



c/o County Hall, Matlock, DE4 3AG

Angelique Foster  
Police and Crime Commissioner for Derbyshire

**E-MAIL ONLY**

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**Ask for** Alec Dubberley  
**Our reference** Confirmation DPCC  
**Your reference**

**Date** 23/06/2023

Dear Commissioner Foster

**Re: Confirmation Hearing – Role of Deputy Police and Crime Commissioner**

As required under Schedule 1 of the Police Reform and Social Responsibility Act 2011, I write to inform you of Derbyshire Police and Crime Panel's recommendation with regard to your proposal to appoint Robert Flatley as your Deputy Police and Crime Commissioner.

The Panel would like to raise the following issues of concern for you to note in relation to the recruitment and appointment process:

- 1) Whilst the Panel acknowledge that the Commissioner is entitled to appoint a Deputy without a formal process, the lack of open and transparent recruitment and selection methods was of concern. The Panel also question why other candidates were not considered;
- 2) The Panel was concerned in relation to the time restraints and additional workload this role would place on Mr Flatley as a full-time role as Deputy Police and Crime Commissioner (contracted for 37 hours per week), whilst also serving as a leading Councillor for two other local authorities;
- 3) The lack of supporting information provided by the Police and Crime Commissioner's Office in relation to Mr Flatley's application and suitable experience for the role, for example, the provision of a current Curriculum Vitae or a resume of his suitability for the position would have been helpful to the Panel; and
- 4) During the hearing Mr Flatley chose not to present to the Panel his understanding of the role or why he wanted the role, he did discuss when questioned his previous experience with young people and expressed his commitment to future engagement with them during this new role, however, the Panel felt that he did not expand on his motivation and experience in relation to other areas that the role will demand.

The Panel's role is to recommend that an appointment be made or that an appointment not be made. In this instance we agreed to recommend that an appointment be made. On behalf of the Panel may I formally congratulate Robert on his appointment and wish him every success as Deputy Commissioner.

Yours sincerely

A handwritten signature in black ink, appearing to read 'V Newbury', with a stylized, elongated flourish extending from the end.

**Vicky Newbury**  
**Chair of the Police and Crime Panel**