

**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**DERBYSHIRE POLICE AND CRIME PANEL**

**18 November 2021**

**Report of the Director of Legal and Democratic Services**

**INDEPENDENT PANEL MEMBER RECRUITMENT**

**1. Purpose**

To update the Panel on the recruitment of independent panel members and to determine the eligibility criteria for selection and interview.

**2. Information and Analysis**

Schedule 6 of the Police Reform and Social Responsibility Act 2011 requires police and crime panels to co-opt at least two non-political independent members and to stipulate within their Panel Arrangements the length of the term of office for both appointed and co-opted members, as well as any conditions for the re-appointment of appointed and co-opted members to the Panel.

The Panel Arrangements for the Derbyshire Police and Crime Panel require the Panel to co-opt at least two independent members and the term of office is stipulated to be 4 years. The Panel Arrangements also set out the process for recruitment and appointment.

The term of office for the Panel's two current Independent Members was due to end in January 2021 however, the Panel agreed to vary the Panel Arrangements and extend the term of office until January 2022. It was also agreed that a recruitment process for two new independent members should commence prior to the end of the extended term of office in January 2022 and that upon conclusion, the Panel Arrangements revert to a term of office for independent members being for four years.

Adverts have been published in local newspapers and on the Derbyshire County Council website indicating that the Derbyshire Police and Crime Panel

are looking to recruit Independent Members. The closing date for applications is 14 November 2021. In accordance with the Panel Arrangements information packs have been prepared and sent to those requesting application forms.

The Panel Arrangements stipulate that applications will be considered against agreed eligibility criteria and the Chair and Vice-Chair will consider applications and interview candidates. Following the interviews, the Chair and Vice-Chair will make recommendations to the Panel about membership. The Panel should determine agreed eligibility criteria in advance of the selection process. The information pack includes details of eligibility criteria however, this only outlines those who are excluded from being a member of a Police and Crime Panel, for example serving police officers.

### **3. Alternative Options Considered**

3.1 To not recruit Independent Members. This would result in the Panel failing to fulfil the legislative requirement to have at least two Independent Members.

3.2 To recruit more than two Independent Members as permitted by the Derbyshire Police and Crime Panel Arrangements. However, the total size of the Panel must not exceed 20. If additional Independent Members are recruited this will limit the number of additional councillors that may be co-opted onto the panel to achieve the balanced appointment objective.

### **4. Implications**

4.1 Appendix 1 sets out the relevant implications considered in the preparation of this report.

### **5. Consultation**

5.1 Not applicable.

### **6. Background Papers**

6.1 None identified.

### **7. Appendices**

7.1 Appendix 1 – Implications.

### **8. Recommendations**

That the Panel:

- a. Confirms that two Independent Members will be recruited.

- b. Notes the procedure outlined in the Panel Arrangements that the Chair and Vice-Chair will consider applications and interview candidates.
- c. Consider constituting a small working group to ensure sufficient capacity to review potential candidates.
- d. Notes that the recruitment procedure will be undertaken in accordance with the Panel Arrangements.

**9. Reasons for Recommendation(s)**

To ensure that the Derbyshire Police and Crime Panel meets the legislative requirement to appoint at least two independent members.

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## **Appendix 1**

### **Implications**

#### **Financial**

1.1 None directly arising out of this report.

#### **Legal**

2.1 Schedule 6 of the Police Reform and Social Responsibility Act 2011 requires police and crime panels to co-opt at least two non-political independent members and to stipulate within their Panel Arrangements the length of the term of office for both appointed and co-opted members, as well as any conditions for the re-appointment of appointed and co-opted members to the Panel.

#### **Human Resources**

3.1 None directly arising out of this report.

#### **Information Technology**

4.1 None directly arising out of this report.

#### **Equalities Impact**

5.1 None directly arising out of this report.

#### **Corporate objectives and priorities for change**

6.1 None directly arising out of this report.

#### **Other (for example, Health and Safety, Environmental Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

7.1 None directly arising out of this report.