



**Derbyshire
Police and Crime
Commissioner**

Safer and Stronger Together

**Protecting Communities
Fighting Crime**



POLICE AND CRIME PANEL MEETING

REPORT TITLE	APPOINTMENT OF THE DEPUTY POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE
REPORT OF	POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE
DATE	7 November 2024

1. PUPOSE OF REPORT

1.1. The purpose of this report is for the Police and Crime Commissioner for Derbyshire ('the Commissioner') to notify the Derbyshire Police and Crime Panel ('the Panel') under the Police Reform and Social Responsibility Act 2011 ('the Act') of the Commissioner's appointment of Mr. Thomas Noel William Spray as the Deputy Police and Crime Commissioner ('the Deputy Commissioner') for Derbyshire (also referred to in this report as 'the candidate').

1.2. In accordance with the Act this report provides the Panel with:

- a) The name of the person whom the Commissioner has appointed.
- b) The criteria used to assess the suitability of the candidate for appointment.
- c) Why the candidate satisfies those criteria, and
- d) The terms and conditions on which the candidate is to be appointed.

2. LEGISLATIVE REQUIREMENTS

- 2.1 The appointment process for Deputy Commissioner is set down in the Act. The Deputy Commissioner is a member of the Commissioner's staff, but the post is not politically restricted and as a result the Deputy Commissioner can carry out political activity on behalf of the Commissioner. Section 7 of the Local Government and Housing Act 1989 (Appointment of Staff on Merit) does not apply and therefore the post is not subject to the normal competitive employment processes. (All other posts within the Commissioner's office are politically restricted and subject to normal recruitment processes).
- 2.2 The Commissioner may arrange for the Deputy Commissioner to exercise any function of the Commissioner in accordance with the Act.
- 2.3 The Deputy Commissioner is required as a condition of their appointment to make a declaration of eligibility. A copy of the declaration form signed by Mr. Tom Spray is attached at Appendix 1.
- 2.4 Under the Act the Panel must:
- Review the proposed appointment.
 - Hold a Confirmation Hearing in public
 - Make a report to the Commissioner on the appointment, which must include a recommendation to the Commissioner as to whether or not the candidate should be appointed and must publish their report.
- 2.5 Under the Act the Commissioner may accept or reject the Panel's recommendation as to whether or not the candidate should be appointed.

The Commissioner then has to notify the Panel of the decision whether to accept or reject the recommendation.

3. HOW THE CANDIDATE SATISFIES THE CRITERIA

(a) The name of the person whom the Commissioner is proposing to appoint

3.1 The Commissioner has appointed Mr. Thomas Noel William Spray as the Deputy Commissioner.

3.2 As the appointee, (Mr. Tom Spray) is currently a serving police staff employee within Derbyshire Constabulary, the appointment of Deputy Commissioner will be conditional on Mr. Spray having ceased his employment with Derbyshire Constabulary first, to ensure compliance with the disqualifications for appointment as set out in Section 18 (6) of the Act or Paragraphs 8(2) and 8(6) of Schedule 1 of the Act.

3.3 At the point of Mr. Tom Spray commencing the role as Deputy Commissioner, none of the following disqualifications for appointment, as set out in Section 18(6) of the Act or Paragraphs 8(2) and 8(6) of Schedule 1 of the Act, will apply to him. He will not be:

- A member of the House of Commons, the Scottish Parliament, the National Assembly for Wales, the Northern Ireland Assembly or the European Parliament.
- A police officer, a Special, a member of police staff, or Police and Crime Commissioner staff, or a member of staff of certain national policing bodies, or the City of London Police Authority.
- A British citizen, having been declared bankrupt, having been convicted of any imprisonable offence in the United Kingdom, Channel Islands or Isle of Man, or committed corrupt or illegal elections practice.

(b) The criteria used to assess the suitability of the candidate for appointment

3.4 The appointment of a Deputy Commissioner will provide enhanced capacity for the Commissioner to deliver her Police and Crime for Derbyshire 2024-2029 ('the Plan'). The role incorporates statutory functions, which the Commissioner may decide that Mr. Tom Spray can undertake in supporting her.

