

Dorset Police and Crime Panel

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Appointment Independent Members for the Dorset and Police Crime Panel 2020-2024

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Report Status: Public

Recommendation: The Panel has to consider two options:

- a) Consider if they would wish to extend the term of the current co-opted members and, if so, ask for formal confirmation that those members are willing to continue to serve for a further term on the Panel; or
- b) Proceed with a selection and appointment process;

If (b) is the preferred option the Panel will need to:

- Appoint the Selection Panel to shortlist and interview candidates;
- Comment on the proposed selection and appointment process and the draft recruitment timetable outlined in the report.

Reason for Recommendation: To comply with the Police Reform and Social Responsibility Act 2011 and ensure the overall panel membership meets the balanced objective in terms of the necessary skills, knowledge and experience to discharge its functions effectively.

1. Executive Summary

The Police Reform and Social Responsibility Act 2011 requires that the Police and Crime Panel must ensure the overall panel membership meets the balanced objective in terms of the necessary skills, knowledge and experience to discharge its functions effectively.

To meet this requirement the Panel is required to appoint two independent (non-councillor) co-opted members to serve and contribute to its work.

The terms of office of the current co-opted independent members comes to an end in November 2020.

The Panel therefore need to consider and agree its approach to the appointment to these two roles to ensure that they satisfy this legislative requirement.

This report outlines the options for the recruitment of co-opted independent members of the Police and Crime Panel, including the possible establishment of a Selection Panel to shortlist and interview candidates.

2. Financial Implications

No VAT or other cost implications have been identified arising directly from this programme.

3. Climate implications

N/A

4. Other Implications

N/A

5. Risk Assessment

Having considered the risks associated with this decision, the level of risk has been identified as:

Current Risk: Low

Residual Risk: Low

6. Equalities Impact Assessment

N/A

7. Appendices

8. Background Papers

None

1.0 Background

- 1.1 The Panel is required to appoint two independent (non-councillor) co-opted members. In making these co-options, The Police Reform and Social Responsibility Act 2011 requires that the panel must ensure the overall panel membership meets the balanced objective in skills, knowledge and experience necessary to discharge its functions effectively. The process for selecting independent members must be determined by each individual Police and Crime Panel area.
- 1.2 When the Police and Crime Panel was first established in November 2012 a panel of three councillors, supported by Dorset County Council officers led on this process. Following a rigorous selection process Mike Short (the Panels current Chairman) and Iain McVie were appointed.
- 1.3 At the February 2016 Police and Crime Panel Meeting, the panel unanimously voted to retain the services of the existing two independent members. The terms of office comes to an end in November 2020.
- 1.4 The Police and Crime Panel now need to appoint two independent members for the 2020/2024 period

2.0 Options available to the Panel

- 2.1 There are two options available to the Panel;
 - a) If both the current co-opted members wished to continue the Panel can decide to extend the terms of office of the current co-opted members. There is no obvious statutory reason why they could not be reappointed. *(Both of the current co-opted independent members have indicated that they would be willing to serve for a further term, if requested to do so.)*
 - b) That the panel carries out a selection process to recruit two members. The current co-opted members would be able to reapply.
- 2.2 If the Panel were to decide to carry out a selection process, the remainder of this report sets out what would be required to deliver against this option.

3.0 Recruitment Process

3.1 If a recruitment process is chosen the timetable below is proposed:

Recommended Timescale	Activity
September 2020	<p>Panel makes a decision to instigate a formal application and selection process.</p> <p>Panel considers the recruitment process, advert, application pack</p>
October 2020	<p>Advertisement issued for applicants</p> <p>Closing date for applications</p>
November 2020	<p>Interview Selection Panel shortlist applicants</p> <p>Formal Interviews</p> <p>Selection Panel identify preferred candidate appointments and notification letters are sent to the candidates</p>
December 2020	<p>Induction Process</p> <ul style="list-style-type: none"> - Role and responsibilities of Co-opted Independent Members <p>Dorset Police and Crime Panel meeting (10/12/20)</p> <ul style="list-style-type: none"> – Appointments formally ratified and new members commence tenure.

3.2 Should the Panel support a recruitment process, it is proposed that Dorset Council, as the host authority, should support the process.

3.3 LGA Guidance suggests that short-listing, interviewing and selection of the independent members may be delegated to a selection panel or sub-committee of the Police and Crime Panel. In 2012 this was delegated to the Chairman and two other members. However, the current Panel chair is an independent member. It would therefore be proposed that the Panel considers appointing a selection panel of three Members at an early point to enable their full engagement in the process.

3.4 Appointments would be made on merit, with due regard to the requirements set out in Schedule 6 of the legislation. Having arrived at a decision the Selection Panel would make a recommendation about the appointments to the Police and Crime Panel at its meeting on 10 December 2020.

Footnote:

Issues relating to financial, legal, environmental, economic and equalities implications have been considered and any information relevant to the decision is included within the report.