

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

Date: 5<sup>th</sup> December 2022

Subject: Appointment of a Deputy Mayor for Policing and Crime

Report of: Andy Burnham – Mayor of Greater Manchester

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### **PURPOSE OF REPORT**

In November 2022, the Mayor announced that Baroness Beverley Hughes, the Deputy Mayor for Policing and Crime, will be stepping down from this position, commencing in January 2023.

In view of this, the Mayor may appoint a new Deputy Mayor for Policing and Crime and in accordance with schedule 1 paragraph 9 of the Police Reform and Social Responsibility Act 2011 the Police, Fire and Crime Panel must hold a confirmation hearing.

This report sets out the procedures to be followed, the candidate's qualifications in respect of the role and terms of employment. The candidate will attend the confirmation hearing to answer questions relating to this appointment.

### **RECOMMENDATIONS:**

That the Panel,

- Notes the process outlined for the appointment of the Deputy Mayor for Policing and Crime.
- Considers the appointment following the confirmation hearing and produces a report for the Mayor, including a recommendation as to whether or not the candidate should be appointed.

## **CONTACT OFFICERS:**

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Director – Police, Crime and Fire

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## 1. INTRODUCTION AND BACKGROUND

The legal position is set in Schedule 1 to the Police Reform and Social Responsibility Act 2011 ("the 2011 Act"), the Greater Manchester Combined Authority (Transfer of Police and Crime Commissioner Functions to the Mayor) Order 2017, the Greater Manchester Combined Authority (Fire and Rescue Functions) (Amendment) Order 2020 and clause 18.3 of the Greater Manchester Police Fire and Crime Panel Procedure Rules. The legal requirements are as follows:

- The Mayor in his capacity as PCC is required to notify the Police and Crime Panel of the proposed appointment of the Deputy Mayor for Policing and Crime and also to notify the Panel of the following information:
  - (i) the name of the person whom the Mayor in his capacity as PCC is proposing to appoint ("the candidate")
  - (ii) the criteria used to assess the suitability of the candidate
  - (iii) why the candidate satisfies those criteria, and
  - (iv) the terms and conditions on which the candidate is to be appointed.
  
- The Panel must hold a public confirmation hearing at which the candidate is requested to appear for the purpose of answering questions relating to the appointment.
  
- Following the hearing, the Panel must review the appointment and make a report to the Mayor in his capacity as PCC. The report must include a recommendation to the Mayor as to whether or not the candidate should be appointed.
  
- The report must be made within a period of 3 weeks from the date on which the Panel received notification of the proposed appointment and must be published by the Panel.

- The Mayor in his capacity as PCC may accept or reject the Panel's recommendation as to whether the candidate should be appointed and should then notify the Panel of the decision.

## **2. ROLE OF THE DEPUTY MAYOR**

The role of the Deputy Mayor for Policing and Crime is a senior political appointment with substantial delegated authority covering policing and crime. The three elements of the PCC function that will not be delegated are those which cannot be delegated under the 2011 Act.

These are:

- Setting the policing budget and precept,
- Production of a Police and Crime Plan for Greater Manchester,
- The appointment, suspension or calling upon the Chief Constable to retire or resign.

Due to the substantial delegation of functions, the role of Deputy Mayor for Policing and Crime will be closer to the role of other Police and Crime Commissioners rather than that of Deputy PCCs.

The essential criteria for the candidate are:

- Knowledge of the policing and criminal justice landscape both nationally and at a Greater Manchester Level.
- The ability to work at a senior executive level and make strategic decisions as a sole decision maker.
- The skills to influence policy at a national level to ensure that Greater Manchester's interests are considered in future government decision making.

- The proven ability to engage with partners and the public in order to lead Greater Manchester's policing and community safety agenda.
- Proven experience in understanding complex issues and the ability to challenge at a senior executive level.
- An extensive understanding of the complex nature of crime, its contributing causes and associated vulnerabilities both for victims and offenders.