3.5 Additionally, the Deputy Commissioner will also assist the Commissioner in holding to account the Chief Constable to ensure the best possible policing services are delivered to residents across Derby and Derbyshire.

- 3.6 The job description for the post of Deputy Commissioner is provided at Appendix 2.

(c) Why the candidate satisfies those criteria

- 3.7 The Commissioner has provided the following statement in relation to the appointment of Mr. Tom Spray as Deputy Commissioner:

The position of Deputy Commissioner carries a wide array of responsibilities, including representing me in interactions with the Force, partners, and key stakeholders, and supporting the effective delivery of the Police and Crime Plan. When considering Mr. Tom Spray for this important role, I carefully assessed his experience, skills, and unique insights gained from his professional background.

A key factor in my decision was Mr. Spray's experience in the policing sector, particularly his role within police contact centre. His hands-on involvement in managing critical communications between the police and the public has equipped him with a deep understanding of the frontline challenges faced by the Force and the communities we serve. This experience, where he demonstrated his ability to train staff, signpost victims to partner agencies, emergency services and problem-solve complex cases under pressure. Experience working to deliver a smooth operation of a vital service, will be invaluable as he takes on the role of Deputy Commissioner.

His understanding of both the operational side of policing, public sector challenges and passion for public service makes him uniquely qualified to help bridge the gap between community expectations and the realities faced by law enforcement. His ability to navigate what can be complex cases and difficult decisions in an informed and sensitive way, will play a significant role as we work to support residents, enhance policing effectiveness and community safety.

Mr. Spray's experience in contact centre also means that he has a proven capacity to help improve performance, drive efficiencies, and deliver results in environments where you are the first point of call and accountability is critical. His strategic insight into how communication and responsiveness can impact the public's trust and confidence in the Force will be pivotal in advancing our goals under the Police and Crime Plan.

In addition to his policing experience, Mr. Spray has managed staffing budgets, recruitment processes and training of staff through to line management in the FMCG sector. As a GMB union Representative he has advocated for staff and mediated on behalf of staff with management. This not only aligns with my own passion for ensuring we have a positive workplace environment for employees but demonstrates the importance he places on caring for those who care for us.

Beyond his professional expertise, I have known Mr. Spray for a number of years and have always been impressed by his commitment to public service. His calm, pragmatic approach, combined with a genuine enthusiasm for improving outcomes for communities, aligns perfectly with the values I seek in a Deputy Commissioner. His proven ability to interact with various agencies, organisations and most importantly members of the public, will serve as a strong foundation for his work with me in this role.

I am confident that Mr. Spray's practical knowledge, coupled with his strategic mindset and experience, will make him an outstanding Deputy Commissioner, capable of supporting me in delivering our shared vision for safer communities and a more efficient, responsive police service.

- 3.8 The Personal Statement provided at Appendix 3 demonstrates the skills and experience that Mr. Tom Spray will bring to the role of Deputy Commissioner.

(d) Terms and Conditions of Appointment

- 3.9 A summary of the terms and conditions relating to the proposed appointment of the Deputy Commissioner are provided at Appendix 4. The terms and conditions relate to this appointment and for this term only and may not be the same terms and conditions agreed for any future appointment of a Deputy Commissioner.

4. BACKGROUND DOCUMENTS

Police Reform and Social Responsibility Act 2011

<http://www.legislation.gov.uk/ukpga/2011/13/contents>

The Policing Protocol Order 2023

<https://www.legislation.gov.uk/uksi/2023/649>

5. ATTACHEMENTS

Appendix 1 – Mr. Tom Spray’s Declaration of Eligibility

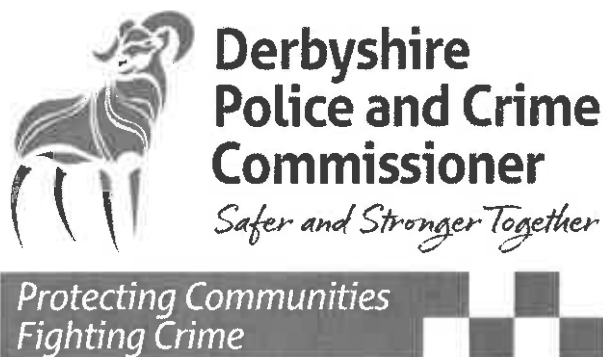
Appendix 2 – Job Description for the Deputy Commissioner

