

ANNEX A TO
REPORT TO THE ESSEX POLICE AND CRIME PANEL
BY THE INDEPENDENT MEMBER MR JOHN COOKE OBE
ON THE SELECTION PROCESS FOR THE
CHIEF CONSTABLE OF ESSEX

INDEPENDENT MEMBER

John Cooke OBE

John Cooke is a trained Senior Police National Assessment Centre assessor of five years standing. He is also a qualified facilitator. For his last four years in the Royal Air Force he held the appointment of the President of the Air Board at the Officers and Aircrew Selection Centre with responsibility for the construction and oversight of the Royal Air Force's aircrew selection process.

A member of Lincolnshire Police Authority since 2003, he was Vice-Chairman from 2008 until 2012. Throughout he was a permanent member of its Senior Officer Appointment Panel and oversaw the appointment of five ACPO officers, including two Chief Constables and two Chief Executives of the Police Authority. He was chairman of the Panel for 4 years.

He represented the Authority on the Force's Value for Money Board, its Major Programme Board and the CONTEST Board. He also chaired a number of Task Groups overseeing the introduction of the Equality Act into the Force and, latterly, the review of the Force's frontline officer requirements. Within the East Midland's Policing Region, he was a member of the East Midland's Joint Police Authority Committee and was their oversight representative on the East Midland's Deputy Chief Constables Collaboration Programme Board.

He was Chairman of Lincolnshire Road Safety Partnership from 2006 until November 2012, during which time the Partnership gained Beacon Status and the Duke of Kent's International Road Safety Award for Education.

For a number of years he led for the Association of Police Authorities on Learning and Development where he represented the Association on the Police Promotion Examination Board, including various sub-committees, the Project Board for the National Police Promotion Framework, the ACPO Learning and Development Strategic Board and was Chairman of the NPJA/Skills for Justice Programme Oversight Board.

Until 2010 he was a member of the Skills for Justice Board of Directors and has recently joined the Skills for Justice Awards Quality Assurance Board.

He retired as a wing commander from the Royal Air Force in 2005 where he held various senior command appointments including, deputy station commander of Royal Air Force Odiham, Commander of the UK Helicopter Force in Bosnia and NATO's Chief Air in Albania during the Kosovo conflict. He also saw operational service in Northern Ireland, Rhodesia/Zimbabwe and Belize. Away from flying he specialised in flying training, officer training and personnel management.

CO-OPTED MEMBER (FINAL INTERVIEWS)

Joanna Killian

Joanna joined Essex County Council as Director for Finance and Performance in March 2005, taking on a wider brief of Director for Policy, Resources and Performance three months later.

She started her role as Acting Chief Executive in June 2006 and was appointed the new Chief Executive of Essex County Council in September 2006. In this role she has led a major programme of transformational changes, on target to reduce running costs by £330m. She has secured performance improvement and modernisation in a number of key services including highways and adult social care. Essex is now a whole place community budget pilot in recognition of the strong partnership working that Joanna has helped to deepen across the public sector. She joined Brentwood Borough Council on 1 October 2007 as their Chief Executive, taking on a strategic leadership portfolio. She held this dual role for four years.

Joanna was a member of the Treasury's Independent Challenge team during the Comprehensive Spending Review process in 2010. In 2011 she was invited to become a member of the independent NHS Future Forum who provided recommendations to the Coalition Government on reforms to the Health and Social Care Bill. Joanna has completed a Planning Review with David Pretty (former Chief Executive of Barratts Developments plc), jointly commissioned by the Departments for Business Enterprise and Regulatory Reform and Communities and Local Government. The review's final report was launched on 24 November 2008.

In October 2012 Joanna was appointed Chair of SOLACE (Society of Local Authority Chief Executives and Senior Managers).

Before joining Essex, Joanna was Director of Local Government Performance and Improvement with the Audit Commission. Housing is Joanna's professional background, having worked in three large authorities focussing on housing, regeneration, strategic planning, development, finance and community engagement issues.

POLICE ADVISOR

Paul West, QPM

Paul West was a major contributor to the recently published College of Policing Guidance for the Appointment of Chief Officers and a member of the Police Advisory Board Recruitment Sub-Group that produced it.

He is an Independent Panel Member of the Judicial Appointments Commission, which is the body responsible for selecting judges for every judicial level and specialism throughout England and Wales.

Paul retired as Chief Constable of West Mercia Police at the end of July 2011 after eight years in post and a total of 32 years' service as a police officer. He holds the distinction of having been the longest serving Chief Constable in the West Mercia's history. The Force is one of only two in England and Wales with a three county structure and incorporates Worcestershire, Herefordshire and Shropshire, including Telford and the Wrekin. Paul is therefore vastly experienced in strategic partnership working with all levels and configurations of local government – District, County, Two-Tier, Combined Authority and Unitary.

He previously served as an Assistant Chief Constable and also as the Deputy Chief Constable of Thames Valley Police between 1998 and 2003.

Background / Summary of achievements

- Introduced an innovative approach to strategic performance management (the "Performance Group"), independently assessed in 2003 as having transformed the operational performance of Thames Valley Police
- Led West Mercia Police throughout a period of unparalleled crime reduction and crime detection achievements (2003 – 2011), during which time total recorded crime was cut by more than 30% and house burglary by 50% , with significant increases also being recorded in levels of public satisfaction and confidence
- Led nationally for the Association of Chief Police Officers (ACPO) on Professional Standards (2005 -2011)
- Led nationally for ACPO on the Management of Sexual Offenders and Violent Offenders (2008 – 2011)
- National Chair of the Chief Police Officers' Staff Association (2009 – 2011)
- Academic achievements: MA in Physics, Oxford University (1979); MSc in Criminal Justice, Michigan State University, USA (1987); MA in Human Resource Management and Development, Durham University (1998)

Awarded the Queens' Police Medal for Services to Policing in 2004

Areas of expertise

- In-depth knowledge and understanding of the Police Reform and Social Responsibility Act, with particular reference to its provisions relating to chief police officers
- Recruitment, Selection and Appointment procedures at all levels, from new recruit to chief officer
- Recognised nationally and internationally as an expert on police integrity, professional standards in policing, counter-corruption, and police misconduct and discipline
- Multi-agency partnership working in relation to all aspects of public protection, including Domestic Abuse, Child Protection and Sexual Offender Management – led nationally on the introduction of "Sarah's Law"
- Criminal Justice partnership working – past Chair of the West Mercia Criminal Justice Board (2005 – 2011)
Served in County Durham, Thames Valley (Oxfordshire, Buckinghamshire and Berkshire) and West Mercia (Worcestershire, Herefordshire and Shropshire)