



## **Durham Police and Crime Panel**

**17 June 2025**

### **Police and Crime Panel**

#### **Independent Co-opted members**

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## **Report of Helen Bradley, Monitoring Officer and Clerk to the Police and Crime Panel**

### **Electoral division(s) affected:**

None

### **Purpose of the Report**

- 1 To propose the recruitment of an independent co-opted member of the Police and Crime Panel (the Panel).

### **Executive summary**

- 2 One of the Panel's two independent co-opted members has been elected to Durham County Council and is therefore no longer eligible to remain as a co-opted member.
- 3 A recruitment process to appoint a new independent co-opted member is proposed with the outcome of the recruitment reported to the Panel on 23 September 2025 and the appointment to take effect from 1 October 2025.

### **Recommendation**

- 4 The Police and Crime Panel is asked to
  - (a) Agree the recruitment process as set out within the report for the appointment of an independent co-opted member
  - (b) Agree the composition of an Appointment Panel to conduct the recruitment process

- (c) Receive a recommendation of the Appointment Panel at a future meeting on the proposed appointment

## **Background**

- 5 The Panel membership is made up of 12 members, consisting of 10 elected members (3 Darlington and 7 Durham) and 2 independent co-opted members.
- 6 There is a requirement under Schedule 6 of the Police Reform and Social Responsibility Act 2011 for the Panel to have two non-political independent members.
- 7 The appointment of independent members provides an opportunity for the Panel, to select individuals to complement the councillors nominated to the Panel, to satisfy the 'balanced appointment objective'. This requires the Panel to have a membership, which when considered collectively, is geographically and politically representative, and includes the necessary experience, knowledge and skills to be effective.
- 8 The independent co-optees are full voting members of the Panel, who have the same responsibilities and duties, and access to the same level of support as elected members on the Panel.
- 9 One of the current co-optees has been elected to Durham County Council and is no longer eligible to remain as a co-optee on the Panel.
- 10 For information, the term of office for the other current co-optee runs until 30 April 2026 unless extended by the Panel. Appointments are made on a four year basis.

## **Recruitment Proposals**

- 11 A recruitment process is proposed for the independent co-opted member. The proposal is based on the Local Government Association (LGA) guidance 'Appointment of independent co-opted members' and Home Office Police, Fire and Crime panels: independent member recruitment guidance June 2023.
- 12 The Panel arrangements require the selection process for co-opting independent members include a reasonable period of advertising for the position. A closing date for the receipt of applications should be given of at least two weeks from the date the advert is first placed.
- 13 It is proposed that the Panel appoints an Appointment Panel from its membership comprising at least one member of each of the constituent authorities to undertake the recruitment and selection after which the Chair and Vice-Chair will make a recommendation to the Panel on the appointment. The Appointment Panel will include the Monitoring Officer who will act in an advisory capacity.

## **Eligibility and Selection Criteria**

- 14 There are restrictions on eligibility which are prescribed in law, the following persons cannot be considered for the role:
- anyone under 18 years old
  - the PCC or a member of their staff
  - MPs
  - members of the National Assembly for Wales the Scottish Parliament
  - members of the European Parliament
  - police officers
  - persons who do not live or work in the police force area
  - civil servants engaged in political activity
  - local authority councillors
- 15 LGA guidance has been used to prepare a draft advert which is shown at Appendix 2 and person specification and role description shown at Appendix 3.
- 16 The person specification sets out the requirements for the candidate. However, in summary the Panel would be looking for someone of good character, have the ability to think strategically, to make good judgements, to be supportive, to scrutinise, to challenge, to be analytical and to communicate effectively.
- 17 The skills and qualities of team building, self-confidence, enthusiasm and drive, respect for others, integrity, and decisiveness are also required. It would be desirable for candidates to have experience of working in a similar role, e.g. public or advisory body, or to have worked in the community or voluntary work.

## **Advertising**

- 18 It is proposed the advert and supporting information are circulated widely to reach a diverse range of potential candidates in County Durham and Darlington. A press release will be issued and adverts placed on the websites of the Durham Police and Crime Commissioner and both local constituent authorities. It will be posted on social media and circulated to voluntary and charitable organisations and various partnerships.

## **Appointment Panel**

- 19 It is recommended that the Panel agree an Appointment Panel to conduct the recruitment, consisting of the Chair, Vice Chair and the Clerk as Monitoring Officer to the authority.

- 20 Following the interviews the Appointment Panel will make recommendations to the Panel on the proposed appointment. The recruitment and selection will be based on the person specification.

## Timeline

- 21 The proposed timeline for the recruitment of a co-opted member is as follows:

Date	Action
23 June 2025	Vacancy advertised
14 July 2025	Closing date
Summer 2025	Interviews take place
23 September 2025	Recommendation on appointment presented to the Panel
1 October 2025	Term of office commences four years

## Conclusion

- 24 The Panel are asked to consider and agree the proposals on recruitment of an independent co-opted member of the Police and Crime Panel as detailed within the report.

## Background papers

- None

## Other useful documents

- None

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## **Appendix 1: Implications**

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### **Legal Implications**

The Panel's work programme is to be delivered in accordance with the Police Reform and Social Responsibility Act 2011

### **Finance**

The Panel's work programme includes precept consultation and consideration of the PCC's precept.

### **Consultation**

None.

### **Equality and Diversity / Public Sector Equality Duty**

None

### **Climate Change**

None.

### **Human Rights**

None

### **Crime and Disorder**

This is a key focus of the role of the Police and Crime Commissioner and Police and Crime Panel.

### **Staffing**

None

### **Accommodation**

None

### **Risk**

None

### **Procurement**

None.