

Title: Independent co-optees

Date: 19 July 2012

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Purpose of Report

To provide an overview of the recruitment process for independent co-optees and establish a Task Group to undertake the selection.

Background

1. The Thames Valley Police and Crime Panel requires two independent co-optees. The Independent co-optees are required in law and will have full voting rights on the Panel.
2. It was agreed by the Member Steering Group on 19 April 2012 that the co-optees would be recruited via an open application process, followed by a Task Group of the Panel being appointed to undertake the selection. The Panel will be then invited to ratify the appointment of the co-optees at its next formal meeting.

Progress to date

3. The Steering Group agreed to maximise the publicity for the role through each council and local networks and approved the application pack, including person specification for the role. Buckinghamshire County Council produced an application pack and application form available online and advertised the opportunity at a Thames Valley level through:
 - Force wide press release
 - Each Local Authority given:
 - Press release copy (for using in local press releases/publicity)
 - Advert text (template for local use)
 - Application pack and form (downloadable online)
 - Checklist of suggested routes for promotion
 - Information shared with Police Authority,
 - Thames Valley Police (to promote awareness with Advisory Support Groups)
 - Community Safety Partnerships
4. Lead link officers to support the Police and Crime Panel and all Council communications teams in each council have been contacted and invited to advertise the role locally. Appendix 1 sets out the information on local activity to promote the opportunity where this has been reported back (the councils not listed may also have conducted local promotion).
5. There is a good field of applications and it is recommended to select as soon as possible in order that the independent co-optees can participate in planning and induction activity in the Autumn.
6. The candidates will be selected on the basis of the person specification criteria set out in the published application pack for Independent Co-optees. The Panel may wish to discuss the collective skills and experiences on the Panel in relation to the person

specification criteria to inform whether any particular criteria should be given additional weight to fill any skills & experience gaps on the Panel composition.

Recommendations

- 1. To consider the collective skills and experiences of elected members on the Panel against the person specification for Independent Co-optees.**
- 2. To appoint a Task Group to shortlist and interview co-optee candidates that will report back to the Panel with a recommendation for its ratification.**
- 3. To agree for the membership of the Task Group to include the Chairman and Vice-chairman of the Panel.**
- 4. To agree for the Task Group to meet immediately upon the rise of the Panel's meeting to shortlist candidates [approximately 7.30-8.30 pm, 19 July]**
- 5. To agree for the Task Group to interview candidates in August, in order that the Panel is able to ratify appointments at its next meeting in September.**

Appendix 1: Local Promotion Activity

Milton Keynes	Article in e-bulletin to members (also read by parish councils); news release sent to local media; featured on website homepage 'slideshow' (for duration of application period); written to leaders of diversity and faith groups; posted on twitter.
Wokingham	News release sent to local media; raised with local community safety partners; notified all staff; posted on social media channels
Cherwell	News release sent to local media; article in resident magazine (goes to all domestic properties in the district); local radio interview carried out by deputy leader.
Chiltern	News item on website; posted on twitter.
South Bucks	Circulated to parish councils, community groups and councillors; news release sent to local media.
Bucks CC	News release sent to local media and parish councils; circulated to members; featured on website homepage 'slideshow' for a number of weeks; notified all staff via intranet homepage news item; posts on facebook and twitter; circulated to community safety groups; circulated to all parishes and local area forums; voluntary search facility (Community Impact Bucks).
Wycombe DC	Website; twitter
South Oxon/VoWH	News release sent to local media; article in town and parish newsletters; posted on twitter; news item on website homepage
Slough	News release sent to local media; news item on website; posted on twitter
Aylesbury Vale	Article in newsletter to parishes
Reading	Press Release
RBWM	Press Release; Internal promotion
Oxford City	News item on website