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Agenda

Meeting: North Yorkshire Police, Fire and Crime Panel

Venue: Grand Meeting Room, County Hall, Northallerton, DL7 8AD

Date: Wednesday, 12 June 2024 at 10.30 am

Members of the public are entitled to attend this meeting as observers for all those items taken in open session. Please contact the Democratic Services Officer whose details are at the foot of the first page of the agenda if you would like to find out more.

This meeting is being held as an in-person meeting that is being broadcasted and recorded and will be available to view via <https://www.northyorks.gov.uk/your-council/councillors-committees-and-meetings/live-meetings>

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Business

1. Welcome and apologies

2. Declarations of Interest

All Members are invited to declare at this point any interests they have in items appearing on this agenda, including the nature of those interests.

3. Minutes of the Panel Meeting held on 5th February 2024

(Pages 5 - 14)

4. Consideration of Exclusion of the Public

To consider the exclusion of the public and press from the meeting during consideration of each of the items of business listed in column 1 of the following table on the grounds that it involves the likely disclosure of exempt information as defined in the paragraph(s) specified in column 2 of Part 1 of Schedule 12A to the Local Government Act 1972 (as amended by the Local Government (Access to Information)(Variation) Order 2006).

| Item number on the agenda | Paragraph Number |
|---------------------------|------------------|
| 7 | 1 |

5. Public Questions or Statements to the Panel

- Any member of the public, who lives, works or studies in North Yorkshire and York can ask a question to the Panel. The question or statement must be put in writing to the Panel no later than midday on Friday, 7th June 2024 to Diane Parsons (contact details below).
- The time period for asking and responding to all questions will be limited to 30 minutes. No one question or statement shall exceed 3 minutes.
- Please see the rules regarding Public Question Time at the end of this agenda page. The full protocol can be found at www.nypartnerships.org.uk/pfcp.

6. Confirmation Hearing for Deputy Mayor for Policing, Fire and Crime

Following the intention of the Mayor for York and North Yorkshire to notify the North Yorkshire Police, Fire and Crime Panel of the proposed appointment of a preferred candidate to the role of Deputy Mayor for Policing, Fire and Crime, for the North Yorkshire Police, Fire and Crime Panel to hold a Confirmation Hearing, in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011. Papers for this item are as follows:

(a) Confirmation Hearing Procedure

Guidance note on the role and responsibilities of the Panel at the Confirmation Hearing.

(Pages 15 - 20)

(b) Supporting Information from the Mayor for York and North Yorkshire

(Pages 21 - 32)

(c) Personal statement from the preferred appointee

(Pages 33 - 36)

7. Closed Session

For the North Yorkshire Police, Fire and Crime Panel to discuss and agree its recommendation following the Mayor for York and North Yorkshire's notification of the proposed appointment of a preferred candidate to the role of Deputy Mayor for Policing, Fire and Crime.

8. Work Programme

Report by the Panel Secretariat.

(Pages 37 - 40)

9. Date of Next Meeting

Thursday, 25 July 2024 at 10:30am – City of York Council West Offices.

Barry Khan
Assistant Chief Executive (Legal and Democratic Services)

County Hall
Northallerton
Tuesday, 4 June 2024

NOTES:

- (a) Members are reminded of the need to consider whether they have any personal or prejudicial interests to declare on any of the items on this agenda. The Panel Secretariat officer will be pleased to advise on interest issues. Ideally their views should be sought as soon as possible and preferably prior to the day of the meeting, so that time is available to explore adequately any issues that might arise.
- (b) Members of the public may put questions or statements to the Panel and these must be submitted to the officer detailed below three working days in advance of the meeting, for consideration by the Chair. The full protocol for public questions can be found at www.nypartnerships.org.uk/pfcp

Contact Details:

Diane Parsons

Panel Secretariat

Tel: (01609) 532750

Email: nypfcp@northyorks.gov.uk

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North Yorkshire Council

North Yorkshire Police, Fire and Crime Panel

Minutes of the meeting held in the Brierley Room at County Hall, Northallerton on Monday, 5th February, 2024, commencing at 10.30 am.

Councillors Carl Les OBE (North Yorkshire Council) in the Chair; Danny Myers (City of York Council), Chris Aldred (North Yorkshire Council), Lindsay Burr MBE (North Yorkshire Council), Tim Grogan (North Yorkshire Council), Emilie Knight (City of York Council), Rich Maw (North Yorkshire Council), Heather Moorhouse (North Yorkshire Council) and Peter Wilkinson (North Yorkshire Council).

Community Co-opted Members: Fraser Forsyth, Mags Godderidge and Martin Walker

Jonathan Dyson (Chief Fire Officer) (North Yorkshire Fire & Rescue Service)

Elliot Foskett (Acting Chief Constable) (North Yorkshire Police).

Officers from the Office of the Police, Fire and Crime Commissioner: Zoë Metcalfe (Police, Fire and Crime Commissioner for North Yorkshire), Michael Porter (Chief Financial Officer), Tamara Pattinson (Director, Delivery and Assurance), Jenni Newberry (Head of Commissioning and Partnerships) and Amanda Wilkinson (Director of Public Confidence).

In attendance: Councillor John McCartney (North Yorkshire Council).

Officers present: Diane Parsons (Principal Scrutiny Officer).

Apologies: Councillor Michael Pavlovic (City of York Council) and Simon Dennis (Office of the Police, Fire and Crime Commissioner).

Copies of all documents considered are in the Minute Book

730 Welcome and apologies

The Chair welcomed everyone to the meeting and apologies were noted. It was highlighted that Jenni Newberry was attending in the capacity of Acting Deputy Chief Executive.

731 Declarations of Interest

Mags Godderidge declared that she is CEO of Survive; a charity which is commissioned by the Commissioner's office to provide services to survivors of domestic abuse and sexual violence.

Martin Walker declared that he is a Trustee of IDAS, which receives funding for its work from the Commissioner's office.

732 Consideration of Exclusion of the Public

The Chair wished to note that the Panel retains the privilege to consider whether it is necessary (and appropriate) to bring into a closed session at Item 11, in respect of its

consideration of the Commissioner's precept proposals.

733 Minutes of the Confirmation Hearing for Chief Constable - 11 January 2024

Resolved –

That the minutes of the Confirmation Hearing held on 11th January 2024, having been printed and circulated, be taken as read and confirmed and signed by the Chair as a correct record.

734 Minutes of the Ordinary Meeting of the Panel - 11 January 2024

Considered –

The draft minutes of the ordinary Panel meeting held on 11th January 2024 at 11:45am.

Clarification was sought regarding the Fire Brigade Union (FBU) Safety Critical Notice issued in January and whether it had been rescinded. The Chief Fire Officer confirmed that the FBU have now deemed they are not rescinding the Notice so discussions are underway with them.

Resolved –

That the minutes of the ordinary Panel meeting held on 11th January 2024, having been printed and circulated, be taken as read and confirmed and signed by the Chair as a correct record.

735 Progress on Issues Raised by the Panel

Considered –

The report from the Panel Secretariat updating the Panel on progress made against issues raised at or following the previous meeting.

The Commissioner agreed to provide further detail following the Member query on how many police officers and PCSOs had been investigated for potential domestic abuse and/or sexual offences.

Resolved –

That the Panel:

- (a) notes the report provided; and
- (b) receives further detail prior to the next Panel meeting regarding how many investigations into police officers and PCSOs relating to potential sexual/domestic abuse offences resulted in disciplinary or criminal action.

736 Public Questions or Statements to the Panel

Two questions/statements had been agreed in advance by the Chair as follows:

- 1) Councillor John McCartney (North Yorkshire Council):

“My council ward borders The East Riding of Yorkshire, South Yorkshire, and West Yorkshire. Cross-border crime; from fly-tipping to serious burglaries is a local concern, especially in those rural communities very close to the border. The communities of Kirk Smeaton and Little Smeaton are very close to both South Yorkshire and West Yorkshire.

