

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE POLICE & CRIME PANEL

PAPER MARKED

Report of	OFFICE OF THE POLICE & CRIME COMMISSIONER
Date	THURSDAY 30 TH NOVEMBER 2022
Subject	APPOINTMENT OF DEPUTY POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE
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Purpose of Report

1. To provide background information to the Police and Crime Panel on the appointment process leading to the selection of Councillor Ajmer Kaur Mahal from Leicestershire representing Glen Ward, Harborough District Council, as the preferred candidate for the role of Deputy Police and Crime Commissioner (DPCC).

Recommendation

2. That the Panel endorses the appointment of Councillor Ajmer Kaur Mahal as the Deputy Police and Crime Commissioner for Leicester, Leicestershire and Rutland.

Background

3. The Police Reform and Social Responsibility Act 2011 (the Act) provides, under section 18(1), that the Police and Crime Commissioner (PCC) for a police area, may appoint a person as the DPCC for that area.
4. The PCC can arrange for them to exercise any of their functions save for
 - the issuing of a Police and Crime Plan,
 - appointing the Chief Constable,
 - suspending the Chief Constable,
 - calling upon the Chief Constable to retire or resign
 - calculating a budget requirement under section 43 of the Local Government Finance Act 1992.
5. An outcome of Part 1 of the PCC Review conducted by the Home Office concluded that to enhance resilience and capacity of PCCs, legislation will come forward to mandate the appointment of a DPCC.
6. To assist the PCC, provide capacity and resilience, and address the recommendations of the PCC Review Part 1, the Police and Crime Commissioner wishes to appoint a DPCC.
7. The PCC has therefore notified the panel of his intention, in accordance with the Act.

8. Councillor Mahal has declared that she is aware of the provisions of the Police Reform and Social Responsibility Act 2011 as regards eligibility to be appointed. She has declared that to the best of her knowledge and belief she is eligible for appointment and is not subject to a relevant disqualification.
9. Attached at **Appendix A** are the relevant extracts from the Act which have been provided to Councillor Mahal.

Process

10. A DPCC is required by the Act to be a member of staff within the Office of Police and Crime Commissioner (OPCC). The DPCC for Leicester, Leicestershire and Rutland will be subject to a contract of employment which will generally reflect the terms and conditions applying to the PCC's staff. The PCC informed the Panel of his decision to appoint a Deputy on 17th November 2022. A copy of the decision notification sent on 30th November is attached at **Appendix B**.
11. There is no formal job description and person specification for a Deputy PCC. However, for completeness, it is the intention of the PCC to work with colleagues to develop a Job Description during the remainder of this financial year which will coincide with a new personal development review process being introduced into the OPCC. A PCC can decide to appoint a DPCC based on his/her individual needs and requirements in order to support them in their role.
12. The PCC has considered the priority areas he wishes his DPCC to focus on.

Criteria used to assess the suitability of Candidate

13. The PCC has considered very carefully the set of criteria he is looking for in selecting a suitable individual for this important role. These have been identified as:
 - Significant experience of building effective partnership relationships;
 - Understanding of and engagement with national, regional, and local communities, partners and stakeholders;
 - Experience of community campaigning and advocacy;
 - Alignment with the ethical and social aspirations of the Commissioner, in particular the importance of neighbourhood and community cohesion and diversity;
 - Shared values in respect of the role of the police service and its accountability to the public;
 - Ability to complement the experience and background of the Commissioner

Candidate Proposed

14. The PCC has selected Councillor Mahal as his preferred candidate based on her skills, aspirations and experience. Extensive discussions have taken place between the PCC and Councillor Mahal.
15. The PCC is confident that Councillor Mahal has a skill set that not only fulfils the criteria outlined above but also compliments his own skills and experience. He is confident that Councillor Mahal will fulfil the role of DPCC with passion, professionalism and integrity.

16. Key considerations for the PCC in making his selection is that Councillor Mahal has the following experience and competence:

