



HERTFORDSHIRE POLICE AND CRIME PANEL

Tuesday 9 August 2016
Welwyn Hatfield Council

Confirmation hearing

MINUTES

Present

- Cllr T Hutchings, Broxbourne Borough Council (Chairman)
- Cllr M Bright, Hertsmere Borough Council (substitute)
- Cllr S Hodgson, St Albans City and District Council
- Cllr T Hunter, North Herts District Council
- Cllr Ms I Imarni, Dacorum Borough Council
- Dr M Ramsay, Co-opted member
- Cllr P Ruffles, Hertfordshire County Council
- Cllr R Trigg, Welwyn Hatfield Borough Council

Also Present

- Mr C Hall
- Mr D Lloyd, Police and Crime Commissioner
- Mr R Wilsher, PCC Chief Executive
- Mr S Billington, officer of the Police and Crime Panel
- Two members of the public

1 APOLOGIES FOR ABSENCE

Apologies for absence were received from the following:-

- Cllr Ms S Batson, Stevenage Borough Council
- Cllr P Choudhury, Hertsmere Borough Council
- Mr I Laidlaw-Dickson, Co-opted member
- Cllr R Martins, Watford Borough Council

2 REVIEW AND CONFIRMATION HEARING OF PROPOSED APPOINTMENT OF CHIEF CONSTABLE OF HERTFORDSHIRE

The Chairman welcomed Mr Charlie Hall to the meeting and stated that this was the formal confirmation hearing for the proposed appointment of Chief Constable of Hertfordshire Police.

He indicated that the Panel had received formal notification that the Police and Crime Commissioner wanted to appoint Mr Hall as Chief Constable of Hertfordshire Police and that in accordance with Schedule 8 of the Police Reform and Social Responsibility Act 2011, the public confirmation hearing had been convened in

order for Panel members to consider the proposed appointment of Chief Constable.

He explained that the Panel was invited to question the candidate on whether he had the professional competence and personal independence to exercise the role. He said that following the question and answer session, the Panel would go into private session to decide upon the recommendation to the Commissioner and that following this he would write to the Commissioner with the Panel's recommendation.

Mr Hall introduced himself to the Panel and outlined both his personal and professional background and indicated that currently he was the Deputy Chief Constable of Norfolk Police.

Panel members were then invited to question Mr Hall and a summary of the questions and responses are set out below:-

Key points raised during the discussions:-

1. In answering a question regarding the importance of the morale and motivation of the force, Mr Hall commented on the importance he attached to being accessible and visible and understood that the constabulary had recently undertaken a staff survey and, if appointed, he would expect the results to be a valuable resource.
2. Mr Hall responded to a question on police attendance at small, rural community meetings by stressing the importance he attached to policing the entire community and that he knew Hertfordshire had a strong neighbourhood policing approach which provided reassurance across the entire county through visible policing and strong community communication.
3. In response to a question on force collaboration, Mr Hall outlined his previous experience with Suffolk and Norfolk forces and stressed the importance in driving out efficiencies through collaboration without detracting from front line service delivery. He outlined three specific collaboration initiatives that he had led on in his service at Norfolk and the approach he had adopted with counterpart policing colleagues.
4. In response to a question regarding leadership, Mr Hall stressed the need to be trusted, accessible and seen as decisive through leading by example. He exemplified this through outlining his involvement with the collaboration projects in Suffolk and Norfolk.
5. In outlining his thoughts on the 'first hundred days', Mr Hall indicated that if he was appointed his priority would be to familiarise himself with the county and its citizens through visiting police facilities, talking to staff, considering the results of the survey outlined above, in addition to discussions with the Police and Crime Commissioner.

6. In commenting on policing hate crime, Mr Hall stressed the importance of encouraging reporting and gaining an understanding of community issues.

Leading on from this Mr Hall commented on the mechanisms needed to identify community issues and the importance of neighbourhood policing in achieving this. He understood the concerns in the county regarding rural crime, fly-tipping, domestic violence, child abuse and hate crime, as well as the policing challenges presented through the levels of commuting in the county and the proximity to London which necessitated close working with the Metropolitan Police.

7. In response to questions regarding his experience and views on serious emerging crime issues, such as cyber-crime and terrorism, Mr Hall outlined the importance of increasing police capability and training and drawing in specialist teams where necessary to address these issues. He again stressed the importance of neighbourhood policing, in particular in gaining community based intelligence and maintaining a profile to enhance community confidence.
8. On commenting on a question regarding operational independence from the Commissioner, Mr Hall indicated that he was aware of the priorities set out in the Commissioner's Police and Crime Plan and saw the role of the Chief Constable as managing and deploying police assets to deliver independent operational responses. He saw the key to this as being the mutual respect and trust between the Chief Constable and the Commissioner through working together.
9. In response to a question regarding education and innovation, Mr Hall indicated that if appointed he would wish to develop closer relationships with academic institutions in the county and cited as an example courses operating in Suffolk and Norfolk on evidence based practices.
10. In commenting on the value of CCTV, Mr Hall indicated that whilst this could be a useful policing tool, its use needed to be targeted to provide reassurance and deterrence but not to the extent that civil rights were undermined. He suggested that further discussion would need to be undertaken with the community and other organisations and stakeholders to seek their views.

Following the conclusion of the Panel's questioning of Mr Hall, the Police and Crime Commissioner outlined the process that he had undertaken to identify suitable candidates for the position of Chief Constable and the importance he had attached to the appointment process. Following this he had concluded that Mr Hall was a superb candidate to recommend for appointment to the position of Chief Constable.

The Chairman then brought the discussion to a close by thanking Mr Hall and the Commissioner for attending and answering the questions put by the Panel.

RESOLVED that the Panel note the responses provided to their questions by Mr Hall as the Police and Crime Commissioner's preferred candidate for appointment as the Chief Constable of Hertfordshire Police.

3. EXCLUSION OF PRESS AND PUBLIC

RESOLVED that under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the following item of business on the grounds that it involves the likely disclosure of exempt information under paragraph 1 of Schedule 12A of the Act.

4. CLOSED SESSION TO DISCUSS PROPOSED APPOINTMENT AS THE ROLE OF CHIEF CONSTABLE OF HERTFORDSHIRE POLICE

The Panel deliberated over the questions and responses provided and then voted unanimously to recommend that Mr Charlie Hall be appointed to the position of Chief Constable of Hertfordshire Police.

RESOLVED that the proposed candidate, Mr Charlie Hall, be recommended to be appointed to the position of Chief Constable of Hertfordshire Police.