



Police & Crime
Commissioner
for Cheshire

Mr M Suarez
Chief Executive
Cheshire East Council
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David Keane
Police & Crime Commissioner

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Date: 14 February 2017

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OPCC/DK/SLP

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Dear Mr Suarez

PROPOSED APPOINTMENT OF A DEPUTY POLICE & CRIME COMMISSIONER

In accordance with the provisions of Section 18 of the Police Reform & Social Responsibility Act 2011, I write to inform you that I propose to appoint Ms Sareda Dirir as Deputy Police & Crime Commissioner for Cheshire.

In accordance with the provisions of Schedule 1 of the Act, I am advising you, as Secretary to the Police & Crime Panel, so that arrangements may be made to hold a confirmation hearing in relation to this proposed appointment. As specified in Schedule 1 of the Act, I set out below the required information for the Panel's consideration.

This proposed appointment follows an open advertisement for the role between 19 December 2016 and 15 January 2017 which attracted 21 applications. Four candidates (2 male and 2 female) were shortlisted for interviews which took place on 27 January 2017. At the interviews, I received independent advice from the North Wales Police & Crime Commissioner, Arfon Jones. The Constabulary's Head of Human Resources and my Head of Scrutiny & Planning also attended to provide professional advice and guidance. The attached person specification and role profile was used to assess the suitability of the candidate for appointment.

In using this criteria, I concluded that Ms Dirir is an outstanding candidate and exceeds the criteria set. Ms Dirir was born and brought up in Cheshire and has worked across the county and the North West as a teacher and freelance policy and communications advisor. Through her work with a range of public and private sector clients including local authorities, football clubs, national construction companies, NHS bodies and housing trusts, she has developed a good understanding of organisational challenges and has worked across different agencies at a strategic and operational level. Ms Dirir has substantial experience of implementing strategic policy to deliver transformational changes and has led projects for a number of public and private sector bodies.

Ms Dirir has a good understanding of the diverse geographic social and economic nature of Cheshire. She has worked in schools across Cheshire and undertakes voluntary work for several local charities. Ms Dirir's teaching background has given her considerable experience of interacting with young people and a good understanding of the issues which matter to them. Ms Dirir is passionate about inclusion and equality & diversity matters. She has sound experience of working with a range of diverse communities; and has been an advocate on behalf of under-represented groups to improve outcomes for local people. Through her teaching and community work, Ms Dirir has gained first-hand experience of the police service and criminal justice system.

As a Councillor, Ms Dirir has served the community and acted as an advocate for local people, lobbying on neighbourhood issues. As an elected representative, Ms Dirir has gained extensive knowledge of the process of government and local authorities, gathered experience of chairing meetings, contributed to strategic financial management and demonstrated her ability to effectively scrutinise and challenge. Ms Dirir has the qualities necessary to support me in fulfilling my statutory duties, delivering the Police & Crime Plan and representing the views of local communities in order to make Cheshire a safer place.

The term of the appointment will be for a period of one year, which may be extended. Remuneration will be on a salary of £50,000 based on five days per week. Expenses will be paid in accordance with the Home Secretary's determination in relation to expenses for Police & Crime Commissioners.

I look forward to receiving the Panel's report on this proposed appointment.

Yours sincerely

A handwritten signature in black ink, appearing to read 'David Keane', with a stylized, wavy line extending from the end.

David Keane
Police & Crime Commissioner