A burglary in Kirk Smeaton, in January involving four men in balaclavas, waving iron bars created an outcry in the two villages. There has been another burglary since then.

At a packed meeting with our excellent local neighbourhood policing team and residents of Kirk Smeaton and Little Smeaton on the 22nd January, I was shocked to hear that residents ringing 999 were being put through to West Yorkshire Police. They then have to waste valuable time getting transferred to North Yorkshire Police.

I am pleased to see from the “Force Control Room Performance Report” that is before the Panel today that there have been improvements to both the 101 and 999 service. But there is an issue with the 999 service for the two communities in my area. Is this more widespread along the county borders and can it be resolved? Is this something that could be raised as you look at the “Force Control Room Performance” item?

A/CC Elliot Foskett provided some further context to the matter raised, which highlighted that the 999 system belongs to and is owned and managed by BT and local phone providers will direct calls to the nearest mast where a community is a long way from a mast. In communities lying on the county borders, calls may initially be taken by a neighbouring force. That force will deal with the matter but will also contact the local area force at the same time. This is not peculiar to North Yorkshire and A/CC Foskett was keen to reassure that there would be minimal delay to dealing with calls as a result. He offered to look into the matter further for Councillor McCartney if helpful. The Commissioner advised Councillor McCartney that issues of this nature may best be channelled via her Online Public Meetings.

2) Gwen Swinburn provided a question but was unable to attend the meeting. The Panel agreed that her question would be taken and a response shared in the meeting as follows:

“Chair, to give context, I sat in the meeting that accepted the new Chief Constable. In that process I witnessed an overwhelming focus on rural issues both in the prepared questions & debate. That and the issues below, make me feel as a citizen in York, that we are not equal partners, but rather being absorbed. It feels bad, as if York is being merged into North Yorkshire Council, in plain sight.

I also recognise that the whole police and fire part of the constitution came very late and remained confusing. But at face to me, the Panel is the equivalent of the other oversight committees - agreeing key policies, assurances on governance and accounts and so on.

I have also seen no discussion on the make-up of this committee or (other than it is an historical inherited artefact) why it will continue to exist as it was with 70% North Yorkshire seats 30% York which is contrary to all the other 50/50 membership in our Combined Authority arrangements.

In summary these are my unresolved concerns which I cannot see meet the spirit of a truly Combined Authority.

1. I cannot see where the 70/30 arrangement is fair or where it is agreed in the

constitution. It makes no sense that we do not have a 50/50 split considering the level of responsibility of this committee.

2. I think the Panel, if it is to be retained, should be renamed the York and North Yorkshire PFC Panel.

3. That it should meet alternately in York and Northallerton, not permanently in Northallerton.

4. That any references to the Lead Authority anywhere should be changed to administering authority or similar.

5. Finally, the constitution, which I understand is now adopted, and active, plainly in my reading, states that no member or substitute of the YNYCA may sit on the panel (page 233-2.8). It doesn't say, from May, but rather from now. I am conscious that this may be an oversight, and it is an odd interregnum - but I wanted to raise it formally, this in context that the constitution is the defining document that binds this authority, we need to follow it by the letter or make changes do [sic] we can".

Diane Parsons provided a response on behalf of the Panel as follows:

Gwen, thank you for the points you have raised with the Police, Fire and Crime Panel.

I think it's important to acknowledge firstly that the while, from May this year, there will clearly be some legal accountabilities and interrelationships between the Panel's role and the Mayoral Combined Authority (MCA) once the commissioner's police, fire and crime functions transfer to the MCA, the legislative basis for the Panel pre-dates and stands separately to that for the developing MCA. The Police Reform and Social Responsibility Act 2011 (the Act) defines how the Panel functions and this fundamentally doesn't alter once the Commissioner's functions are transferred to the MCA. The Panel will continue as a committee which is legally separate to the MCA.

To respond to your points as follows:

- 1. The Order which created the MCA does stipulate that the Mayor, a member of the MCA appointed by the constituent councils or substitute members acting in place of those members may not also be a member of the Police, Fire and Crime Panel (modification to Schedule 6, s21 of the PRSRA 2011). This element must be observed after May 7th this year once the Mayor is elected and the police, fire and crime commissioner functions are transferred to the Mayor. In the meantime, until the Mayor is appointed, there is no conflict of interest between being on the Combined Authority and Chairing the Police, Fire and Crime Panel.*
- 2. The Act provides (Sch 6) that there is a duty to provide a balanced panel to ensure that the LA members of a Panel, when taken together, represent all parts of the relevant police area as well as reflecting the political make-up of the force area. Prior to local government reorganisation last year, eight seats were held between the former district and borough councils and NYCC and two seats held by City of York. A view was sought from the Home Office as to what the Panel should consider in relation to impact of local government reorganisation and were advised that there may need to be a shift in membership allocations to better reflect population sizes for the two constituent authorities of York and North Yorkshire. As the population of York is around 211,000 and North Yorkshire is approx. 620,000, this represented a roughly 70/30 split. As such, it was proposed that York gains*

an additional seat (3) and NYC has seven and this was agreed through full councils at both York and NYCC last year.

- 3. While the Order which created the Mayoralty seeks to represent the two elements of York and North Yorkshire, it's important to note that the Act which created Panels specifies that there should be one for each police force area. As such, each Panel will take its name from its constituent police force and this is therefore not a locally-determined decision. For example, Durham Police and Crime Panel comprises Durham County Council and Darlington Borough Council but takes its name from the local force.*
- 4. In terms of meeting venues, traditionally, the Panel has tried to ensure some rotation between Northallerton, York and Selby on the basis that this broadly covers the best access for members and the public from the A1 corridor, in order to get some reach to all parts of the force area. The key is that any meeting venue meets accessibility requirements and also has the ability to easily broadcast so that we can reach a wider audience if possible too. The Panel meets in York at least once a year, generally at West Offices. As the Panel operates on a very tight budget we do also have to consider the cost to the public purse when looking at how frequently we meet at certain venues, particularly when off site and requiring others to resource meetings and arrange for our live broadcast.*
- 5. The term "Lead authority" is used by many Panels within their Rules of Procedure and as you will have seen from the draft paper brought to yesterday's Panel that the term is also interchangeable with "host authority". This simply refers to the constituent authority that has taken on responsibility for support and maintenance of the Panel, in contractual agreement with the Home Office. For example, as is stated in the Arrangements brought in January, "The Lead Authority shall take steps to coordinate the Authorities with a view to ensuring that the balanced appointment objective is achieved", so it is a co-ordination role.*

737

Members' Questions

Members discussed with the Commissioner and Chief Fire Officer regarding fire serve response times and comparable data shared from a national dataset. Mr Dyson was keen to underline for the Panel the broader context to this data and those factors which make North Yorkshire more of an 'outlier' including its size, travel times to call-outs and the fact that there isn't funding to locate fire stations in more outlying areas.

The Commissioner was asked about the North Yorkshire Police policy around use of electric scooters, particularly where these are used on pavements, and whether or not they are being used for lower level crimes, drug crime and so on. It was felt that their use in crimes was very low level in this area and that road safety is the key concern. A similar query was raised regarding data on mobility scooters which are poorly driven or misused on the public highway. A/CC Foskett offered to revert on these queries.

Resolved –

That the Panel:

- (a) receives details of the North Yorkshire Police policy on e-scooters and data regarding dangerous driving of the same, plus where they have been used in crime; and

(b) receives data regarding misuse/dangerous use of mobility scooters in the area.

