

REVIEW OF MEMBERSHIP – UPDATE

Purpose of the Report

1. To seek Panel approval for the two nominations of the independent co-optee appointment sub-group.

Information and Advice

2. The Panel agreed on 24 June 2013 to seek two further independent co-optees to address the Panel's recognised skills gap in terms of community and voluntary sector experience.
3. The posts were advertised in The Nottingham Post, The Mansfield and Ashfield Chad, The Newark Advertiser, The Worksop Guardian and The Retford Times. The advertisement was also circulated to various community and voluntary sector groups, utilising the circulation lists of the Office of the Police and Crime Commissioner. Previous applicants for the positions of independent members who had requested that their details be kept on file were also contacted. The vacancies were also publicised through press releases from the County Council.
4. A total of eleven applications were received by the closing date of 27 September 2013 and two late applications were also submitted after that date but before the shortlisting.
5. The appointment sub-group met on 3 October 2013 to undertake shortlisting. The sub-group decided that it would not be fair to consider the two late applications. Five out of the eleven on-time candidates were shortlisted for interview.
6. The interviews took place on 10 October 2013. One of the five shortlisted candidates withdrew late on 9 October 2013 due to health issues. Following the interviews, the sub-group agreed to recommend Rizwan Araf and Bob Vaughan-Newton for appointment.
7. Subsequently, it was brought to our attention that a further person had submitted an application electronically on 11 September 2013. This application had been flagged by the County Council's IT security as spam and had therefore been sent to Junk Mail without any alert or notification being received. In light of these circumstances the sub-group agreed to consider the application with a view to potential shortlisting and interview. Following consideration on 11 October the sub-group decided that this candidate did not meet the thresholds they had set for shortlisting and the candidate was informed accordingly. The sub-group therefore confirmed its original decision to recommend Mr Araf and Mr Vaughan-Newton for appointment (a summary of the nominees' skills and experience follows). The appointments, if agreed will be for a two year term, in line with the agreed Panel Arrangements.

8. Rizwan Araf

Rizwan has extensive experience of the voluntary and community sector, particularly through his long-term, ongoing employment with the international relief agency, Muslim Hands. He has a managerial role with Muslim Hands, helping the organisation to set strategic goals and respond to the challenges of the current financial context of reduced funding. Throughout this work, and his life in general, he has developed links with communities from a diverse range of backgrounds.

Rizwan was previously a Director and Vice-Chair for New Deal for Communities in Nottingham. As Director of Crime Prevention and Community Safety he helped to introduce a project to support the Police in recruiting Community Support Officers, a development which has since been replicated as good practice nationally.

He led this organisation's scrutiny panel, thereby taking a role in scrutinising the delivery plans of Directors and Chief Executives. He also developed his scrutiny skills through his role as Quality Manager when seeking ISO 9001 accreditation for the organisation.

Rizwan lives in the City and is a magistrate, a role which enables him to further utilise his skills in making sound judgements based on facts.

9. Bob Vaughan-Newton

Bob's significant voluntary sector experience includes a seven year period as Chair of the Nottinghamshire Neighbourhood Watch Association. He also represented Nottinghamshire on the National Neighbourhood Watch Association from 1996-98. Through this role he worked with Nottinghamshire Police and played a key part in building positive working relationships between Neighbourhood Watch and the Police.

Bob previously undertook a strategic role with Framework Housing Association as a specialist volunteer (Police Liaison Officer). Through this role he restructured Framework's working protocols and relationships with Nottinghamshire Police and subsequently with Police Forces within other Counties. He also gave informed support and advice to staff working with current offenders and substance misusers in a supported housing context. Bob is currently employed one day a week by Framework, developing a strategy around the mentoring of prisoners at Her Majesty's Prison Nottingham. This aims to work with prisoners before, during and after their release in order to reduce re-offending (in line with the Ministry of Justice's strategy on transforming rehabilitation). Bob is also the Treasurer to the Vale Liaison Group.

From 2006 to 2011, Bob was employed by Nottinghamshire Police as a Crime Reduction Manager and therefore has experience of scrutinising information from partner agencies, including through his involvement with the various Crime and Disorder Reduction Partnerships that existed in the South Nottinghamshire area at that time. Bob was a member of the D Division Independent Advisory Group, which acted as a critical friend for D Division officers and staff, considering a wide range of diversity issues in order to improve the quality of life of local people.

Bob has lived mainly in Nottinghamshire since 1973, and has been a resident of Gedling for the last 20 years. He is also familiar with Ashfield, Mansfield, Worksop and the rural areas of Bassetlaw and Newark & Sherwood.

Other Options Considered

10. The Panel could choose to continue with its current membership but this would not address the identified gap in terms of community and voluntary sector experience and skills.

Reason/s for Recommendation/s

11. The appointment sub-group felt that the two nominees had the most in-depth and relevant skills and experience required for the positions of independent co-optees and best addressed the gaps on the Panel. Positive references have been received for both nominees.

RECOMMENDATIONS

- 1) That Rizwan Araf be appointed as an independent co-optee to the Panel for a two year term of office.
- 2) That Bob Vaughan-Newton be appointed as an independent co-optee to the Panel for a two year term of office.

Background Papers and Published Documents

- 1) Person Specification for Panel members
- 2) Report to Police and Crime Panel meeting – 19 October 2012 – ‘Panel Arrangements’ and minutes of that meeting (published)
- 3) Reports to meetings of Police and Crime Panel – 24 June 2013 – ‘Review of Membership – Balanced Appointment Objective’ and ‘Review of Membership – Update’ and minutes of those meetings (published).

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