Appendix 3 – Personal Statement by Mr. Tom Spray

Appendix 4 – Summary of the Deputy Commissioner Terms and Conditions

CONTACT FOR ENQUIRIES

Name:	Joe Rhodes-Orwin
Tel:	0300 122 6000
Email	pccoffice@derbyshire.police.uk



THE DEPUTY POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE

Declaration

I THOMAS NOEL WILLIAM SPRAY

declare that I am aware of the provisions of the Police Reform and Social Responsibility Act 2011 and to the best of my knowledge and belief I am eligible for appointment as Deputy Police and Crime Commissioner for Derbyshire, and I am not subject to a relevant disqualification.

I acknowledge that I hold office subject to the requirements of paragraph 8 of Schedule 1 to the Police Reform and Social Responsibility Act 2011.

Signed Thomas Noel William Spray

Date: 16/10/24

JOB DESCRIPTION

Role title: Deputy Police and Crime Commissioner	Appendix 2
Grade / SCP: This post attracts a fixed salary of £45,000 per annum (with annual pay inflation applicable)	
Hours / Shift Pattern: 28 hours per week	
Organisation: Office of the Police and Crime Commissioner	
Location: Office of the Police and Crime Commissioner, Butterley Hall, Ripley DE5 3RS	
Post reports to: Police and Crime Commissioner for direction and the Chief Operating Officer for other staffing matters	
Other considerations (e.g. Travel): Due to the nature of the role, a significant amount of travel throughout Derbyshire is to be expected, with occasional travel beyond the County. Appropriate travel expenses will be provided.	
Date last reviewed: October 2024	
Version: 1.1	

PURPOSE AND DESCRIPTION OF JOB ROLE:

To support the Police and Crime Commissioner (PCC) for Derbyshire in her role and responsibilities, delivering against the vision and priorities set out in the Police and Crime Plan.

To support the PCC in the development of policy and strategy regarding policing, crime and victims of crime.

To help the PCC maintain an effective and efficient police service and deliver crime reduction initiatives across Derbyshire.

To support the PCC in her programme of public engagement, meeting and engaging with the public of Derbyshire to listen to their views, respond to their concerns and engage them in policing and community safety.

The Deputy PCC will share the PCC's vision and values in relation to effectiveness and efficiency, value for money, innovation and ethics and integrity.

SPECIFIC ROLES AND RESPONSIBILITIES:

To support the PCC and her office in the development and delivery of a public facing, outcomes based Police and Crime Plan, and in achieving her statutory obligations under the Police Reform & Social Responsibility Act 2011

To support the PCC in holding the Chief Constable to account through the implementation of a robust scrutiny programme, offering both challenge and support to Derbyshire Constabulary to enable sustainable improvement

To represent and deputise for the PCC in a wide-ranging programme of public engagement, meeting with and engaging local communities, vulnerable groups and victims of crime in order to understand their concerns and ensure that they have a voice in local policing services.

To support the PCC in providing strong and effective oversight of the strategic finances of Derbyshire Constabulary and the OPCC including the programme of commissioning and grant funding allocated by the PCC; the efficiency of Derbyshire Constabulary and value for money in crime reduction initiatives

To engage with wider criminal justice and community safety partners, supporting a systems wide approach to community safety and using the office of the PCC to influence strategic change both locally and nationally.

To effectively represent the views of the PCC to all relevant stakeholders, including local and national media, strategic partners, and politicians.

Develop and promote strong and effective working relationships with key internal and external partners, seeking to influence and engage with them in order to further the aims and objectives of the PCC.

Support the PCC with the on-development of her strategy for policing and community safety across the county, including furthering collaborative opportunities with Blue Light Services, public service transformation and the delivery of the Police and Crime Plan.

Undertake any delegated duties and deputise for the PCC as required.

