

22 August 2012

**Recruitment of Independent Co-
opted Members**

Report of Colette Longbottom, Monitoring Officer

Purpose of the Report

1. The purpose of the report is for the Panel to agree the selection criteria for the appointment of the two independent co-opted Members to the Panel, agree the advertising arrangements, and to agree the membership of the appointment Panel.

Background

2. There is requirement under the Police Reform and Social Responsibility Act 2011 for the Panel to have two non-political independent members.
3. The appointment of the two independent members provides the opportunity for the Panel, by carefully selecting individuals to complement the councillors nominated to the Panel, to satisfy the 'balanced appointment objective'. The Panel would have a membership, which when considered collectively, would be geographically and politically representative, and would include the necessary experience, knowledge and skills to be effective.
4. Independent co-optees are full voting members of the Panel, and therefore have the same responsibilities and duties, and access to the same level of support as elected members on the Panel.
5. Constituent authorities have agreed that there would be one independent member from the County Durham area, and one for the area of the Borough of Darlington; and that the independent members would be appointed for a two year term.

Selection Criteria

6. Guidance for the Local Government Association has been used to draft the application pack attached at Appendix 2, which includes for the Panel's consideration, the advert, the eligibility criteria, person specification, roles and responsibilities, and an application form.

7. The following cannot be considered for a position on the Panel, namely:
 - 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.
8. The person specification sets out the requirements for the appointee, however in summary the Panel would be looking for someone of good character, and possess all of the competencies of the ability to think strategically, to make good judgements, to be supportive, to scrutinise, to challenge, to be analytical, and to communicate effectively.
9. The skills and qualities of team building, self confidence, enthusiasm and drive, respect for others, integrity, and decisiveness, are also required. It would be preferable for candidates to have experience of working in a similar role, eg public or advisory body, or to have worked in the community or voluntary work.
10. LGA guidance also advises that gaps in panel membership, where possible should reflect the diversity of the community they serve, for example in terms of age, gender, faith, ethnicity, sexuality, and disability.

Advertising

11. The first step is to advertise and seek nominations for the independent co-optees.
12. It is proposed that in order for the advert to reach as many people as possible in County Durham and Darlington, a press release be issued, together with the advert being published on the websites of the Durham Police and Crime Panel, both local authorities, and Durham Police Authority.
13. The deadline for the Panel to be in place is 1 November, and in order to comply the two independent members must have been appointed. It would be advisable for the independent members to be in place in October, and to be involved in the training programme. To meet these timelines, it is proposed that once agreement has been reached by the Panel on the selection criteria, the advertisement is placed as soon as possible, allowing a minimum of two weeks for applications to be made.

Appointment Panel

15. The shadow Police and Crime Panel will oversee the appointment process, with an appointment panel selected by the Panel will comprise of at least one member of each of the constituent authorities. Following the interviews the Chairman and Vice-Chairman will make recommendations to the shadow Panel about membership.
16. It is proposed that the appointment Panel would meet late September, and the shadow board consider recommendations early October, with the positions being offered to the successful candidates in October.

Recommendations

17. The Panel is asked to consider and approve the selection criteria for advertising the positions of the two independent members.
18. To agree the advertising arrangements.
19. To agree the membership of the appointment Panel, that comprises at least one representative from each of the constituent authorities.

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Appendix 1: Implications

Finance – Advertising costs

Staffing – None specific in this report

Risk – None specific in this report

Equality and Diversity / Public Sector Equality Duty – Equality considerations on appointment

Accommodation - None specific in this report

Crime and Disorder - None specific in this report

Human Rights - None specific in this report

Consultation – None specific in this report

Procurement - None specific in this report

Disability Issues – Ensure fair processes are followed

Legal Implications – Within the body of the report