

## DEVON AND CORNWALL POLICE AND CRIME PANEL

**Subject:** Recruitment of independent Member for Cornwall and Isles of Scilly

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### Executive Summary:

At the Shadow Police and Crime Panel (PCP) meeting held on 25 July 2012<sup>1</sup>, members agreed the process for recruiting independent (non-Council) members of the PCP in accordance with the requirements of the Police and Social Reform Act 2011 and paragraph 5 of the 'Panel Arrangements and Rules of Procedure'<sup>2</sup>.

The PCP also agreed to delegate to the Host Authority, in liaison with the Chair and Vice Chair of the PCP, the arrangements for advertising and short-listing independent members.

In an email to PCP members, dated 11 May 2014, Mike Firbank, the independent PCP member representing Cornwall and the Isles of Scilly announced his intention to resign from the PCP. The Host Authority, in liaison with the Chair and Vice Chair, will therefore carry out a recruitment process to find a replacement independent member to represent Cornwall and the Isles of Scilly.

In this case, the new independent member must be a resident of Cornwall or the Isles of Scilly to replace the resigning independent member.

The term of office for an independent member is 4 years.

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### Recommendations & Reasons for recommended action:

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

1. Formally records thanks to Mike Firbank for his commitment and contribution to the PCP during his time in office.
  2. Agrees the timeline for the recruitment process at Appendix 1.
  3. Authorises the attached advert at Appendix 2, as suitable for recruitment of the independent member to represent Cornwall and the Isles of Scilly.
  4. Asks for nominations from PCP members to participate on the Selection Panel.
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<sup>1</sup> <http://www.plymouth.gov.uk/mgInternet/documents/s39712/ITEM%20-%20Recruitment%20of%20independent%20members%20SH%20v%202011072012%20Devon%20and%20Cornwall%20Shadow%20Police%20and%20Cri.pdf>

<sup>2</sup> <http://www.plymouth.gov.uk/mgInternet/documents/s41818/Panel%20arrangements%20rules%20of%20procedure%20report%20FINAL.pdf>

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

Failure to appoint a replacement independent member to represent Cornwall and the Isles of Scilly would mean that the Devon and Cornwall PCP is not meeting the requirements of the Police Reform and Social Responsibility Act 2011.

