

SIMON DENNIS – PERSONAL STATEMENT

7 May 2019

Dear Members

Thank you for the opportunity to submit a personal statement in support of the Police, Fire & Crime Commissioner's proposal in respect of Acting Chief Executive & Monitoring Officer provision.

As the Commissioner will have explained in her formal proposal paper, the collaborative service model proposed by the Police & Crime Commissioner for Cleveland by way of service provision to the Police, Fire & Crime Commissioner for North Yorkshire, relies upon the part-time secondment of my Cleveland role along with the whole time secondment of my colleague Sharon Caddell in the role of Assistant Chief Executive. This model reproduces this particular element of the senior executive team structure within the Office of the Police & Crime Commissioner for Cleveland and I am confident that it will equally well serve the needs of the Office of the Police Fire & Crime Commissioner for North Yorkshire.

In the brief time that Mrs Caddell and I have spent working with the staff of the North Yorkshire OPFCC between mid-April and the forthcoming Panel confirmation proceedings, we have found the North Yorkshire OPFCC team to be talented, dedicated and focussed professionals committed to their roles delivering for the public of North Yorkshire. We have joined the team at a time of significant change under the Transform 2020 programme and we welcome the opportunity to provide stability, leadership and overall development to the team over the period of the collaborative secondment. There are opportunities to strengthen links between the respective teams in Cleveland and North Yorkshire across all of the functions performed by the respective Offices. It will be a pleasure to lead the team and with Members' approval we very much look forward to doing so.

Mrs Caddell, in her substantive role within Cleveland as Project Manager for the Whole System Approach to Domestic Abuse Programme, has a demonstrable track record in public service which includes:

1. A Leadership and Management professional qualification complemented by extensive experience at a senior level within public and voluntary sector organisations.
2. An existing academic study and professional development commitment: Mst (part time) Applied Criminology & Senior Police Leadership the University of Cambridge
3. Experience of providing strategic project management capability within an Office of Police & Crime Commissioner, and leading a major transformational programme within Cleveland Police.
4. Experience of maintaining and developing governance systems.
5. Experience of designing and implementing team development programmes.
6. A comprehensive understanding of Police Service governance arrangements and of operating within a corporate governance framework.

Mrs Caddell was a principal monitoring officer for homelessness, housing allocations, domestic abuse and selective landlord licencing within Middlesbrough Council from 2007 until 2016, then led on domestic abuse transformation within Cleveland from 2016 until 2019. Within the North Yorkshire context she is developing a programme to provide leadership and senior management - developing clear, defined and achievable priorities with associated aims and objectives over the next twelve months for the staff of the North Yorkshire OPFCC, whose roles and responsibilities are in place to ensure successful delivery of the North Yorkshire Police, Fire & Crime Commissioner's programme. I am confident that Mrs Caddell is a suitable candidate to provide a collegiate senior executive service within the structure of the collaboration

agreement. She brings a wealth of skills, abilities and experience to assist in supporting the team here at the North Yorkshire OPFCC.

From a personal perspective I remain committed to my role serving the public of Cleveland whilst welcoming the opportunity to serve part time in North Yorkshire, the area in which my family and I have our home. It will be my privilege to deliver the Commissioner's programme for the public of North Yorkshire and in due course in time for the electoral cycle, to prepare the OPFCC team to support the needs of the incoming Police, Fire & Crime Commissioner.

Mindful that although the collaborative service is a collective endeavour, Members are considering my formal candidacy for the Acting Chief Executive statutory role, I have set out below in some detail my professional experience.

I look forward to meeting with Members on 16 May 2019.

Simon Dennis

7 May 2019

POLICE & CRIME COMMISSIONER FOR CLEVELAND

CHIEF EXECUTIVE & MONITORING OFFICER 2014 – CURRENT
(MIDDLESBROUGH, UK)
(ALSO INTERIM CEO TO NORTH YORKSHIRE PCC) APRIL – JULY 2016
(HARROGATE, UK)

Undertaking the duties of the Chief Executive appointed under the Police Reform and Social Responsibility Act 2011; the Head of Paid Service; and Monitoring Officer.

