



Reply to: Leah Smith
Telephone: 01953 424455
Date: 19 March 2026

Dear Member of Public,

RE: Freedom of Information Request FOI/OPCCN/264

I am writing in connection with your email dated 23 February 2026, in which you requested the following information:

For the most recent appointment process for your force's Chief Constable (including any appointment of an Acting or Interim Chief Constable where a full recruitment process was undertaken), I would be grateful if you could provide:

1. The names and roles/organisations of all individuals who sat on the formal interview or selection panel(s) at each stage of the process (for example: longlisting, shortlisting, final interview).
2. The capacity in which each individual participated (e.g. Police and Crime Commissioner, independent panel member, HR adviser, external assessor, senior officer, etc.).
3. Any terms of reference, governance documents, or role descriptions setting out the remit of the panel(s).
4. The dates on which the relevant interview panel meetings or final interviews took place.

I have reviewed our records and can advise the following:

Section 21 of the Freedom of Information Act exempts the Office of the Police and Crime Commissioner's Office for Norfolk (OPCCN) from having to provide you with this information, because it is already reasonably accessible. It can be found on the Police and Crime Panel website. For your convenience, I have provided links below.

[Norfolk Police and Crime Panel \(PCP\) - Norfolk County Council](#) – documents found under 'Confirmation Hearing – Chief Constable appointment'.

[CMIS > Calendar of Meetings](#) – information found within the agenda from page five and the minutes from page two.

Yours sincerely

L. Smith

Leah Smith

Complaints and Compliance Manager and FOI Decision Maker
Office of the Police and Crime Commissioner for Norfolk

Internal Review

If you think we have not supplied information in accordance with Section 1 (the General Right of Access) of the Freedom of Information Act 2000, or you are dissatisfied with the way in which your request has been handled, then you should write within 40 calendar days of the date of the response to:

Mark Stokes
Chief Executive
Office of the Police and Crime Commissioner for Norfolk
Building 7
Falconers Chase
Wymondham
Norfolk
NR18 0WW

Telephone: 01953 424455

Email: opccn@norfolk.police.uk

If you are dissatisfied in any way with our response or the way we have handled your request, you can contact us by phone, email or in writing. We may, in the first instance, try and resolve your complaint informally. However, at any stage you can request, or we may decide to treat your complaint formally under our internal review process.

An internal review is conducted by the Chief Executive who will review the request and response, taking account of your complaint(s), and will respond in writing as soon as possible. The Information Commissioner's Office recommends that a response should be made in 20 working days. If we are unable to respond in this timeframe, we will inform you and provide a date by which you should expect to receive our response.

If, after the internal review, you remain dissatisfied then you can complain to the Information Commissioner's Office, the government regulator for the Freedom of Information Act. Details of how to contact the Information Commissioner's Office can be found at www.ico.org.uk