In addition, significant delegations in relation to the Fire and Rescue Service have been made to the Deputy Mayor. The elements of Fire and Rescue functions which cannot be delegated to the Deputy Mayor are:

- Entering into arrangements under sections 13, 15 and 16 of the Fire and Rescue Services Act 2004 (reinforcement schemes etc);
- Appointing, suspending or dismissing the Chief Fire Officer; approving the terms of appointment of the Chief Fire Officer; and holding the Chief Fire Officer to account for managing the Fire and Rescue service;
- Approving the local risk plan (the Fire Plan);
- Approving the fire and rescue declaration;
- Approving Business Continuity Management plans;
- Approving arrangements with Category 1 and Category 2 under the Civil Contingencies Act 2004.

Other operational functions are delegated to the Chief Fire Officer.

### **3. CANDIDATE DETAILS**

The Mayor's preferred candidate for Deputy Mayor for Policing and Crime is Kate Green, whose experience and knowledge and understanding for this role is set out below.

Kate's Curriculum Vitae is included at **APPENDIX 1** for information.

<b>Deputy Mayor - essential criteria</b>	Kate Green's previous experience is set out below:
Knowledge of the policing, fire and criminal justice landscape both nationally and at a Greater Manchester Level.	<ul style="list-style-type: none"> <li>• Extensive national policy knowledge of the criminal justice system developed during her time in parliament. Examples include:</li> <li>• Membership of the Justice Select Committee,</li> <li>• Chair of the all party group on women in the penal system.</li> <li>• Co-led a Public Accounts Committee inquiry into the police uplift programme.</li> <li>• Participated in the Home Affairs Select Committee inquiry into The Macpherson Report 20 Years On.</li> <li>• Hands-on experience as a former lay magistrate.</li> <li>• Whilst as a Greater Manchester MP - developed strong relationships with the Probation service, local prisons, and VCFSE groups supporting those involved in the penal system, including victims, perpetrators and their families, taking a particular interest in GM's Whole System Approach to women's offending.</li> <li>• Good knowledge of national policy affecting fire and rescue services from time in parliament.</li> <li>• Taken a particular interest in regulatory issues - an example is detailed work Kate undertook on the Building Safety Act, introduced following the Grenfell fire.</li> <li>• Knowledge of specific issues affecting Greater Manchester reflects her experience as a</li> </ul>

	<p>constituency MP, and includes building standards, and measures to improve education and prevention, especially among vulnerable and young people.</p>
<p>The ability to work at a senior executive level and make strategic decisions as a sole decision maker.</p>	<ul style="list-style-type: none"> <li>• Chief Executive of two national charities, which required strategic and day-to-day operational decisions, often against a backdrop of challenging funding constraints and staff pressures.</li> <li>• As a member of the Shadow Cabinet, holding the important education brief, Kate was responsible for determining Labour strategy on a range of complex policy areas, including education recovery, keeping education settings open during covid, and the balance between securing free</li> </ul>

	<p>speech and protecting minorities and preventing hate speech on university campuses.</p>
<p>The skills to influence policy at a national level to ensure that Greater Manchester's interests are considered in future government decision making.</p>	<ul style="list-style-type: none"> <li>• During time in parliament, lobbied ministers repeatedly for Greater Manchester interests, working closely with other Greater Manchester MPs, often on a cross-party basis.</li> <li>• Strong knowledge of government ministers, who understand Kate's approach to complex issues.</li> <li>• Ensures she is well-briefed and reflects the views of local people.</li> <li>• Confident that her respectful relationships with ministers whilst in parliament will continue.</li> <li>• As Shadow Minister for Women and Equalities, led for Labour on the Same Sex Marriage Act. The coalition government relied on Labour support to get the legislation on the statute book, and Kate's role involved negotiating policy concessions with ministers in return for Labour support.</li> <li>• As Shadow Minister for Disabled People, worked with campaigners, and with Andy Burnham in his then role as shadow health secretary, to urge ministers to increase investment in mesothelioma research.</li> <li>• As Shadow Secretary of State for Education, pressed ministers repeatedly in relation to a range of issues including free school meals, assessment, catch up and mental health support, all of which helped lead to policy improvements.</li> </ul>



