

## **NORTHUMBRIA POLICE AND CRIME PANEL**

### **REPORT AND RECOMMENDATIONS TO THE POLICE AND CRIME COMMISSIONER FOR NORTHUMBRIA ON THE APPOINTMENT OF VANESSA JARDINE 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 Vanessa Jardine 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 Vanessa Jardine be appointed Chief Constable of Northumbria Police.
- 1.3 In submitting its report, the Panel would like to thank Ms Jardine for her attendance at the confirmation hearing and to congratulate her on her appointment.

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

- 2.1 On 6 December 2022, the Clerk to the Panel received the PCC's formal notification of Ms Jardine'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 three weeks of the day on which it received notification.
- 2.2 The Confirmation Hearing was held at 1.50pm on Tuesday, 13 December 2022 in the Gateshead Civic Centre. The following Panel Members were present:-

Gateshead Council	Councillor A Douglas (Chair)
Newcastle City Council	Councillor J Sathian
North Tyneside Council	Councillor C Johnson
Northumberland County Council	Councillors C Horncastle and G Stewart
Sunderland City Council	Councillor P Stewart

Independent Co-opted Member Mr J Klajn

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

A Simmons-Mather - Representing the Clerk to the Panel  
B Wilson - Democratic Services

2.3 Members of the Panel questioned Ms Jardine in relation to her proposed appointment and, having considered her 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 Ms Jardine's appointment.

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

- Ms Jardine had provided excellent responses to all of the Panel's questions in a strategic and detailed manner.
- Ms Jardine considered that with her experience and understanding of policing, she would bring strong leadership and governance to Northumbria Police.
- It was considered that Ms Jardine had the required leadership qualities to bring all Northumbria police officers and staff on board with her ideas and vision for the force in the future.
- Ms Jardine was committed to focusing on neighbourhood policing and engaging with the community and working with the local authorities and third sector to identify rural or urban impact areas to make a big difference.
- Ms Jardine stated that she would be a visible Chief Constable and would get the officers' perspective on policing as well as having direct contact with the community as part of the two-way communication.

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 Vanessa Jardine 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.

A handwritten signature in black ink that reads "A. Douglas." The signature is written in a cursive style with a period at the end.

Councillor A Douglas  
Chair of Northumbria Police and Crime Panel

16 December 2022