Providing leadership and effective, high quality guidance, advice and support to the PCC and staff within the OPCC. Leading, motivating and developing the OPCC as a team and as an organisation,

Ensuring that the Commissioner and his Office meet their statutory duties and strategic objectives ensuring legality, effective governance and the highest ethical standards. Acting as the Appropriate Authority delegate in respect of Chief Officer complaints and conduct.

Acting as the lead advisor to the Police and Crime Commissioner in the review, development and implementation of the Police and Crime Plan. Jointly and individually leading corporate programmes including transformation of standards and ethics, equality and diversity change and joint project sponsor of the partnership Community Safety Hub.

Supporting and advising the Commissioner in the development of his vision, strategy and plans, ensuring their implementation and regular review.

NORTH YORKSHIRE POLICE -&- NORTH YORKSHIRE POLICE & CRIME
COMMISSIONER 2004 – 2014
(NORTHALLERTON, UK)
FORCE SOLICITOR & HEAD OF LEGAL SERVICES 2013 – 2014
DIRECTOR OF LEGAL & COMPLIANCE SERVICES 2008 – 2013

Head of Joint Corporate Business Unit, latterly Deputy Monitoring Officer to Police & Crime Commissioner and attending Legal Advisor to the Joint Executive Board.

Provided strategic and policy-level legal/regulatory advice to Police & Crime Commissioner and Chief Officer Team, including delegated authority to act as general counsel on all civil legal claims asserted against the office of Chief Constable or Commissioner. Arranged and managed use of external legal services providers; oversaw PCC and Chief Constable litigation management and insurance arrangements. Led additional dedicated teams dealing with specific risk/compliance issues including: compliance risk management; business continuity; data protection; freedom of information; civil disclosure; and information security functions.

- Provided authoritative legal advice to senior officers and Police Authority, successfully demonstrating the value of high quality advice on risk management and other high-profile matters.
- Acted in significant police legal and ethical issues, including a period advising the Director-General-designate of the National Crime Agency in relation to high-profile police integrity investigations.
- Key leadership and executive role in the change and transition processes in respect of the establishment of Police & Crime Commissioners; worked directly to Commissioner in respect of fundamental reform of the decision-making and scrutiny system.

Established Force's first in-house legal services function, incorporating risk management and business continuity functions. Supervised and motivated specialist team of lawyers in relation to all aspects of civil law including: civil orders; licensing; police property law; employment law; police officer conduct; civil claims against Force; inquests; judicial review.

- Successfully designed and implemented first in-house legal services function - establishing all functions and teams from scratch.
- Established and embedded risk management function as a key business discipline; recruited professional risk manager delivering management of business/enterprise risk, legal/hard risk and insurance management.
- Handled claims against the organisation in-house and at low hourly rates, outsourcing specialist contentious work only where appropriate.
- Established in-house insurance management service, replacing expensive external provider with in-house service and procuring a focussed external insurance brokerage partner.
- Developed business continuity strategy/policy in line with British Standard Quality Mark; resourced small function aligned with risk management to deliver programme of identifying critical functions and establishing business continuity plans.

NORTH YORKSHIRE COUNTY COUNCIL
(NORTHALLERTON, UK)

2003–2004

SENIOR LAWYER (LITIGATION)

Delivered legal advice on contentious legal matters to (a) the local police force/fire brigade, as external clients; and (b) the County Council's own departments. Led and developed litigation team. Member of Senior Staff Group.

CHADWICK LAWRENCE SOLICITORS
(LEEDS/WAKEFIELD, UK)

1994 – 2003

EXECUTIVE / TRAINEE SOLICITOR / SOLICITOR

Provided timely, accurate legal advice and court advocacy covering general litigation, human rights, civil liberties, and domestic violence cases to a wide range of private and legally aided clients.

- Successfully continued development of firm's innovative human rights and judicial review department, providing publicly funded (legal aid) services in relation to criminal appeals, workplace rights, and claims against public authorities.
- Legal Aid Quality Mark Supervisor.

EDUCATION

PG Dip Legal Practice (LPC) with Commendation – Leeds Metropolitan University (2000)

PG Dip Law (CPE) with Commendation – Leeds Metropolitan University (2000)

Law/Legal Practice (Year 1 Law with Distinction) – Institute of Legal Executives (1995)

BA (Hons) 2:1 English – University College of Wales, Aberystwyth (1994)

PROFESSIONAL QUALIFICATIONS

Solicitor of the Supreme Court (admitted 2002)