



GLOUCESTERSHIRE POLICE AND CRIME PANEL

MINUTES of the meeting of the Gloucestershire Police and Crime Panel held on Friday 26 July 2024 commencing at 1.30 pm.

**PRESENT
MEMBERSHIP:**

Cllr Beki Aldam	Cllr Sajid Patel
Cllr Ray Brassington	Cllr George Porter
Cllr Philip Burford	Cllr Anne Radley
Cllr Daryl Corps	Cllr Steve Robinson
Cllr Gareth Kitchen	Stella Tams
Cllr Di Martin	Cllr Brian Tipper

Apologies: Cllr Victoria Atherstone, Cllr Joe Harris and Kingston Myles

2. DECLARATIONS OF INTEREST

There were no declarations of interest.

**3. APPOINTMENT OF A DEPUTY POLICE AND CRIME COMMISSIONER -
CONFIRMATION HEARING**

3.1 The Panel understood that the confirmatory hearing for the appointment of the Deputy Police and Crime Commissioner was required by the Police Reform and Social Responsibility Act 2011. The Police and Crime Commissioner would be invited to speak to the Panel to outline the selection process and to introduce the candidate. The candidate would then have the opportunity to address the Panel, and members could ask questions of the candidate relating to professional competence and personal independence. The Panel would then go into exempt session to make its decision on whether to recommend or recommend against the appointment.

3.2 The Commissioner introduced the candidate, Nicholas Evans. He explained that Nicholas Evans had been first employed as the Deputy Commissioner when Chris Nelson first became Commissioner in May 2021. Nicholas had been chosen as the standout candidate after an extensive and transparent recruitment process. The Commissioner stated that over the last three years, Nicholas had provided great added value to the Office of the Police and Crime Commissioner. It was for this reason that the Commissioner wanted to reappoint Nicholas to the role.

3.3 The Chair invited Nicholas to address the Panel. The Panel heard that Nicholas loved his role as the Deputy Police and Crime Commissioner because he enjoyed being able to enact change. He explained to the Panel that his responsibilities would focus on the public health approach to crime.

Questions to the preferred candidate

3.4 The Panel had a set of questions to ask Nicholas and they noted the following responses:

- He had a strong understanding of what the role would entail. He would continue to focus on early intervention and prevention to further the public health approach to crime.
- Nicholas had previously held many positions in the public sector. He had also volunteered to be a Special Constable which improved his knowledge of front-line policing and the Constabulary's chain of command.
- In relation to working with different organisations, Nicholas identified that he was skilled at building good relationships which he believed created a positive environment and aided his partnership working.
- As Nicholas held his own work portfolio, he felt he was able to be operationally independent of the Commissioner.

4. EXCLUSION OF THE PRESS AND PUBLIC

4.1 The Chair explained that the guidance from the Home Office and LGA/Centre for Public Scrutiny recommended that the Panel move into exempt session to consider all the information available and to discuss the decision they wished to make regarding the appointment.

4.2 The Panel took a vote, and it was unanimously resolved:

That the press and public be excluded from the meeting during the consideration of the remaining items on the agenda in accordance with the provisions of section 100A of the Local Government Act 1972 (schedule 12A paragraphs 1 & 2) which were:

Information relating to any individual.

Information which is likely to reveal the identity of an individual.

4.3 This was because it was likely that if members of the public were present there would be disclosure to them of exempt information as defined in paragraph 1 and 2 of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighed the public interest in disclosing the information to the public.

5. PANEL DISCUSSION

Minutes subject to their acceptance as a correct record at the next meeting

5.1 Members understood the options open to the Panel as defined using the Act and the Local Government Association Guidance that:

- The Panel could recommend approval of the candidate; or
- The Panel could recommend against the candidate where it felt that the candidate did not meet the minimum standards and/or had cause for concern. In this case the Commissioner could continue with the appointment.

5.2 The Panel confirmed they were satisfied that the candidate, Nicholas Evans, met the job profile requirements. Having been first appointed as Deputy Police and Crime Commissioner in 2021, the Panel were impressed with his approach to the role, the wealth of knowledge he had brought, and they looked forward to seeing him continue.

5.3 The Panel were complimentary about the candidate's proven track record of being hard working and dedicated to the role, and to the wider public sector. They felt confident at Nicholas Evans' ability to work well with a wide range of colleagues and organisations. Members had always found him very supportive when dealing with community issues, often describing him as 'going the extra mile'.

5.4 They were also satisfied that the candidate, whilst being supportive of helping to deliver the Commissioner's priorities, understood the need to maintain personal independence as well.

5.5 The Panel therefore agreed to:

Unanimously recommend the appointment of Nicholas Evans as the Deputy Police and Crime Commissioner.

CHAIR

Meeting concluded at 14.10pm.

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