

**Item 4**

**Friday, 7th March 2014**

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**AWYA**

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**West Yorkshire Police & Crime Panel**

**Appointment of Independent Co-opted Members**

1. **Purpose**

1.1 The purpose of this report is to:

* Enable the Panel to review the process for appointing Independent Co-opted Panel Members and consider the options available.

1. **Background**
   1. The legislation for the Police and Crime Panel Membership state that a Panel will be made up of 10 elected members and 2 Independent Co-opted members. Provision is also made for the PCP to elect further co-opted elected members to the Panel to ensure that the Panel can be, as far as possible, politically and geographically balanced. On this basis, West Yorkshire received Home Office approval to increase the number of elected members to 12.
   2. In July 2012 an open recruitment process to appoint the 2 Independent Co-opted Members began.
2. **Process for Appointments**
   1. The Police Reform Act 2011 requires each Police and Crime Panel to agree its own Panel arrangements and rules of procedure. These arrangements and rules of procedure include the process for appointments, length of appointment and conduct requirements of Independent Co-opted Members.
   2. The Panel agreed a set of required competencies, personal skills and qualities for Independent Co-opted members based on expectations of the role and functions of the new Panel.
   3. At the time the Panel also agreed that the appointment period should be for a term of 2 years but that the appointments in 2012, which started part way through the municipal year, the term should be for 18 months.
   4. Panel members were asked to complete a skills assessment to help identify any gaps in the skills, knowledge and experience of the Panel as a whole, which needed addressed and taken into consideration when appointing Independent Co-opted Members in line with Home Office requirements.
   5. The Panel agreed that a Sub-Panel of 3 elected members including the PCP Chair and Vice Chair be established to oversee the recruitment.
   6. Advertisements for the role of Independent Co-opted Panel members were distributed throughout West Yorkshire through local authorities, criminal justice partners, the police and voluntary and community sector. Free press opportunities were maximised and press releases were issued to the media to stimulate interest in the role of the Police and Crime Panel.
   7. The Sub-Panel evaluated the 19 applications and using a comprehensive scoring system, candidates suitable for interview were identified. Interviews took place and the outcome and the Panel’s recommendations for appointment was reported to the Police and Crime Panel for endorsement.
3. **Current Position**
   1. In accordance with the current Panel Procedure and Protocols, the 2 existing Independent Co-opted Members are now approaching the end of their term which is due to end at the Annual meeting in June.
   2. At the last general meeting of the Panel in December, there was a discussion regarding the value of undertaking a further recruitment exercise at this early stage in the life of the Panel and the distraction of energy and resources that this would take when Panel members are newly embedded into undertaking the work of the Panel. The question was raised as to whether the term of office of Independent Members could be extended to reflect the Police and Crime Commissioner’s term of office.
   3. Independent legal advice has been taken and there is agreement that this is a matter for the Panel to determine as part of its Procedures and Protocols.
   4. The legal advice further commented that it would be advisable to amend the current Procedures and Protocols to distinguish between the Legislative Compliance Rules - which are a matter between the Home Office and Local Authorities - and the Panel Rules and Arrangements of procedure - which is for the Panel itself to define. This advice is dealt with at Item 13 on the agenda.
4. **Recommendations**
   1. The West Yorkshire Police and Crime Panel is asked to consider and agree one of the following options:

Option 1

Undertake a full recruitment process along the lines set out in Para’s 3.1 to 3.7

* This would need to be embarked upon as soon as possible to enable appointments to commence in June.

Option 2

Amend the Panel’s Rules and Procedures to extend the term of office of Independent Co-opted Members to four years in line with the majority of other Police and Crime Panels.

* If agreed, this amendment can be made under the Panel’s review of the Rules of Procedure and Protocol at Item 13 on this agenda and the current Independent Members will remain in place for a further 2 years.