

## OPCC Record of Decision

The Commissioner has agreed the retirement of the substantive Chief Constable Mr Will Kerr OBE KPM

Decision Record prepared by	
Name:	<b>Fran Hughes</b>
Role:	Chief Executive and Monitoring Officer
Date of Decision:	25 July 2025

### 1. Background

- 1.1 Devon and Cornwall Police was placed into the “engage” phase of monitoring by His Majesty’s Inspectorate of Constabulary and Fire & Rescue Service (HMICFRs) in Autumn 2022. A new Chief Constable, Mr Will Kerr OBE was appointed in December 2022. Mr Kerr was suspended in July 2023 following criminal allegations being investigated by The Police Service Northern Ireland (PSNI). Criminal investigation has now concluded with an indication that no criminal charges will be progressed.
- 1.2 There is an investigation by the Independent Office for Police Conduct (IOPC) relating to Mr. Kerr, for potential gross misconduct, although it is not directly related to the criminal allegations investigated by PSNI.
- 1.3 The investigations to date have been underway since early 2023 and although criminal matters are now not being pursued, the IOPC investigation continues. Mr Kerr has remained suspended on full pay since July 2023 as per the requirements of police regulations.

### 2. Decision Record

- 2.1 A mutually agreed retirement between the Commissioner and Mr Kerr was made effective on 25<sup>th</sup> July 2025.
- 2.2 The decision was made in order to move forward with processes to allow new and stable leadership for Devon and Cornwall Police after a significant period of uncertainty.

### 3. Consultation, Engagement and Communication

- 3.1 Key stakeholders were consulted on this decision to agree Mr Kerr’s retirement. These included the Chief Inspector of His Majesty’s Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS), the College of Policing and the Independent Office for Police Conduct (IOPC).



#### **4. OPCC Monitoring Officer advice**

##### **4.1 Legal, Management, Equality and GDPR Implications – Current and Future**

a. The PCC's Chief Executive and Monitoring Officer has advised that the arrangements set out in the proposal meet the requirements of the relevant legislation and the needs of the organisation.

b. The PCC's Chief Executive and Monitoring Officer is satisfied that the Police and Crime Commissioner has taken into consideration a wide range of factors in making her decision to agree to Mr. Kerrs retirement. These factors include but are not limited to the following matters: the two-year anniversary of the suspension with an outstanding IOPC investigation (with no certainty as to when that investigation will conclude); that Mr Kerr has not been charged with any offences or found guilty of any criminal matters; avoiding any future costs of Mr. Kerrs suspension continuing indefinitely whilst on full pay; ongoing costs of paying more than one Chief Constable; ongoing legal costs; settlement costs; and the need for stable and experienced leadership of Devon and Cornwall Police after such a long and uncertain period of leadership at the most senior rank in the Force.

c. The PCC's Chief Executive and Monitoring Officer is clear that there is no certainty on the length of time that the ongoing IOPC investigation will take, and any sequencing of subsequent hearings (if they are indeed necessary). Both matters are outside of the Police and Crime Commissioners control and are a risk to the ongoing stability of Devon and Cornwall Police. Significant delays, as may be anticipated, would result also in significant additional cost.

d. The PCC's CEO and Monitoring Officer has advised that this decision is within the powers of those making it and that, from the information provided, there would not appear to be any adverse legal, managerial, equality or GDPR implications arising from the proposal.

##### **4.2 Financial and Commercial – Current and Future**

The financial impact of this decision equates to a settlement equivalent to 9 months pay (£165,539). In addition, all contractual payments will be made at the point of leaving Devon and Cornwall Police.

#### **5. Supporting documents:**

5.1 Not applicable.

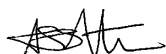
## 6. Official approval

6.1 Following the appropriate approval, this decision sheet will be published, subject to FOIA classification, on the OPCC website. **For OPCC office use:**

If FOI Closed at the current date under Section 22, please provide details of the future date by which this decision can be reconsidered for publication:	Open
Is there a publication schedule that lists the documents relating to this decision that will also be published at a later date in the future? If yes, please attach a copy with this decision.	No

The Recommendation for Decision as outlined in this report is formally approved and subject to Freedom of Information Classification will be published on the OPCC website:

**Police and Crime Commissioner**



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 Signed  
 Print: Alison Hernandez  
 Date: 11<sup>th</sup> Sept 2025

**Governance Signature by  
 Monitoring Officer**



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 Signed  
 Print: Fran Hughes  
 Date: 11<sup>th</sup> Sept 2025

Equality Impact Assessment attached <i>[Tick if completed]</i>	N/A
Data Protection Impact Assessment attached <i>[Tick if completed]</i>	N/A
Decision logged in register? <i>[Tick if completed]</i>	
Decision published on OPCC website? <i>[Tick if completed]</i>	