SKILLS AND EXPERIENCE REQUIRED:

Essential requirements:

Educated to degree level or equivalent.

Excellent interpersonal and communication skills.

Experience managing programmes and working across a wide range of stakeholders to deliver results.

Management experience in the public, not for profit or commercial sectors.

Political awareness.

Desirable requirements:

Experience of working with safeguarding, community safety, criminal justice and / or blue light partners and organisations.

General:

The post holder must be passionate, self - motivated and demonstrate drive and commitment to achieving the policy and vision of the Police & Crime Commissioner.

The post holder must have high levels of integrity and share the values of the PCC in delivering an ethical and transparent service to the public of Derbyshire.

Full or part time post considered.

This post is not politically restricted but must not use the resources or staff of the OPCC for political purposes.

Personal Qualities	Level
Decision Making	Executive
Professionalism	Executive
Public Service	Executive
Working with others	Executive
Leading change	Executive
Managing performance	Executive

Personal Statement from Mr. Thomas Spray

I am pursuing the role of Deputy Police and Crime Commissioner for Derbyshire because I am committed to public service and believe my experience within the force equips me with the insight and experience to help to drive meaningful improvements. Over the past five years working in the control room, I have gained a deep understanding of what works well and what needs to evolve. I have seen the outstanding efforts of our frontline teams and hope to support the force as we work towards enhancing operational efficiency. Additionally, I have been inspired by the dynamic leadership and vision of the new Commissioner, and I am eager to support her in delivering positive, transformative outcomes for the community.

Born and raised in Derby, with family in South Derbyshire, I was educated at a Catholic school in Derby before going on to study History at Lancaster University, where I graduated with a 2:1. My academic focus on post-war British politics, including a dissertation on economic and social policy in the 1960s, has equipped me with a critical understanding of public policy and its impact on communities. My previous academic focus on policy continues to drive my awareness of the current and evolving legislation that affects victims of crime, policing, as well as the broader criminal justice system in my current role

Following university, I advanced through a series of roles at Marks and Spencer, ultimately serving as Section Manager across several stores in Derbyshire. I was responsible for overseeing staffing budgets, the recruitment process, training, and line managing a team. My experience working in Derby, Ashbourne, Glossop, and Matlock provided me with valuable insight into leadership, accountability, and the importance of teamwork driving operational excellence wherever you were stationed.

In 2019, I transitioned to the police force, driven by a desire to contribute more directly to public service. My work in the control room has involved managing a wide range of complex situations, in a team handling up to 1,500 calls per day. This role has given me a strategic understanding of the challenges facing modern policing, from increased demand and budgetary constraints to the growing complexity of cases, often exacerbated by the influence of social media. Safeguarding our residents in communities and online is a key part of my role and the sensitive work we do. I am fully vetted and understand the importance of trust and confidentiality.

I have a clear grasp of the need for careful decision-making, particularly in assessing vulnerability through the THRIVE model and determining when to deploy officers or collaborate with other agencies such as the ambulance service, social services, or third-sector partners. My experience as a call taker, dispatcher, and Digidesk operator has sharpened my ability to work under pressure and pinpoint where resources must be focused to meet the needs of both the public and the force.

In addition to my operational responsibilities, I serve as a union representative for GMB, where I advocate for staff, address issues related to morale and workload, and engage with senior management on departmental reforms. I am proud to be part of

wellbeing group in regular discussion with management where staff morale and wellbeing issues are raised and actioned to ensure staff are heard and supported. My leadership extends to training new recruits, a role I have held for the past year, ensuring they are prepared to handle critical 101 and 999 calls and support the public during times of crisis.

Through engagement with the public and providing Contact Management support I know first-hand, some of the issues affecting communities across Derby and Derbyshire. As a former City Council candidate and active member of my community, I have supported residents by completing casework and signposting them to appropriate organisations. I strive to help navigate what can often be seen as a complicated and daunting process by advising both residents and Councillors on how to report different incidents to the police, drawing from my experience in the control room. As a result, I have built a strong network of contacts in the third sector who not only provide support victims of crime and offer training to officers to help enhance the victim experience, but also those are eager to work in partnership or collaboratively with the Police on community matters.

