

SURREY POLICE AND CRIME PANEL

Independent Member of the Police and Crime Panel

12 June 2013

SUMMARY

This report provides details of the process undertaken to recruit a new Police and Crime Panel Independent Member, and puts forward the recommendations of the recruitment sub-group for consideration by the Panel.

RECOMMENDATIONS OF THE RECRUITMENT SUB-GROUP

Members of the Police and Crime Panel are asked to:

- (i) Note the recruitment process used to identify the recommended candidate;
- (ii) Formally co-opt the recommended candidate, Maria Gray, to the Panel, for the remainder of the Police and Crime Commissioner's term of office.

1.0 INTRODUCTION AND BACKGROUND

- 1.1 In accordance with the Police Reform and Social Responsibility Act 2011, where a force area consists of more than ten authorities, there will be as many appointed members of the Police and Crime Panel as there are local authorities in the force area, with one from each authority. In Surrey, this equates to twelve members appointed to the Panel by local authorities.
- 1.2 In addition to these appointed members, the Act requires Panels to co-opt two independent non-political members. Independent members have full voting rights on Panel procedures and are usually co-opted to the Panel for a term of four years. As this appointment is to replace a previous independent member, the period will instead be for the remainder of the Police and Crime Commissioner's term of office.
- 1.3 The co-option of independent members to the Panel provides an opportunity to build on the skills and experience offered by the appointed members, and to assist the Panel in discharging its functions effectively.
- 1.4 Following the resignation of one of the Panel's Independent Members, the Panel was required to seek a suitable replacement.
- 1.5 The process for recruiting and co-opting independent members, previously agreed by Surrey's local authorities, is set out in the Panel Arrangements.
- 1.6 In accordance with these arrangements, the recruitment process included public advertisement of the independent member post for a period of three weeks, and the preparation of information packs for interested parties, which set out the eligibility criteria, person specification and the roles and responsibilities for Panel members.
- 1.7 Applications were considered against the agreed eligibility criteria by a nominated sub-group of members, as a result of which a short-list of candidates was invited to interview.
- 1.8 The recruitment sub-group consisted of Cllr Dorothy Ross-Tomlin (Surrey County Council), Cllr Richard Billington (Guildford Borough Council) and Independent Member Anne Hoblyn.

2.0 ANALYSIS AND PROGRESS

- 2.1 Throughout the recruitment process, members of the sub-group have been mindful of the experience, knowledge and skills required for the Panel to be effective.
- 2.2 The Panel supports the Police and Crime Commissioner in the effective exercise of their functions and plays a crucial role in promoting openness in the transaction of police business. As such, considering candidates

against the essential criteria set out in the supporting information was of fundamental importance.

- 2.3 Following short-listing, interviews took place on 20 May 2013. In light of the experience, skills and knowledge demonstrated by Maria Gray, members of the sub-group were in agreement that she would be an effective independent member and would aid the Panel in carrying out its roles and responsibilities.

3.0 EQUALITIES AND DIVERSITY IMPLICATIONS

- 3.1 Officers of the host authority ensured that the recruitment process was conducted in accordance with Surrey County Council’s policies and its status as a ‘Two Ticks’ employer.
- 3.2 Efforts were made to ensure that the posts were advertised across a range of websites, and to provide details of the post to partner organisations in the voluntary, community and faith sectors.

4.0 CONCLUSION AND RECOMMENDATIONS

- 4.1 The Panel is asked to note the recruitment process and formally co-opt Maria Gray onto the Surrey Police and Crime Panel for the remainder of the Police and Crime Commissioner’s term of office.

5.0 REASONS FOR RECOMMENDATIONS

- 5.1 To comply with the Police Reform and Social Responsibility Act 2011 and to assist the Panel in discharging its functions effectively.

6.0 WHAT HAPPENS NEXT

- 6.1 Once formally co-opted by the Panel, Maria Gray will serve as an Independent Member of the Surrey Police and Crime Panel for the remainder of the Police and Crime Commissioner’s term of office.

LEAD OFFICER: Damian Markland, Scrutiny Officer, Surrey County Council

TELEPHONE NUMBER: 0208 2132 703

E-MAIL: damian.markland@surreycc.gov.uk

This page is intentionally left blank