

## DEVON AND CORNWALL SHADOW POLICE AND CRIME PANEL

**Subject:** PANEL MEMBER INDUCTION

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### **Executive Summary:**

The Police Reform and Social Responsibility Act, and the formation of the Police and Crime Panel represents a new direction for policing in Devon and Cornwall, along with this will be a requirement for Panel Members, including Independent Members to receive an induction programme that will enable them to fully understand their role and remit.

This report sets out proposals for how the induction of Panel Members, including Independent Members when recruited, could be provided.

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### **Implications: Police and Crime Plan, Annual Report, Peninsula Partnership Strategic Assessment, Panel Functions, Panel Arrangements and Rules of Procedure:**

Ensuring that all Members of the Police and Crime Panel receive an induction programme will help ensure they are fully equipped to carry out their responsibilities and effectively scrutinise and support the Police and Crime Commissioner with the the exercising of their functions.

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### **Implications: resources including finance, human and IT:**

Induction will require human resources for training which will be sourced and/or provided by the Host Authority and other partners. All Panel Members will be able to claim expenses for attending this via the Host Authority, who will cover this from the Home Office allowance. The Host Authority will provide the venue for this, which will either be free of charge or kept to a minimum and will use the Home Office allocation to cover this as required.

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### **Recommendations & Reasons for recommended action:**

It is recommended that the Devon and Cornwall Shadow Police and Crime Panel:

1. Agree an induction based on proposals outlined in this report.
2. Delegates authority to the Host Authority for decisions on content, detailed arrangements and the training provider/s in liaison with the Shadow Panel chair.
3. Complete an analysis to inform the content of the Induction Programme.

Agreeing these recommendations would help ensure that all Members of the Police and Crime Panel receive a induction programme to equip them to carry out their full range of functions and responsibilities

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## **Alternative options considered, and reasons for recommended action:**

If the Panel does not agree a programme of Member Induction, this may put at risk its ability to adequately fulfill its functions and influence key decisions to be taken by the new Police and Crime Commissioner.

Plymouth City Council does not have to deliver the Induction Programme, and could leave it to one of the other Authorities to undertake this.

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## **Background Papers:**

1. Police Reform and Social Responsibility Act 2011<sup>1</sup>
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### **1.0 Introduction**

1.1 The Police Reform and Social Responsibility Act, and the formation of the Police and Crime Panel represents a new direction for policing in Devon and Cornwall. It is recognised that Panel membership will be made up of a range of Councillors drawn from different backgrounds and with varying levels of experience, including some Members who have served as Members of the Police Authority.

1.2 In order to ensure all Panel Members, including Independent Members, start with a common understanding of their role within the Panel and associated issues, it is proposed to undertake an induction programme.

1.3 It is proposed that the content of the programme is guided and defined by the requirements and learning needs of all Members of the Devon and Cornwall Police and Crime Panel. It is suggested that Members complete an analysis of their needs to help facilitate this.

1.4 This paper sets out a proposal for how this could be provided, including some suggestions as to topics for inclusion on the induction programme.

### **2.0 Proposed Induction Programme**

2.1 Induction could be delivered in a variety of ways, but the option that seems most practical would be to set a date in late September/early October to hold a half-day Induction Event, arranged and hosted by the Host Authority.

2.2 The costs incurred for the induction are likely to be minimal, especially if it is agreed that the programme is predominantly led by the Host Authority and supported by partner organisations and held in a Local Authority premises. In which case, any costs incurred will be covered by the Home Office allocation provided.

2.3 Ideally Independent Members would be included on the same induction programme as elected Member representatives, a solution could, therefore, be to hold the induction event immediately following the Panel Meeting at which the two Independent Members have been selected.

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2.4 An analysis form will be circulated to all members of the Panel shortly after the Shadow Panel Meeting.

2.5 There are some external organisations who are considering developing and delivering training for Members of Police and Crime Panels. For example, an approach has recently been made by South West Councils to Plymouth for comments on what should be included in such a programme. The Host Authority will, therefore, look out for any such programmes and if any are deemed suitable, will consider these as an alternative to an 'in-house' induction.

### **3. Induction Programme Topics**

3.1. A list of potential topics for induction are included at Appendix I. Further areas could be identified via the individual needs assessment, through the Chair, or in the course of discussions held by the Panel.

### **Possible Police and Crime Panel Briefing Programme topics**

Related to the work of the Police and Crime Panel

- The Police and Crime Plan, and the Panel's role in making recommendations on it.
- Police budgets and the precept setting process - what happens if the Police and Crime Commissioner's precept is vetoed?
- The annual report, and the Panel's role in reviewing this.
- The role the panel has in handling non-criminal complaints against the Police and Crime Commissioner.
- The role of the Panel in confirming Senior Appointments, including the Chief Constable and what happens if the panel exercises its power of veto.
- How the Police and Crime Panel dovetails with other local authority scrutiny arrangements (e.g. Crime and Disorder scrutiny).
- Peer reviews – how the Police and Crime Panel can work with and learn from other Panels.

### **Police/Partnership areas**

- The principles of working in partnership
- The use of available data e.g. Crime Reports
- Partnership projects
- Any topics that fall under the discharge of functions of the PCC
- Any topics that relate to policing, criminal justice, community safety, health, etc.