

**Report to Police & Crime Panel****Proposed appointment of Chief Constable of Hertfordshire Constabulary**

Report of: Police & Crime Commissioner

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The Chief Constable of Hertfordshire, Charlie Hall, advised me at the beginning of September of his intention to retire on 31 December. I set in train a comprehensive, fair, open and merit-based recruitment process to select a replacement. I have periodically kept the Police & Crime Panel updated during the process, both in writing and in an exempt session at the Panel's last meeting.

I acquired the recently published College of Policing guidance on appointment of chief officers and had regard to that guidance throughout as well as the Home Office guidance in circular 13 of 2018 in setting up the recruitment process. In addition, I took advice from the College of Policing and His Majesty's Chief Inspector of Constabulary and Fire Rescue Services on making the recruitment likely to attract a good number of suitable candidates and ensuring all knew the process would be fair and merit-based.

**Recruitment Panel**

I sought to put in place a suitably qualified recruitment panel to assist me in shortlisting and deciding the preferred candidate. I am responsible for appointing the panel and deciding on the process, by the panel must include a senior policing advisor and an independent person.

The panel was:

Jonathan Ash-Edwards – Police & Crime Commissioner

Jo Shiner – Chief Constable of Sussex Police (senior policing advisor)

Angie Ridgwell – Chief Executive of Hertfordshire County Council (independent person)

Phillipa Moodie – Senior HR advisor, BCH

Angie Ridgwell provided a separate report to the panel as the independent member on the fairness and integrity of the recruitment process.

**The recruitment process**

I closely followed the College of Policing guidance to achieve as good a response to the vacancy as possible. The recruitment pack including eligibility as set out in law, role profile and terms and conditions were drafted in the light of the advice of the College of Policing and HMICFRS.

The role profile, which included College of Policing competencies for chief officers, was to be the basis of the assessment criteria at both short-listing and final assessment. The pack also included a letter from me setting out my priorities for the new Chief Constable. The recruitment pack was published on my website and links were provided to the College of Policing and the National Police Chiefs' Council.

I decided that the recruitment process should go live after the publication of the PEEL inspection on Hertfordshire Constabulary so candidates had an up to date assessment of the Constabulary's performance before they applied.

The advertisement went live on 21 October 2024 and closed on 11 November so complied with the requirement to be open for 3 weeks. In addition, the PCC wrote personally to potential candidates identified by the College and HMICFRS.

Stage 1 of the process consisted of the application form which had to be submitted by the close of the advertisement. The recruitment pack is attached as appendix A. A total of 5 applications was received. This was an encouraging number as recent recruitment at other forces has generally achieved a much lower response.

Stage 2 consisted of a paper sift of all of the application forms against the criteria in the recruitment pack. This stage was to produce a short-list of candidates who would be invited to stage 3. The recruitment panel met virtually and went through all the applications against the criteria. This resulted in 2 candidates going forward to the next stage.

Stage 3 consisted of an assessment day with the following components:

- Media task – in advance of the day the candidates were given a scenario (based on a live issue identified in PEEL) and were filmed responding to it by an external journalist. The recordings were played to the recruitment and workforce panels at the beginning of the day as 'first impressions' of both candidates, in the same way a member of the public's only interaction with a Chief Constable would be the impression they get of them from a media interview.
- Workforce panel – I invited all police officers and staff to submit questions they would like to ask the candidates. 109 questions were submitted of which 16 were selected. Those selected were a representative sample of the themes the workforce wanted asked and also had regard to achieving diversity of rank, role, department, gender and ethnicity. The panel was chaired by a Superintendent from the Local Policing Command who had submitted a question herself and was observed by my Interim Chief Executive and Deputy Chief Executive, all three of whom then provided feedback to the recruitment panel on the candidates' performance and the views of the workforce panel. Both candidates had 1hr 30 with the workforce panel.
- Recruitment panel – candidates had been given 1 hour to prepare a 10 minute presentation explaining their priorities for their first year as Chief Constable. The panel then asked questions about their presentation. A structured competency-based set of interview questions were then used and scored for both candidates. In total both candidates had 1hr 45 with the workforce panel.

### **Preferred candidate**

My preferred candidate is **Mr Andy Prophet**, currently the Deputy Chief Constable of Essex Police and National Police Chiefs Council (NPCC) lead for tackling anti-social behaviour.

My decision that Mr Prophet best met the criteria identified at the outset of the process and was the strongest performing candidate was unanimously supported by the recruitment panel.

Mr Prophet has already made an excellent contribution to policing in his current roles and, throughout the process, demonstrated the qualities that I was looking for in the new Chief Constable. I am confident that, under his leadership, Hertfordshire will continue to be a safe county with improvements made to the service the Constabulary provides the public.

### **Terms and Conditions**

The terms and conditions of appointment were set out in the recruitment pack.

The salary of £179,667 is set by the Home Secretary. The previous discretion that PCCs had to vary the salary by 10% was removed earlier this year.

Relocation and other expenses will be paid in accordance with Regulations. The successful candidate will be entitled to a car allowance, as other senior officers in Hertfordshire are.

The initial term of appointment is five years.

As well as the outcome of the Panel's recommendation, the appointment is subject to satisfactory vetting by Hertfordshire.

### **Recommendation**

The Panel is recommended to support the appointment of Andy Prophet as Chief Constable.