbal and written communication skills, experienced at interacting with fellow professionals, partner agencies and the public.
- **Team player:** Good team player, supports colleagues but able to work on his own.
- **Researching:** A problem solver, use to finding solutions and researching answers.
- **Professional:** Professional approach at all times, calm under pressure and quickly gains the confidence of those he works.
- **Integrity:** Strong sense of personal integrity and commitment to work hard to achieve a just outcome.
- **Leadership:** Willingness to take the lead, show initiative, accept responsibility and motivate others.

Political Experience

Derbyshire County Councillor 1997 to date.

Deputy Leader Derbyshire County Council 2013 - 2014 & Cabinet Member Children's Services 2013 -2015.

Chair Improvement & Scrutiny Committee 2015 to date.

Chair Derbyshire Children's Trust Board 2013 - 2015

Member Safeguarding Children's Board 2013 -15

Member Derbyshire Fire & Rescue Authority 2015 to date.

N. E. Derbyshire District Councillor 2011 - 2015.

Parliamentary Candidate Amber Valley Constituency 2015

In fulfilling these roles I have:

- Provided political leadership of a large, complex public authority with specific responsibility for the Children's Services Department and its annual budget of £100m.

- Provided collective responsibility for the political direction of the council and supporting fellow Cabinet members.
- Held chief officers to account.
- Supported chief officers in their task of service delivery.
- Gained a working knowledge of the county and its communities
- Dealt with the media.
- Worked with partner agencies to secure service improvement.
- Engaged with the public and community groups.
- Worked in the political structures in Derbyshire and with its community leaders.
- Gained a knowledge of national political structures and priorities and worked with local MP's.
- Worked long, unsocial hours.
- Operated in the public eye and under scrutiny.

Work Experience

Legal Adviser, Derbyshire Magistrates' Courts, 1986 - 2013

Defence Solicitor, Broadbents Solicitors, 2016 to date.

In fulfilling these roles I have:

- Given high quality, professional legal advice to the professional and lay judiciary and to defendants.
- Gained a detailed understanding of how the criminal justice system works in Derbyshire.
- Worked with other criminal justice agencies - including CPS, Probation, Youth Offending and Witness Services.
- Seen at first hand the effect poor mental health and worklessness has on criminality.
- Experienced the consequences of failing to support the victims of crime.
- Seen the impact new technology has on modern policing and on the criminal justice system.
- Developed advocacy and listening skills and the ability to communicate with a wide range of people.

Education

Nottingham Trent University 1992 Law Society Finals

Nottingham Trent University 1991 Law Degree

Leicester University 1984 History & Politics Degree

Dronfield Henry Fanshaw School 1981 4 "A" Levels - History, Economics, Politics & General Studies

Dronfield Henry Fanshaw School 1979 11 "O" Levels - including, maths, statistics & English

Interest

Spending time with his family but enjoys relaxing in front of the TV, watching films, reading, listening to music and gardening..

References

On request.