738 Force Control Room performance

Considered –

The report of the Commissioner providing an annual update on the performance of the Force Control Room (FCR) and the impact of the investment into the FCR.

The Commissioner spoke to the key points of the report, highlighting improvements made to the FCR including:

- a reduction in abandonment of 101 calls by 30% to 12% in January 2024;
- 999 call answer time average reduced from 19 seconds in October 2022 to 6 seconds in December 2023;
- average 101 call answer times down from 3 minutes 34 seconds in October 22 to 1 minute 34 seconds in December 2023.

Members commended the improvements made to the 999 and 101 services. The Commissioner was asked whether calls not appropriate for North Yorkshire Police have a significant impact on its performance. The Panel heard that further investment will introduce a triage/switchboard system to help with this although it was felt that such calls do not greatly affect the response that the public get. Clarification was also provided that the investment will ensure an increase in dispatch officers, switchboard, supervision, the introduction of live chat, a performance analyst and QA officer in addition to increasing admin personnel. The Panel also sought reassurance that the FCR will be able to deal with any surge in call volumes. The Commissioner felt confidence that it would be well placed to do so.

It was requested that abandonment rates are incorporated into future reporting to the Panel.

Resolved –

That the Panel notes the report provided regarding the performance of the FCR and impact of the Commissioner's investment.

739 Enhancing Neighbourhood and Response Policing

Considered –

The Commissioner's report regarding the review of the Response and Neighbourhood Policing functions at North Yorkshire Police.

Process Evolution were engaged to develop demand modelling to help improve response times and manage demand more effectively. This has led to an adjustment of current processes and distribution of staff to improve dispatch time and reduce variability in incident response performance. In relation to improving Neighbourhood Policing, high-harm wards have been identified and tasking is data driven, based on ward profiles. The neighbourhood teams will focus on targeted activity, problem solving and drivers for change, with accountability delivered through monthly meetings. The force has also introduced an abstraction policy designed to

reduce short-notice abstractions to cover policing response to incidents and to ensure continued visibility in localities.

Members acknowledged North Yorkshire Police's engagement at a community level, particularly where missing persons incidents have arisen and felt encouraged by the plans put in place. The Commissioner felt it important that the incoming Chief Constable is able to shape and improve the service further, in line with the Mayor's Police and Crime Plan.

Resolved –

That the Panel notes the report provided on improving Response and Neighbourhood Policing.

740 Panel Scrutiny of the Precept Proposals

Resolved –

That the Panel notes the guidance note provided by the Panel Secretariat regarding the Panel's legal role in reviewing the Commissioner's precept proposals for 2024/25.

741 Policing Precept Proposal 2024/25

Considered –

The report from the Commissioner seeking the Panel's approval of her Council Tax policing precept proposal for 2024/25.

The Commissioner presented a proposal to the Panel to set the police element of the Council Tax precept for 2024/25 at £306.86, which represents an increase of £11.77 (or 3.99%) over the 2023/24 level for a Band D property.

The Panel heard from the Commissioner that she had chosen not to increase the policing precept by the maximum amount permissible (£13) as she is concerned to only ask residents to fund what is absolutely necessary. The Panel also noted that 61% of those residents who responded to the Commissioner's public consultation regarding the 2024/25 precept supported an increase of £10 or more.

The Commissioner outlined that the funds levied from the precept would be invested back into priority areas such the Force Control Room and continuing to ensure an effective frontline policing response. There will also be investment required into tackling areas of 'high harm'. These included investments into specialist safeguarding teams, the Digital Forensics Unit and increasing the numbers of detectives at NYP. The planned capital programme will ensure replacement of police vehicles as needed, as well as investment in the estate and ICT infrastructure.

The Commissioner highlighted that any efficiency savings found within NYP going forward will continue to be reinvested in areas of high demand. Further to Panel questions, the Commissioner underlined that she felt comfortable with the level of policing reserves and with the planning assumptions made around future pay awards.

The Commissioner advised that a 3.99% increase will achieve a balanced budget over the next four years, leaving NYP in a stable financial position for the incoming Mayor but that there will be a **Page 11** need for the organisation to become more

efficient too.

The Panel voted unanimously in support of the Commissioner's precept proposal for policing.

Resolved –

That the Panel supports the Commissioner's proposal to increase the policing precept for 2024/25 to £306.86, thereby representing an increase of £11.77 (or 3.99%) over the 2023/24 level for a Band D property.

742

Fire and Rescue Service Precept Proposal

Considered –

The report from the Commissioner seeking the Panel's approval for her Council Tax precept proposal for fire and rescue for 2024/25.

The Commissioner presented a proposal to set the fire and rescue element of the Council Tax precept at £83.02 for 2024/25, which represents a 2.99% increase (or £2.41) over the 2023/24 level for a Band D property.

The Panel noted that in spite of the best efforts of the Commissioner and support of the Panel, unfortunately fire and rescue authorities have not been afforded the precept flexibility granted to Shire District Councils this year and as such the Commissioner is seeking the maximum amount permissible. It was also noted that public support remains high for an increased precept level for the FRS, with 69% of respondents to the public consultation agreeing with an increase of at least £2.41 and 54% agreeing with an increase of at least £5.

The Commissioner advised that the financial position for the fire and rescue service ("the FRS") looking ahead to the next year has been made slightly more comfortable by the indication from government that the service will be given a 4% funding guarantee. This is expected to provide around £350/400k more than previously forecasted (to be confirmed shortly), which will enable the Commissioner to balance the plan for 2024/25. In turn, this means that the Commissioner has also been able to increase planning assumptions around pay awards and slightly increase the amount of general reserves. However, the Panel noted with concern that the position remains exceptionally tight and committed to writing back to the Department for Levelling Up, Housing and Communities to emphasise the precarious position for next year in the hope that additional flexibility will be granted.

The Panel noted that the FRS continues to look at creative ways to adapt around the financial position presented, such as replacing appliances with newer second-hand models.

Following a show of hands, eleven of the Panel voted in favour of the Commissioner's precept proposal and one Member voted against; as such the approval was carried.

Resolved –

That the Panel:

(a) supported the Commissioner's proposal to increase the fire and rescue service precept for 2024/25 to £83.02, which represents a 2.99% increase (or

£2.41) over the 2023/24 level for a Band D property; and

(b) responds to Simon Hoare MP to underline its concerns regarding the financial position of the service and the need for greater precept flexibility in the 2025/26 funding round.

743 Closed Session

The Panel did not retire into closed session as business under Item 10 was concluded in public session.

744 Panel Rules of Procedure - Revisions Following Mayoral Devolution

Resolved –

That the Panel:

(a) agrees the proposed revisions to be made to its Rules of Procedure from 7th May 2024; and

(b) reviews revisions to its complaints handling material via email prior to 7th May 2024.

745 Work Programme

Considered –

The outline work programme for the Panel.

It was proposed that an item comes to the Panel later in the year which provides a more rounded look at fire and rescue appliance availability, response times and cover moves to help give reassurance to the Panel around response times. It was acknowledged that the recent Fire Safety Critical Notice from the trade union and issues stemming from that cannot be discussed in public forum while being explored further. It was also acknowledged by the Panel that the fire service performance information published as part of the Commissioner's Online Public Meetings provides much of this data currently so further work will need to be undertaken with the Panel to clarify on requirements.

Resolved –

That the Panel agrees the outline work programme for 2024/25.

746 Any other items

The Chair highlighted that it was the last Panel meeting for the Commissioner and invited her to speak to this. The Commissioner gave a summary of the various changes and impacts brought to bear for both policing and fire and rescue under her tenure. These included ensuring improvements to both services following recent HMI inspections, investments made into the FCR, improvements in governance including a new Assurance Framework, investing in a new Sexual Assault Referral Centre and launching a new strategy to tackle Violence Against Women and Girls. She also gave thanks to her office and colleagues in both the police and fire services.

