

Leicester  
City Council

Minutes of the Meeting of the  
LEICESTER, LEICESTERSHIRE AND RUTLAND POLICE AND CRIME PANEL  
CONFIRMATION HEARING

Held: MONDAY, 6 MARCH 2023 at 10:30 am at City Hall, Charles Street, Leicester

P R E S E N T :

Councillor Taylor (Chair)  
Whelband (Vice-Chair)  
Councillor Clair  
Councillor Clarke  
Councillor Cutkelvin  
Councillor Graham  
Councillor Harper-Davies  
Councillor March  
Councillor Mullaney  
Councillor Phillimore  
Councillor Woodman

In Attendance:

Mr Rupert Matthews – Police and Crime Commissioner  
Mrs Rani Mahal – Deputy Police and Crime Commissioner  
Mr Andy Champness – preferred candidate

Also Present:

Mr Kamal Adatia – Monitoring Officer  
Ms Joanne Allen – Resourcing Manager (HR)  
Mrs Anita James – Senior Democratic Support Officer

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**20. WELCOME AND INTRODUCTIONS**

The Chair welcomed those present and explained the procedure for the meeting.

**21. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Powell, Councillor Loydall, Parisha Chavda and Salma Manzoor.

## **22. DECLARATIONS OF INTEREST**

Members were asked to disclose any pecuniary or other interests they may have in the business to be discussed.

There were no such declarations.

## **23. CONFIRMATION HEARING FOR APPOINTMENT TO THE ROLE OF INTERIM CHIEF EXECUTIVE OFFICER**

Following notification from the Police and Crime Commissioner of his intention to appoint a preferred candidate, Mr Andy Champness to the role of Interim Chief Executive Officer the Panel held a Confirmation Hearing in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011.

The Panel received a report setting out the powers of the Panel and the process to be followed in the Confirmation Hearing.

The Panel noted the information provided by the Police and Crime Commissioner relating to the appointment of the Interim Chief Executive Officer which included:

- The name of the preferred candidate and his experience/background;
- A statement from the Commissioner stating why the preferred candidate met the criteria of the role;
- The candidates CV (exempt)
- A job description

The Police and Crime Commissioner addressed the panel and gave an overview of the process followed to select his preferred candidate and stating why the preferred candidate met the criteria for the role.

The Police and Crime Commissioner commended Mr Andy Champness to the Panel.

The Panel asked the Police and Crime Commissioner several questions, this included seeking assurance as to the fairness and transparency of the approach taken to this appointment as well as the position regarding a permanent appointment.

The Police and Crime Commissioner advised that the recruitment process had begun for a permanent Chief Executive Officer and the advert for that position would be live imminently.

The Police and Crime Commissioner also advised that, if successful, the preferred candidate Mr Andy Champness would be working on a reduced hours basis and gave assurance that considerations had been given to how he would meet the expectations and responsibilities of the Interim Chief Executive Officer role until a new permanent appointment and handover to that person was completed.

The Panel then asked a series of robust questions of the candidate related to his professional competence and personal independence, the answers to which enabled Members to evaluate his suitability for the role. At the end of questioning the Chair thanked the candidate for his responses and provided an opportunity to clarify any responses given.

The Chair announced that the Panel's resolution would be notified to the Police and Crime Commissioner and confirmed in writing as specified by relevant legislation.

The Chair then asked all, but Members of the Panel and the Panel's support officers to withdraw from the meeting.

RESOLVED:

That the press and members of the public be excluded from the meeting during the Panel's deliberations on the grounds their presence would likely involve the disclosure of exempt information as defined in paragraphs 1 and 3 of Schedule 12A of Part 1 of the Local Government Act 1972.

## **24. PRIVATE SESSION**

The Panel held exempt discussions which examined the evidence provided in the Confirmation Hearing session.

The Panel assessed the candidate's ability based upon his suitability to undertake the interim role only, coming as it did after a series of other interim appointments, and being focused upon providing stability to the OPCC in the transition to the imminent appointment of a permanent Chief Executive Officer.