<p>The proven ability to engage with partners and the public in order to lead Greater Manchester’s policing, fire and community safety agenda.</p>	<ul style="list-style-type: none"> <li>• In roles in the charity sector and as a member of the Manchester and London Poverty Commissions, the ability to build strong relationships with partners across public, private and voluntary sectors was essential, bringing this experience to the role of Deputy Mayor.</li> <li>• Naturally collaborative, and very interested in, and alert to, the intersection between poverty, disadvantage, discrimination and community safety.</li> <li>• As a constituency MP, regularly met community groups and members of the public to understand their priorities, concerns, and hopes for their local area.</li> </ul>
<p>Proven experience in understanding complex issues and the ability to challenge at a senior executive level.</p>	<ul style="list-style-type: none"> <li>• Considerable experience of scrutinising complex legislation, very large departmental budgets and performance data from time in parliament.</li> <li>• Challenge and scrutiny are a very important part of the role of all backbench MPs, particularly highlighting time on the Public Accounts Committee, whose role is to hold Permanent Secretaries and very senior civil servants to account for value for money, performance and delivery.</li> <li>• As a Governor of Manchester Metropolitan University, challenge and scrutiny of the decisions of the senior executive team are a key part of the role</li> </ul>
<p>An extensive understanding of the</p>	<ul style="list-style-type: none"> <li>• Keen interest in the intersectionality between the experience of crime, criminal justice, poverty and</li> </ul>

<p>complex nature of crime, fire and criminal justice and its contributing causes and associated vulnerabilities both for victims and offenders.</p>	<p>vulnerability since Kate's time as a law student, and much of her professional career has been focused on this issue.</p> <ul style="list-style-type: none"> <li>• The causes and consequences of crime, experience of the criminal justice system and fire are disproportionately felt by people on low incomes, the young and elderly, those in poor quality housing, those with lower educational attainment, those experiencing poor health, and people living in disadvantaged neighbourhoods.</li> <li>• Outcomes for some ethnic groups reveal especially stark inequalities. This feeds mistrust and requires a holistic response across Greater Manchester.</li> </ul>
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**4. APPOINTMENT DETAILS**

The salary for the Deputy Mayor for Policing and Crime will be £89,900 and subject to Combined Authority terms and conditions of employment. Increases in salary will be in line with those awarded nationally for police and crime commissioners as determined by the government. Further information on the level of remuneration is included at **APPENDIX 2**.

**5. LEGAL IMPLICATIONS**

'Section 18 of the Police Reform and Social Responsibility Act 2011 (as modified by the Greater Manchester Combined Authority (Transfer of Police and Crime Commissioner Functions to the Mayor) Order 2017 allows the Mayor to appoint a person as deputy mayor for policing and crime and arrange for that person to exercise any police and crime commissioner function on behalf of the Mayor. However, the Mayor must not appoint a person listed in section 18 of the 2011 Act as their deputy, nor may they delegate to that person the functions of -

- a) issuing a police and crime plan,
- b) calculating the policing component of the precept
- c) appointing, suspending or calling upon the Chief Constable to retire or resign.

The Mayor may also arrange for the Deputy Mayor for Policing and Crime to exercise fire and rescue functions pursuant to the Greater Manchester Combined Authority (Fire and Rescue Functions) (Amendment) Order 2020. However, the Mayor may not delegate the functions referred to in paragraph 2 above.

The Mayor must notify the Police Fire and Crime Panel of their proposed appointment of a deputy mayor for policing and crime and the Panel must then follow a statutory process which culminates in their making a report and recommendation to the Mayor as to whether the proposed candidate should be appointed. The Mayor may decide to accept or reject the Panel's recommendation and must notify the Panel of their decision accordingly'.

## **6. RECOMMENDATIONS**

Appear at the front of this report.

**CURRICULUM VITAE**

**KATE GREEN OBE**

**Employment history**

Labour Member of Parliament for Stretford & Urmston May 2010 - November 2022

First elected 2010, re-elected 2015, 2017 and 2019

During my time in parliament, I held a number of frontbench and backbench roles including:

2020-2021 – Shadow Secretary of State for Education

2017-2020 – Member then Chair, Committee of Privileges and Committee on Standards (overseeing MP code of conduct and the application of the Nolan Principles to parliamentarians, and undertaking disciplinary hearings)

2015-2016 – Shadow Minister for Women and Equalities

2013-2015 - Shadow Minister for Disabled People

I also served on the Home Affairs, Justice, Public Accounts, Work and Pensions and European Scrutiny Select Committees, as chair of the all-party parliamentary group on women in the penal system, and as vice chair of the all-party parliamentary group on penal affairs.

