

**BEDFORDSHIRE POLICE AND CRIME PANEL**

**REPORT AND RECOMMENDATIONS TO THE POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE**

**ON THE APPOINTMENT OF MS UMME ALI  
AS DEPUTY POLICE AND CRIME COMMISSIONER OF BEDFORDSHIRE**

**4 JUNE 2024**

**1 EXECUTIVE SUMMARY**

- 1.1 This document constitutes the report and recommendations of the Bedfordshire Police and Crime Panel in respect of the proposed appointment of Ms Umme Ali to the post of Deputy Police and Crime Commissioner of Bedfordshire and is submitted to the Commissioner in accordance with the requirements of Schedule 1 of the Police Reform and Social Responsibility Act 2011.
- 1.2 The report recommends that Ms Umme Ali be appointed as Deputy Police and Crime Commissioner of Bedfordshire. The Panel made further comments regarding this appointment and these are listed in Section 4 below.
- 1.3 In submitting its report, the Panel would like to thank Ms Ali for her attendance at the Confirmation Hearing on 4 June 2024 and to congratulate her on her appointment.

**2 CONFIRMATION HEARING**

- 2.1 On 15 May 2024 the Panel's Host Authority (Bedford Borough Council) received formal notification from the Commissioner's Office of Ms Ali's proposed appointment. By law the Panel is required to hold a Confirmation Hearing (a meeting of the Panel held in public at which the candidate for appointment is requested to appear for the purpose of answering questions relating to that appointment) in sufficient time to enable it to submit its report and recommendations in respect of the proposed appointment to the Commissioner within three weeks of the day on which it received notification.
- 2.2 The Confirmation Hearing for this appointment was held at 6.30pm on 4 June 2024 at Bedford Borough Council, Council Chamber, Borough Hall, Bedford. The Panel Members listed below were present.

## **PRESENT**

Bedford Borough Council: Councillors Caswell, Frost and Nawaz  
Central Bedfordshire Council: Councillors Farrell, Mackey (Vice-chair) and Stephenson  
Luton Borough Council: Councillor Abbas  
Independent Members: Ms Antoine, Mr Downing (Chair) and Mr Melville

The following officers of the Panel's Host Authority were also present to support the Panel in conducting the hearing:

Jahangir Ahmed, Deputy Monitoring Officer  
Jeremy Welch, Senior Democratic Services Officer

2.3 Members of the Panel considered the information supplied to the Panel by the Commissioner in accordance with the requirements of Schedule 1 of the Police Reform and Social Responsibility Act 2011. This information comprised:

- the criteria used to assess the suitability of the candidate for the appointment;
- why the candidate satisfies those criteria;
- the terms and conditions on which the candidate is to be appointed.

2.4 The Commissioner introduced Ms Ali to the Panel as someone with great integrity and experience, who brought skills and expertise which were complementary to his own. He clarified that she would act as a champion for victims within his Office with particular focus on violence against women and children and child sexual exploitation, fields within which she had particular experience. In addition to deputising as necessary for the PCC. The PCC confirmed this is not the same role with the same time demands as the previous deputy.

2.5 During the hearing the Panel sought clarification on the following:

- Confirmation that the candidate would be able to fulfill the requirements of the role given that she was in full time employment and had several Council and other commitments.
- Whether a clearly defined job description could be provided.
- Why he had made a political appointment rather than advertising the vacancy.
- Confirmation that none of the security vetting disqualification criteria applied.

2.6 The Commissioner and Ms Ali responded as set out below.

- Ms Ali clarified that she would be reducing her employed hours in order to be able to undertake the role by the same time as the commitment to be the deputy PCC. Ms Ali further remarked that her track record demonstrated her excellent time management skills and she was confident in her ability to undertake the role.
- A job description and would be provided.
- The Commissioner commented that he had indicated during his election campaign who he intended to appoint as his Deputy in order that the electorate would know what to expect if he were to be elected. In this sense it was a political appointment as allowed for in regulations.
- Neither the Commissioner nor his Deputy were required to be subject to security vetting however both had volunteered to do so. Ms Ali confirmed that none of the security vetting disqualification criteria applied. Confirmation of completion of vetting would be provided.

Following the questioning phase of the meeting the public were excluded from the meeting. The Panel considered the responses from Ms Ali and the Commissioner in confidential session and the outcome of their deliberations is set out below in paragraphs 3 and 4.

### **3 RECOMMENDATIONS**

3.1 That Commissioner Tizard be recommended to proceed with the appointment of Ms Umme Ali to the post of Deputy Police and Crime Commissioner for Bedfordshire.

### **4 OBSERVATIONS OF THE PANEL**

4.1 The Panel invites the Commissioner to acknowledge the concerns expressed by the Panel at the confirmation hearing, in relation to the demands of the role, in order to ensure that the candidate can fulfill their expected duties.

4.2 The Panel thanks the Commissioner for confirming that both he and the candidate would be voluntarily completing the security vetting process and requests that the Panel be provided with confirmation when the vetting process has been completed.

4.3 In line with other Deputy Police and Crime Commissioner appointments, the Panel requests a copy of the role job description.

## 5 **REPORT PUBLICATION ARRANGEMENTS**

- 5.1 The Police Reform and Social Responsibility Act 2011 requires the Panel to publish this report in such manner as the Panel determines.
- 5.2 Acknowledging that the decision of the Panel has already been placed in the public domain by the Commissioner's Office, the Authority will publish this report forthwith on the Panel webpage at: [Bedfordshire Police and Crime Panel - Overview | Bedford Borough Council](#)

Mr Paul Downing  
Chair, Bedfordshire Police  
and Crime Panel

Laura Church  
Clerk, Bedfordshire Police  
and Crime Panel