Panel members provided their individual thanks to the Commissioner for her work over the last couple of years and in particular the collegiate way in which she has worked with Panel. The Commissioner was commended by the Panel for the impact she has made through her dedication and drive to improve services for the public, in particular for improving services to victims of crime.

747 Date of Next Meeting

It was noted that the precept reserve meeting on 19th February will not be required and as such the next meeting will take place on:

Wednesday, 12th June 2024 at 10:30am – County Hall, Northallerton.

The meeting concluded at 12.30 pm.
DP.

NORTH YORKSHIRE POLICE, FIRE AND CRIME PANEL

12 June 2024

Confirmation Hearing Procedure

1.0 PURPOSE OF REPORT

- 1.1 To outline the Panel's legal remit and responsibilities in discharging the Confirmation Hearing for the proposed appointment of Deputy Mayor for Policing, Fire and Crime under Item 6.

2.0 BACKGROUND

- 2.1 This report is intended to be used as supporting information for the Confirmation Hearing for Deputy Mayor for Policing, Fire and Crime (agenda item 6) on 12th June 2024. It explains the process to be followed and legal remit of the North Yorkshire Police, Fire and Crime Panel (the Panel) in respect of discharging the Hearing.
- 2.2 Within the terms of the Police Reform and Social Responsibility Act 2011 (the 2011 Act) and The York and North Yorkshire Combined Authority Order 2023 (the Order), the Mayor of York and North Yorkshire is able to appoint a Deputy Mayor for Policing and Crime and arrange for that person to exercise any police and crime commissioner function on behalf of the Mayor, with some exceptions as are listed at section 3.
- 2.3 The Mayor may also arrange for the Deputy Mayor for Policing and Crime to exercise fire and rescue functions pursuant to the Local Democracy, Economic Development and Construction Act 2009, not including those exceptions as listed in section 3 of this paper. The Mayor therefore proposes to designate the role as 'Deputy Mayor for Policing, Fire and Crime' (referred to hereafter as 'DMPFC').
- 2.4 The Mayor must notify the Police Fire and Crime Panel of their proposed appointment of a DMPFC and under the 2011 Act, the Panel must hold a Confirmation Hearing to consider the proposed appointment. This statutory process culminates in their making a report and recommendation to the Mayor as to whether the proposed candidate should be appointed. The Mayor may decide to accept or reject the Panel's recommendation and must notify the Panel of their decision accordingly. The Panel does not have the power to veto the proposed appointment and the Mayor makes the final decision.

3.0 THE LEGAL REMIT OF A DEPUTY MAYOR FOR POLICE, FIRE AND CRIME

- 3.1 The role of the DMPFC is often a senior political appointment with substantial delegated authority within the Mayor's police, fire and crime responsibilities. Due to the substantial level of delegation, the role of DMPFC will be closer to the role of other Police and Crime Commissioners rather than that of Deputy Police and Crime Commissioners. However, there are some key exclusions to the remit of a DMPFC. A DMPFC may not:
- (a) issue a Police and Crime Plan or Fire and Rescue Plan;
 - (b) appoint the Chief Constable/Chief Fire Officer;
 - (c) suspend the Chief Constable/Chief Fire Officer or call upon the Chief Constable/Chief Fire Officer to retire or resign; or
 - (d) calculate a budget requirement/set the precept for the police or fire and rescue services.

3.2 The term of appointment for a DMPFC runs only until the current term of office of the appointing Mayor ends.

3.3 The DMPFC post is not a politically restricted post.

4.0 KEY ROLES AND RESPONSIBILITIES OF THE MAYOR AND THE PANEL

4.1 The Mayor must provide formal notification to the Panel of their intention to make a DMPFC appointment. Normally, the submission to the Panel providing supporting information about the role and the preferred candidate constitutes formal notification (see in this case agenda item 6(b)). The supporting information must also supply the evidence required for the Panel to determine whether the Mayor's judgement has been properly exercised.

4.2 In particular, the 2011 Act dictates that the supporting information should include:

- (a) the name of the person whom the Mayor is proposing to appoint;
- (b) the criteria used to assess the suitability of the candidate for the appointment;
- (c) why the candidate satisfies those criteria; and
- (d) the terms and conditions on which the candidate is to be appointed.

4.3 The Panel must hold a Confirmation Hearing as soon as possible after it receives formal notification from the Mayor. The 2011 Act stipulates that a report and recommendation has to be sent from the Panel within 3 weeks of the day that the Panel receives notification from the Mayor; this includes holding a Confirmation Hearing and setting out the Panel recommendation in a short report.

4.4 The Panel's role within the Confirmation Hearing is to assess the suitability of the preferred candidate against the requisite skills and competencies by reviewing the information provided by the Mayor and asking appropriate questions of the candidate at the Hearing. It is an opportunity for Panel members to reassure themselves that minimum standards have been met across the following two general principles:

- Professional competence
- Personal independence (a pragmatic understanding of the separation of political and operational responsibilities)

4.5 Guidance developed by the LGA and Centre for Governance and Scrutiny (CfGS) regarding Confirmation Hearings for Deputy Police and Crime Commissioners identifies that 'personal independence' is a more nuanced consideration in these appointments when compared for example with a Hearing for chief officer appointments. This is because these can be political appointments and as such a lower standard of independence (from the Commissioner) might be expected, reflecting the fact that a deputising role in this context is often appointed to provide political support and to directly assist in driving their particular vision and priorities. A parallel can to some extent also be drawn in the case of considering personal independence for a DMPFC, which is similarly often a political appointment. However, the Panel will still need to be assured that the DMPFC recognises the separation of political and operational responsibilities.

4.6 The Panel must make a report and recommendation to the Mayor regarding whether or not the preferred candidate should be appointed. This report must be published. See also sections 7 and 8 below.

4.7 The Mayor may accept or reject the Panel's recommendation and must notify the Panel of their decision on this point.

5.0 CONFIRMATION HEARING PROCEDURE

- 5.1 It is important that the process relating to the Hearing is scrupulously fair. It is an unusual situation for the candidates involved to be 'interviewed' for a job in a public forum. The process outlined below has been designed to ensure rigour and fairness in all circumstances. Candidates will be treated with courtesy and respect throughout the whole appointment process, including at the Confirmation Hearing and in public statements relating to recommendations made by the Panel.
- 5.2 The Panel will be seeking to establish if, in its opinion, there are any grounds to not follow the Mayor's proposal for appointment.
- 5.3 The Panel will:
- welcome the candidate
 - introduce those present
 - explain the process and key themes
 - explain the process for making a report and recommendation to the Mayor as to whether or not the candidate should be appointed
 - treat the candidate fairly and politely
 - ask appropriate questions
 - not make statements
 - give the candidate an opportunity to clarify answers or ask questions
- 5.4 The focus will be on the individual's capabilities and expertise, their professional competence and personal independence. In order for the Panel to form a view on these issues, it will be important for the Mayor to provide the Panel with reliable and objective evidence about the candidate.
- 5.5 Professional competence may include a reliable, objective assessment of the candidate's:
- ability to carry out the role by comparing their background and experience, for example, with the role profile
 - professional judgment and insight
 - understanding of the various stakeholders who need to be involved and engaged with, in what way and with what outcome
 - experience in the development and delivery of a major strategy.
- 5.6 Personal Independence may include a reliable objective assessment of the candidate's:
- ability to advise effectively
 - understanding of the separation of political and operational responsibilities
 - ability to respond constructively to situations where they might be scrutinised and challenged.
- 5.7 The Hearing should be a relatively focussed opportunity to explore key issues relating to these general principles. The LGA/CfGS guidance on confirmation hearings advises that a Hearing should not be used as an opportunity for a Panel to explore the candidate's views on various areas of the Mayor's policies, national policy issues or their plans once they assume the post, except insofar as those questions might relate directly to professional competence.
- 5.8 The Hearing ought not to be used to also explore hypothetical instances i.e. asking the candidate what they would do in a particular situation but should address issues of competence, suitability and expertise, priorities and vision, availability.

