

## **NORTHUMBRIA POLICE AND CRIME PANEL**

### **REPORT AND RECOMMENDATIONS TO THE POLICE AND CRIME COMMISSIONER FOR NORTHUMBRIA ON THE APPOINTMENT OF WINTON KEENEN AS CHIEF CONSTABLE OF NORTHUMBRIA POLICE**

#### **1. EXECUTIVE SUMMARY**

- 1.1 This document constitutes the report and recommendations of the Northumbria Police and Crime Panel in respect of the proposed appointment of Winton Keenen as Chief Constable of Northumbria Police and is submitted to the Police and Crime Commissioner for Northumbria (PCC) in accordance with the requirements of Schedule 8 to the Police Reform and Social Responsibility Act 2011 (the Act).
- 1.2 The report recommends that Winton Keenen be appointed Chief Constable of Northumbria Police.
- 1.3 In submitting its report, the Panel would like to thank Mr Keenen for his attendance at the confirmation hearing and to congratulate him on his appointment.

#### **2. CONFIRMATION HEARING**

- 2.1 On 5 March 2018, the Chair of the Panel received the PCC's formal notification of Mr Keenen'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 the appointment) in sufficient time to enable it to submit its report and recommendations in respect of the appointment to the Commissioner within 3 weeks of the day on which it received notification.
- 2.2 The confirmation hearing was held at 11.45am on Monday, 26 March 2018 in the Gateshead Civic Centre. The following Panel Members were present:-

Councillors A Douglas (Chair) and J McClurey, Gateshead Council  
Councillor A Ainsley, Newcastle City Council  
Councillor C Burdis, North Tyneside Council  
Councillors S Davey and J Riddle, Northumberland County Council  
Councillors G Kilgour and J Welsh, South Tyneside Council  
Councillors H Trueman and M Mordey, Sunderland City Council  
J Guy and S Isaacson, Independent Members

The following officers from the Panel's Host Authority (Gateshead Council) were also present to support the Panel in conducting the hearing:-

D Hill                               - Service Director Legal and Democratic Services  
B Wilson                           - Democratic Services

2.3 Members of the Panel questioned Mr Keenen in relation to his proposed appointment and, having considered his responses to their questions and other information supplied to the Panel by the PCC in accordance with the requirements of Schedule 8 to the Act, agreed unanimously that the PCC should be recommended to proceed with Mr Keenen's appointment.

2.4 In reaching this conclusion, the Panel commented in particular that:-

- Mr Keenen had provided excellent responses to all of the Panel's questions in a strategic and detailed manner.
- Mr Keenen considered that with his experience and understanding of the force, he would give it the consistency and continuity it currently needed and, working with the other Members of the Command Team, continue to take it forward and make improvements.
- It was considered that Mr Keenen had the required leadership qualities to bring all Northumbria police officers and staff on board with his ideas and vision for the force in the future.
- Mr Keenen has a detailed knowledge of the area and he was committed to engaging with local Councils and building greater links and working closer with the area's diverse community.
- Mr Keenen stated his intention for Northumbria Police to become more involved in regional and national work as he felt that as a large force, it had a lot to contribute. He would ensure his senior command team was able to assist him in this.

2.6 The Panel also noted that the report provided by the Independent Member on the recruitment panel confirmed that the recruitment and selection process had complied with the principles of merit, fairness and openness and that the PCC had followed the College of Policing guidance on the recruitment and selection of Chief Officers and acted in accordance with the spirit of this guidance.

### 3. RECOMMENDATION

That the appointment of Winton Keenen to the post of Chief Constable of Northumbria Police on the terms and conditions set out in the report submitted to the Panel be confirmed.



Councillor A Douglas  
Chair, Northumbria Police  
Northumbria Police and Crime Panel



D Hill  
Representing the Clerk to the  
Northumbria Police and Crime  
Panel

26 March 2018