As Deputy Police and Crime Commissioner, I would bring both strategic insight and frontline experience to the role. I am committed to enhancing the effectiveness of our policing services and ensuring that the force is well-equipped to meet the evolving challenges. With your support, I look forward to working alongside the Commissioner and panel to deliver meaningful change and ensure the safety and well-being of the resident across Derby and Derbyshire.



THE DEPUTY POLICE AND CRIME COMMISSIONER

SUMMARY OF TERMS AND CONDITIONS OF APPOINTMENT

1. Under Section 18(10) of the Police Reform and Social Responsibility Act 2011 ('the Act') the Deputy Police and Crime Commissioner ('the Deputy Commissioner') is a member of the Police and Crime Commissioner's staff.
2. The Deputy Commissioner will be employed by the Police and Crime Commissioner ('the Commissioner') and be subject to a contract of employment which will generally reflect the terms and conditions applying to the Commissioner's staff. However, this post is not a politically restricted post within the terms of the Local Government and Housing Act 1989 and Local Government (Political Restrictions) Regulations 1990.
3. The delegated functional responsibilities of the post and associated terms and conditions will be subject to review at the discretion of the Commissioner.
4. Notwithstanding the above, the main terms and conditions of appointment are set out below:

Term of Contract	The appointment will continue until terminated by reason of any of the provisions set out in Period of Notice and Termination of Contract below
Place of Work	The post will be based in the Commissioner's Office, Police HQ Ripley, DE5 3RS The Deputy Commissioner will also work from home and may be required to work in other venues across Derbyshire from time to time.
Hours of Work	28 hours per week. The Deputy Commissioner will be required to work outside normal office hours, including weekends and evenings as the role requires. No overtime will be paid.
Basic Salary	£45,000 per annum
Allowances	Travel and subsistence allowances will be paid at the rates applicable to the Commissioner.

	Allowances paid to the Deputy Commissioner shall be disclosed under the requirements of the Elected Local Policing Bodies (Specified Information) Order 2012 (as amended).
Pension Scheme	The Deputy Commissioner will be entitled to join the Local Government Pension Scheme.
Continuous Service	Continuous service will be applied from Derbyshire Constabulary.
Redundancy	In accordance with statutory requirements.
Annual leave	32 days annual leave per year, plus public holidays. (pro rata based on 28 hours per week)
Sick Pay	<p>The Deputy Commissioner will be entitled to sick pay as follows:</p> <p>During the first year of service – one month's full pay and after four months' service two months' half pay.</p> <p>During the second year of service – two months' full pay and two months' half pay.</p> <p>During third year of service - four months' full pay and four months' half pay.</p> <p>During fourth and fifth year of service – five months' full pay and five months half pay.</p> <p>After six years' service - six months' full pay and six months half pay.</p>
Period of Notice and Termination of Contract	<p>The Deputy Commissioner may bring their employment with the Commissioner to an end at any time by giving two months' notice in writing.</p> <p>The Commissioner may bring the Deputy Commissioner's employment to an end by giving two month's written notice.</p> <p>Following an ordinary election for a Commissioner, the Deputy Commissioner's term of office will end no later than six days after the election (that is, the day on which the term of office of the appointing Commissioner would, if there were no vacancy in the office before then, end).</p> <p>Where a by-election is called due to a vacancy in the office of the Commissioner, the Deputy Commissioner's term of office will terminate on the making and delivering of the declaration of acceptance of office by the newly elected Commissioner.</p>
Conduct	The Deputy Commissioner will be a signatory to, and will abide by, the Commissioner/Deputy Commissioner Code of Conduct and will be subject to the complaint process under the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.
Confidentiality	The post of Deputy Commissioner and appointed post-holder will be subject to the Official Secrets Act.

Vetting	The Deputy Commissioner is not required to undergo police vetting checks but will be required to comply with the provisions of the Official Secrets Acts 1911 to 1989 as set out at Schedule [Y] to this contract and this requirement shall survive the termination of this contract..
----------------	---