

Report to: The West Midlands Police and Crime Panel

Report of: The Chair of the West Midland Police and Crime Panel

Date: 29 October 2012

Recruitment and Appointment of the Co-opted Independent Members of the West Midlands Police and Crime Panel

1. Purpose of the report

- 1.2 To present the recommendation of the West Midlands Police and Crime Panel (WMPCP) Interview Panel for the appointment of the two co-opted independent members of the Police and Crime Panel.

2. Background

- 2.1 The Panel is required to appoint two independent (non-councillor) co-opted members.
- 2.2 Schedule 6 of The Police Reform and Social Responsibility Act 2011 makes detailed provisions on panel composition and places a duty to produce a 'balanced' panel.
- 2.3 The two non-political co-optees are intended primarily as a way of meeting this balanced appointment objective by securing any additional skills, knowledge and experience the panel needs to discharge its functions.

3. The Interview Panel

- 3.1 In July the Shadow WMPCP established an Interview Panel to undertake the short-listing and interviewing tasks on its behalf.
- 3.2 Councillor Darren Cooper, Councillor Jess Phillips and Councillor Bob Sleigh (substitute member for Councillor Meeson) formed this Interview Panel.

4 The Recruitment Campaign

- 4.1 During the six-week recruitment campaign officers from the Birmingham Scrutiny Office sought to advertise the posts across the West Midlands to maximise the likelihood of a strong and diverse field of suitable candidates and bring the opportunity to the attention of local people.
- 4.2 A series of press releases were issued. Each member authority promoted the opportunity on their Council websites. A range of organisations from the voluntary, community safety and business sectors were also approached and many agreed to promote the posts to their members and on their website. Adverts were also placed in a number of paid-for and free local press titles to ensure complete coverage across the West Midlands region.

5 Short-Listing and Interviews

- 5.1 With regard to the balanced appointment objective requirement set out in Schedule 6 of the legislation, each appointed Member of the Panel was asked to outline any knowledge and experience they could bring to the PCP in the areas of police and community safety, the criminal justice system and working with victims, so that any gaps could be identified.
- 5.2 In addition, guidance from the Local Government Association set out in its paper *'Police and Crime Panels - Guidance on appointing independent co-opted members'* suggests panel membership should, where possible, "reflect the diversity of the community they serve and selection panels should seek to agree a balanced short-list to ensure that a representative range of social groups are included, particularly, ethnic minority communities, women, people with disabilities, and young people".
- 5.3 The Guidance goes on to state that "recommendations for appointment should be made on merit and ability judged against a competency based framework of criteria with any specific additional elements that are needed to complement the panel membership."
- 5.4 The Interview Panel shortlisted and interviewed 8 candidates. Each candidate was scored on the answers they provided at interview. The scoring ranged from 6 – 16. The Interview Panel agreed that the appointments would be made on merit and with due regard to the requirements set out in Schedule 6 of the legislation.
- 5.5 The two highest scoring candidates were selected as the Interview Panel's preferred candidates and are being recommended for appointment to the Panel until April 2016.

6. Recommendation

That the West Midlands Police and Crime Panel appoints the following two candidates as Independent Co-opted Members for the term ending in April 2016.

Candidate 1

Candidate 2

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