

Mr Simon Dennis  
Chief Executive, Office of the Police, Fire and Crime Commissioner  
12 Granby Road  
Harrogate  
HG1 4ST

08 October 2021

Dear Simon,

We are writing to you as Chief Executive and Monitoring Officer to express that we have lost our confidence in Philip Allott as Police, Fire and Crime Commissioner for North Yorkshire and that most of us do not readily believe that he can regain our confidence.

We would like to acknowledge and are grateful for the leadership you have shown and the opportunities you have provided to reflect and address the challenges that we are facing as a team. We also acknowledge the opportunity afforded to Mr Allott to apologise to us in person which was well facilitated. Unfortunately, and despite this, over the last week through conversations it has become clear that Mr Allott's apology has not allayed our concerns and we therefore feel compelled to put forward our concerns for the record and this letter represents our collective view.

We were appalled by his comments on the radio last Friday. We are shocked that a person holding the office of Police, Fire and Crime Commissioner could hold, let alone voice, such misogynistic views which are so expressly contrary to the purpose of the role as an advocate for victims.

As members of the OPFCC, we are all here because we want to make a difference for the people of North Yorkshire and York. We are proud of our work in pursuit of this cause and of our achievements and feel dismayed and let down at how these comments undermine this and bring the Office into disrepute.

The strength of feeling from the public against Mr Allott has been felt through the complaints and correspondence we have received into the Office and the direct conversations had with victims contacting our team, which convey the significant human impact that his words have had. This has also been felt during the consultation events we have been running, where many of us have had long and difficult discussions with people, some of whom have direct experience of abuse. While we are proud that the work of the Office and our ability to convey our own passion for tackling these issues has meant that the outcomes of most of these discussions has been very positive, this is tinged by the fact that many of us have also struggled to tell people for whom we work or felt uncomfortable wearing our lanyards. It is frustrating that this incident has not only distracted from the important work of gathering people's views on the future priorities for the Services and the services we commission, but has distracted from our ability to get on and tackle these exact problems because we are now having to deal with the consequences of Mr Allott's actions.

Moreover, in our work this week, many of us have been confronted by the dismay and anger of our colleagues within police, fire and partner organisations, who feel that they and their Services have been brought into shame and disrepute by association. They do not see how someone who holds such views can be compatible as a leader of organisations with such progressive values, a view that we share. Some of us have already noticed a shift in our professional relationships, not because they believe we hold the same views or think any less of us, but because they wish to be less associated with our brand and the Office while Mr Allott is Commissioner. The impact on our ability to drive our work forward is obvious.

These reasons alone have meant that many of us have considered our positions over the last week. It is testament to our commitment as a team to our work, and how this event has brought us if anything closer together, that we are all still here. And perhaps if this was the extent of it and we believed his apology and commitment to change to be sincere, we might feel that he could regain our confidence. Unfortunately, Mr Allott's reaction to this incident and his behaviour over this last week means that this is nigh on impossible.

Mr Allott's reaction to this, from the moment the news broke, has been dismissive and completely devoid of emotional intelligence or empathy, approaching disregard, for the human impact his words have had. His attempts to contextualise what he said, to suggest political intrigue, to believe that this will all blow over and that he will be able to move on without any impact on his integrity, to belittle the volume of concern and complaints, and to attempt to make light and joke about what has happened, betray a lack of contrition and an inability to take the response to his comments seriously, to which we can only listen in disbelief. We were disappointed to hear him use the work of his predecessor as examples of his own commitment and intended actions as if they were his own. We were utterly disheartened to hear that if his resignation had been demanded by his political masters he would have 'done the honourable thing', seemingly without any consideration for honour in the context of his position, the views of victims and the public, or the ethical declaration he signed on taking office in which he explicitly signed up to the Nolan Principles. We cannot believe that his apology is sincere nor that his pledges to change or to learn from this are genuine.

As those who are most in contact with him, colleagues across the services look to us to understand whether they can believe his word too. We feel ethically conflicted and feel our professional integrity is abused when we can only simply reiterate that he has published an apology as we avoid their gaze. We are lost as to how we are meant to support Mr Allott in holding the Services to account for their integrity, legitimacy or for the highest standards in promoting equality, diversity and inclusion. We are similarly lost as to how we are to represent Mr Allott to partners, let alone to use and capitalise on the key convening power of the Commissioner and seek to have him lead on, and advocate for, sensitive topics locally and nationally. That Mr Allott feels unable to join us in engaging and consulting with the public on his Police and Crime Plan and Fire and Rescue Plan speaks volumes, but also demonstrates the difficulty of effectively conducting business going forward.

Furthermore, this incident must be placed in the context of our growing concern about his behaviour towards colleagues. You are already aware of sexist and misogynistic comments which have been made to female colleagues and the shock with which these have been witnessed by senior members of both Services. You are also aware of his belittling behaviour towards both female and male colleagues, often in front of staff. This is compounded by the discovery that other female colleagues felt uncomfortable around him even before these comments were made.

As a result of these factors, we would like it to be placed on record that we have no confidence in Mr Allott as Police, Fire and Crime Commissioner for North Yorkshire and most of us do not readily believe that he can regain our confidence.

You will appreciate that it is not easy for us to put our names to this letter when it may have a detrimental impact on our jobs or the work we do. We have full confidence and trust in your discretion as to our identities and hope that you will honour this wish. With that in mind, we would be happy for the content of this letter to be shared with any appropriate bodies.

Sincerely,

The undersigned members of staff

**From:** Allott, Philip <[REDACTED]>

**Sent:** 13 October 2021 15:09

**To:** Barry Khan <[REDACTED]>

**Subject:** Confidential Report to the Paid Head of Service

**Importance:** High

Dear Barry,

Further to my earlier correspondence I am informed that Panel members will be provided with a copy of a letter written as a Confidential Report to the Paid Head of Service for the staff in the OPFCC (who is also the CEO) earlier this week which has been dealt with under the NYP Procedure for Professional Standards and Confidential Reporting, now renamed .

As such it is neither a Complaint nor a Grievance therefore should not be treated as such. I would like to state clearly that I refute the secondary allegations apart from one minor issue, about my conduct beyond the central issue, which has caused the complaints to both my office and the Panel.

With the exception of the minor issue, which was informally resolved at the time, all other issues were only raised after I had met with staff following the radio interview. I request that the details of the secondary allegations are dealt with in a confidential manner and not published or discussed in a public forum at this time so as to prevent any unfairness to any consideration of the issues raised which are not as yet proved either way.

Whilst I have not had sufficient time since the letter has been shared with me to consider the issues in detail, one factor that seems to have been overlooked by the signatures is that I have not yet met a chunk of the team face-to-face apart from some fleeting Teams meetings, as a lot of people are working from home, due to Covid restrictions.

Moving forwards I am keen to gain their trust and confidence by my actions and have started discussing this with my Chief Executive.

I will of course reply in full providing I am given more time in order to do that properly with my staff.

If you can please confirm receipt this would be appreciated.

Kind regards

Philip

**Philip Allott**

**North Yorkshire & York Police, Fire and Crime Commissioner**