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# **West Mercia**

## **Police and Crime Panel**

### **Report and Recommendations to Mr John Campion, West Mercia Police and Crime Commissioner, on the Appointment of Pippa Mills as Chief Constable of West Mercia Police**

The West Mercia Police and Crime Panel met on Monday 13 July 2021 and carried out a confirmation hearing of the recommended appointment of Pippa Mills as Chief Constable of West Mercia Police. The members present were:

**Councillors:**

Adam Kent – Bromsgrove District Council  
Sebastian Bowen – Herefordshire Council  
Barry Durkin (Vice Chairman – in the Chair)– Herefordshire Council  
Nigel Lumby – Shropshire Council  
Jeff Anderson – Shropshire Council  
Roger Evans – Shropshire Council  
James Stanley – Worcester City Council  
Rob Adams – Wychavon District Council  
Graham Ballinger – Wyre Forest District Council  
Steve Reynolds – Telford and Wrekin Council

**Independent Lay Member:**

Carole Clive

The Panel had before it the report of the Chief Executive Officer of The Police and Crime Commissioner's Office which included the report of the Independent Person who oversaw the recruitment process, the role profile and person specification.

The Panel heard from the Police and Crime Commissioner about the recruitment process where there were 4 good quality applicants. He also set out the experience and competencies of Pippa Mills that he considered made her the right candidate for appointment as Chief Constable.

The Panel then asked questions of Pippa Mills. Areas covered by their questions and her responses included her knowledge of crime and disorder issues facing West Mercia and how she proposed to address these and how her previous experience equipped her for the diverse area of West Mercia. Other areas covered included how she would use technology to improve performance, dealing with County Lines and cross border crime; lessons she had learned from her previous experience both positive and negative and how she would apply this learning to the Chief Constable role and how she would remain independent professionally, observing the Policing Protocol.

In accordance with the requirements of Schedule 8 to the Police Reform and Social Responsibility Act 2011 the Panel agreed unanimously that the PCC should be

recommended to proceed with Pippa Mills' appointment. The Panel was impressed by her understanding of the complexity of policing West Mercia, her strong professional knowledge and understanding of the independence of the Chief Constable role.



Barry Durkin  
Vice Chairman of the West Mercia Police and Crime Panel  
20 July 2021