

## **POLICE AND CRIME PANEL**

Meeting to be held on 6<sup>th</sup> July 2020

### **APPOINTMENT OF ADDITIONAL INDEPENDENT CO-OPTED MEMBERS TO THE POLICE AND CRIME PANEL**

(Appendix ' ' ) refers

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### **Executive Summary**

This report sets out required arrangements for the appointment of independent members of the panel following the end of term of appointment of Mr A Baghdadi and the resignation of Mr A Mulla.

### **Recommendation**

The Panel is asked to consider the report and

1. agree arrangements for the appointment of replacement independent members
2. agree 5 members to form the appointment selection panel noting the interview date of 10<sup>th</sup> September 2020.

### **Background and Advice**

It is a requirement that the Police and Crime Panel for Lancashire appoint and co-opt to the Panel two independent persons.

The Local Government Association has produced guidance on how Police and Crime Panels should go about appointing independent co-opted members, a copy of which is attached as Appendix ' ' to this report. Once appointed the two co-opted Independent persons have equal voting rights, and will be appointed for a 4 year term.

The current membership of the Panel has been determined as far as reasonably practicable, in accordance with the 'balanced appointment objective' and as such is intended to reflect the geographical and political makeup of the Lancashire Police area. The Panel as a whole should also have the skills, knowledge and experience necessary for the Police and Crime Panel to discharge its functions effectively.

Whilst membership of the Panel is considered to comprise the necessary skills, knowledge and experience to be effective, as the guidance points out the appointment an additional two independent co-opted persons presents an opportunity to consider any potential gaps in terms of the experience, knowledge and skills represented such as

- The age range of existing Panel members
- The male/female ratio
- Faith and ethnic groups
- Sexuality

In particular the Panel when considering the Appointment process to be adopted via this report, should consider carefully how it will meet these diversity and representative obligations.

The current Panel Arrangements set out the process for the appointment of the two Independent Persons.

EXTRACT FROM LANCASHIRE POLICE AND CRIME PANEL – PANEL ARRANGEMENTS (as approved 8<sup>th</sup> July 2019)

*“3. Independent Members*

*3.1. The Panel has previously agreed to co-opt two independent members onto the Panel for a term of four years.*

*3.2. The lead authority will undertake the selection process on behalf of the Panel for co-opting independent members which will include a reasonable period of public advertisement for the positions. The closing date for the receipt of applications will not be less than two weeks from the date the advertisement is first placed.*

*3.3. Information packs will be prepared and sent to those requesting application forms.*

*3.4. The Panel will determine and agree its Selection Panel in accordance with the “balance appointment objective”.*

*3.5. Following the interviews, the five members Selection Panel will make recommendations to the Panel about the appointments.*

*3.6. The Selection Panel may recommend appointment of additional Independent co-opted members to the Panel who may act as substitutes at meetings in the event of the absence of one or both of the term appointed (see 3.1 above) independent members of the Panel”.*

*4. Vacancies*

*4.1. A vacancy on the Panel arises when a County Councillor, District Councillor or an independent member ceases to be a member of the Panel for any reason.”*

The Panel will note that suggested wording in accordance with the Guidance for the advert,, role and responsibilities document, person specification document, eligibility criteria document and not of background to the post are supplied as an appendices to this report.

The Guidance confirms that traditional paid for adverts in newspapers are not required and opportunities should be taken to secure 'free' advertising through press releases, existing local authority and police websites and publications and existing mailings to parish/town councils and to voluntary organisations. Using a broad range of media should help maximise the likelihood of securing a strong and diverse field of suitable candidates.

The assessment of candidates will depend on the experience, knowledge and skills comprised in the Panel and what would best complement the existing Panel membership. Candidates wishing to be independent co-opted members should not be assessed against their personal political interests.

The selection panel should seek to agree a balanced shortlist to ensure that a representative range of social groups are included, particularly in relation to minority ethnic communities, women, people with disabilities and young people. Interviews will be undertaken by the Selection Panel who will then make a recommendation to the next Police and Crime Panel meeting for consideration and a final decision. The successful candidates will then be informed of the decision and invited to attend the subsequent meeting of the Panel for formal appointment.

## **Consultations**

N/A

## **Implications:**

This item has the following implications as indicated:

### **Legal Implications**

The proposals fulfil the terms of reference of the Panel and are in accordance with the provisions of the Police Reform and Social Responsibility Act 2011

### **Financial Implications**

The costs of the recruitment and its administration will be met from the Grant available for the provision of administrative support to the Panel.

### **Risk management**

The provision of an independent Police and Crime Panel for Lancashire is in accordance with the provisions of the Police Reform and Social Responsibility Act 2011 and the Panel should reflect its Terms of Reference and Arrangements, which this proposal addresses.

**Local Government (Access to Information) Act 1985**  
**List of Background Papers**

<u>Paper</u>	<u>Date</u>	<u>Contact/Directorate/Tel</u>
LGA Guidance on appointing Independent co-opted members	June 2012	David Fairclough, HR, Legal & Governance Services (01254) 585642
Reasons for inclusion in Part II, if appropriate N/A		