

DEVON AND CORNWALL POLICE AND CRIME PANEL

Subject: Appointment of Independent Member for Cornwall and the Isles of Scilly
Date: 17 October 2014
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Executive summary

Following the resignation of Mike Firbank, the former independent (non-Councillor) member of the Devon and Cornwall Police and Crime Panel (PCP), who represented Cornwall and the Isles of Scilly, a recruitment and selection process has taken place over the summer to replace him.

The selection process was agreed at the shadow meeting of the PCP held on 25 July 2012. A further report was submitted to the PCP on 20 June 2014 where the timeline, advert and Selection Panel representatives were agreed.

The recommendation to appoint the replacement independent (non- Councillor) member for Cornwall and the Isles of Scilly arises from interviews held by the Selection Panel (a sub-committee of the PCP) to consider applications for the position of independent member of the PCP.

Interviews were held on 25 September 2014 and a candidate, Ms Sarah Rapson, is recommended for appointment as independent member of the PCP to represent Cornwall and the Isles of Scilly.

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

The compulsory appointment of a minimum of two independent members is in accordance with The Police Reform and Social Responsibility Act 2011 (Schedule 6 Part 2 Section 4(3)(a)).

Implications: resources including finance, human and IT

None

Recommendations & Reasons for recommended action

The Selection Panel recommend that the PCP appoint Ms Sarah Rapson, as independent member for Cornwall and the Isles of Scilly, for a period of four years commencing 17 October 2014.

Alternative options considered, and reasons for recommended action

The PCP could decide not to appoint the recommended independent member, but this would mean rejecting the recommendation of the Selection Panel who have considered the matter in detail and would mean the PCP was not fully constituted.

Background Papers

- Panel Arrangements and Rules of Procedure
 - Candidate' application (confidential)
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1. Background

- 1.1 The Police Reform and Social Responsibility Act 2011 (Schedule 6 Part 2 Section 4(3)(a)) and the Panel Arrangements and Rules of Procedure enable the Police and Crime Panel (PCP) to co-opt two independent (non-Councillor) members onto the PCP for a term of four years.
- 1.2 The PCP must secure that (as far as is reasonably practicable) independent members of the PCP (when taken together) have the skills, knowledge and experience necessary for the PCP to discharge its functions effectively.
- 1.3 Independent members must be residents of Devon and Cornwall: one must be resident or work in Cornwall and the Isles of Scilly, and the other must be resident or work in Devon (includes Plymouth and Torbay).
- 1.4 On 25 July 2012, the Shadow Panel agreed the selection criteria and arrangements for recruiting and selecting independent (non-Councillor) members.
- 1.5 Following the recent resignation of Mike Firbank, the former independent member representing Cornwall and the Isles of Scilly, a further report was submitted to the PCP on 20 June 2014 where the timeline, advert and Selection Panel representatives were agreed from PCP members (Councillors Rule, Croad and James) for the recruitment and selection of his replacement.
- 1.6 The advert was placed via a variety of media in Cornwall and the Isles of Scilly and through existing networks, in particular all Local Authority websites in Cornwall and the Isles of Scilly, the Devon & Cornwall PCP Website, a press release coordinated by the Host Authority and via the Cornwall and Isles of Scilly Community Safety Partnerships. A considerable number of enquiries about the role were received and information packs requested. A total of 18 applications were received.
- 1.7 The applications and shortlist were considered and agreed 'anonymously' against the selection criteria by Sarah Hopkins, the Community Safety & Partnerships Manager from the Host Authority, and Jo Tellam, Portfolio Advisory and Scrutiny Officer from Cornwall Council in consultation with the Chair and Vice Chair of the PCP. 9 candidates were shortlisted for interview.
- 1.8 On 25 September 2014 the Selection Panel interviewed the 9 shortlisted candidates. The calibre of all candidates interviewed was extremely high.
- 1.9 After very careful consideration, the Selection Panel reached their decision and recommend that the PCP appoint Ms Sarah Rapson as independent member, to represent Cornwall and Isles of Scilly, for a term of 4 years, commencing 17 October 2014.