6.0 DECISION MAKING BY THE PANEL

6.1 The Panel may wish to reserve the right to retire into closed session to come to a decision on its report and recommendation, which would require excluding the press and public from the meeting.

6.2 The Panel's decision making process is as follows:–

Taking account of the minimum standards of professional competence and personal independence does the candidate meet the criteria set out in the role profile?

- a) Do they have the professional competence to carry out the role?
- b) Do they have the personal independence to carry out the role (taking into account the guidance note at 4.5)?

6.3 The Panel must then determine whether to recommend that the preferred candidate is appointed or, recommend that the Mayor does not appoint that candidate. There is no power of veto for the Panel when considering the appointment of a DMPFC.

6.4 In a circumstance where the candidate meets the two standards, but there is still cause for concern about their suitability, the Panel may choose to outline those concerns in its response to the Mayor.

7.0 REPORT AND RECOMMENDATION

7.1 The report and recommendation will be sent to the Mayor within two working days of the Confirmation Hearing. (It has to be sent within three weeks of the day that the Panel received notification from the Commissioner.)

7.2 There are essentially three options for the Panel following the Confirmation Hearing for the DMPFC:

- a) Report and endorse the appointment with no further recommendations;
- b) Report and endorse the appointment but include recommendations; or
- c) Report and recommend not to appoint. In these circumstances it is recommended that the Panel informs the Mayor of its decision as soon as practically possible within a letter, where an appendix to the letter is provided outlining the reasons for the refusal.

7.3 Where the Panel has decided that the candidate meets the minimum standards – and as such recommends the appointment – but there is still a cause for concern about their suitability, it may be appropriate to outline these concerns in the Panel's response to the Mayor.

8.0 RESPONSE BY THE MAYOR

8.1 The Mayor will have regard to the report and then notify the Panel whether they accept or reject the Panel's recommendation within three working days.

8.2 The Mayor will notify the candidate of the decision.

9.0 PUBLICATION

- 9.1 The Panel will decide how and when to publish the report and recommendation. The standard procedure will be to publish it on the Panel website. It will be published in full.
- 9.2 The decision will be taken following consultation with the Mayor and the candidate, and they will be given at least two working days' notice of the date of publication.
- 9.3 The report and recommendation will normally be published within five working days of the Mayor taking a decision whether or not to appoint.
- 9.4 If the Mayor decides to appoint despite a recommendation from the Panel not to appoint, the Mayor will also publish the recommendation and the reasons for their decision.
- 9.5 If a candidate withdraws after a report and recommendation has been sent to the Mayor, the report and recommendation will still be published in accordance with the procedure set out above.
- 9.6 If, having regard to the report and recommendations from the Panel, the Mayor decides not to appoint, the Mayor will publish details of what they are going to do next in relation to the appointment within five working days.

10.0 FINANCIAL IMPLICATIONS

- 10.1 The DMPFC post is a salaried role and the remuneration for the role has been approved by the Combined Authority Board following a recommendation by the Independent Remuneration panel. Further details of this are provided within the appendix to Item 6(b).

11.0 LEGAL IMPLICATIONS

- 11.1 The Mayor is legally able to delegate some of their functions to a Deputy Mayor for Policing and Crime, as outlined in section 2. The Panel has legal responsibilities to consider and make recommendations on a proposed appointment for DMPFC as set out in this paper.

12.0 EQUALITIES IMPLICATIONS

- 12.1 There are no significant equalities implications arising from this report.

13.0 CLIMATE CHANGE IMPLICATIONS

- 13.1 There are no significant climate change implications arising from this report.

14.0 RECOMMENDATIONS

- 14.1 That the Panel notes the guidance provided regarding its legal role and responsibilities in relation to discharging the Confirmation Hearing at Item 6.

BACKGROUND DOCUMENTS:

Policing and fire governance: guidance for police and crime panels (LGA/CfPS/Frontline Consulting)
[Police and Crime Panel Guidance.pdf \(local.gov.uk\)](#)

Police and crime panels: Guidance on confirmation hearings (LGA/CfPS)
[police-and-crime-panels-on-confirmation-hearings.pdf \(cfqs.org.uk\)](https://www.cfqs.org.uk/policy/policy-panels-on-confirmation-hearings)

Barry Khan
Assistant Chief Executive Legal and Democratic Services
County Hall
Northallerton
3 June 2024

Report Author: Diane Parsons, Principal Scrutiny Officer.

POLICE, FIRE AND CRIME PANEL REPORT



Part of the



| | |
|--------------|--|
| Meeting Date | 12 June 2024 |
| Report Title | Notification of Proposed Appointee – Deputy Mayor for Policing, Fire & Crime |

Information should be accessible for all. If you require this information in a different language or format, please contact the Office of the Police, Fire and Crime Commissioner at info@northyorkshire-pfcc.gov.uk.

Purpose of this report

The purpose of this report is to notify the Panel of the proposed Appointee to the role of Deputy Mayor for Policing, Fire & Crime.

Background

1. Paragraph 9 of Schedule 1 to the Police Reform & Social Responsibility Act 2011, as amended by the York and North Yorkshire Combined Authority Order 2023, requires the Mayor when proposing to make an appointment to the role of Deputy Mayor for Policing and Crime, to notify the North Yorkshire Police, Fire and Crime Panel ('the Panel') of the following
 - 1.1. the name of the person whom the Mayor is proposing to appoint;
 - 1.2. the criteria used to assess the suitability of the proposed appointee, for the appointment;
 - 1.3. why the proposed appointee satisfies those criteria; and
 - 1.4. the terms and conditions on which the proposed appointee is to be appointed.
2. This report amounts to statutory notification of the Panel and will be supplemented by Appendices setting out additional specific details requiring the approval, in the meantime, of the Combined Authority Board.
3. The York & North Yorkshire Combined Authority Order 2023 permits the Mayor to allocate Fire & Rescue Authority delegations, to the Deputy Mayor for Policing and Crime – creating, in effect, a Deputy Mayor for Policing, Fire and Crime. The Mayor proposes to designate the role as Deputy Mayor for Policing, Fire and Crime or 'DMPFC'.

4. The Mayor is permitted by law¹ to propose a direct appointee to the role and has chosen Jo Coles for the consideration of the Panel.
5. The Home Secretary's statement in March 2021², on the outcome of Part One of the PCC Review, included a segment establishing a presumption in favour of making an appointment to the nearest equivalent role in the Police & Crime Commissioner governance model (the 'Deputy Police & Crime Commissioner') of a person who holds the same party affiliation as the Commissioner.
6. The **name of the person proposed for appointment is Jo Coles**.
7. **The criteria** for selection and **the reasons for Jo Coles satisfying those criteria**, are coterminous with the reasons for the Mayor's proposed appointment. They are more fully articulated in the formal notification papers for the Panel, which will be published in accordance with the Panel's due process. In summary they are
 - 7.1. Jo Coles' track record of accomplishment as an elected representative in local democracy and promoting and achieving beneficial outcomes for diverse communities, including sections of the community who may be considered to be under-represented or seldom-heard by virtue of (for example) race, religion, sexuality, disability, age, or isolation through geography or deprivation; and
 - 7.2. Jo Coles' professional experience of working closely with blue light stakeholders (including Mayors, Police & Crime Commissioners and other elected local policing and fire bodies) in commissioned consultancy work; and
 - 7.3. Jo Coles' direct and subject-matter-specific engagement with the serving Shadow Home Secretary and her broader political engagement and ability to influence positively for the communities of York & North Yorkshire
8. **Appendix A** sets out an expanded rationale, amplifying the details set out at 7.1 to 7.3 and complementing the proposed appointee's Personal Statement which will be submitted by Jo Coles to the Panel, separately.
9. The terms and conditions will provide for the Deputy Mayor for Policing, Fire and Crime to serve for a term aligned with that of the Mayor, in accordance with the law. **The terms and conditions of appointment** will be:
 - 9.1. A term of office which aligns with the electoral cycle
 - 9.2. A role profile in the form attached at **Appendix B**

¹ Schedule 1 Para 8(4) of Police Reform & Social Responsibility Act 2011 as amended, disappplies local government recruitment conventions to the role.

