

ORIGINATOR: CHIEF FINANCE OFFICER

DECISION NUMBER: 2 – 2025

REASON FOR SUBMISSION: FOR DECISION

SUBMITTED TO: POLICE AND CRIME COMMISSIONER

SUBJECT: APPOINTMENT OF CHIEF EXECUTIVE OFFICER

SUMMARY:

1. This paper provides for a decision to be made upon the appointment of a new Chief Executive Officer for Suffolk by the Police and Crime Commissioner (PCC) following consideration of the PCC's proposed appointment by the Police and Crime Panel on 2 December 2024.

RECOMMENDATION:

It is recommended that:

1. the PCC accept the Police and Crime Panel's recommendation at paragraph 2.1 and that Darren Horsman be appointed as Chief Executive Officer to the Police and Crime Commissioner;
2. the Police and Crime Panel be notified of the PCC's decision to accept the Panel's recommendation.

APPROVAL BY: PCC

The recommendation set out above is agreed.

Signature:

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Date: 17 January 2025

DETAIL OF THE SUBMISSION

1 INTRODUCTION

- 1.1 In Decision Paper 1-2025 the Police and Crime Commissioner (PCC) agreed that:

“1. the Police and Crime Panel be notified of the proposed appointment of Darren Horsman as Chief Executive Officer the Police and Crime Commissioner.

2. Decision Paper 1-2025 be submitted to the Police and Crime Panel for consideration at the Confirmation Hearing on Monday 2 December 2024”.

- 1.2 On 2 December 2024 the Police and Crime Panel reviewed and considered the report from the PCC on the proposed appointment of Chief Executive Officer.
- 1.3 Decision 1 - 2025 made by the PCC explained the process which had been undertaken to recruit a new Chief Executive Officer and provided the information that the PCC is statutorily required to provide to the Police and Crime Panel in reviewing a proposed appointment. That Decision Paper provides the background to this paper.
- 1.4 Decision 1 - 2025 explained the proposed terms of appointment and that the PCC intended to appoint Darren Horsman as his Chief Executive Officer.

2 POLICE AND CRIME PANEL

- 2.1 The Police and Crime Panel in reviewing the proposed appointment of Darren Horsman as Chief Executive Officer decided as follows:

2.2

“The Panel agreed unanimously to recommend to the PCC that the candidate, Darren Horsman, be appointed to the role of Chief Executive Officer to the PCC.

The Panel also agreed to delegate to the Chair the preparation and publication of this formal report to the PCC on behalf of the Panel.

A copy of this report of the Panel will be placed on the County Council’s [website](#).”

- 2.2 A copy of the Panel’s written report to the PCC is attached to this paper as Appendix A.

3 RECOMMENDATION FOR DECISION

- 3.1 Accordingly as a consequence of the PCC’s proposal and the Police and Crime Panel’s conclusions, it is now recommended that the PCC appoint Darren Horsman as Chief Executive Officer upon the terms as articulated in Decision 1-2025; and further that the Panel be notified of the PCC’s decision to accept the Panel’s recommendation.

4 IMPLICATIONS AND RISKS

- 4.1 It has been agreed that Darren Horsman will commence in the role of Chief Executive Officer to the PCC on 3 March 2025. The appointment will accordingly take effect from this date.

- 4.2 As a consequence, the temporary appointment of Sandra Graffham as Acting Chief Executive Officer to the PCC (Decision 35 – 2023) will come to an end at the commencement of Darren Horsman in role on 3 March 2025.
- 4.3 There are no further implications and risks that require explanation in addition to the material set out above and contained within Decision 1-2025.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	Yes
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Not applicable
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes

In relation to the above, please ensure that all relevant issues have been highlighted in the 'other implications and risks' section of the submission.

APPROVAL TO SUBMIT TO THE DECISION-MAKER (this approval is required only for submissions to the PCC).

Acting Chief Executive

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the Police and Crime Commissioner.



Signature:

Date: 16 January 2025



Suffolk Police and Crime Panel

Outcomes of Consideration of the Proposed Appointment of Chief Executive Officer to the Office of the Police and Crime Commissioner

On 2 December 2024, the Suffolk Police and Crime Panel held a Confirmation Hearing to consider the recommendation of the Police and Crime Commissioner (PCC) for Suffolk regarding the proposed appointment of Darren Horsman as Chief Executive Officer (CEO) to the PCC's office.

Eleven members of the 13-member Panel were in attendance at the meeting, as were Mr Horsman, the PCC, and three other members of the PCC's staff.

The Panel had previously received a written report from the PCC regarding the appointment process, alongside a comprehensive role profile and details of the suitability of the candidate for appointment. Copies of the report are available on the [Suffolk County Council website](#).

The PCC introduced Mr Horsman and outlined the vigorous recruitment process followed to fill this important role. The vacancy for the position of CEO had been widely advertised both locally and nationally, and 30 applications had been received from across the country. With advice from the Constabulary's Human Resources Team these had been reduced to 16 candidates, four of whom were invited to interview following the consideration of a shortlisting panel. The four shortlisted candidates attended a stakeholder panel including representatives from a number of partner organisations invited to advise the PCC, followed by a separate appointment panel.

The appointment panel's conclusions on how the selected candidate scored against the Competencies and Values Framework (CVF) were set out in the report, as well as how he met the eligibility criteria and person specification. Under the CVF Mr Horsman had clearly emerged with the best score.

Mr Horsman had 8 years of experience working at the Essex Office of the Police, Fire and Crime Commissioner (OPFCC), his current role being Strategic Head of Policy and Public Engagement and Deputy Monitoring Officer, as well as experience from earlier roles of operating strategically at a senior managerial level, and exposure to a police governance environment. The appointment panel had concluded unanimously that Mr Horsman should, subject to the usual pre-employment checks, be proposed for appointment as CEO to the PCC, and the PCC was delighted to endorse Mr Horsman to take on this role.

The Panel asked questions of the PCC in relation to the advertising of the role, changes to the role profile since it was last vacant, vetting requirements and timescales, as well as the diversity of applicants and how this might be increased in the future.

Mr Horsman was then invited to address the Panel, and outlined his experience to date which had brought him to this position. In his role at the Essex OPFCC he had worked on the Police, Fire and Crime Plan, performance framework, complaints, public engagement, partnership working, and governance amongst other priorities. He had worked closely with a number of partner organisations and saw partnership working as the key to the success of the PCC and his office. Mr Horsman's key priorities on taking up the role would be to assist in the delivery of the PCC's Police and Crime Plan, and to continue the implementation of good governance principles in scrutinising the Constabulary.

The Panel asked questions of Mr Horsman in relation to his experience and his priorities when starting the role, including public engagement, the difference in size between the Essex OPFCC and the Suffolk OPCC, and how he would advise the PCC on getting a better deal for Suffolk via the police funding formula.

The Chair thanked the PCC and Mr Horsman for their time in attending the meeting and their responses to the Panel, and congratulated Mr Horsman on his appointment.

The Decision of the Panel

The Panel agreed unanimously to recommend to the PCC that the candidate, Darren Horsman, be appointed to the role of Chief Executive Officer to the PCC.

The Panel also agreed to delegate to the Chair the preparation and publication of this formal report to the PCC on behalf of the Panel.

A copy of this report of the Panel will be placed on the County Council's [website](#).

A handwritten signature in black ink that reads "Sarah Mansel". The signature is written in a cursive, flowing style.

Councillor Sarah Mansel
Chair of the Suffolk Police and Crime Panel

2 December 2024