



# HERTFORDSHIRE POLICE AND CRIME PANEL

## APPOINTMENT OF INDEPENDENT CO-OPTED MEMBER

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Broxbourne Borough Council

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### RECOMMENDATIONS

- 1 Recruitment commences through an open application process.**
- 2 Three or four members from the Panel be nominated to shortlist, interview and recommend a co-opted member for appointment to the panel.**

### Purpose of report

The Panel needs to appoint a second independent co-opted member. The report proposes a process and invites comment to add to the process and to confirm the appointment criteria.

### Introduction

Annabel Francis resigned from the Panel in October. The Panel has to have at least two independent co-opted members as required by law. The Home Secretary has agreed to the Hertfordshire Panel having an additional co-opted member to better achieve the political balance objective but an additional independent member is now required to help the Panel achieve the skills and knowledge to carry out its functions.

## Eligibility

To be eligible for appointment, a person must meet all of the following criteria:

- Must be at least 18 years old
- Must live or work in the Hertfordshire police force area
- Must not be:
  - The Police and Crime Commissioner for Hertfordshire
  - A member of the staff of the Police and Crime Commissioner
  - A member of the civilian staff of the Hertfordshire police force
  - A Member of Parliament, the National Assembly for Wales, the Scottish Parliament or the European Parliament
  - A Member of the local authorities in the region
  - A police officer

Further details on eligibility are set out in the Panel Arrangements Document. Whilst many civil servants or public officials participate in existing community safety partnership groups, they may not be eligible for this role if employees are in politically restricted positions.

Whilst there is no prescription about how and who the PCP should appoint or make best use of its two lay members, it is clear that their appointment represents an opportunity for the PCP to strengthen its ability to support and scrutinise the work of the PCC. With this in mind, the Panel will need to consider the types of skills and experience that are needed to contribute effectively to the work of the Panel. Examples of these could include:

- to bring in expertise from other bodies, for example, the voluntary and community sector or one of the other community safety 'responsible authorities' such as health or probation;
- to provide particular skills, that may be absent with the PCP members – for example an individual who has particular community engagement experience and can help represent the views of the public and under-represented groups;
- to bring in the views and concerns of the public; and/or
- experience of challenging and scrutinising from other fields.

## Proposed recruitment process for selecting the Co-opted Members

There is a requirement for the selection procedures to be fair and transparent for the appointment of an Independent Co-optee. Within an open recruitment process, likely candidates who have an interest and expertise could still be targeted to ensure that suitable candidates come forward.

Members of the Panel could then select candidates through a shortlisting and interview process. It is recommended that this is done by a small panel of three or four members. The initial recruitment process in 2012 achieved a range of quality candidates so it is suggested the same advertising process is used. In addition, use will be made of the now established media used for the Panel. Members are invited to contribute any additional methods of bringing the role to the attention of the public across the county.