

## **GREATER MANCHESTER POLICE FIRE AND CRIME PANEL**

Date: 14 May 2021

Subject: Report and recommendations to the Mayor for Greater Manchester on the Appointment of Stephen Watson as Chief Constable of Greater Manchester Police

Report of: Councillor Nigel Murphy, Chair, Police Fire and Crime Panel and Eamonn Boylan, GMCA, Chief Executive

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### **PURPOSE OF REPORT:**

This document constitutes the report and recommendations of the Greater Manchester Police, Fire and Crime Panel in respect of the proposed appointment of Stephen Watson as Chief Constable of Greater Manchester Police, and is submitted to the Mayor for Greater Manchester in accordance with the requirements of Schedule 8 to the Police Reform and Social Responsibility Act 2011 (the Act).

### **RECOMMENDATION:**

That the appointment of Stephen Watson to the post of Chief Constable, Greater Manchester Police, on a five-year fixed term appointment, and at a salary of £204,372 (in line with Police Remuneration and Review Body), be confirmed.

### **CONTACT OFFICERS:**

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## 1. EXECUTIVE SUMMARY

- 1.1 This document constitutes the report and recommendations of the Greater Manchester Police, Fire and Crime Panel in respect of the proposed appointment of Stephen Watson as Chief Constable of Greater Manchester Police, and is submitted to the Mayor for Greater Manchester in accordance with the requirements of Schedule 8 to the Police Reform and Social Responsibility Act 2011 (the Act).
- 1.2 The report recommends that Stephen Watson be appointed Chief Constable of Greater Manchester Police.
- 1.3 In submitting it's report, the Panel would like to thank Stephen Watson for his attendance at the confirmation hearing and to congratulate him on his appointment.

## 2. CONFIRMATION HEARING

- 2.1 On Friday 26 March 2021, the Clerk to the Panel received the PCC's formal notification of Stephen Watson's proposed appointment. By law, the Panel is required to hold a confirmation hearing (a meeting of the Panel held in public at which the candidate for appointment is requested to appear for the purpose of answering questions relating to the appointment) in sufficient time to enable it to submit it's report and recommendations in respect of the appointment to the GM Mayor within 3 weeks of the day on which it received notification.

- 2.2 The confirmation hearing was a live-streamed event held at 3.00 p.m. on Friday 26 March 2021. The following Panel Members were present: -

Councillor Nigel Murphy (Chair), Manchester City Council  
Councillor Nasim Muslim, Bolton Council  
Councillor Richard Gold, Bury Council  
Councillor Steve Williams, Oldham Council  
Councillor Janet Emsley, Rochdale Council  
Councillor David Lancaster, Salford Council  
Councillor Amanda Peers, Stockport Council  
Councillor Alison Gwynne, Tameside Council  
Councillor Graham Whitham, Trafford Council  
Councillor Kevin Anderson, Wigan Council  
Angela Lawrence and Maqsood Ahmad, Independent Members

The GM Mayor, Andy Burnham and GM Deputy Mayor, Baroness Hughes were also present.

- 2.3 The following officers were also present to support the Panel in conducting the hearing: -

Eamonn Boylan, Chief Executive, GMCA  
Steve Wilson, GMCA Treasurer  
Kevin Lee, Director of the Mayor's Office  
Gwynne Williams, Deputy Monitoring Officer, GMCA  
Clare Monaghan, Director Police, Fire and Criminal Justice, GMCA

Steve Annette, Governance and Scrutiny Officer, GMCA  
Lee Teasdale, Governance and Scrutiny Officer, GMCA  
Jimmy Smallwood, Senior Media Manager, GMCA  
Sarah Keaveny, Head of Communications, GMCA  
Neil Evans, Police, Crime, Criminal Justice and Fire Team

- 2.4 The GM Mayor and GM Deputy Mayor referred to the personal qualities and wide experience that Stephen Watson brought to the role and the key challenges that lay ahead in addressing and responding to (a) the failings and criticisms highlighted in the recent HMIC report; (b) the imperative of resolving technical impediments that currently prevented iOPS from enabling GMP to be the Force it should be; (c) the further development of neighbourhood policing initiatives, and (d) the need to re-set police services to meet both the diverse needs of the City Region and the increasingly sophisticated nature of some areas of criminality, and to be victim focussed in all of its endeavours.

They also paid tribute to the valuable contribution that had been made by Ian Pilling during the period that he had been Acting Chief Constable, the initial work that had been commenced under his leadership in response to the findings of the HMIC report, and his pivotal role in maintaining the morale of the Force at a difficult time.

The Chair gave a brief overview of the recruitment process that had been conducted in accordance with the requirements of the Act and the Home Office and College of Policing guidance on Chief Officer Appointments.

Members of the Panel asked various questions and made comments to the Chief Constable designate. He in turn responded to each of the questions of the Panel and in the process outlined his vision for the future of the police service in Greater Manchester going forward, the difficult problems to be tackled as key priorities, but also the inherent strengths of the organisation and the clear commitment within the Force to harness all of its strengths and to be the Force that it had the potential to be for the benefits of all the diverse communities of Greater Manchester.

In accordance with the requirements of Schedule 8 to the Act, the Panel agreed unanimously that the PCC should be recommended to proceed with Stephen Watson's appointment.

- 2.5 In reaching this conclusion, the Panel commented in particular that: -

- It was considered that Mr Watson had the required leadership qualities to deliver the vision he has for the future of Greater Manchester Police.
- Mr Watson has a detailed knowledge of Greater Manchester Police and is committed to engaging with the ten district councils and to building greater links and working closer with the city region's diverse communities.
- Mr Watson stated his intention for Greater Manchester Police to become an integral partner in regional and national work as he felt

that as a large service, it had a lot to contribute. He would ensure his senior command team was able to assist him in this.

2.6 The Panel also noted that the report provided by the Independent Members on the recruitment panel, confirmed that the recruitment and selection process had complied with the principles of merit, fairness, and openness and had followed the College of Policing guidance on the recruitment and selection of Chief Officers and acted in accordance with the spirit of this guidance.

### **3. RECOMMENDATION**

That the appointment of Stephen Watson to the post of Chief Constable, Greater Manchester Police, on a five-year fixed term appointment, and at a salary of £204,372 (in line with Police Remuneration and Review Body), be confirmed.

Councillor Nigel Murphy  
Chair, Police Fire and Crime Panel  
25 March 2021

Eamonn Boylan  
GMCA, Chief Executive