



Reference No: 2023-008

**DURHAM POLICE & CRIME COMMISSIONER'S OFFICE  
DECISION RECORD FORM**

<b>REQUEST: For PCC approval</b>			
<b>Title: Preferred Candidate for Chief Constable of Durham Constabulary</b>			
<b>Executive Summary:</b>			
<p>The PCC completed the comprehensive process for selecting her preferred candidate for appointment as Chief Constable of Durham Constabulary.</p> <p>The PCC has selected Rachel Bacon.</p> <p>In accordance with the Policing Protocol Order 2011, the PCC has asked the Police and Crime Panel to consider and report to her about the proposed appointment of Mrs Bacon at a hearing on 21st September 2023.</p> <p>The Commissioner's reasons for this decision are set out in her report to the Panel which is appended to this Decision Record.</p>			
<b>Decision: To propose Rachel Bacon to the Police and Crime Panel for appointment as Chief Constable to Durham Constabulary.</b>			
<b>OPCC Lead Officer: Andrea Petty, Chief of Staff and Monitoring Officer</b>			
<b>Contractor Details (if applicable): Not applicable</b>			
<b>Implications:</b>			
Has consideration been taken of the following?	Yes	No	
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Equality & Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sustainability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Consultation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<b>(If yes please provide further details below)</b>			

## Decision Required – Supporting Information

Financial Implications: (Must include comments of the PCC's CFO where the decision has financial implications)

The proposed Terms and Conditions for the appointment of Chief Constable are as per the Police Regulations and as advertised by the PCC. There are no further issues of financial nature to bring to the attention of the PCC in making this decision.

Legal Implications: (Must include comments of the Monitoring Officer where the decision has legal implication)

The selection process has been carried out by a lawful procedure and has been followed by the confirmation process required by the Police Reform and Social Responsibility Act 2011.

Equality and Diversity Implications

See legal implications.

Human Rights Implications

See legal implications.

Sustainability Implications

No specific sustainability implications.

Risk Management Implications

See legal implications.

Consultations

No specific consultation undertaken.

**Police and Crime Commissioner:**

The above request has my approval.



Signed:

Date: 05/09/2023

Police and Crime Commissioner (Durham)

**Chief Executive and Monitoring Officer:**

I have been consulted about the decision and confirm that financial, legal, and equalities advice has been taken into account. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed:

Date: 05/09/2023



Chief Executive and Monitoring Officer

**OFFICER APPROVAL**

**Assistant Chief Officer/Joint Chief Finance Officer**

I have been consulted about the decision and confirm that financial, legal, and equalities advice has been taken into account. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed:

Date: 05/09/2023



Assistant Chief Officer/Joint Chief Finance Officer

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8<sup>th</sup> September 2023

Mrs Helen Bradley  
Clerk to the Police and Crime Panel

Send by email: [helen.bradley@durham.gov.uk](mailto:helen.bradley@durham.gov.uk)

Dear Helen

I write to inform you that following a robust selection and interview process for the position of Durham Constabulary Chief Constable, I have a preferred candidate who is Rachel Bacon.

I have identified that the initial fixed term appointment for the new Chief Constable will be for three years, reviewed after one year.

Rachel is presently serving as Deputy Chief Constable of South Wales Police and has almost three decades of policing experience in a variety of specialist roles. Prior to this she served at Northumbria Police as Assistant Chief Constable. She has a BSc in Criminology, a Post Graduate Certificate in Leadership, and is a Master of Business Administration.

Rachel is an experienced policing leader who has a proven track record of leading people, delivering effective change management, gripping operational policing, and developing business acumen. She is the NPCC lead for "Right Care Right Person", negotiating a National Partnership Agreement to support all forces in implementation, ensuring that people who have health and/or social care needs are responded to by the right person, with the right skills, training, and experience to best meet their needs. In Wales, Rachel has led on an all-Wales approach ensuring health services better supports people in mental health crisis.

Rachel proved through the recruitment process that she met the role profile for Chief Constable and had the relevant competencies through psychometric testing, Q&A with three stakeholder panels (covering Young People, Partners and Special Interest Group) followed by a formal interview consisting of a 15 minute presentation which was marked using a 5 point scale from "poor" to "excellent", with Rachel scoring highly. She also scored highly when assessing the responses to the six interview questions.

The appointment panel was made up of the Police and Crime Commissioner, the Darlington Borough Council Leader, the Durham County Council Chief Executive and the Chief Executive of East Durham Trust, a voluntary organisation based in Peterlee. The College of Policing Senior Leadership Hub were involved in advising the panel, as was the OPCC Chief of Staff and a HR Manager.

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I would be grateful if you could please organise a Confirmation Hearing with the Police and Crime Panel within the next three weeks, noting that Rachel will be unavailable during the week of 18<sup>th</sup> September and also 28<sup>th</sup> September 2023.

Yours sincerely

Joy Allen  
Durham Police and Crime Commissioner

Contact: Helen Bradley  
Main Tel: 03000 260000  
email: [helen.bradley@durham.gov.uk](mailto:helen.bradley@durham.gov.uk)  
Your ref:  
Our ref:



Ms Joy Allen  
Durham Police Crime Commissioner  
Durham Constabulary Headquarters  
DURHAM  
DH1 5TT

25 September 2023

Dear Joy,

**Police and Crime Panel – Response to the proposed appointment of Chief Constable of Durham Constabulary**

On behalf of the Durham Police and Crime Panel, I would like to thank you and Rachel for attending the Panel's confirmation hearing on 25 September 2023. The purpose of the meeting was to enable the Panel to consider your proposal to appoint Rachel Bacon as the Chief Constable of Durham Constabulary.

In accordance with Schedule 8 of the Police Reform and Social Responsibility Act 2011 the Police and Crime Panel is required to provide a response following consideration of your report and responses to questions from Members of the Police and Crime Panel.

Following consideration of your report and comprehensive responses from Rachel to questions on professional competence and personal independence, the Panel recommended approval of your proposed appointment of Rachel Bacon.

The Panel wish Rachel well in her new role of Chief Constable of Durham Constabulary.

Yours Sincerely

Councillor Liz Brown  
Chair of the Durham Police and Crime Panel

Cc:  
Rachel Bacon,  
Helen Bradley, Head of Legal and Democratic Services, Durham County Council  
Luke Swinhoe, Assistant Director Law and Governance

**Resources**

Durham County Council, County Hall, Durham, DH1 5UF  
Main Telephone (03000) 26 00000

Text Messaging Service 07860 093 073– Your message must start with the word: INFO

