



## West Yorkshire Combined Authority

### Record of Decision made by the Mayor in respect of Police and Crime Commissioner functions

<b>Title/Subject: Chief Constable's Contract</b>
<b>Serial No: MPCC193</b>
<b>Summary:</b> <p>The Mayor is responsible for appointing the Chief Constable. Determinations made by the Secretary of State pursuant to Regulation 11 of the Police Regulations 2003, provide that the Mayor may extend the Chief Constable's contract for a further term of a maximum of three years and for subsequent terms each of a maximum of one year.</p> <p>The Chief Constable was appointed on a five-year fixed-term contract on 19 July 2019. The Mayor has considered offering the Chief Constable an extension to contract of three years, to July 2027, in the interests of securing an efficient and effective police force.</p> <p>In doing this the Mayor has taken account of the following:</p> <ul style="list-style-type: none"><li>• West Yorkshire Police has performed exceptionally under the Chief Constable's leadership being graded by HMICFRS in November 2021 as 'outstanding' in four out of ten areas 'good' in four areas. Her Majesty's Inspector of Constabulary Andy Cooke said: "I congratulate West Yorkshire Police on its excellent performance in keeping people safe and reducing crime. I have graded the force as outstanding in four areas of policing, which properly reflects its high level of performance in a challenging policing environment."</li><li>• In the last HMICFRS report into Crime Recording Practices, West Yorkshire Police was one of only five forces in the country to be graded as 'Outstanding' at crime-recording accuracy, putting victims at the forefront of the force's crime-recording arrangements.</li><li>• The force has developed a recruitment profile for officers which significantly exceeds the Police Uplift Programme (PUP) allocation target and continues to meet Status Level One rating for the joiner rate in relation to Ethnic Minority Officers meaning that the 12-month rolling joiner rate for Black, Asian, Mixed or Other officers is higher than the local population. In relation to female officers the Force is also "Status Level One" for female representation meaning that the representation of females within this Force is greater than the overall England and Wales rate.</li><li>• West Yorkshire is an effective Force with a successful Chief Constable but faces an unprecedented challenge in terms of financial pressures arising from the energy crisis and the current economic climate.</li></ul>

**Requested Decision:**

That the Mayor agrees to extend the Chief Constable's contract to July 2027 in the interests of securing an efficient and effective police force for West Yorkshire.

Implications	Details / Comments	Officer Sign Off
Financial		 Angela Taylor Director, Corporate and Commercial Services
Legal		 Caroline Allen, Head of Legal and Governance Services

**Decision:** *Approved*

**Signature:**



**Title:** Tracy Brabin, Mayor of West Yorkshire

**Date:** 03.11.22

**Publication**

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No – 'Sensitive' under the GSC Scheme
	<input type="checkbox"/> No - Exempt under 2(2) of The Elected Local Policing Bodies (Specified Information) Order 2011.

**Execution of legal documents** *(please list documents)*

<input type="checkbox"/> Seal of the Combined Authority	<input type="checkbox"/> Signature <sup>1</sup>

<sup>1</sup> The Head of Legal Services in West Yorkshire Police has delegated authority from the Head of Legal and Governance Services to apply the seal of West Yorkshire Combined Authority