

REPORT TO THE WEST MIDLANDS POLICE AND CRIME PANEL

23rd November 2015

Co-opted Independent Members of the West Midlands Police and Crime Panel

1. Purpose of the report

- 1.2 To outline 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. Background

- 2.1. The Panel is required to appoint two independent (non-councillor) co-opted members.
- 2.2 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.
- 2.3 The process for selecting independent co-optees must be determined by each individual force area. A Panel of Cllrs Cooper, Phillips and Sleigh, supported by Birmingham City Council officers, led on this in the summer of 2012 and through a rigorous selection process selected Nick Drew and Lionel Walker. Their term of office comes to an end with the termination of the PCC's term of office in May 2016.

3 Options

There are two options

- a) If both the current co-opted members wished to continue the Panel can extend their term of office of the co-opted members. There is no obvious statutory reason why they could not be reappointed.
- b) That the Panel carries out a selection process to recruit two co-optees. The current co-opted members would be able to reapply. The remainder of the report sets out what this option would require.

4. Recruitment timetable

- 4.1 If a recruitment process is chosen the timetable below is proposed:
- 4.2 As the next Panel year does not start until June appointment in April may be considered too early and a later appointment is possible. However, the recruitment process would then include the two weeks of

the Easter holidays and would require intensive Member involvement in either May or April, noting the local and PCC elections on 5 May. The right hand column provides an option for later recruitment.

Recommended Timescale	Activity	Alternative timescale
23 rd November 2015	Panel considers the options and, if required, appoints Interview Panel	
18 th January 2016	Panel considers the recruitment process, advert, application pack	7 March 2016
25 th January 2016	Advertise for applicants (six-week advertising period)	21 March (6 week period includes Easter)
4 th March 2016	Closing date for applications	29 April 2016
Week commencing 14 March 2016	Interview Panel shortlist applicants	9 May 2016
Week commencing 21 March 2016	Interviews	16 th May 2016
April 2016	Appointments made	23 May
5 th May 2016	Election of Police and Crime commissioner	
May 2016	Induction - role and responsibilities of co-opted members	May
June 2016 TBC	Panel meeting – appointments ratified	June

5. Draft Application Pack

5.1 Material to support the recruitment process in 2012 could be updated and included:

- Appendix 1 - Advert
- Appendix 2 - Letter to potential applicants
- Appendix 3 - Background to the post - summary of arrangements for police governance and accountability in England
- Appendix 4 - Eligibility criteria
- Appendix 5 - Person specification for panel members
- Appendix 6 - Role and responsibilities of co-opted members
- Appendix 7 - Application form

6. Process

6.1 The Scrutiny Secretariat would support the process.

6.2 LGA Guidance suggests that short-listing, interviewing and selection of the independent co-optees may be delegated to a selection panel or sub-committee of the Police and Crime Panel. In 2012 this was delegated to the Chair and two other members. It is proposed that the

Panel considers appointing a selection panel of three Members at an early point to enable their full engagement in the process.

- 5.3 The Selection Panel would make a recommendation about the appointments to the PCP. Appointments will be made on merit and with due regard to the requirements set out in Schedule 6 of the legislation.

8. Recommendations

- 8.1 The Panel is asked to:
- a. Consider if they would wish to extend the term of the co-opted members or to proceed with the appointment process;

In either case (as one or both independent members may decide to stand down), the Panel is asked to:

- b. Appoint the Selection Panel to shortlist and interview candidates;
- c. Comment on the proposed recruitment timetable and process.

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