

REPORT FOR THE WEST YORKSHIRE POLICE AND CRIME PANEL CONFIRMATION HEARING

KEY INFORMATION

Date: 30th May 2024

Subject: Appointment of a Deputy Mayor for Policing and Crime

Report of: Tracy Brabin – Mayor of West Yorkshire

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PURPOSE OF REPORT

The Mayor of West Yorkshire has chosen Alison Lowe as her preferred candidate for the role of Deputy Mayor for Policing and Crime. In accordance with schedule 1 paragraph 9 of the Police Reform and Social Responsibility Act 2011 the Police and Crime Panel will hold a confirmation hearing to consider her candidacy. This report sets out the procedures to be followed, the candidate's qualifications in respect of the role, and terms of employment. The candidate will attend the confirmation hearing to answer questions relating to this appointment.

RECOMMENDATION

That the Panel:

- Notes the process outlined for the appointment of the Deputy Mayor for Policing and Crime.
- Considers the appointment following the confirmation hearing and produces a report for the Mayor, including a recommendation as to whether or not the candidate should be appointed

INTRODUCTION AND BACKGROUND

The legal position is set out in Schedule 1 of the Police Reform and Social Responsibility Act 2011 ("the 2011 Act")¹. The legal requirements are as follows:

- The Mayor in her capacity as Police and Crime Commissioner (PCC) is required to notify the Police and Crime Panel of the proposed appointment of the Deputy Mayor for Policing and Crime and also to notify the Panel of the following information:
 - (i) the name of the person whom the Mayor in her capacity as PCC is proposing to appoint ("the candidate")
 - (ii) the criteria used to assess the suitability of the candidate.
 - (iii) why the candidate satisfies those criteria, and
 - (iv) the terms and conditions on which the candidate is to be appointed.
- The Panel must hold a public confirmation hearing at which the candidate is requested to appear for the purpose of answering questions relating to the appointment.
- Following the hearing, the Panel must review the appointment and make a report to the Mayor. The report must include a recommendation to the Mayor as to whether or not the candidate should be appointed.
- The report must be made within a period of 3 weeks from the date on which the panel received notification of the proposed appointment and must be published by the Panel.
- The Mayor may accept or reject the Panel's recommendation as to whether the candidate should be appointed and should then notify the Panel of the decision.

THE ROLE OF THE DEPUTY MAYOR FOR POLICING AND CRIME

The Mayor remains responsible for the exercise of PCC functions for West Yorkshire and retains ultimate accountability to the public. The Mayor has set out a key manifesto pledge in relation to reducing serious violence, with commitments to continue to focus on violence against women and girls and embed the recommendations of the commissioned report on men and boys.

However, given the Mayor's wider responsibilities across a range of functions including transport, housing, and adult education, she is able to appoint a Deputy Mayor for

¹ <https://www.legislation.gov.uk/ukpga/2011/13/contents/enacted>

Policing and Crime (DMPC) to support her.

The role of the DMPC is a senior appointment with substantial delegated authority covering policing and crime. The three elements of the Mayor's policing and crime responsibilities that will not be delegated are those which cannot be delegated under the 2011 Act. These are:

- Setting the policing budget and precept.
- Production of a Police and Crime Plan for West Yorkshire.
- The appointment and dismissal of a Chief Constable.

Due to the substantial delegation of functions, the role of DMPC will be closer to the role of a PCC rather than that of a Deputy PCC. It is also expected that the DMPC will represent West Yorkshire on the Mayor's behalf nationally, including through the Association of Police and Crime Commissioners and national and regional collaborations. The DMPC will be employed by the West Yorkshire Combined Authority (WYCA) and be accountable to the Mayor.

