

Warwickshire Police and Crime Panel

3 February 2025

Recruitment of New Independent Member to the Police and Crime Panel

Recommendations

That the Panel

1. Notes that the Chair of the Panel, Mr Andy Davis, intends to step down as a serving member of the Panel when his current term of office comes to an end;
2. Agrees to commence a recruitment exercise for a new co-opted independent member of the Warwickshire Police and Crime Panel; and
3. Appoints a cross-party selection panel to oversee the recruitment process for a new independent co-opted member.

1. Key Issues

- 1.1 Legislation requires that the Police and Crime Panel (“the Panel”) membership includes two independent (non-councillor) co-opted members.
- 1.2 The term of office of one of the current independent members, Mr Andy Davis, is due to expire on 17 March 2025 and he has indicated his intention to step down after a tenure of two four-year terms.
- 1.3 This report recommends a process for the appointment of a new independent co-opted member.

2. Background

- 2.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) requires that two independent co-opted members are appointed to the Warwickshire Police and Crime Panel. The term of appointment for independent members is four years. At the end of that term of office the Panel may appoint new independent members or re-appoint existing independent members for a further period. The Home Office recommends that panels impose a two-term limit for their independent members to ensure that fresh ideas, perspectives and experience are injected into the panel on a semi-regular basis.
- 2.2 The independent co-opted members must not be members of local authorities covered by the Warwickshire Police area. In co-opting an independent member, the Act requires that the Panel must secure that (as far as is

reasonably practicable), the appointed and co-opted members of the Panel, when taken together, have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively. Unless the Panel are re-appointing an existing independent member, a recruitment process to select a new independent member must be carried out.

2.3 Following a robust recruitment process, Mr Andy Davis was appointed to the Panel with effect from 5 May 2017. He was subsequently re-appointed for a further term in March 2021 and this appointment will expire on 17 March 2025. As Mr Davis will have served two four-year terms, he has indicated his retirement from the Panel in accordance with Home Office guidance.

2.4 Mr Andrew Davies was appointed as an independent member of the Panel with effect from 6 December 2020 and has recently been re-appointed. His term of office will not, therefore, expire until 2028 and is outside the scope of this report.

3. Recruitment of a New Independent Member

3.1 It is proposed that the application, shortlisting and interview process are carried out in the same way as in 2020. This requires the Panel to establish a small cross-party selection panel that will oversee the shortlisting process and conduct interviews of the candidates, supported by officers. The selection panel would then make a formal recommendation of appointment to the Police and Crime Panel.

3.2 The independent member application pack would likely go out to advertisement in March, allowing sufficient time for applications to be received, candidates to be shortlisted and interviewed. If a conclusion on a preferred candidate could be agreed by the Panel at their meeting on 19 June 2025, the candidate could potentially undertake a formal induction along with any other new councillor members.

3.3 As with the previous appointment process, press releases would be sent to media outlets in Warwickshire and all parish and town councils, advertising the vacancy. The vacancy would be published on the County Council's website and also sent to the five district and borough councils for publication on their websites.

4. Timescales

4.1 The following timeline for recruitment is suggested but some movement in the schedule may be required to ensure a robust recruitment exercise.

Advertisement	10 February – 7 March 2025
Shortlisting	w/c 17 March 2025
Interviews	w/c 31 March 2025
Appointment by the Panel	19 June 2025

5. Conclusion

- 5.1 The Panel are requested to consider and approve the recommendations as set out in this report, which includes appointing a small selection panel to oversee the recruitment process of a new independent member.

Background Papers

None

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