² <https://hansard.parliament.uk/Commons/2021-03-16/debates/21031653000006/PoliceAndCrimeCommissionerReviewConcludingPartOne?highlight=pcc%20review#contribution-A4FB8178-4110-4B33-887E-DA3CDC97EDE8>

9.3. A pensionable salary set by the Combined Authority Board following recommendations by the Independent Remuneration Panel. **Appendix C** will confirm the remuneration decision once it is determined by the Combined Authority Board on 31 May 2024.

10. It is proposed that the functions to be delegated to the Deputy Mayor for Policing, Fire and Crime are to be determined and set out in the Constitution of the York & North Yorkshire Combined Authority and in the detailed letter of appointment for the DMPFC; but with a view to empowering the DMPFC and the Officers of the York and North Yorkshire Office for Policing, Fire, Crime & Commissioning to ensure in conjunction with the Mayor that North Yorkshire Police and North Yorkshire Fire & Rescue Service are efficient and effective; and that the causes and effects of crime and antisocial behaviour are addressed; and that the powers and duties of elected local policing body and Fire & Rescue Authority are carried out for the benefit of the communities of York & North Yorkshire.

Recommendation

That the Panel considers the proposed appointee and reports to the Mayor.

David Skaith

Mayor

Report Author

Simon Dennis

Corporate Director OPFCC & Y&NYCA Deputy Monitoring Officer for Mayoral Policing, Fire & Crime Functions.

22 May 2024

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POLICE, FIRE AND CRIME PANEL REPORT - Annexe



| | |
|--------------|---|
| Meeting Date | 12 June 2024 |
| Report Title | Notification of Proposed Appointee – Deputy Mayor for Policing, Fire & Crime Annexe |

Information should be accessible for all. If you require this information in a different language or format, please contact the Office of the Police, Fire and Crime Commissioner at info@northyorkshire-pfcc.gov.uk.

Purpose of this Annexe

The purpose of this annexe is to provide further details by way of Appendices, supporting the proposal to make an appointment to the role of Deputy Mayor for Policing, Fire & Crime.

The reason that it is tabled separately, is that certain decisions set out in this Annexe were dependent upon the meeting of the Combined Authority Board that took place on 31 May 2024.

Appendix A – Supplementary Rationale

1. This supplementary rationale has been abridged in view of the Pre-Election Period and the constraint that the period of heightened sensitivity imposes on the announcements of new commitments of political significance. However, the following can be added to the material already before Members in the main Notification Paper:
2. The Mayor has begun dialogue with the proposed appointee about the links between the devolved responsibilities for economic development on the one hand, and the scope for greater focus on prevention, protection and early intervention in relation to community safety and public protection on the other.
3. The shared vision between the Mayor and the proposed appointee in this respect, forms a key part of the expanded rationale for the choice of Jo Coles as proposed appointee.
4. Whilst it would not be appropriate to expand in detail on new strategies and initiatives during the pre-election period, it can safely be said that alignment of strategic outcomes across the devolved remits is a shared endeavour between the Mayor, the proposed Deputy Mayor for Policing, Fire & Crime and the Combined Authority and its partner organisations.
5. Jo Coles has offered Members her perspective on these matters within her personal statement.
6. The Mayor will amplify this shared vision verbally at the meeting, within the constraints applicable during the pre-election period.

Appendix B – Role Profile

7. The precise granular delegations from the Mayor to the Deputy Mayor for Policing, Fire and Crime will be reported to the Combined Authority as part of the refinement and development of the Combined Authority’s Constitution. However, as stated in the main Notification Paper, the Mayor’s intention is to delegate extensively to the Deputy Mayor for Policing, Fire and Crime including in respect of the functions of Fire & Rescue Authority.
8. The role profile for the role of Deputy Mayor for Policing & Crime, which was supplied to the Independent Remuneration Panel, is as follows:

Role Profile – Deputy Mayor for Policing and Crime

Overview

This role profile sets out information regarding the roles of Deputy Mayor and Deputy Mayor for Policing and Crime, including who is eligible for each role, what their responsibilities may be and any allowances that will be paid.

Information

Deputy Mayor for Policing and Crime (DMPC)

Eligibility

For the exercise of Police and Crime Commissioner Functions, the Mayor may nominate a Deputy Mayor for Policing and Crime. This appointment cannot be the person appointed as Deputy Mayor, a Police Constable, or other person specified in legislation (see appendix 1 for full details of restrictions).

The Deputy Mayor for Policing and Crime is a member of staff of the Combined Authority, unless they are a Member of the Combined Authority.

It should be noted that the Mayor must notify the Police, Fire and Crime Panel (PFCP) of any proposed appointment to the role of DMPC. The PFCP will then review and report on the recommendation, and the report must include a recommendation as to whether or not the candidate should be appointed. The Mayor may accept or reject the recommendation of the PFCP as to whether or not the candidate should be appointed.

Responsibilities

The Mayor may delegate PCC Functions to a DMPC with the exception of:

- Issuing a police and crime plan
- Calculating the level of the PCC component council tax requirement
- Appointing, suspending or requiring a Chief Constable to retire or resign

This means that the Mayor could delegate the following PCC Functions and day to day operations:

- Determining police and crime objectives;
- Attending the Police, Fire and Crime Panel;
- Preparing an annual report to the Police Fire and Crime Panel;
- Holding the Chief Constable to account and monitoring performance;
- Consulting the public to ensure that their views and priorities on community safety issues informs the police and crime plan;
- Commissioning of services which includes supporting victims and tackling reoffending;
- Convening of wider community safety and criminal justice partners;
- Strengthening links such as between inclusive growth and community safety and cohesion;
- Engagement and representations in national policing matters.

The Mayor and the DMPC can also authorise arrangements for another person, such as an Officer of the Combined Authority, to exercise Functions (subject to statutory restrictions).

The Mayor will remain accountable for all PCC Functions, whether or not they are delegated to a DMPC or other person.

Allowances – The Mayor must notify the Police, Fire and Crime Panel of any such DMPC proposed appointment, including the terms and conditions of the DMPC.

In accordance with the York and North Yorkshire Combined Authority Order 2023, the Combined Authority may establish an independent remuneration panel to recommend a scheme to the Combined Authority regarding the allowances payable to the DMPC provided they are not a leader of either of the constituent councils.

Eligibility Criteria Deputy Mayor Policing and Crime (DMPC)

The eligibility criteria for the DMPC is as follows:

None of the following may be appointed as the DMPC¹:

- a person who has not attained the age of 18 on the day of the appointment;
- a person who is subject to a relevant disqualification (see below);
- a Member of the House of Commons;
- a member of the European Parliament;
- a member of the National Assembly for Wales;
- a member of the Scottish Parliament;

¹ Para 8(2), Schedule 1 of the Police Reform and Social Responsibility Act 2011

- a member of the Northern Ireland Assembly.