The essential criteria for the candidate are:

- Knowledge of the policing and criminal justice landscape both nationally and at a West Yorkshire level.
- The ability to work at a senior executive level and make strategic decisions as a sole decision maker.
- The skills to influence policy at a national level to ensure that West Yorkshire's interests are considered in future government decision making.
- The proven ability to engage with partners and the public in order to lead West Yorkshire's policing and community safety agenda.
- Proven experience in understanding complex issues and the ability to challenge at a senior executive level.
- An extensive understanding of the complex nature of crime, its contributing causes and associated vulnerabilities both for victims and offenders.

CANDIDATE DETAILS

The Mayor's preferred candidate for Deputy Mayor for Policing and Crime is Alison Lowe, OBE.

Alison is considered to meet and exceed the requirements for DMPC; Alison brings a wealth of experience of policing and crime issues and is a passionate champion of inclusion and mental health. Alison has previously been Chief Executive at Touchstone, a mental health and wellbeing charity based in West and South Yorkshire, specialising in working with Black, Asian and Minority Ethnic communities, and has worked with voluntary organisations for nearly 30 years. She has previously represented Armley on Leeds City Council from 1990 to 2019, served as a member of the West Yorkshire Police Authority and served as Chair of the West Yorkshire Police and Crime Panel from 2012 to 2019. Alison has also

fulfilled the role of DMPC in West Yorkshire since 2021 during the Mayor's previous term in office. In June 2022, Alison received an OBE and an Honorary Doctor of Laws from Leeds University.

Appendix A – Alison Lowe CV

SUITABILITY CRITERIA

ESSENTIAL CRITERIA	ALISON LOWE - SUITABILITY
<ul style="list-style-type: none"> Knowledge of the policing and criminal justice landscape both nationally and at a West Yorkshire Level. 	<ul style="list-style-type: none"> DMPC 2021-2024. Chair of the West Yorkshire Local Criminal Justice Board, Yorkshire and the Humber Rehabilitation Partnership Board, West Yorkshire Partnership Executive Group. Former member and Chair of West Yorkshire Police and Crime Panel, 2012-2019. Member of the West Yorkshire Police Authority, Chair of the Macpherson Steering Group and member of the Best Value Review of Policing (Leeds).
<ul style="list-style-type: none"> The ability to work at a senior executive level and make strategic decisions as a sole decision maker 	<p>Extensive experience as a strategic leader:</p> <ul style="list-style-type: none"> DMPC 2021-2024. Supported in the delivery of the Mayor's Police and Crime Plan. Implementation of the Police Race Action Plan. Chief Executive of a medium- size mental health charity, Touchstone, from 2004 preparing a ten-year strategic business plan and achieving Investors in People-Platinum Award, Stonewall Top 100 organisation award since 2014 and a Sunday Times Best Company for the 9th successive year. In 2018/19, Touchstone was named Number One Most Inclusive UK Employer for the 3rd year running by Inclusive Companies. Interim CEO of Sharing Voices, Bradford, 2016. Service Director, Foundation Housing, 2001-2004.

<ul style="list-style-type: none"> The skills to influence policy at a national level to ensure that West Yorkshire's interests are considered in future government decision making 	<p>Wide-ranging participation and leadership in the voluntary sector and local government:</p> <ul style="list-style-type: none"> Chair of the Yorkshire and Humber Employers Committee for 9 years. Member of Forum Central since 2005 and Chair since 2018. Stonewall Senior Champion of the Year, 2015. Co-Chair of Leeds and York Partnership Foundation Trust Equality and Inclusion Group, 2020. Board member, Leeds CAB, since 2007. Member and Chair Leeds Survivor Led Crisis Service, since 2008. Chair of Leeds Statues Review, 2020. Chair of BAME Voluntary, Community and Social Enterprise Review Panel into Health Inequalities (led by the ICS), 2020. Non-Executive Director Leeds Community Healthcare NHS Trust, 2020.
<ul style="list-style-type: none"> The proven ability to engage with partners and the public in order to lead West Yorkshire's policing and community safety agenda. 	<ul style="list-style-type: none"> DMPC 2021-2024 and Chair of the Community Safety Partnership Forum. Inclusion champion with 29 years' service as a local councillor (Armley), Chair of the Health Scrutiny Board, Shadow Lead Member for Children's Services and City Services and Environment and lead for Personnel. Deputy Lord Mayor, Leeds, 2003-2004.
<ul style="list-style-type: none"> Proven experience in understanding complex issues and the ability to challenge at a senior executive level. 	<p>Extensive strategic leadership roles delivering service excellence, growth and sound financial management in an uncertain environment.</p>

