

Your Reference:

Our Reference: Lincolnshire PCP

Contact: Kathryn Walton

Ext: 3421

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Date: Friday 11th December 2020

Marc Jones
Police and Crime Commissioner for
Lincolnshire

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

Dear Commissioner

Re: Proposed appointment of Mr Chris Haward 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 Haward on Thursday 10th December 2020. 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 Haward 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 Haward 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 Haward at the Confirmation Hearing the Panel agreed that Mr Haward 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.

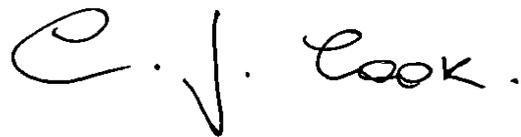
The Panel was unanimous in its conclusion that Mr Haward fulfils the requirements and therefore has no hesitation in endorsing your choice of candidate for the position of Chief Constable.

The formal recommendation of the Panel is therefore that you appoint Mr Haward to the position of Chief Constable of Lincolnshire Police.

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

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

Yours sincerely

A handwritten signature in black ink that reads "C. J. Cook." The signature is written in a cursive style with a large initial 'C' and a small 'J'.

Chris Cook
Chairman – Lincolnshire Police and Crime Panel