

BEDFORDSHIRE POLICE AND CRIME PANEL
REPORT AND RECOMMENDATIONS TO THE
POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE
ON THE APPOINTMENT OF GARRY FORSYTH
AS CHIEF CONSTABLE OF BEDFORDSHIRE

18 June 2019

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 Garry Forsyth to the Office of Chief Constable of Bedfordshire and is submitted to the Commissioner in accordance with the requirements of Schedule 8 to the Police Reform and Social Responsibility Act 2011.
- 1.2 The report recommends that Garry Forsyth be appointed Chief Constable of Bedfordshire.
- 1.3 In submitting its report, the Panel would like to thank Mr Forsyth for his attendance at the confirmation hearing on 18 June 2019 and to congratulate him on his appointment.

2 CONFIRMATION HEARING

- 2.1 On 3 June 2019 the Panel's Secretariat received formal notification from the Commissioner's Office of Mr Forsyth'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 into this appointment was held at 6.15pm on 18 June 2019 at Borough Hall, Bedford. The following Panel Members were present:

Councillor Dalgarno (Chair), Central Bedfordshire Council
Councillor Ali, Luton Borough Council
Councillor Bunyan, Central Bedfordshire Council
Councillor Dodwell, Central Bedfordshire Council
Councillor Donelon Luton Borough Council
Councillor Foster, Bedford Borough Council
Councillor Graham, Central Bedfordshire Council
Councillor Hendrickx, Bedford Borough Council
Councillor Nawaz, Bedford Borough Council
Councillor Saleem, Luton Borough Council
Mr Cain, Independent Panel Member
Mr Warburton, Independent Panel Member

The following officers of the Panel's Host Authority (Bedford Borough Council) were also present to support the Panel in conducting the hearing:

Mr Simpkins, Chief Executive and Clerk to the Panel
Ms Lyons, Chief Officer for Legal and Democratic Services
Mr Welch, Senior Democratic Services Officer

2.3 Members of the Panel questioned Mr Forsyth in relation to his proposed appointment and considered his responses to their questions and other information supplied to the Panel by the Commissioner in accordance with the requirements of Schedule 8 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.

In addition to this information, at the request of the Panel, the Commissioner also provided:

- Report of the Commissioner setting out the questions asked, the advertising and application process, the interview process and the rationale for the decision

- Report of the Independent Member of the recruitment panel
- Information Day Pack including role profile and advert
- Press release on the process
- Panel members' biographies

2.4 The Panel also noted that the report provided by the Independent Member Mr Neufville on the recruitment panel, indicated that he was satisfied that the PCC fulfilled her responsibility to ensure the assessment process put in place was in accordance with the responsibilities listed in the College of Policing Guidance. He was also confident that the recruitment panel performed their duty to challenge and assess the candidate in a manner that was fair, transparent and merit based.

3 RECOMMENDATION

3.1 That the appointment of Garry Forsyth to the post of Chief Constable of Bedfordshire on the terms and conditions set out in the report submitted to the Panel be confirmed.

4 REPORT PUBLICATION ARRANGEMENTS

- 4.1 The Police Reform and Social Responsibility Act 2011 requires the Panel to publish this report in such manner as the Panel determines.
- 4.2 The Panel wishes to allow the Commissioner time to receive and consider this report, convey its contents to the candidate and consider the response she wishes to make to the report, before it is published. This reflects the guidance on confirmation hearings provided by the Local Government Association, which envisages a time lapse between a hearing and the release of information about the Panel's recommendations.

4.3 In recognition of this, the Panel will not publish this report or provide any comment on the outcome of the hearing until noon on Thursday 27 June 2019 following which a press release will be issued and the report will be published on the Panel's webpages at: www.bedford.gov.uk/bedspcp

Mr. Paul Cain
Chair, Bedfordshire Police
and Crime Panel

Philip Simpkins
Clerk, Bedfordshire Police
and Crime Panel