<ul style="list-style-type: none"> • An extensive understanding of the complex nature of crime, its contributing causes and associated vulnerabilities both for victims and offenders. 	<ul style="list-style-type: none"> • DMPC 2021-2024; development and delivery of force wide, WYCA lead VAWG strategies. Chair of the LCJB Victims and Witnesses Board. Chair of the Domestic and Sexual Abuse Board. • Chair of Leeds Domestic Violence Forum combined with community-based work with ex-offenders and mental health advocacy and services.
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APPOINTMENT DETAILS

The DMPC will be paid at a rate which has been assimilated to point 41 of the WYCA pay-scale. The salary point will remain fixed for the period of fixed term appointment but will be subject to annual cost of living rises. The Contract of Employment is attached as Appendix C.

For this appointment, the position will be remunerated at £82,340.00 per annum and subject to Combined Authority terms and conditions of employment.

Appendix B – Contract of Employment

LEGAL IMPLICATIONS

Section 18 of the Police Reform and Social Responsibility Act 2011 (Transfer of Police and Crime Commissioner Functions to the Mayor) allows the Mayor to appoint a person as deputy mayor for policing and crime and arrange for that person to exercise police and crime commissioner functions on behalf of the Mayor. However, the Mayor must not appoint a person listed in section 18 of the 2011 Act as their deputy, nor may they delegate to that person the functions of:

- (i) issuing a police and crime plan
- (ii) calculating the policing component of the precept
- (iii) appointing, suspending or calling upon the Chief Constable to retire or resign.

The Mayor must notify the Police and Crime Panel of their proposed appointment of a deputy mayor for policing and crime and the Panel must then follow a statutory process which culminates in their making a report and recommendation to the Mayor as to whether the proposed candidate should be appointed. The Mayor may decide to accept or reject the Panel's recommendation and must notify the Panel of their decision accordingly.

STATEMENT FROM THE CANDIDATE

I am delighted to be considered for the role of Deputy Mayor for Policing and Crime in West Yorkshire, for a second term.

I believe we have achieved many of our shared priorities, together, over the last three years and I am committed to continuing our partnership for the benefit of the people and communities of West Yorkshire.

In this term, serious violence within our communities - against women and girls or men and boys - will be our primary focus. I will rely on the guidance and constructive support of the Panel to help us coproduce a strategy that delivers for us all.

Despite often robust scrutiny, I have welcomed the wisdom and grass-roots experience of the Panel which has helped the Policing and Crime Team target its resources effectively and efficiently and has helped me hold the force to account on behalf of our citizens. I will continue to rely on you all over the next four years, should I be appointed.

STATEMENT FROM THE MAYOR

Alison Lowe has been an exceptional Deputy Mayor for Policing Crime, delivering on my plan to create a safer West Yorkshire.

Over the last three years she has gained the trust and confidence of many in the community disaffected by politicians and the Police. She has used her lived experience to hold a critical mirror to our Police Force, holding senior officers to account for their decisions. In so doing, I believe we have driven better outcomes for the people we serve.

But we have only just got started. I want to continue working alongside Alison over the next four years, because I know together, we will not only drive improvements for our region, but will also be able to influence national policy making on policing and crime.

SUPPORTING DOCUMENTS

Appendix A – Alison Lowe - CV

Appendix B – Contract of Employment