A relevant disqualification², is one of the following:

- is disqualified from being a member of the House of Commons
- is a member of—
 - the British Transport Police Force;
 - the Civil Nuclear Constabulary;
- is a special constable appointed under section 27 of the Police Act 1996 for a police area or the City of London police area, or under section 25 of the Railways and Transport Safety Act 2003 (British Transport Police Force);
- is a member of staff of the chief officer of police of any police force maintained for a police area;
- is a member of staff of:
 - a police and crime commissioner
 - the Mayor's Office for Policing and Crime;
- is the Mayor of London;
- is a member of the Common Council of the City of London or a member of staff of that Council in its capacity as a police authority;
- is a member (including a member who is chairperson or chief executive), or member of staff of:
 - the British Transport Police Authority;
 - the Civil Nuclear Police Authority;
 - the Independent Office for Police Conduct;
 - the Serious Organised Crime Agency;
- holds any employment in an entity which is under the control of:
 - a local policing body;
 - the British Transport Police Authority;
 - the Civil Nuclear Police Authority;
 - the Independent Office for Police Conduct;
 - the Serious Organised Crime Agency;
 - the chief officer of police for any police force including the British Transport Police Force or the Civil Nuclear Constabulary.
- The person does not satisfy the citizenship condition in accordance with section 68 of the Police Reform and Social Responsibility Act 2011.
- The person is the subject of a debt relief restrictions order under paragraph 1 of schedule 4ZB of the Insolvency Act 1986, or a bankruptcy restrictions interim order under paragraph 5 of that schedule.
- The person has been convicted in the United Kingdom, the Channel Islands, or the Isle of Man of any imprisonable offence (whether or not sentenced to a term of imprisonment in respect of the offence); or
- The person is incapable of being elected as a member of the House of Commons, or is required to vacate a seat in the House of Commons, under Part 3 of the Representation of the People Act 1983 (consequences of corrupt or illegal practices).

² Para 8(6), Schedule 1 of the Police Reform and Social Responsibility Act 2011

NB: this doesn't prevent the DMPC being elected as Mayor if a vacancy arises.

Appendix C – Terms & Conditions

9. The Deputy Mayor for Policing, Fire and Crime will serve as a member of staff of the Combined Authority deployed wholly or partly for the performance of the Mayoral policing, fire and crime functions.
10. The remuneration for the role has been determined by the Combined Authority following recommendations from the Independent Remuneration Panel.
11. A copy of the report of the Independent Remuneration Panel can be found at <https://yorknorthyorks-ca.gov.uk/wp-content/uploads/2024/05/240531-Item-11-Report-of-the-Remuneration-Panel.pdf>
12. The Combined Authority Board approved the recommendation to set the remuneration for the Deputy Mayor for Policing, Fire and Crime at £65,670 per annum; with an additional allowance of £3000 per annum to reflect the delegated responsibility for fire and rescue functions. This additional allowance aligns with the supplementary allowance approved by Government (following recommendations from the Senior Salary Review Board) to be paid to Police & Crime Commissioners who have responsibility for fire and rescue governance. It follows that the total remuneration for the role will be £68,670 per annum.
13. The remuneration will be pensionable in line with the law applicable to a member of staff of the Combined Authority.
14. The salary will be kept under review by the Combined Authority in the light of recommendations of the Independent Review Panel.

Annexe Author

Simon Dennis

Corporate Director OPFCC & Y&NYCA Deputy Monitoring Officer for Mayoral Policing, Fire & Crime Functions.

3 June 2024

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To: Chair & Members

North Yorkshire Police, Fire & Crime Panel

12 June 2024

Personal Statement – Jo Coles

Chair, Members

Thank you for the opportunity to provide a statement in support of my proposed appointment as York and North Yorkshire's Deputy Mayor for Policing, Fire and Crime. I am conscious that I make this statement at a time of heightened political sensitivity following the calling of the General Election, so I have focussed on how I can add value to commitments and ambitions already in the public domain as part of the Mayoral Combined Authority, as well as the existing strategic plans for policing, fire and crime. I will also use this statement to set out my personal background and experience and how I think this will support me in this role.

With your approval, to be successful in this role, I will work closely with Mayor David Skaith and other partners across the region and beyond to ensure that York and North Yorkshire is a region where residents, visitors and businesses feel safe.

In preparation for this role I have spoken to the office-holder in the predecessor role, Zoe Metcalfe, as well as to Chief Constable Tim Forber and to Mayor Skaith. I intend to speak to Chief Fire Officer Dyson prior to the hearing. I place huge value on advice and evidence from others. These conversations to date and going forward with many others will inform the priorities and decision making I have to take. At the forefront of my mind is how to best keep our area safe, being a voice for the public and ensuring North Yorkshire Police and North Yorkshire Fire & Rescue Service are the very best that they can be.

Like Mayor Skaith, I believe in being tough on crime and antisocial behaviour. The recent inspections of both services demonstrate how committed officers are, but also the areas for improvement. Community confidence through timely and appropriate response for example is vital to reassure residents that services will be there if needed. Non-reporting is of real concern because it points to a lack of faith that anything can or will be done. Mayor Skaith and I will work alongside the leadership teams of both services to improve public trust. This is a particularly important for the victims of serious crimes such as domestic abuse, sexual or other violent crime where it's not just about an emergency response time but also about follow up services and support.

Our region has particular challenges so we will also seek to improve our rural crime task force, working with neighbouring forces on cross-border offending to identify those travelling into York and North Yorkshire and how technology can assist in crime detection and prevention.

We also believe strongly in the importance of addressing the causes and effects of crime across our urban, rural and coastal communities. Tackling some of the most intractable issues such as substance abuse, serious violence and mental health are key to delivering long-term improvements to community safety for our region. From my experience on the Executive of City of York Council, I am keen to better understand how a public health approach could be used, focusing on early intervention and prevention. I would also seek to properly understand 'what works' to assist perpetrators to address their offending behaviour.

Mayor Skaith and I particularly want to prevent offending and address its root causes. Youth offending is increasing nationally, including in York and North Yorkshire. Having worked in the youth sector over a number of years, I know how important youth provision is in providing meaningful activities and opportunities that can divert potential offenders. We have seen the success of the 'Clear, Hold, Build' initiative in Scarborough and in York. Mayor Skaith and I will seek to identify every opportunity to provide meaningful activities for young people that could divert them away from offending. The financial picture is challenging, but we will be innovative and look at what works and most importantly, what works here.

All members of the public have a right to feel safe. Serious and organised crime is unfortunately not only a phenomenon of large metropolitan areas, it has permeated the towns and villages of North Yorkshire too. County Lines drug dealing, doesn't only exploit the most vulnerable, it brings with it violence, misery and serious harm onto the streets of York and North Yorkshire. Our response to these policing challenges needs to include smart, intelligence-driven crime detection as well as the vital insights that only come from neighbourhood policing. I would work closely with both forces and with the local councils, community leaders and partners to ensure we have a shared approach that builds community resilience.

My professional experience has included extensive periods of time in public service, as well as the private and voluntary sectors. I worked for 6 years in the youth sector and more recently for 4 years for a specialist crime and justice consultancy, Crest Advisory, including work for PCCs with a range of political affiliations, as well as providing support for independent public inquiries. As an elected local councillor, I represent the ward of Westfield, the most deprived ward in the City of York, and among the most deprived in our region. I am committed to improving outcomes for the most vulnerable in

our communities and am committed to ensuring their needs are fairly represented. I am committed to building public confidence amongst all our diverse communities in their policing and fire services.

