

West Mercia Police and Crime Panel

Report and Recommendations to Mr John Campion, West Mercia Police and Crime Commissioner, on the Appointment of Kyle Gordon as Chief Constable of West Mercia Police

The West Mercia Police and Crime Panel met on Friday 19 January 2024 and carried out a confirmation hearing of the recommended appointment of Kyle Gordon as Chief Constable of West Mercia Police. The members present were:

Councillors:

Barry Durkin (Chairman) – Herefordshire Council
Rob Adams (Vice-Chairman) - Wychavon District Council
Joanne Beecham – Redditch Borough Council
Kyle Daisley – Worcestershire County Council
Robin Drew – Wyre Forest District Council
Liz Harvey – Herefordshire Council
Nigel Lumby – Shropshire Council
Vivienne Parry – Shropshire Council
Tony Parsons – Shropshire Council
Tom Piotrowski – Worcester City Council
Colin Taylor – Shropshire Council

Independent Lay Members:

Carole Clive
Beth McDowall

The Panel had before it the report of the Chief Executive Officer of The Police and Crime Commissioner's Office which included the report of the Independent Person who oversaw the recruitment process, the role profile and person specification.

The Panel heard from the Police and Crime Commissioner (PCC) about the recruitment process and the PCC drew attention to the Independent Member Report. He also set out the experience and competencies of Kyle Gordon that he considered made him the right candidate for appointment as Chief Constable.

The Panel then asked questions of Kyle Gordon. Areas covered by their questions and his responses included:

- how his previous knowledge and experience equipped him to understand and manage the community's needs in the diverse area of West Mercia

Cllr Barry Durkin
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and what lessons he had learnt from his previous experiences which would be applied as Chief Constable;

- how he would effectively communicate with the public, supporting the aim to increase confidence in local policing and also build relationships with all partners in West Mercia;
- how he would achieve a balance between operational independence, whilst supporting the delivery of the PCC's Police and Crime Plan objectives, and remaining professionally independent; and
- his priorities for the workforce and strategy development across West Mercia Police and plans for retention of Police Officers.

In accordance with the requirements of Schedule 8 to the Police Reform and Social Responsibility Act 2011 the Panel agreed unanimously that the PCC should be recommended to proceed with Kyle Gordon's appointment. The Panel was impressed by his understanding of the complexity of policing West Mercia, and his strong professional knowledge and understanding of the independence of the Chief Constable role.



Barry Durkin
Chairman of the West Mercia Police and Crime Panel
26 January 2024