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Your Reference: N/A

Our Reference: Lincolnshire PCP

Contact: Ann Good

Email: lincolnshirepcp@e-lindsey.gov.uk

Date: 21st February 2024

Marc Jones
Police and Crime Commissioner for Lincolnshire

Via email - lincolnshire-pcc@lincs.pnn.police.uk

Dear Commissioner

Re: Proposed appointment of Mr Paul Gibson to the position of Chief Constable of Lincolnshire Police

I would like to thank you and your colleagues for your attendance at the Confirmation Hearing conducted by the Lincolnshire Police and Crime Panel for Mr Gibson on Wednesday 21st February 2024. I write to you now in accordance with Schedule 8 Part 1 of the Police Reform and Social Responsibility Act 2011 to confirm the decision of the Panel with regard to your proposed appointment of Mr Gibson to the post of Chief Constable of Lincolnshire Police.

This letter constitutes the Panel's report on the proposed appointment in accordance with paragraph 4(3) of Schedule 8.

Prior to the Hearing the Panel reviewed your report to the Panel including the supporting information, along with the Independent Member's report provided by Mr Tony McArdle regarding the recruitment process undertaken. The Panel is satisfied that the recruitment process was comprehensive and undertaken in accordance with the responsibilities detailed in the Home Office Circular 013/2018 and the College of Policing guidance for appointing chief officers. The Panel is reassured that this is also the view of the Independent Member.

In line with Local Government Association/Centre for Public Scrutiny guidance the Panel asked Mr Gibson a range of questions in order that members could satisfy themselves that he has both the professional competence to fulfil the role, as set out in the role profile for the post and that he has the personal independence necessary to exercise the role.

Following consideration of the documentation provided and the responses given by Mr Gibson at the Confirmation Hearing the Panel agreed that Mr Gibson fully met their expectations in relation to the role of Chief Constable of Lincolnshire Police. He demonstrated through his comprehensive and confident answers to the Panel's questions that he has the professional competence and personal independence to carry out and be successful in the role.

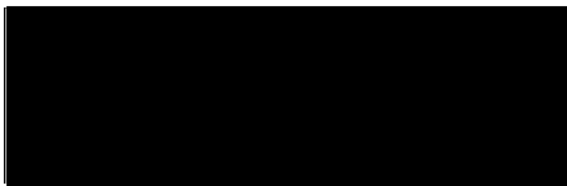
The Panel was unanimous in its conclusion that Mr Gibson fulfils the requirements and therefore has no hesitation in endorsing your choice of candidate for the position of Chief Constable.

The formal recommendation of the Panel is therefore that you appoint Mr Gibson to the position of Chief Constable of Lincolnshire Police. Please pass on the Panel's congratulations to Mr Gibson.

The Panel looks forward to working with Mr Gibson in the years ahead.

Please note that this letter will be published on the Panel's website.

Yours sincerely



Chris Cook
Chairman – Lincolnshire Police and Crime Panel