



Report by the South Wales Police and Crime Panel

SUBJECT:

The appointment of Mr Jeremy Vaughan as Chief Constable for South Wales Police

DATE:

3rd November 2020

DECISION:

The Panel recommend that the Commissioner appoints Mr Jeremy Vaughan as Chief Constable for South Wales Police.

BACKGROUND:

The Panel have a statutory duty under the Police Reform and Social Responsibility Act 2011 and associated Regulations to:

- a) Review and report on the proposed appointment of a Chief Constable
- b) Make a recommendation on the proposed appointment

The Panel may also, by a two thirds majority, veto the proposed appointment.

PROPOSED APPOINTMENT:

On the 26th October 2020, the Panel were provided with a report by the Commissioner in advance of the Panel meeting on the 3rd November 2020. The report and accompanying document titled "Information for Chief Constable Candidates" set out amongst other things the Job Description, Person Specification Role Profile and Recruitment process for the post of Chief Constable. It also contained supporting information on South Wales Police for applicants. The report also explained the recruitment and selection process for the position of Chief Constable. In conclusion, the report stated that the Commissioner proposed to appoint Mr Jeremy Vaughan as Chief Constable for South Wales Police.

The Panel met on the 3rd November 2020 and conducted a confirmation hearing as prescribed by Schedule 8 of the Police Reform and Social Responsibility Act 2011.

The Panel considered the report and heard submissions from the Commissioner, the Deputy Commissioner, the Commissioner's Chief of Staff, the Independent Member Gill Lewis and from the nominated candidate Mr Jeremy Vaughan.

After considering the same and after asking questions on the proposed appointment in particular the process of appointment the Panel was satisfied that the Commissioner had complied with Schedule 8(3) of the Police Reform and Social Responsibility Act 2011.

The Commissioner's report provided the Panel with detailed information about the selection and scrutiny process. In the report, the Commissioner provided the Panel with a copy of the report of Mrs Gill Lewis Independent Member in compliance with Home Office Circular 13/2018 which states that at least one member of the appointment panel should be an independent member. Mrs Lewis confirmed that the decision making process was demonstrably open and fair, with good efforts applied to seek the best available field of candidates. It was clearly based on merit, with decisions taken on careful analysis of evidence.

Mr Vaughan made a presentation and questions were asked of Mr Vaughan by the Panel.

CONCLUSION:

The Panel was satisfied that the Commissioner had undertaken a thorough, objective, merit based, fair and transparent recruitment process and that the candidate Mr Jeremy Vaughan met the required standards for the position of Chief Constable.

RECOMMENDATION:

The Panel therefore unanimously recommend that the Commissioner appoint Mr Jeremy Vaughan as Chief Constable for South Wales Police.