

INDEPENDENT CO-OPTED MEMBERS

Purpose of the Report

1. To consider whether to extend the terms of office of the existing Independent Co-opted Members or undertake a recruitment process.

Information and Advice

2. Following an open and comprehensive recruitment process, the Police and Crime Panel on 7 February 2019 noted the appointment of Lesley Dalby and re-appointment of Christine Goldstraw, Suma Harding and Bob Vaughan-Newton as Independent Co-opted Members for the period up to the 31 May 2021. At that meeting, the Panel also agreed to receive a report in late 2020 to enable consideration of any reappointments / recruitment at that future point.
3. At its meeting on 23 November 2020 the Panel approved an extension of one year to the terms of the existing Independent Members until 31 May 2022. The rationale behind this was to ensure that there was continuity during an election year. A report was then to be brought back to a meeting of the Panel later in 2021 to give the opportunity to consider reappointment or recruitment of independent members.
4. The Panel Arrangements state the following about such appointments:

Independent members will be appointed for a term of 2 years. There will be no restriction on the overall time period that an independent member can serve on the Panel.

For clarification, this does not mean that the recruitment process takes place every 2 years. It is for the Panel to decide how often the recruitment process is undertaken.

Possible Options

Option A – extend the terms of office of some or all of the existing Independent Co-opted Members

5. All four of the existing Independent Co-opted Members remain fully engaged and active in the work of the Panel (both locally and at a national level). They have also all confirmed that they would be willing to remain involved with the Panel after their current end date of 31 March 2022.
6. In reaching its decision factors that the Panel may wish to consider are continuity, knowledge, experience and the sharing of best practice.

Option B – start a recruitment process

7. As in 2018, the Panel could choose to start an open recruitment process for up to 4 Independent Co-opted Members.
8. In making their decision, Panel members may wish to make suggestions of any additional skills and knowledge that could enhance the work of the Panel.
9. The Panel will also need to decide whether to offer the existing Independent Co-opted Members the opportunity to apply again as part of any recruitment process.

Option C – a blended approach

10. In 2018 an approach was proposed that would see the terms of Independent Co-opted Members running on a rolling basis, with two Members' terms coming to an end each year. If this approach was to be implemented, two of the Independent Co-opted Members' terms could be extended for one year. This would mean the Panel would need to determine each year whether it wished to extend or recruit the terms of office of sitting Independent Co-opted Members.
11. In making their decision, Panel members may wish to consider the ongoing need to review skills and knowledge of Independent Co-opted Members to make sure that there are no gaps that need to be filled. This would need to be balanced against an appetite to have a rolling programme of recruitment and whether there would be sufficient interest in the Panel to sustain this approach.

Other Options Considered

12. None - the existing terms of office are due to expire on 31 May 2022 and therefore if the Panel does decide to go out to recruit, then consideration at this stage would leave sufficient time to undertake the recruitment process.

Reason for Recommendation

13. To enable timely Panel consideration of the possible options at this stage.

RECOMMENDATION

That the Panel considers which Option (A, B or C) detailed above it wishes the support officers to implement.

Background Papers and Published Documents

- 1) Police Reform and Social Responsibility Act 2011 (published)
- 2) Nottinghamshire Police and Crime Panel's Panel Arrangements (published)
- 3) Reports to the Police and Crime Panel meetings of 24 June 2013, 30 October 2013, 16 December 2013, 15 June 2015, 24 April 2017, 23 April 2018, 7 February 2019, 3 June 2019 and 23 November 2021 and the minutes of those meetings.

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