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David Jamieson
West Midlands Police and Crime Commissioner
West Midlands Office for Policing and Crime
2nd Floor
Aqua House
20 Lionel Street
Birmingham B3 1AQ.

12th October 2015

Dear David

Confirmation Hearing: Proposed Appointment of David Thompson

In accordance with Schedule 8 to the Police Reform and Social Responsibility Act 2011, I write to inform you of the West Midlands Police and Crime Panel's recommendation with regard to your proposed appointment of Deputy Chief Constable Dave Thompson.

Summary

The Panel recommends that Dave Thompson be appointed Chief Constable of West Midlands Police.

Recruitment Process

The Panel would like to thank you for inviting the following Panel members to observe all the stages of the application process:

- Cllr Ken Hawkins observed the shortlisting;
- Cllr Paul Tilsley observed the Citizens and Youth Panel;
- Cllr Darren Cooper observed the interviewing.

The Panel also noted the two reports provided by the Independent Members: Jan Britton, Chief Executive of Sandwell Metropolitan Borough Council and Valerie Ainsworth, accredited as an Independent Member by the College of Policing.

Ms Ainsworth confirmed that the recruitment and selection process had complied with the principles of fairness, openness and merit and that the PCC had followed the College of Policing guidance on the recruitment and selection of Chief Officers. Mr Britton noted the process was "doubly rigorous" because there was only one applicant.

However, during their deliberations, the Panel expressed disappointment that there was only one BME member on the interview panel, which does not reflect the aspirations for better ethnic mix in the police force; however it was recognised that the community panels did have a good mix of ethnicities represented.

Future appointment processes should take this into consideration.

Confirmation Hearing

The confirmation hearing was held at on Monday, 12 October 2015 in Birmingham Council House. The following Panel Members were present:-

Cllrs: Mohammed Arif, Rose Burley, Darren Cooper (chair), Ken Hawkins, Mike Leddy, Ann Lucas, Elias Mattu, John O'Shea, John Rowley, Joe Tildesley, Paul Tilsley, Dave Tyler.

Independent member: Lionel Walker.

You gave a brief overview of the recruitment process that had been conducted in accordance with the requirements of the Act, and the Home Office and College of Policing guidance on Chief Officer Appointments. This included the use of public suggestions when reviewing the job description, and community panels in the recruitment process.

As you noted, there was only one applicant, and this made the openness and transparency of the process even more important.

Members of the Panel questioned Mr Thompson in relation to his proposed appointment on the following areas:

- Public confidence and how the candidate ensures that all groups have high confidence levels in the police;
- Managing the workforce and what will be done to get the very best out of the staff, staff associations and unions;
- Working with others, including Community Safety Partnerships, the West Midlands local authorities and the proposed Combined Authority;
- How fresh thinking will be introduced (as an internal appointment);
- The role of the Chief Constable in the Prevent programme, including the need to embed into all aspects of policing, including patrol, neighbourhood and safeguarding functions and how this will work alongside WMP2020.

Having considered his responses to their questions and other information supplied by the PCC in accordance with the requirements of Schedule 8 to the Act, the Panel agreed unanimously that the PCC should be recommended to proceed with Mr Thompson's appointment. Panel members agreed that Mr Thompson was an outstanding candidate and answered every question very well.

Recommendation

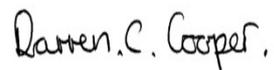
That the appointment of Dave Thompson to the post of Chief Constable of West Midlands Police be confirmed.

Conclusion

On behalf of the Panel I would like to thank Mr Thompson for his attendance at the confirmation hearing and to wish him well in carrying out his new role.

We shall publish this letter on the Panel's website on Friday, unless we agree an earlier date with you.

Yours sincerely

A handwritten signature in black ink that reads "Darren C. Cooper," with a comma at the end. The signature is written in a cursive style.

Councillor Darren Cooper

Chair of the West Midlands Police and Crime Panel

c.c. Dave Thompson. Jonathan Jardine