2004-2009 – Chief Executive Child Poverty Action Group

I was responsible for leading a high-profile, national charity's policy and campaigning priorities, its influencing strategy, financial performance, compliance with company and charity law, effective use of human and other resources, engagement with government, and reputation management.

Accountable to board of trustees.

### 2000-2004 – Chief Executive National Council for One Parent Families

I was responsible for leading a longstanding national charity's policy and campaigning priorities, financial performance, compliance with company and charity law, effective use of human and other resources (including the charity's lone parent advice line), and reputation management.

Worked closely with HM Treasury, Department for Work and Pensions and the then Department for Education and Skills to develop and deliver elements of the New Deal for Lone Parents.

Accountable to board of trustees.

### 1997-1999 – Whitehall and Industry Group Seconded to the Home Office

I worked in a small team, reporting to the Permanent Secretary, on the incoming Labour government's first comprehensive spending review, developing new performance and value for money measures across the department. The Home Office at that time had responsibility for, among other matters, police, prisons, probation, fire, contingency planning, security, race equality, the voluntary and community sector and immigration.

### 1982-1997 – Barclays Bank

I undertook a range of roles in the retail bank, including corporate credit analysis, business development and branch management.

## **External and voluntary roles**

### 2022 to date - Coopted member, Board of Governors, Manchester Metropolitan University

I am also a member of the Remuneration Committee, which sets pay and reward policy, and the pay of the vice chancellor and senior executive group; and of the Honorary Awards Committee, which proposes individuals for honorary degrees.

- 2015 to date – Executive Committee member (Chair 2016-2018), The Fabian Society, the UK's oldest political thinktank.

- 2012-2013 – Co founder and member of the Great Manchester Poverty Commission, which worked with public, private and voluntary organisations to develop policies to combat poverty in the city region.
- 2004-2006 – Trustee, Institute for Fiscal Studies. This role gave me firsthand experience of the governance, funding and academic issues affecting a world-class research institute.
- 2004-2007 – Trustee, Friends Provident Foundation. This grant-making body focused on funding voluntary and community sector projects to improve financial literacy and financial inclusion. In addition to the usual governance duties of a trustee, I participated in the evaluation of funding applications and in grant-making decisions.
- 2003-2008 – Member, National Employment Panel, appointed by the Secretary of State. The NEP was made up of industry leaders, economists, human resources experts, advocacy groups and representatives of unemployed and economically inactive people. We advised ministers on labour market policy, skills strategies, and employment programmes.
- 2003-2006 – Member, then Chair, the London Child Poverty Commission, reporting to the Mayor of London on strategies to reduce child poverty in the capital.
- 1993-2009 – Magistrate, City of London Magistrates' Court; and
- 2004-2008 – Member of the Lord Chancellor's Advisory Committee which was responsible for appointing new magistrates to the bench and conduct issues.
- 1995-1998 – Trustee, The Avenues Youth Project

## **Education**

1982 - Bachelor of Laws (LIB) Hons, University of Edinburgh

## APPENDIX 2

1. The Mayor has set the salary of the Deputy Mayor for Policing and Crime taking account of the remuneration for police and crime commissioners, which is set by the government.
2. Salaries for police and crime commissioners are within five bandings, which reflect the size of the various Forces. The former Greater Manchester police and crime commissioner role was placed in the highest band, band E with counterparts in West Yorkshire (now also absorbed into a mayoralty) and West Midlands. Band E currently attracts a salary of £101,900.
3. The Deputy Mayor's salary has been aligned with band D as opposed to band E reflecting that the role is appointed as opposed to elected, and that the Mayor is not able to delegate and therefore retains the statutory functions for:
  - Setting the policing budget and precept.
  - Producing a Police and Crime Plan for Greater Manchester.
  - Appointment and dismissal of the chief constable.
4. The current salary of band D police and crime commissioners is £86,900.
5. The small number of police and crime commissioners who have responsibility for fire and rescue services, receive a £3,000 premium on their annual salary to reflect these additional responsibilities
6. The salary of the Deputy Mayor is therefore set at £89,900.