



25 June 2024

All Police and Crime Panel Members
(Sent via email)

Dear Police and Crime Panel Member

Proposed appointment of a Deputy PCC

I am writing to you in relation to the appointment of my Deputy Police and Crime Commissioner and, in compliance with Schedule 1, paragraph 9, of the Police Reform and Social Responsibility Act 2011 in that I must notify the Police and Crime Panel (“the Panel”) of my proposed appointment to the post of ‘Deputy Police and Crime Commissioner’.

Further I provide the following information in accordance with the above schedule:

1. The name of the person whom the Police and Crime Commissioner is proposing to appoint

Nicholas Evans

Nick has 18 years of experience in communications, engagement and policy development in the public and private sector, as a local councillor within the County and as a former Special Constable. He possesses a unique blend of skills that would benefit the people of Gloucestershire in this position.

Nick views the position of Deputy PCC together with the role of the Police and Crime Commissioner, as being vital to improve accountability and fairness in policing, as well as reducing crime and making sure that residents feel safe in their communities. Nick has a track record in being able to think strategically, striving for improvement in delivery and developing solutions to complex problems.

Nick has overseen the review and refresh of Safer Gloucestershire, its membership, priorities and governance. This includes the introduction of Op Solace into the rural areas. He became first DPCC in the Country to lead a Combating Drugs Partnership and led on the re-established the Road Safety Partnership to help reduce KSIs in the County.

Nick has held many positions in his career including:

- **Oct 2019 –May 2021 West of England Combined Authority, Bristol**
Political and communications advisor to the Mayor
- **Feb 2019 –Oct 2019 JBP Communications, Bristol and London**
Senior Account Director – Public Affairs and PR
- **Sept 2014- Feb 2019 Innovate UK, Swindon and London**
Head of media and stakeholder relations
- **Jun 2013- Sept 2014 Attorney General’s Office, London**
Head of Communications and Press Secretary to the Law Officers
- **Nov 2009 to Jun 2013 Department for Business, Innovation & Skills, London**
Press Officer/ Senior Press Officer
- **Mar 2008 to Nov 2009 The Electoral Commission, London**
Media Relations
- **May 2021 - Present Deputy Police and Crime Commissioner, Gloucestershire**

Nick was elected in May 2021 as the District Councillor (Conservative) for Tidenham Ward in the Forest of Dean District Council area.

2. The criteria used to assess the suitability of the candidate for the appointment:

At this time, and until the National review of PCC’s is completed, I am entitled to directly appoint my Deputy PCC (DPCC) without having to advertise, or alternatively conduct a recruitment process that is open and transparent through advertisement.

I have previously demonstrated that my selection process for the appointment of a DPCC was open and transparent and the below process was subsequently conducted :

- Open advert via Social media and other channels
- Total applicants = 12 (8 male 4 female)
- Shortlisting = this process assesses each candidate against essential skills for the role and resulted in 4 applicants progressing to interview.

- Interview Panel : PCC Chris Nelson, Chief Executive Richard Bradley, Deputy Chief Executive Ruth Greenwood

3. Why the candidate satisfies those criteria

During the previous interview process the candidates were interviewed against a set of key competencies and values. The candidate who demonstrated the highest level of competence and suitability for the role was Nicholas Evans and I am very happy to appoint on this basis as he brings the critical skills required by me that will augment delivery of my manifesto commitments.

Nick Evans was appointed as Gloucestershire's Deputy Police and Crime Commissioner in July 2022. He leads on the the priority of taking a public health approach to crime prevention, working with County partners like our councils and voluntary sector to tackle the 'causes of the causes' of crime. Since Nick has been in post he has driven forward Emergency Services cooperation, particularly around sharing estate and the creation of police community hubs. Additionally, he joined board of National Rural Crime Network to bring national best practice to Gloucestershire

Finally, he has championed the introduction of Right Care, Right Person in Gloucestershire and worked with Constabulary and ICB. I believe he is one of the highest performing DPCCs in the Country.

4. Action required by the Police and Crime Panel

Under paragraph 10 of Schedule 1, the Panel must review the proposed appointment and make a report to the Commissioner on the proposed appointment, including a recommendation to the Commissioner as to whether the candidate should be appointed, within a period of three weeks beginning with the day on which the Panel receives notification from the Commissioner of the proposed appointment.

Yours sincerely



Chris Nelson
Police and Crime Commissioner