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**Background Papers:**

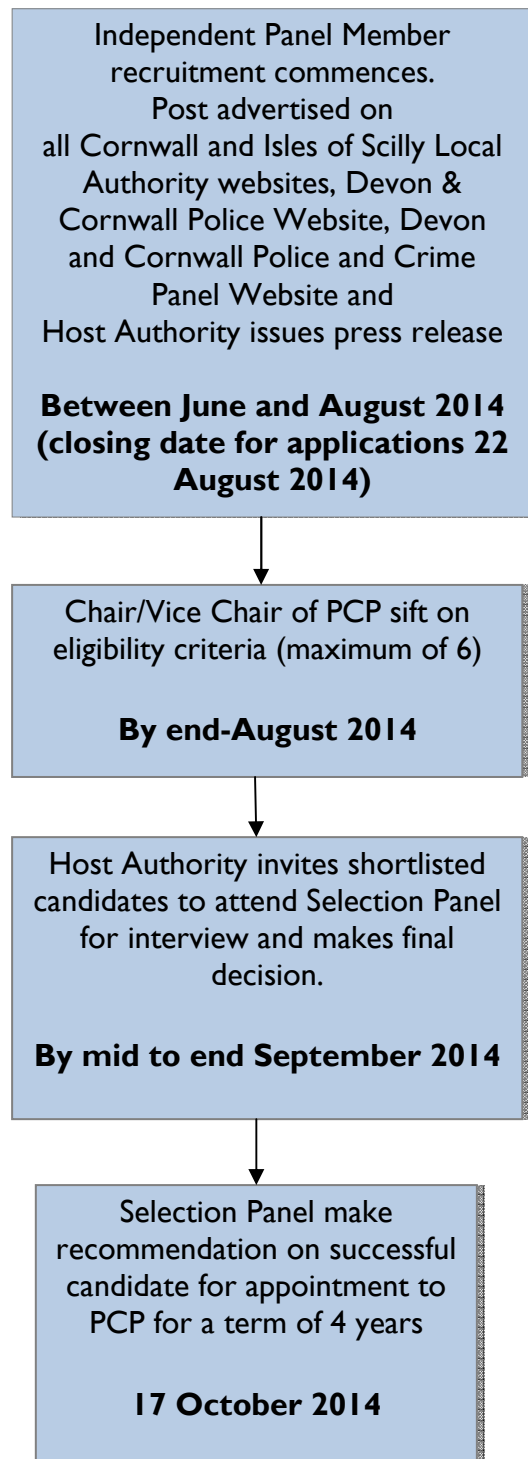
## **1. Introduction**

- 1.1 The Police and Social Reform Act 2011 requires that two independent (non-Council) members sit on the Police and Crime Panel (PCP). Due to the nature of the work required of an independent member, a rigorous selection process needs to take place to ensure that the independent members have the skills and knowledge to understand and act upon information presented to them.
- 1.2 Individuals must be carefully selected to compliment the councillors nominated to the panel and fill gaps in experience on the panel in order to satisfy the 'balanced appointment objective'.
- 1.3 In an email to PCP members, dated 11 May 2014, Mike Firbank, the independent PCP member representing Cornwall and the Isles of Scilly announced his intention to resign from the PCP.
- 1.4 At the Shadow meeting of the PCP on 25 July 2012 the PCP agreed to delegate the recruitment process for independent members to the Host Authority, in liaison with the Chair and Deputy Chair of the PCP.
- 1.5 The Host Authority, in liaison with the Chair and Vice Chair, will carry out the recruitment process to find a replacement independent member to represent Cornwall and the Isles of Scilly.
- 1.6 This report details the recruitment process for the independent member of the PCP for Cornwall and Isles of Scilly in accordance with the legislation and 'Panel Arrangements and Rules of Procedure'.

## **2. Recruitment Process**

- 2.1 The PCP is recommended to authorise the placing of an advert as detailed at Appendix 2. This will be done through existing networks, in particular all Local Authority websites in Cornwall and the Isles of Scilly, the Devon & Cornwall PCP Website, the Devon and Cornwall Police Website and a press release will be coordinated by the Host Authority. It is anticipated that the advertisement for the role of independent panel members will incur no cost.
- 2.2 In accordance with paragraph 5.5 of 'Panel Arrangements and Rules of Procedure' the applications will be considered against the selection criteria by the Chair and Vice Chair of the Panel, who will shortlist candidates. As a guide the shortlist should comprise a maximum of 6 candidates.
- 2.3 Each shortlisted candidate will subsequently be invited to a Selection Panel. In accordance with the Panel Arrangements and Rules of Procedure, the Selection Panel should comprise, as an absolute minimum, three members, and include one member from Devon (includes Plymouth and Torbay) and one member from Cornwall and the Isles of Scilly. The Chair of the Selection Panel will be appointed by the other members present, on the day of the interviews. PCP members are asked for nominations to sit on the Selection Panel.
- 2.4 The proposed recruitment timeline is attached at Appendix 1.

**Independent Panel Member for Cornwall and the Isles of Scilly Recruitment Process Timeline**



**Appointment of Independent Member of the Devon and Cornwall Police and Crime Panel (to represent Cornwall and the Isles of Scilly)**  
**Building Safer Communities Together**

If you want to make a real difference in your community and influence local policing and community safety issues, you could be the right person to serve as an independent member of the Devon and Cornwall Police and Crime Panel.

The Panel is part of the accountability arrangements for policing in Devon, Cornwall and Isles of Scilly. The panel will maintain a 'check and balance' on the performance of the directly elected Police and Crime Commissioner.

The Panel is looking for a person who has the knowledge and skills to contribute as an independent member, representing Cornwall and the Isles of Scilly.

The role will require you to attend at least 4 meetings a year and a commitment of around 3 to 5 hours per month, with meetings held during the day, usually in Plymouth, but may also include locations across Devon and Cornwall. The role is unpaid but a fixed allowance of up to £920 per year will be paid.

This is an important and challenging role which offers you the chance to provide independent and constructive challenge to support the Police and Crime Commissioner.

We would particularly welcome applicants from the business, voluntary and community sector, organisations supporting black and minority ethnic groups or victims of crime as well as representatives of the community safety or the criminal justice system.

For a copy of the application pack please contact xxxxxxxxxx on xxxxxxxxxx. The closing date for applications is **Friday 22 August 2014** and interviews will be held at the end of September.