

Dear , thank you for your request for information below. Our records have been checked and our response is as follows:

- the names of the referees used by Lee Freeman when he applied for the job of chief constable.
- the occupations of the referees

The names of the referees used are exempt under Section 40(2) of the Act, however, their occupations, a serving Chief Constable and a former Chief Constable, together with their comments, were provided in the public report that was submitted to the Police and Crime Panel at the confirmation hearing on 22 June 2017. A copy of the report can be found in the papers for that meeting on the Panel's website at <http://www.northlincs.gov.uk/your-council/about-your-council/committees-and-cabinet/humberside-police-and-crime-panel/#>. The relevant extract is shown below –

“8. REFERENCES

8.1 As requested, Lee provided two references, both being former line managers, one a former Chief Constable and one a serving Chief Constable. The referees were required to provide their references over the telephone to the Chief Executive. References were taken in this way in order to be able to speak freely and probe further if required.

8.2 The serving Chief Constable advised that his opinion of Lee was that he was extremely talented, had great ability to take on information quickly, excelled in partnerships, managing stakeholders and managing difficult negotiations and he provided evidence of this by describing an issue that Lee resolved regarding funding for policing at Lincoln Christmas market. He felt that Lee was hugely qualified and ready and was extremely hard working. His style was firm, fair and engaging. He was known for listening and being visible with staff. This referee was confident that Lee would do an excellent job with real pride in the area.

8.3 The former Chief Constable outlined how he had seen Lee's development throughout the ranks and had first-hand knowledge of his work and abilities. He described how Lee had dealt exceedingly well with periods of significant change in regards to design and implementation of BCUs. In his opinion he felt that Lee was capable, hardworking, diligent, challenged constructively, was a team player and was known for his strong work ethic. He had demonstrated his ability in negotiating delicate issues and building relationships. He had demonstrated high levels of maturity in getting the job done professionally.”

Providing the names would obviously identify living individuals – the references were provided over a year ago and we understand that the referee who was at the time a serving Chief Constable has also now left the police service and therefore to identify individuals who are both no longer within the police service would be unfair and would breach the first principle of the Data Protection Act – fair and lawful processing. Section 40(2) is therefore engaged. As this is an absolute exemption there is no requirement for me to conduct a public interest test.

- the names and occupations of each person on the panel that interviewed Mr Freeman for the job of chief constable

The names and occupations of the Panel members were available in the application pack and again in the report to Police and Crime Panel referenced above. The relevant extract is shown below:

- “• Keith Hunter, Humberside Police and Crime Commissioner
- Rob Walsh, Chief Executive, North East Lincolnshire Council

- Caroline Lacey, Chief Executive, East Riding of Yorkshire Council
- Dene Sanders, Chief Fire Officer and Chief Executive, Humberside Fire and Rescue
- Kate van der Sluis, Independent Member**

*as the Independent Member, Ms van der Sluis was required to compile a report detailing how the process met the principles of merit, fairness and openness and the extent to which the Interview Panel were able to fulfil their purpose. Within Ms van der Sluis' report, which was appended to the report to the Panel, she included her biography.

- any requirements/restrictions that were placed upon the chief constable role above and beyond those listed in the application pack here

<https://www.humberside-pcc.gov.uk/Document-Library/Plans-and-Policies/Chief-Constable-2017/Application-pack-v2.pdf>

- specifically I would like to know whether there were any residential requirements - did applicants have to live in the force area?

There were no additional requirements/restrictions placed on applicants for the role. It was, however, subsequently agreed with the Chief Constable that he would maintain a principal residence within an hour commute of Humberside Police Headquarters.

I hope you find this information useful. If you think that we have not supplied information in accordance with our Publication Scheme or under general rights of access then you have the right to ask for an internal review. Any request for an internal review should be made within 30 days and addressed to:

Rachel Cook
Chief Executive
Office of the Police and Crime Commissioner for Humberside
The Lawns
Harland Way
Cottingham
HU16 5SN

E-mail: pcc@humberside.pnn.police.uk

We would aim to complete an internal review within 20 working days.

If you are not content with the outcome of an internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely

Louise Cook
Governance and Administration Manager
Office of the Police and Crime Commissioner for Humberside