

## **SURREY POLICE AND CRIME PANEL**

### **Independent Members of the Police and Crime Panel**

**8 October 2012**

#### **SUMMARY**

This report provides details of the process undertaken for the recruitment of the Police and Crime Panel's independent members, including progress made to date, and puts forward the initial 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 progress made in the recruitment of the Police and Crime Panel's independent members;
- (ii) co-opt the recommended independent members to the Panel (details to follow).

## **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 will have full voting rights on Panel procedures and will be co-opted to the Panel for a term of four years.
- 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 The process for recruiting and co-opting independent members, previously agreed by Surrey's local authorities, is set out in the Panel Arrangements.
- 1.5 In accordance with these arrangements, the recruitment process included public advertisement of the independent member posts for a period of 4 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.
- 1.6 Applications were considered against the agreed eligibility criteria by a nominated sub-group of the appointed Panel members, as a result of which a short-list of candidates was invited to interview.
- 1.7 The recruitment sub-group consisted of Cllr Pat Frost (Waverley Borough Council), Cllr Ken Harwood (Tandridge District Council) and Cllr Dorothy Ross-Tomlin (Surrey County Council). Cllr Terry Dicks (Runnymede Borough Council) acted as a substitute for Cllr Ross-Tomlin at the sub-group's meeting to discuss short-listing.
- 1.8 Upon completion of the interviews, the Panel will be invited to consider final recommendations made by the sub-group with regard to co-option of the independent members.

## **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 will support the Police and Crime Commissioner in the effective exercise of their functions and will play 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, the majority of interviews took place on 13 September. However, in order to accommodate existing commitments, and in the interest of fairness, it was not possible to complete all interviews until the first week of October.
- 2.4 As a result, the members of the recruitment sub-group have not been able to put forward their final recommendations to the Panel in this report, and propose to do so once all interviews have taken place.

### **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 local newspapers, and to provide details of the post to partner organisations in the voluntary, community and faith sectors.
- 3.3 The Police and Crime Commissioner is defined as a 'public body' under the Equality Act 2010 and, accordingly, is bound to give 'due regard' to its duties. Members of the Panel will therefore be required to consider the Commissioner's compliance with equality duties as part of their role, and the suitability of candidates was considered with this function in mind.

### **4.0 CONCLUSION AND RECOMMENDATIONS**

- 4.1 The Panel is asked to note progress made to date in the recruitment of its independent members.
- 4.2 Upon conclusion of all interviews, members of the recruitment sub-group will submit further information for consideration by the Panel, including its final recommendations on the co-option of the Panel's independent members.

### **5.0 REASONS FOR RECOMMENDATIONS**

- 5.1 The above recommendations are made to highlight progress made in the recruitment of the Panel's independent members, and to outline the actions proposed to conclude the recruitment process.

### **6.0 WHAT HAPPENS NEXT**

- 6.1 Interviews are due to be completed in the first week of October, following which the recruitment sub-group will make final recommendations to the Panel.

6.2 Recommendations will be put forward by the sub-group in advance of the Panel meeting on 8 October, at which the independent members will be formally co-opted to the Panel.

**LEAD OFFICER:** Simon Griffin, Scrutiny Officer, Surrey County Council

**TELEPHONE NUMBER:** 020 8541 9122

**E-MAIL:** [simon.griffin@surreycc.gov.uk](mailto:simon.griffin@surreycc.gov.uk)

**CONTACT OFFICERS:** Simon Griffin / Rachel Crossley

**TELEPHONE NUMBER:** 020 8541 9122

**E-MAIL:** [simon.griffin@surreycc.gov.uk](mailto:simon.griffin@surreycc.gov.uk)  
[rachel.crossley@surreycc.gov.uk](mailto:rachel.crossley@surreycc.gov.uk)