

LEICESTER, LEICESTERSHIRE AND RUTLAND

POLICE AND CRIME PANEL – 2nd FEBRUARY 2022

APPOINTMENT OF INDEPENDENT CO-OPTED MEMBERS OF THE LEICESTER,

LEICESTERSHIRE& RUTLAND POLICE & CRIME PANEL

REPORT OF THE PANEL'S SECRETARIAT

Purpose of Report

1. To provide Members with details of the recruitment process which took place for two Co-opted Independent Members of the Leicester, Leicestershire and Rutland Police and Crime Panel, and to formally introduce the two persons appointed.

Background

2. The Police Reform and Social Responsibility Act 2011 (the Act) requires Police and Crime Panels to have at least two non-political co-opted independent members. The Act also states that in making these appointments the panel must ensure the overall panel membership meets the balanced appointment objective in terms of having the skills, knowledge, and experience necessary to discharge its functions effectively.
3. The requirements of the Act are reflected in the Terms of Reference of the Leicester, Leicestershire, and Rutland Police & Crime Panel which state at Section 2, Paragraph 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 Commissioners term of office, with a view to ensuring the panel has the necessary skills, knowledge, and experience to carry out its functions.
4. Mr Keith Culverwell and Ms Mehrunissa Lalani served as the panels Independent Members from 1 January 2017 until 31 December 2021.
5. At the meeting of the Leicester, Leicestershire and Rutland Police and Crime Panel on 30th September 2021 it was agreed to commence a new recruitment process to fill the two independent member positions on expiry of the current terms. It was agreed that an Appointment Panel be set up to comprise one member from Leicester City Council, one member from Leicestershire County Council and one member from Rutland County Council.

Recruitment process

6. On 15th December 2021 the vacancies were advertised on the Leicester City Council website and shared with recruitment teams in the County Councils and Districts for promoting. The advert was also shared with the Police communications team who promoted that through their website.
7. The advert was also circulated to all Panel Members to share accordingly.
8. As a result of the advertisement there were 15 requests for application forms and 6 completed applications submitted by the closing date.

9. The appointment panel comprising Councillor Deborah Taylor (Leicestershire County Council), Councillor Lucy Stephenson (Rutland County Council) and Councillor Kirk Master (Leicester City Council) conducted a shortlisting process and selected candidates for interview.
10. On 24 January 2022 candidates undertook a formal interview. The applicants were assessed against the following selection criteria as recommended in the Local Government Associations guidance on appointing Independent Members:
 - The ability to think strategically;
 - The ability to make good judgements;
 - The ability to be objective;
 - The ability to be supportive;
 - The ability to scrutinise and challenge;
 - The ability to be analytical;
 - The ability to communicate effectively.
11. Following the interviews the Appointment Panel made the decision to appoint two of those candidates Ms Salma Manzoor and Ms Parisha Chavda . Their term of office will run from 2nd February 2022 until 1st February 2026.

The appointed candidates

12. Ms Salma Manzoor

Ms Manzoor resides in Leicester and works in the public sector as a Key Account Manager for Business Investment. She is currently a non-practicing solicitor with previous experience as a senior lawyer in the busy commercial property sector. She is also a parent governor and Vice-Chair of Governors at a primary school in Leicester and has been part of local Neighbourhood Watch schemes and residents' groups dealing with community safety.

13. Ms Parisha Chavda

Ms Chavda resides in Leicester and works in the Young People Justice Service (previously the Youth Offending Service) as a Restorative Justice and Volunteer Co-Ordinator. She is a qualified social worker with experience of working with agencies such as the Police; CAMHS; Education and Health Care providers, Substance misuse teams and Victim First as well as involvement in multi-agency meetings.

Recommendations

The Panel is asked to endorse the Appointment Panels selection decision and to formally appoint the two independent co-opted members to the Panel.

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