



Police & Crime Commissioner for Cleveland
Cleveland Police Headquarters
Ladgate Lane
Middlesbrough
TS8 9EH

Email: pcc@cleveland.pnn.police.uk
Website: <http://www.cleveland.pcc.police.uk>

Police and Crime Commissioner:
Chief Executive & Monitoring Officer:
Chief Constable:

Barry Coppinger
Simon Dennis BA, Solicitor
Iain Spittal

Tel: 01642 301653
Tel: 01642 301653
Tel: 01642 301217

Neil Wilby request-368604-b55a9ecf@whatdotheyknow.com

30th November 2016

Dear Sir

I write following your FOI request dated 2nd November 2016 in which you request:

Dear Cleveland Police and Crime Commissioner,

You recently provided services to the North Yorkshire Police and Crime Commissioner (NYPCC) concerning the recruitment of a Deputy PCC.

Please provide the following information:

- 1. Copies of all documents concerned with the selection and appointment of the Office of the Police and Crime Commissioner for Cleveland (COPCC) as service provider to NYPCC.*
- 2. Copies of any invoices raised from COPCC to NYPCC in connection with that provision of services.*
- 3. a. Copies of recruitment advertisements placed, either digitally or in print form, concerning the post.
b. Cost of that advertising.*
- 4. By way of other FOI requests it has been established that there were 16 applicants, of whom 4 were shortlisted. Can you please provide the following information concerning the shortlisted candidates:
a. Gender
b. Age range (i) under 25 (ii) 25 to 39 (iii) over 40 c. Type/class of degree held d. Job title at time of making application e. County of residence.*
- 5. Only 2 of the shortlisted candidates were interviewed. What was/were the reason(s) given by the 2 candidates shortlisted who did not wish to proceed to be interviewed for the post?*
- 6. It is also in the public domain that Will Naylor was one of the candidates interviewed. Were the other three candidates shortlisted made aware of Will's extant close working relationship with most of the other members of the interviewing panel: Julia Mulligan, Simon Dennis and Fraser Sampson? If so, verbally or in writing?*
- 7. a. What steps were taken by COPCC to establish that the application of Will Naylor was lawful, given that he was already an employee of NYPCC and, as such, ineligible by way of Section 18 (6)(h) of the Police Reform and Social Responsibility Act 2011.
b. If external advice/opinion was sought please provide name of solicitor/counsel.*

You subsequently refined your request in the following terms:



The Police & Crime Commissioner for Cleveland is an accredited Living Wage Employer with the Living Wage Foundation.

Dear Cleveland Police and Crime Commissioner,

It has been brought to my attention that another freedom of information request has been made, via this website, on the topic of the appointment of Deputy PCC for North Yorkshire.

<https://www.whatdotheyknow.com/request/364280/response/889247/attach/2/FOI%20672.2016%2017%20Response.pdf>

Accordingly, my request at 3(b) falls away as the answer of £900 has already been given.

A copy of the advertisement in Guardian jobs has also been obtained on my behalf:

https://ma.linkedin.com/jobs/view/188722309?trk=sushi_topic_jobs_guest_button

Accordingly, my request at 3(a) also falls away.

I trust this is helpful in assisting in the provision of a prompt response to the remaining parts of my request.

Yours faithfully,

Neil Wilby

Your request has been handled under the Freedom of Information Act 2000.

I can confirm that the Office of the Police and Crime Commissioner for Cleveland does hold some of this information.

You will also find that the majority of the information you have requested has been published by the Police & Crime Commissioner for North Yorkshire at the following website address

<http://www.northyorkshire-pcc.gov.uk/content/uploads/2016/11/Appointment-of-Deputy-Police-and-Crime-Commissioner-for-North-Yorkshire.pdf> and is therefore reasonably accessible by other means under the Freedom of Information Act 2000. However, I am happy to answer your requests as follows.

My response is as follows:

1. There is no recorded information held. The Chief Executive to the Police & Crime Commissioner for Cleveland extended an offer to the Police & Crime Commissioner for North Yorkshire, pursuant to which Cleveland would manage the recruitment process. This offer was made and accepted during the period when the Chief Executive was simultaneously undertaking the role of statutory Chief Executive & Monitoring Officer to the North Yorkshire PCC.
2. No recorded information held. No invoices have been raised. The work was undertaken on a courtesy basis by way of cooperation between the respective OPCCs and without charge.
3. (a) Request withdrawn – see above.
(b) Request withdrawn – see above.
4. (a) Each shortlisted candidate was Male
(b) No recorded information held.
(c) 1 x MPhil -no class disclosed. 1 MSc - no class disclosed. 1 BA(Hons) -2:1. 1 x Advanced management achievement course - no class disclosed.
(d) In respect of applicants other than the successful candidate, I am exempting this information on the basis that s40(2) Freedom of Information Act applies. The information

you have requested is personal data and its release would breach the data protection principles. In respect of the successful candidate, the information is reasonably accessible by other means and therefore in principle, exempt under s21 of the Act. However, I can confirm that Mr Naylor's job title at the time of application was Chief of Staff to the Police & Crime Commissioner for North Yorkshire.

- (e) Two applicants were resident in North Yorkshire. One was resident in Sussex. One was resident in Nottinghamshire.
5. One candidate withdrew without substantive reason. One candidate withdrew on the basis of being unwilling to accede to the Commissioner's preference for the Deputy Police & Crime Commissioner to reside in North Yorkshire.
6. No recorded information held.
7. No recorded information held. In any event this matter is dealt with in the Commissioner's report to the Police & Crime Panel accessible at <http://democracy.northyorks.gov.uk/committees.aspx?commid=14&meetid=3394>

I can confirm that the Office of the Police and Crime Commissioner for Cleveland has a FOI complaints procedure.

If you are unhappy with the way your request for information has been handled, in this instance you can request a review by writing to:

Mr Stephen Hodgson
Solicitor
Office of the Police and Crime Commissioner for Cleveland
Police Headquarters
Ladgate Lane
Middlesbrough
TS8 9EH

or you can follow the complaints procedure found on our website at:

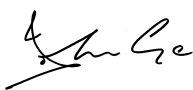
www.cleveland.pcc.police.uk

If you remain dissatisfied with the handling of your request or complaint, you have a right to appeal to the Information Commissioner at:

The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Telephone: 08456 30 60 60 or 01625 54 57 45 Website: www.ico.gov.uk

There is no charge for making an appeal.

A handwritten signature in black ink, appearing to be 'S. Hodgson'.

John Bage
Office Manager

Office of the Police and Crime Commissioner
for Cleveland.

john.bage@cleveland.pnn.police.uk