Members commented on the candidate's experience working in senior roles including supporting other Police and Crime Commissioners and the expectations about what he needed to deliver during his tenure. Members noted in particular his experience of change and project management and his comments about the organisation of the OPCC and ensuring its smooth running before the permanent post holder takes over. Members noted the candidate's responses reflected that he envisaged this role as being for a very short term and that his priorities were focused upon making sure that all the basics were working smoothly before handing over to someone else.

Members felt the candidate had the capacity to undertake the interim role and met the minimum standards of professional competence and personal independence required for the interim role.

On the basis of the information provided by the Police and Crime Commissioner, the candidate's responses to robust and varied questioning and the discussions during deliberations the Panel unanimously supported the recommendation to appoint.

RESOLVED:

1. That the proposed appointment of the candidate, Mr Andy Champness be supported,
2. That if a permanent postholder is not in place by the Panel meeting on Thursday 22<sup>nd</sup> June 2023, a report should be submitted to that meeting providing an update on the recruitment process.

**25. ANY OTHER URGENT BUSINESS**

There being no further business the meeting closed at 11.13am.

# Minute Item 24

## Leicester, Leicestershire and Rutland Police and Crime Panel.

### Confirmation Hearing held on Monday 6<sup>th</sup> March 2023 - to consider the preferred candidate for the role of Interim Chief Executive Officer.

#### Record of Recommendation of the Panel to the Police and Crime Commissioner.

The Police and Crime Panel held a confirmation hearing on Monday 6<sup>th</sup> March 2023 at 10.30am at City Hall, Leicester to consider the appointment of a preferred candidate, Mr Andy Champness, to the role of Interim Chief Executive Officer.

The Panel considered Mr Andy Champness' candidacy in line with the relevant law (The Police Reform and Social Responsibility Act 2011) and the recommended Local Government Association Guidance, and followed the process below:

- a. The candidate was welcomed to the meeting.
- b. The Police and Crime Commissioner presented his preferred candidate to the Panel and proposed the appointment.
- c. The Panel asked questions of the Police and Crime Commissioner regarding the appointment process.
- c. The Panel asked questions of the candidate focused on his professional competence and personal independence, and during the course of questioning the candidate presented his understanding of the role.
- e. The candidate was given the opportunity to clarify any answers given during the hearing and to ask questions of the Panel about the next stage of the process.

The Panel assessed the candidate's ability based upon his suitability to undertake the interim role only, coming as it does after a series of other interim appointments, and being focused upon providing stability to the OPCC in the transition to the imminent appointment of a permanent Chief Executive.

Members commented on the candidate's experience working in senior roles including supporting other Police and Crime Commissioner's and the expectations about what he needed to deliver during his tenure. Members noted in particular his experience of change and project management and his comments about the organisation of the OPCC and ensuring its smooth running before the permanent post holder takes over. Members noted the candidate's responses reflected that he envisaged this role as being for a very short term and that his priorities were focused upon making sure that all the basics were working smoothly before handing over to someone else.

Members felt the candidate had the capability to undertake the interim role and met the minimum standards of professional competence and personal independence required for the interim role.

**Recommendation and publication:**

In line with Schedule 1 of the Police Reform and Social Responsibility Act 2011, the Monitoring Officer advises the Police and Crime Commissioner of the recommendations of the Panel:

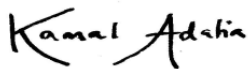
**That the proposed appointment of the candidate, Mr Andy Champness, be supported.**

**That if a permanent postholder is not in place by the Panel meeting on Thursday 22<sup>nd</sup> June 2023, a report should be submitted to that meeting providing an update on the recruitment process.**

The Panel will normally publish its decision and report five working days after the confirmation hearing has taken place. However, you may request the Chair, through the panel secretariat, to bring forward or delay publication of the Panel decision.

The Panel looks forward to receiving notice of your candidate for appointment as the permanent Chief Executive and working with Mr Andy Champness as he takes on the interim role.

Signed

A handwritten signature in black ink that reads "Kamal Adatia". The signature is written in a cursive style with a large initial 'K'.

Kamal Adatia

Monitoring Officer

On behalf of the Chair of the Leicester, Leicestershire & Rutland Police and Crime Panel.

8 March 2023