



Mr Giles Orpen-Smellie  
Police and Crime Commissioner for Norfolk

**Norfolk Police and Crime Panel**

County Hall  
Martineau Lane  
Norwich  
Norfolk  
NR1 2DH

*Letter sent by email*

**Direct Dialling Number:** (01603) 228914

**Email:** [jo.martin@norfolk.gov.uk](mailto:jo.martin@norfolk.gov.uk)

2 December 2021

Dear Commissioner,

**Confirmation Hearing 2 December 2021 – proposed appointment of Mr Paul Sanford to the position of Chief Constable**

In accordance with Schedule 8 of the Police Reform and Social Responsibility Act 2011, I write to formally report the Norfolk Police and Crime Panel's recommendation regarding your proposed appointment of Mr Paul Sanford to the position of Chief Constable.

After questioning Mr Sanford at the Confirmation Hearing this morning, the Panel unanimously agreed to recommend that you should proceed in appointing him as Chief Constable. His passion for policing and for all communities in Norfolk was impressive. On behalf of the Panel, I would like to wish Mr Sanford well in this role.

Members also agreed that the Panel's formal report should include our commendation of the recruitment process. Your decision to re-open the process demonstrates your determination to attract the best candidate for Norfolk and we are confident that you have achieved exactly that.

Yours sincerely,



Councillor William Richmond  
Chair, Norfolk Police and Crime Panel

Copied to:

Mr P Sanford, Temporary Chief Constable, Norfolk Constabulary

Mr M Stokes, Chief Executive – OPCCN

All members of the Police and Crime Panel