

Report – City of London Police Authority Board

External Member Appointment

To be presented on Thursday, 9th September 2021

*To the Right Honourable The Lord Mayor, Aldermen and Commons
of the City of London in Common Council assembled.*

SUMMARY

The constitution of your City of London Police Authority Board allows for the recruitment of four external individuals (i.e. not Members of the Common Council) to the Board, through an open process. Two of these are new posts created in April 2021. In July 2021, a selection panel recommended one candidate for appointment to the vacant position – Sir Craig Mackey.

Following the unanimous support of Members of the City of London Police Authority Board, the Court's approval is now sought for the appointment of external member, Sir Craig Mackey, to the City of London Police Authority Board for a four-year term commencing 9 September 2021.

RECOMMENDATIONS

The Court of Common Council is **recommended** to approve the appointment of Sir Craig Mackey to the City of London Police Authority Board for a four-year term, commencing on 9 September 2021.

MAIN REPORT

Background

1. The constitution of your City of London Police Authority Board now allows for the recruitment of four external individuals (i.e. not Members of the Common Council) onto the Committee, through an open process. As stipulated by the Board's Constitution and Membership Scheme, two of these individuals require the candidates to reside or work within the City of London – these two positions are currently filled. The two new and vacant positions (created by the Court in April 2021) are still subject to the Membership Scheme, with the exception of the requirement to live or work within the Square Mile.

Current Position

2. In May-June 2021, a recruitment campaign commenced to fill one of these vacancies along with several vacancies on the Board's sub-committees.
3. Whilst the recruitment process for External Members on the Police Authority Board had historically been rigorous, the Board was keen to ensure that it acted in line with the Member Diversity Working Party (MDWP) and Policy & Resources recommendation ([later supported by the Tackling Racism Taskforce](#)):

93. j) Co-opted / Non-Executive / External Members

The MDWP felt that a clear process was needed by which co-opted Members are appointed. Whilst it was acknowledged that many Chairs already used appointments to external positions (co-opted Non-Executive Members) to improve diversity on committees, a centralised process with clear guidelines would ensure these options were carefully considered rather than 'friends of Chairmen'. The Governance Review will include looking at appointments to external positions and assist with developing a clear process by which co-opted Members are appointed.

4. With this in mind, a panel was formed of:

Deputy James Thomson (Chair, Police Authority Board; Chair, Economic & Cyber Crime Committee)

Caroline Addy (Chair, Professional Standards & Integrity Committee)

Alderman Tim Hailes (Chair, Resource, Risk & Estates Committee)

Andrew Lentin (Deputy Chair, Strategic Planning & Performance Committee)

A Member of Corporate HR was also present for interviews.

5. The vacancy was openly advertised over the course of three weeks on the City Corporation's jobs pages, diversityjobs.co.uk and through Member networks together with external vacancies on the Economic and Cyber Crime Committee, Strategic Planning & Performance Committee and Resource, Risk and Estates Committee of the Police Authority Board. A recruitment pack (including application form) was sent to any and all interested parties on request. After the deadline, seven applicants were then shortlisted for a 30-minute interview. Following the interviews, the Panel is recommending one candidate for appointment to the Police Authority Board: Sir Craig Mackey.
6. Sir Craig retired as the Deputy Commissioner of the Metropolitan Police Service in 2018. The last 12 years of his policing service was spent as Deputy Commissioner and Chief Constable of Cumbria. Since retiring, Sir Craig has advised on police reform in Mexico, is a board member of the British Transport Police Authority and an Authority member for the Civil Nuclear Police Authority. Sir Craig has experience working with national government and the London Mayor, with a strong interest and understanding in cyber, cybersecurity and technology. He has experience of leading change programmes and has been instrumental in carrying out reviews on areas such as Action Fraud and Serious and Organised Crime. Sir Craig has worked with SMEs and also acts as an ambassador for a charity focussed on homelessness.
7. References for Sir Craig have been sought and received.

Proposal

8. It is proposed that the Court of Common Council be asked to appoint Sir Craig Mackey to the City of London Police Authority Board for a further term of four-years commencing 9 September 2021.

Conclusion

9. Providing the Court is satisfied with the process undertaken and with the candidate presented, Members are invited to appoint Sir Craig Mackey to the City of London Police Authority Board.

All of which we submit to the judgement of this Honourable Court.

DATED this 9th day of September 2021.

SIGNED on behalf of the Board.

Deputy James Thomson
Chair, City of London Police Authority Board