York & North Yorkshire has already made significant progress in its delivery of a multi-agency strategy to address crimes which disproportionately affect women and girls. I would like to pay tribute to Zoe Metcalfe for her work in pushing this agenda during the 3 years she served as Police, Fire and Crime Commissioner. I will seek to build on the progress made, learning further lessons from other areas and where possible, bringing criminal justice partners more closely together to build the confidence of all victims of crime. If confirmed in post I will work closely with Mayor Skaith to consult the public on future Police, Fire & Crime Plans.

The York and North Yorkshire Combined Authority, of which the Deputy Mayor with responsibility for Police, Fire and Crime is part, is a huge opportunity for our region. Devolution offers us the chance to invest locally in skills, employment, housing, transport to support the wider economic prosperity of our region. For the first time we have the chance here in York and North Yorkshire to improve the life chances of all our residents, to tackle some of the root causes of disadvantage and to improve community safety and confidence in public services.

We are still at the start of our devolution journey. As other regions have shown, there may be further devolutionary opportunities from national government, which could bring further benefits to York and North Yorkshire. Further steps have to be driven by evidence.

Changes also have to be in the interest of people in York and North Yorkshire - and significant changes will always be decided in proper consultation with the public. Mayor Skaith's mandate is to deliver positive outcomes for the whole of the York & North Yorkshire region, tackling crime and anti-social behaviour, delivering more affordable housing and business support, improving health outcomes locally and improving the connectivity of our communities.

The nomination to the role of Deputy Mayor for Policing, Fire and Crime is an opportunity to serve the people of York and North Yorkshire. It is a chance to provide strategic leadership, working alongside some of the best policing, fire and crime professionals in the country. It is a huge honour to be considered for this role. If approved for appointment, I will do my utmost to build on the important work that has taken place to date, striving to ensure we have a strong partnership locally and within the Combined Authority, through the partnership landscape regionally and nationally to deliver the best possible outcomes for our communities.

4 June 2024

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NORTH YORKSHIRE POLICE, FIRE AND CRIME PANEL

12 June 2024

Work Programme

1.0 PURPOSE OF REPORT

1.1 To invite the Panel to consider its future work programme.

- 2.0 The Panel is responsible for setting its own work programme taking into account the tasks that the Panel must undertake and the priorities defined within the context of the current [Police and Crime Plan](#) and [Fire and Rescue Plan 2022/25](#).
- 3.0 The work programme at Appendix A highlights those issues which have been previously agreed or which have been added since the last meeting in discussion with the Chair and Vice Chair.
- 4.0 The work programme looks at key topics and areas of interest under the rubric of the four CARE principles, as drawn from the current two key statutory plans. These are:
- **Caring about the vulnerable**
 - Includes:- (NYP) Making all women and girls safer; Embed compassion for victims and the vulnerable; Prevent harm before it happens; Tackle hidden harms (e.g. wildlife crime, rural crime).
 - (FRS) Prevent harm and damage before it happens; Enhance our role in achieving wider public safety; Embed compassion for the vulnerable.
 - **Ambitious collaboration**
 - Includes:- (NYP and FRS) Enhance collaboration; Take a whole system approach to tackling core problems.
 - **Realising our potential**
 - Includes:- Maximise funding to improve our services; Properly skill and equip our people; (NYP only) Improve trust and confidence in our police; Develop our people and organisation to meet our communities' needs; (FRS only) Build a diverse and inclusive workforce.
 - **Enhancing our service for the public**
 - Includes:- Embed a customer and community focus; Promote a more visible presence in communities.
- 5.0 It is acknowledged that the Mayor may wish to consider areas of focus and key principles for statutory plans in due course and that these therefore may change and adapt over time. The Panel will look to be responsive to this through its work programme.
- 6.0 There is some statutory business that the Panel has to undertake and slot in to the future work programme such as reviewing the Mayor's precept proposals. However, the topics selected for consideration by the Panel under the CARE principle themes are propositional. As such, Panel members are invited to consider the appropriateness of the suggestions given for forthcoming agendas.

7.0 Members are also reminded that it is preferable for the Panel to agree just a couple of key substantive reports to come to each meeting; and perhaps just one thematic report where this is taken in addition to statutory reporting. This is to ensure that sufficient time can be given to each discussion and also to ensure that the ask of the Commissioner's office is not overly burdensome. Clearly some items of business have had to be deferred from the Panel's previously scheduled 'ordinary' meeting of 12th June 2024 due to falling within the pre-election period. These have been listed towards the bottom of the outline programme and Panel are invited to consider an appropriate juncture to revert to these.

8.0 All full Panel meetings will continue to be held in person and venues are highlighted on the programme where these have been confirmed.

9.0 FINANCIAL IMPLICATIONS

9.1 There are no significant financial implications arising from this report.

10.0 LEGAL IMPLICATIONS

10.1 There are no significant legal implications arising from this report.

11.0 EQUALITIES IMPLICATIONS

11.1 There are no significant equalities implications arising from this report.

12.0 CLIMATE CHANGE IMPLICATIONS

12.1 There are no significant climate change implications arising from this report.

13.0 RECOMMENDATIONS

13.1 That the Panel agrees its outline work programme.

APPENDICES:

Appendix A – Police, Fire and Crime Panel Work Programme 2024/25

BACKGROUND DOCUMENTS:

None.

Barry Khan
Assistant Chief Executive Legal and Democratic Services
County Hall
Northallerton
3 June 2024

Report Author: Diane Parsons, Principal Scrutiny Officer.

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|----------------------|--|--|
| July 2024 | Thursday, 25 th July 2024 at 10:30am (Annual Meeting) City of York Council’s West Offices | Election of Chair and Vice Chair Mayor’s draft Policing and Crime Annual Report 2023/24 (tbc) Mayor’s draft Fire and Rescue Annual Report 2023/24 (tbc) EnableNY progress report with identified savings and efficiencies Annual Report of the PFC Panel 2023/24 |
| October 2024 | Thursday, 10 th October 2024 at 10:30am City of York Council’s West Offices | Focus on: Caring about the vulnerable (<i>may include</i>) <ul style="list-style-type: none"> • Making all women and girls safer – annual update. • Tackling hate crime – annual update. • Scrutiny of commissioning of victims’ services. |
| January 2025 | Thursday, 16 th January 2025 at 10:30am County Hall, Northallerton | Focus on: Realising our potential (<i>may include</i>) <ul style="list-style-type: none"> • ‘Pre-precept’ reports for policing and fire and rescue. • Equality, diversity and inclusivity in both services. |
| February 2025 | Thursday, 6 th February 2025 at 10:30am County Hall, Northallerton | Precept proposals for policing and fire and rescue. <ul style="list-style-type: none"> • Annual Force Control Room performance update. |
| | Thursday, 20 th February 2025 at 1:30pm County Hall, Northallerton | Precept reserve meeting (if needed). |
| May 2025 | Thursday, 1 st May 2025 at 10:30am Selby Civic Centre, Selby. | Focus on: Tackling hidden harms (<i>may include</i>) <ul style="list-style-type: none"> • Progress update on tackling wildlife and rural crime. |

ITEMS FOR CONSIDERATION

- HMICFRS ‘PEEL’ inspection report 2023/25 of North Yorkshire Police (published March 2024) – *opportunity for the Panel to discuss the outcomes and progress against these with the Mayor (deferred from 12th June)*

- Health surveillance of firefighters. *This follows a request by Panel in June 2023 for information on health surveillance in NYFRS subsequent to issues identified in London regarding high prevalence of cancer diagnosis in firefighters. (deferred from 12th June)*
- Cross-border collaboration by the Mayor and North Yorkshire Police – *in relation to both preventing and tackling crime as well as delivering organisational efficiencies through collaborative working. (deferred from 12th June)*
- Working in partnership to tackle County Lines and pervasive drug crime.
- Fire and rescue service – *collaboration work with partners to maximise efficiency and resilience.*