

# POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

## POLICE AND CRIME PANEL

Report of	OFFICE OF POLICE AND CRIME COMMISSIONER
Subject	ETHICS AND TRANSPARENCY PANEL RECRUITMENT UPDATE
Date	MONDAY 20 JUNE 2022 – 1:00 p.m.
Author	LIZZIE STARR, INTERIM CHIEF EXECUTIVE OFFICER, OFFICE OF THE POLICE AND CRIME COMMISSIONER

### **Purpose of Report**

1. The purpose of this report is to update the Panel of the recruitment of the Ethics and Transparency Panel and the recruitment timelines moving forward.

### **Recommendation**

2. It is recommended that members comment on the contents of the report.

### **Background**

3. Following a review of the Ethics, Integrity and Complaints Committee the Police and Crime Commissioner made the decision to re-constitute the Ethics, Integrity and Complaints Committee – this was presented to the Panel in a report on 2 December 2021.

### **Ethics and Transparency Panel**

4. The recruitment for panel members went live on the 13 October and closed on the 12 December. The advert is attached to this report as **Appendix 1**.
5. Recruitment was through application and open competition. Applicants are required to submit a CV and covering letter broadly outlining how they meet the essential and desirable criteria for the role.
6. In total 22 applications for the Ethics and Transparency Panel were received.
7. The applications were shortlisted by a panel of 4 individuals, these panellists were chosen considering a variety of factors including proximity to the panel, experience in local government and administration and neutrality and independence and were as follows;
  - a. Mr Rupert Matthews, Police and Crime Commissioner
  - b. Cllr. Deborah Taylor, Chair of the Police and Crime Panel
  - c. Mr Rob Nixon, Deputy Chief Constable
  - d. Independent member of the then Police and Crime Panel

8. The shortlisting panel scored each candidate based on their experience, ability and suitability to meet the essential criteria of the role description.
9. Ten candidates were invited to interview on the 26 January 2022, of these 7 were successful at interview and were appointed.
10. These candidates are currently undergoing the process of their vetting and reference checks. This has been a lengthy process which has included vetting, medicals, references and drug tests.
11. Due to the length of time taken and following guidance from HR that the candidates must have full clearance prior to a start date being arranged the panel have yet been unable to have their induction, however this is provisionally booked for July 2022.
12. Once the new Ethics and Transparency Panel members have been appointed and received full clearance from the HR department a full profiling report will be completed and reported to the panel.

### **Implications**

Finance:	The annual allowance for 7 members of the Panel, together with any expenses incurred is contained within the OPCC budget.
Legal:	There is no legal requirement to have an Ethics and Transparency Panel in place.
Equality Impact Assessment:	The recruitment process for members of the Panel was assessed to ensure no adverse impact on any of the nine protected characteristics.
Risks and Impact:	The Panel provides additional independent assurance to the Commissioner that Leicestershire Police are operating within the standards expected.

### **List of Attachments / Appendices**

Appendix 1 – Advert for Ethics and Transparency Panel

### **Persons to Contact**

Lizzie Starr – Interim Chief Executive Officer

[Elizabeth.Starr8921@leicestershire.pnn.police.uk](mailto:Elizabeth.Starr8921@leicestershire.pnn.police.uk)