



PURPOSE: Report to the Police and Crime Panel

Title: Dyfed-Powys Police Chief Constable Appointment Process

Executive Summary:

In accordance with Section 38 of the Police Reform and Social Responsibility Act 2011, a thorough appointment process has been undertaken to appoint a Chief Constable for Dyfed-Powys Police. In support of the confirmation process as detailed in Schedule 8 of the Act, Members are asked to consider the report of the Appointments Panel Independent Member Gill Lewis on the process undertaken, along with my report in relation to my decision to present Mr Richard Lewis, currently Chief Constable of Cleveland Police, as the preferred candidate for the position of Chief Constable for Dyfed-Powys Police. This decision is supported by my Appointments Panel, who in adhering to the principles of merit, fairness and openness, robustly challenged and tested candidates to establish whether they met the necessary requirements to perform the role.

Recommendation:

That Members of the Police and Crime Panel, upon consideration of the information presented to them, confirm Mr Richard Lewis as the Chief Constable of Dyfed-Powys Police.

Police and Crime Commissioner for Dyfed-Powys

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the NOLAN Principles for Conduct in Public Life.

Signature:

Date: 22nd July 2021

Report of Police and Crime Commissioner to Members of the Police and Crime Panel

Appointment of Chief Constable Dyfed-Powys Police

1. Purpose of Report

The purpose of this report is to notify Members of the Police and Crime Panel of my preferred candidate for the position of Chief Constable for Dyfed-Powys Police. In doing so, I will provide the rationale for the decision made and why I believe Richard Lewis is suitable for the role.

2. Detailed Background

Following consultation with the Force, partners and public, a Candidate Information Pack (Appendix A) was developed which outlines the criteria and context for the Chief Constable appointment. In summary, I set out looking for:

- A credible Chief Officer, with relevant experience including the operational command of police officers at a senior level;
- A commitment to community and customer focus at a senior leadership level;
- Evidence of strong internal and external leadership, in particular effective communication and successful engagement in partnerships in the public, private and voluntary sectors;
- An understanding and appreciation of the particular needs of rural policing; and
- An understanding of the Welsh context, including language and culture.

The opportunity was advertised from the 14th June 2021 to the 6th July 2021 on the following websites:

- Police and Crime Commissioner for Dyfed Powys
- Dyfed Powys Police
- Association of Police and Crime Commissioners
- National Police Chief's Council
- The College of Policing

In addition I wrote to all Chief Officers at Assistant Chief Constable and above in England and Wales via Police and Crime Commissioners and Chief Constables. This open and transparent approach ensured that the vacancy was drawn to the attention of all qualified officers across England and Wales and more widely.

In line with the College of Policing Guidance, I was supported throughout the process by a diverse and experienced Appointments Panel, namely:

Uzo Iwobi, Founder of Race Council Cymru
Tegryn Jones, Chief Executive of Pembrokeshire National Park
Gill Lewis, Independent Member
Andy Marsh, Former Chief Constable of Avon & Somerset
Dr Caroline Turner, Chief Executive of Powys County Council

Carys Morgans, as my Chief of Staff and Monitoring Officer oversaw all elements of the appointments process to ensure that the principles of merit, openness and fairness were adhered to throughout proceedings.

2 applications were received and shortlisted, both of which demonstrated their competence and values as they went through the assessment process. This included 4 elements:

- Internal Stakeholder Panel – Although unmarked, the feedback received fed into the decision making process
- External Stakeholder Panel – Although unmarked, the feedback received fed into the decision making process
- Presentation – To test operational competence and strategic ability.
- Interview – This included a series of questions based on the role profile and Competencies and Values Framework.

It was ensured that each element of the Competency and Values Framework was appropriately covered during the process. Further information on each element of the process is available in the Independent Member's report.

Richard Lewis came through all elements of the process as being the stand-out candidate.

Richard Lewis is currently the Chief Constable of Cleveland Police.

Originally from Carmarthenshire, his career in the police service started in 2000 as a police constable in Dyfed Powys. Richard has worked in a variety of roles in uniform and CID during his 18 years in Dyfed Powys Police. He served in every rank up to (and including) Deputy Chief Constable at Dyfed Powys Police, working in all four counties in the Dyfed Powys area. Richard has also been the Head of the Professional Standards Department and chaired the Wales Counter Corruption Working Group.

In 2010, Richard gained a Fulbright Scholarship, a prestigious educational programme, at Pennsylvania State University where he studied Taser deployments leading to adverse incidents. The work was conducted in policing agencies as diverse as Dallas, Seattle and New York Police Departments. The majority of his time in the United States was spent working with the Emergency Service Unit of NYPD, based in Brooklyn.

Richard is currently the National Police Chiefs' Council (NPCC) lead for Ethics and chairs the National Ethics Committee and has recently completed his PhD with Bath Spa University.

Richard's performance throughout the selection process was credible and confident. Sound operational experience was demonstrated during the presentation to the Appointments Panel where he displayed gravitas and a natural authority. Throughout the process Richard demonstrated clear leadership and an appreciation of the Dyfed-Powys context. He drew upon his experience of dealing with issues and directly related them to matters that need addressing in Dyfed-Powys. Furthermore, Richard evidenced successful engagement with the workforce, the public and partners which resonated with the leadership criteria outlined in the Chief Constable Information pack (Appendix A).

Richard's performance engendered the confidence of every member on the Appointments Panel. His understanding of the Dyfed-Powys context, his commitment and potential to bring inspirational leadership to the organisation assures me that under his leadership, Dyfed-Powys Police will become the outstanding organisation that I am confident that it can be.

Discussions in relation to the specifics of the Terms and Conditions of appointment are currently underway. Details of finalised agreements will be provided to Members of the Police and Crime Panel in due course.

3. Impact Considerations

Implication	Impact Considered (Yes/No)	Impact Identified (paragraph reference)
Legal	Yes	Covering Report
Financial	Yes	Appendix A
Race and Equality	Yes	Main Report
Human Rights	Yes	None
Environmental and Sustainability	Yes	None
Risk Analysis	Yes	Main Report
National Park Implications	Yes	None

4. Appendices

- Appendix A - Candidate Information Pack for the post of Chief Constable – Dyfed-Powys Police.



Chief Constable
Recruitment Informa

5. Background / Supporting papers

- 'Guidance for the Appointment of Chief Officers', College of Policing (2018).