

## Lincolnshire Police and Crime Panel

**Date:** 17 November 2023

**Subject:** Appointment of a Co-opted Independent Panel Member

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### **Executive Summary:**

This report provides details of the recruitment process undertaken by a Task Group established by the Lincolnshire Police and Crime Panel to recruit a co-opted independent member to the Panel. Appendix 1 to the report provides details from the interviews and includes a recommendation from the Task Group to the Panel to appoint a co-opted independent member to the Panel.

### **This report was prepared after consultation with:**

John Medler, Assistant Director Governance and Monitoring Officer, East Lindsey District Council  
HR Public Sector Partnership Services Ltd  
Members of the Task Group

### **List of background papers as required by law:**

Police Reform and Social Responsibility Act 2011

### **Other helpful papers:**

Lincolnshire Police and Crime Panel 'Panel Arrangements'  
Police and Crime Panels: Guidance on appointing independent co-opted members, Local Government Association, June 2012

**Is the report Exempt:** Appendix 1 of the report is exempt by virtue of paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended)

## **Background**

1. At its September meeting the Lincolnshire Police and Crime Panel established a Task Group to undertake the recruitment of a new co-opted independent panel member to replace George Krawiec who resigned from the Panel in July 2023 due to his relocation.
2. In accordance with the Panel's Arrangements any new co-opted member is appointed following public advertisement with the following principles applied:

- a) The appointment will be made on merit of candidates whose skills, experience and qualities are considered best to ensure the effective functioning of the Panel;
  - b) The selection process must be fair, objective, impartial and consistently applied to all candidates who will be assessed against the same pre-determined criteria; and,
  - c) The selection process will be conducted transparently with information about the requirements for the appointment and the process being publicly advertised and made available with a view to attracting a strong and diverse field of suitable candidates.
3. Throughout the recruitment process the Task Group received support and advice from HR and Panel Support Officers to ensure that the process adhered to legal requirements.
  4. A recruitment exercise was undertaken in October. The position was promoted from the 16 October to the 30 October 2023 through all Lincolnshire Local Authority websites and social media channels.
  5. Five inquiries were received in total, resulting in requests for two application forms, following which two completed application forms were returned.
  6. On the 3 November 2023 the Task Group reviewed the applications. Both applicants met the qualifying criteria and were shortlisted for interview.
  7. Two references for each of the shortlisted candidates were requested and returned prior to interviews being held.
  8. Interviews were held on the 15 November 2023. The Task Group was Councillors Marsh (Lead Member), Burke, Skinner and Trotter.
  9. Interviews consisted of a standard set of questions to test the candidate's suitability and competency against the key skills, knowledge and experience required for the position. Candidates were scored against each question by each member of the interview panel and these scores were then combined to give an overall candidate score. Details of the interview scores and the Task Group's recommendation to the Panel are included in Appendix 1.

#### Recommendation:

That the Lincolnshire Police and Crime Panel co-opt the Task Group's recommended candidate as set out in Appendix 1 of this report as a co-opted independent member of the Lincolnshire Police and Crime Panel for a four year term.

REASON: To fulfil the statutory requirement for the Panel membership to include 2 co-opted independent members.