

Report of: Panel Lead Officer

Date: 29 November 2021

Panel Membership – Appointment of Independent Panel Member

1. Purpose of Report

- 1.1 In July 2021, the Panel asked officers to report back on the process for appointing a third independent panel member.
- 1.2 This report outlines the appointment process as set out in legislation and recommends how the Panel can take this forward in line with recruitment best practice by appointing the second-choice candidate identified in the last recruitment round.

2. Recommendations

- a) **That the Police and Crime Panel agree to apply to the Secretary of State to appoint a third independent panel member, and**
- b) **Subject to the approval of the Secretary of State, the Panel appoint the second-place candidate identified by the Panel Selection Panel in June 2021 as independent panel member for the term ending in May 2025.**

3. Statutory and Local Requirements

- 3.1 Schedule 6 of the Police Reform and Social Responsibility Act 2011 provides for police and crime panels to co-opt two compulsory non-political independent members and the option to co-opt additional non-political independent members by resolution (and subsequent agreement by the Secretary of State).
- 3.2 The 'Panel Arrangements' (the agreement between the seven district authorities on the function and composition of the panel) permits the Panel to have up to three independent members:
 - *The Panel may also resolve to co-opt a further Member, with the agreement of the Secretary of State, provided that the number of co-opted Members included in the Membership of the Panel shall not exceed three.*
 - *In appointing co-opted Members who are not elected members of any of the Authorities the Panel must secure, so far as is reasonably practicable, that the appointed and co-opted Members of the Panel have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively.*

4. Application Process

4.1 A unanimous decision of the Panel is required to apply to the Secretary of State to increase the number of co-opted members. The application must explain how the individual has the skills, knowledge, and experience necessary to allow the panel to discharge its functions effectively, or more effectively.

5. Recommended Candidate

5.1 Earlier in the year, the Panel ran a recruitment exercise to fill an independent panel member vacancy. A regional-wide advertising campaign was undertaken and on 29 June 2021 a cross-party selection panel interviewed candidates and scored them against the competencies and skills listed within the application pack.

5.2 Accepted recruitment protocols allow appointments to be made up to 6 months after interview. Therefore, it is suggested that the Panel now appoint the second-choice candidate. They have confirmed their continued interest in joining the Police and Crime Panel.

5.3 This candidate has a background in senior management, budgetary and fiscal oversight, mentoring young people and coordinating street watch and neighbourhood watch schemes. The results of a skills audit of current Panel Members show this candidate would complement the skills and experience of existing members.

Background papers:

Police Reform and Social Responsibility Act 2011

West Midlands Police and Crime Panel Selection Panel File

Panel Lead Officer:

Kevin O'Keefe – Chief Executive, Dudley MBC

Panel Contact Officers:

Christian Scade – Interim Head of Scrutiny, Birmingham City Council

Sarah Fradgley – Scrutiny Officer, Birmingham City Council

wmpcp@birmingham.gov.uk

Tel: 0121 303 1727