- **Extensive experience within the business sector** e.g. Currently Director at LLEP and sits on Investment panel. The Leicester and Leicestershire Enterprise Partnership leads economic prosperity across the Leicester and Leicestershire area. Board member of Leicestershire Asian Business Association. Vice President and lead for women & political affairs. Attended Better Business for All meetings at Chamber of Commerce fighting for better regulations on behalf of small and medium sized businesses in Leicester.
- **Extensive experience within charitable organisations** e.g. Fellow of the Royal Society of Arts. (FRSA) (Formerly known as Society for the Encouragement of Arts, Manufactures and Commerce. Has volunteered initially starting in the Oadby and Wigston area later raising funds for Kidney Care Appeal (2005). Continues to support a wide range of charities. Former member of Women in Philanthropy in Leicester.
- **Advocate for underrepresented communities;** e.g. Board member of (IBTC) Indo British Trade Council. International member of WICCI as a Non-Resident Indian. Women's Indian Chamber of Commerce & Industry, (WICCI) boosts and builds women's entrepreneurship and businesses.
- **Supported groups and communities thereby enabling them to be more confident and to foster positive change; e.g.** Member of the Conservative Women's Organisation (CWO) for over a decade. Current regional President of East Midlands CWO. Current Vice-Chairman (2022-23) and Armed Forces Champion at Harborough District Council.
- **Mentored and coached key individuals in the communities and businesses;** (multiple private examples)
- **Experience of working within business sector and dealing with sensitive and complex issues;** e.g. At LOROS Hospice Former Trustee 9 years' experience of overall Governance, Strategy, and oversight of the Charity. Attended Clinical Governance meetings, advocating for terminally ill patients, Chaired Equality & Diversity meetings.
- **County Councillor with a portfolio which includes Community Safety;** e.g. Former Parish Councillor Great Glen Parish Council. Recreation & Planning committee member. Ensuring any grants approved meet standards expected from projects and as member of the Cabinet Sub-committee member has delivered various projects within the Harborough District.
- **Experienced in scrutiny, accountability and oversight** e.g. Deputy Chairman for the Leicester, Leicestershire and Rutland Area Conservatives with a remit for Fundraising and Membership. Treasurer for Leicestershire Area Conservatives. Audit and Governance committee member and Scrutiny Performance panel member at Harborough District Council.
- **Driven to raise standards and integrity in public life** e.g. As member of Harborough Conservative Association and a councillor and armed forces champion and more recently Vice-Chairman at Harborough District council fully aware of responsibilities and in line with the Nolan Principles.
- **Interests in protecting the most vulnerable in society** e.g. Vice-Chairman for 2022-23 at Harborough District Council ensuring due diligence for members of the Armed Forces. Advocates for women and children wherever possible and passionate about mental health issues. Is signed up to the Royal Voluntary Service as a Volunteer Responder and assisted in the national vaccination programme.

Terms and Conditions of Appointment

17. The Deputy PCC is a member of the PCC's staff and therefore this requires the post-holder to receive terms and conditions aligned with those colleagues within the Office of the OPCC.
18. A summary of the terms and conditions are attached at **Appendix C**.
19. Councillor Mahal will take up the role of DPCC for Leicester, Leicestershire and Rutland with effect from 21st November 2022. The employment status will be subject to the confirmation hearing. The intervening period prior to the Confirmation Hearing will be utilised as an induction and familiarisation process for Councillor Mahal.
20. The Police and Crime Commissioner has discussed with Councillor Mahal the portfolio of responsibilities he wishes to delegate to her. Although not an exhaustive list, the following is the current identified portfolio which may be subject to change going forward:
 - Governance - supporting the PCC with the internal/external governance arrangements
 - Partnership - to support and harness a collaborative approach to community safety
 - To champion OPCC response to Violence against Women and Girls
 - To champion OPCC response to hidden crime such as Domestic Abuse
 - To champion the OPCC response to Business Crime
 - To take an active oversight in Commissioning
 - To champion the OPCC response to Missing Children and Adults
 - To champion the OPCC response to Child Sexual Exploitation
 - To be the appropriate authorising officer on behalf of the PCC

Conclusion

21. The appointment of the DPCC has been identified as a critical role for the PCC. The PCC has carefully considered the skills and abilities he requires to complement his own approach and balanced those against the community and organisational needs.
22. The PCC has selected Councillor Mahal as his DPCC. This report identifies the legislative requirements for appointing a Deputy, together with the criteria used to assess the suitability of the selected candidate and the reasons why the Commissioner has selected Councillor Mahal. In addition, this report also informs the Panel on the terms and conditions on which she will be appointed.

Implications

Financial	This new post will be included with the financial consequences being an additional £58k including on-costs.
Legal	The legislation enables the Commissioner to appoint a Deputy and it is a legislative requirement that the Commissioner informs the Panel of his decision to appoint. The legal requirements are being met.
Equality Impact	The Commissioner has considered equality and diversity in this appointment.

Risks and Impact	The Panel has previously highlighted the risks associated with not appointing a Deputy in order to support the work of the Commissioner. This issue has been reflected in the decision made by Mr Matthews in making this decision.
Link to Police and Crime Plan	The Deputy will support the Commissioner in the delivery of the whole Plan.

List of Appendices

Appendix A – Relevant Legislation

Appendix B – Decision to appoint a Deputy Police and Crime Commissioner

Appendix C – Summary of terms and conditions

Background Papers

Police Reform and Social Responsibility Act 2011.

Persons to Contact

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