



OPCC Record of Decision

Decision Record prepared by	
Name:	Fran Hughes
Role:	Chief Executive
Date of Decision:	17 th August 2026

1. Background

- 1.1 The Chief Constable of Devon and Cornwall Police, Mr James Vaughan has a contract in place until January 2027. By mutual consent the Police and Crime Commissioner is extending this contract until 1st August 2028.

2. Decision Record

- 2.1 That the contract for the Chief Constable of Devon and Cornwall Police is extended until 1st August 2028.

3. Consultation, Engagement and Communication

- 3.1 The contract extension is by mutual consent having regard to the current uncertainties of the policing reform white paper; the need for stable leadership and continuity of leadership whilst Devon and Cornwall Police complete their improvement journey; the planned abolition of Police and Crime Commissioners in 2028; and the need for stable and effective leadership to enable Devon and Cornwall Police to continue its improvement journey.
- 3.2 The Chair of the Police and Crime Panel was verbally advised of the Commissioners intention to extend Mr Vaughans contract on 21st August 2026 and other Panel members were advised a few days later.

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 are proportionate 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. These factors include but are not limited to the following matters;; the excellent performance of Mr. Vaughans leadership in his role; uncertainty



introduced by the white paper on policing reform; the intended abolition of Police and Crime Commissioners and Police and Crime Panels in 2028; proposed changes to the powers for the Home Secretary on recruitment and dismissal of Chief Constables; the May 2026 HMICFRS PEEL inspection report.

c. The PCC's Chief Executive and Monitoring Officer is clear that stable leadership is required and can be achieved by extending the current contractual arrangements by mutual consent.

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

No additional costs.

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:

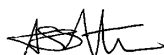
If FOI Closed at the current date under Section 22, please provide details of the future date by which this decision can be reconsidered for publication:	[DD/MM/YY] <i>[insert date]</i>
Is there a publication schedule that lists the documents relating to this decision that will also be published at a later date in the future? If yes, please attach a copy with this decision.	yes / no <i>[delete as appropriate]</i>

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

**Governance Signature by
Monitoring Officer**

Signed



Print: Alison Hernandez
Date:24/08/2026

Signed



Print: Fran Hughes
Date:24/08/2026

Equality Impact Assessment attached **[Tick if completed]**

Data Protection Impact Assessment attached **[Tick if completed]**

Decision logged in register? **[Tick if completed]**

Decision published on OPCC website? **[Tick if completed]**