

# LEICESTER, LEICESTERSHIRE AND RUTLAND POLICE AND CRIME PANEL – 30 SEPTEMBER 2021

## INDEPENDENT CO-OPTED MEMBERS

### Purpose of this Report

1. The purpose of this report is to consider the existing Independent Co-opted Members status and agree to undertake a recruitment process.

### Background and current arrangements

2. Part 2 of Schedule 6 of the Police Reform and Social Responsibility Act 2011 states that Police and Crime Panels are able to have members co-opted by the Panel and the appropriate number of co-opted members is:

“ (a) two or:

*(b) if a resolution of the panel under sub-paragraph (4) is in force, the number of co-opted members specified in the resolution;*

*(4) A police and crime panel may resolve that the panel is to have the number of co-opted members specified in the resolution; but no such resolution may be passed unless –*

*(a) that number of co-opted members is greater than two;*  
*(b) the secretary of state agrees that*

3. The Police and Crime Panel Terms of Reference state at Part 2, Paragraph 4:

*“The Panel shall be made up of a minimum of 10 councillors and two Independent Members.”*

At paragraph 7:

*“Co-opted Members shall be appointed in accordance with paragraphs 9-13 below and may be appointed in accordance with paragraph 17 below....*

Paragraphs 9-13:

*9. The Panel shall co-opt two Independent Members on to the Panel for a term of 4 years commencing at the mid-way point in the Police and Crime Commissioner’s term of office, with a view to ensuring the Panel has the necessary skills, knowledge and experience to carry out its functions.*

*10. The selection process for co-opting Members should include a reasonable period of advertising for the positions. There should be at least two weeks between the date the advert is first placed and the closing date for receipt of applications.*

*11. Information packs shall be prepared and sent to those requesting application forms.*

*12. Applications shall be considered against an agreed eligibility criterion and then an Appointment Panel made up of three Police and Crime Panel Members will be invited to meet to consider the applications and interview candidates.*

*13. Following the interviews, the Appointment Panel will make recommendations to the Police and Crime Panel for appointment.*

Paragraph 17:

*The panel may agree to co-opt additional Members drawn from the local authorities to ensure the balanced appointment requirement, as far as reasonably practicable.*

4. At the meeting of the Police and Crime Panel on 3 October 2017 a decision was made to commence a new recruitment process and stagger the term of office of the Independent Members so that their term was not coterminous with that of the Police and Crime Commissioner. It was agreed at that meeting that an Appointment Panel be set up to comprise one Member from Leicester City Council, one Member from Rutland County Council and one Member from the County of Leicestershire.
5. Following an open and comprehensive recruitment process the Police and Crime Panel appointed Mr Keith Culverwell and Mrs Mehrunissa Lalani as Independent Co-opted Members for a 4 year term for the period from 1 January 2018 until 31 December 2021.

**Options - start a recruitment process**

6. As in 2017 the Panel begin to start an open recruitment process for two Independent Co-Opted members.
7. The new recruitment process would need to be carried out immediately to recruit two (or more) Independent Co-opted Members for a four year term. The present Independent Members could choose to re-apply to serve on the Panel again as part of that process.
8. LGA Guidance suggests that short-listing, interviewing and selection may be delegated to a selection panel or sub-committee of the Police and Crime Panel.
9. Should the Panel agree that a new recruitment process be carried out the Panel are asked to consider the composition of the Appointment Panel at an early stage to enable their full engagement in the process.

## Other Options Considered

10. None – the existing terms of office of the two Independent Members are due to expire on 31<sup>st</sup> December 2021 and therefore if the Panel does decide to go out to recruit, consideration at this stage would leave sufficient time to undertake that process.

## Recruitment Process

11. If the Panel decide to commence a new recruitment process, an outline timescale for this process is set out below.

<b>Recommended timescale</b>	<b>Activity required</b>
30 September 2021	Panel agrees which members will serve on the appointing sub-committee.
11 October 2021	Advertisement for applicants is placed – six week advertising period
22 November 2021	Deadline for applications
w/c 29 November 2021	Shortlisting
w/c 6 December 2021	Interviews
End of December 2021	Appointments made
January 2022	Induction sessions (should new appointments be made) and new appointee's first Panel meeting.

## Recommendation

The Panel is asked to approve the recruitment process and consider the composition of the Appointment Panel.

### Background Papers:

1. Police Reform and Social Responsibility Act 2011 (published)
2. Leicester, Leicestershire & Rutland Police and Crime Panel's Panel Arrangements (published)
3. Reports to the Police and Crime Panel meetings of October, December 2017 and January 2018 and the minutes of those meetings.(published)

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