

Greater Manchester Police, Fire and Crime Panel

Date: 18 September 2024

Subject: GM Police, Fire and Crime Panel Independent Members Appointment

Report of: Samantha Stabler - Deputy GM Community Safety Lead

Purpose of Report

To seek approval from the GM Police, Fire and Crime Panel (GMPFCP) to appoint the newly recruited independent members of the Panel.

Recommendations:

The Greater Manchester Police, Fire and Crime Panel is requested to:

To appoint Stephen Williams and Anthony Gordon as independent members of the GMPFCP for a three year term of office commencing from the date of this meeting. The three year term can also be subject to an extension of a further 3 years subject to the candidates, Lead Chief Executive for GM Police and Crime and GMPCP members approval upon approaching the expiry of the initial 3 year term.

To appoint Duncan Craig as a third independent member of the GMPFCP subject to the approval of the Home Office.

Contact Officers

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Equalities Implications

N/A

Climate Change Impact Assessment and Mitigation Measures

N/A

Risk Management

N/A

Legal Considerations

- 1.1 Under the terms of the Police Reform and Social Responsibility Act 2011 a minimum of two co-opted independent members are required to be appointed to serve on the Greater Manchester Police and Crime Panel (GMPCP).
- 1.2 Appointment of these mandatory members must be agreed by the GMPCP itself.
- 1.3 Appointment of additional independent members is subject to notification of the Home Office

Financial Consequences – Revenue

Each independent member receives an annual allowance of £930 per annum plus travel expenses. The Budget provided to the GMPFCP from the Home Office for the administration of the panel allows for this expenditure as part of its grant conditions and the panel receives sufficient funding to allow for this expenditure

Financial Consequences – Capital

There are no financial implications associated with this report

Number of attachments to the report:

1. Report to GMPCP in March 2024 recommending the appointments.
2. Recruitment pack
3. Roles and responsibilities of independent members.

Comments/recommendations from Overview & Scrutiny Committee

N/A

Background Papers

Police Reform and Social Responsibility Act 2011

FeTracking/ Process

No

Exemption from call in

No

GM Transport Committee

N/A

Overview and Scrutiny Committee

The Police, Fire and Crime Panel undertakes the Scrutiny role relating to this work.

1. Background

- 1.4 Under the terms of the Police Reform and Social Responsibility Act 2011 a minimum of two co-opted independent members are required to be appointed to serve on the Greater Manchester Police and Crime Panel (GMPCP).
- 1.5 Appointment of these mandatory members must be agreed by the GMPCP itself.
- 1.6 In 2018 the Leaders (in their capacity as GMPFPCP members) delegated the recruitment of the two independent members to the Lead Chief Executive, working with the Chair. Majid Hussain and Angela Lawrence MBC were subsequently appointed in 2018 to serve three year terms. These terms were extended in 2021 and are due to expire in October 2024. These terms cannot be extended further in line with legislation.
- 1.7 In March 2024, the GMPCP approved a report setting out the process for recruiting 2 new co-opted independent members, delegating the recruitment to the Lead Chief Executive for Police and Crime (or her nominated representative), in consultation with the Chair of the GMPCP, Cllr Emsley. The GMPCP requested a report back from the recruitment panel outlining their preferred candidates to the October Panel meeting.

2. Detail

- 2.1 Following the July 2018 Panel meeting, a recruitment pack was developed (attached as appendix 1). This was used to inform potential candidates of the role.
- 2.2 A marketing campaign was developed which included the following:

- A webpage on GMCA advertising the opportunity – details here - <https://www.greatermanchester-ca.gov.uk/what-we-do/safer-and-stronger-communities/police-fire-and-crime-panel>
 - A short video with contributions from the Deputy Mayor, GMPCP Chair and one of the current independent members. This video was used to promote the opportunity through social media channels
 - The recruitment pack was sent to GM Local Authority Leaders, Chief Executives and Community Safety Managers with a request for them to disseminate amongst their contacts.
- 2.3 A short application form was also developed in order for interested parties to formally apply for the role.
- 2.4 The marketing campaign and recruitment pack went live in July 2024 and the closing date for applications was set on the 7 August 2024,
- 2.5 A total of 16 applications were received and 6 candidates were subsequently invited for interview. 5 candidates attended the interview.
- 2.6 Candidates were interviewed by the GM Police and Crime Deputy Community Safety Lead (on behalf of the Chief Executive for GM Police and Crime), the Chair of the GMPCP and current independent member Angela Lawrence.
- 2.7 2 candidates were selected and informally offered the role subject to GMPCP confirmation. The candidates recommended by the recruitment panel are as follows:
- Stephen Williams
 - Tony Gordon
- 2.8 Stephen Williams has previously been a committed member of the panel as a local authority representative member. The recruitment panel were impressed by Stephen's knowledge of the role of the independent member, GMPCP and the police and crime agenda. The recruitment panel were also impressed by

his work with local schools and in his local community, he brings significant experience of community work to the Panel.

- 2.9 Tony Gordon has a background in public service and training. The recruitment panel were impressed with Tony's knowledge and previous working experience of public and voluntary community sector governance sitting on other multi agency boards. In addition the recruitment panel were impressed with his inclusive approach and understanding of equality and diversity work in the context of the Panel.
- 2.10 Each candidate gave 2 referees and the references for Stephen and Tony are currently being taken up. Once these references have been taken up satisfactorily and the GMPCP have confirmed the appointments, both Stephen and Anthony will be given appointment letters,
- 2.11 These appointments will receive an annual allowance of £930 per year and travel expenses, in support of their contributions to the work on the GMPCP, subject to their continued reasonable attendance and engagement.
- 2.12 Once the GMPCP has confirmed the appointment and both Stephen and Tony have accepted both will receive an induction from the GM Police and Crime Community Safety Lead and will also receive ongoing support during their time as independent members in completing the role as outlined in appendix 2 of this report.
- 2.13 A further interviewee was also found to be appointable to the panel. Duncan Craig demonstrated experience in terms of working with victims and perpetrators of crime. The recruitment panel were impressed with his experience of the governance in the public and voluntary sector and thought he would bring significant skills to the Panel.

3. Additional Independent Member

- 3.1 The panel is currently made up of 10 appointed councillors from each of the Greater Manchester local authority areas, five co-opted political members, and two independent members.
- 3.2 Whilst the number of political members was increased to 15 to provide political balance the number of independent representatives has remained consistent.
- 3.3 It is proposed that the addition of an independent member of the Panel would support the balanced appointment objective by providing a further independent voice to the membership. This will support the Panel to ensure that the actions and decisions of the Deputy Mayor reflect public priorities.
- 3.4 In order to add an additional panel member, this decision should be supported by the Panel and is subject to approval of the Home Office.
- 3.5 Should the additional panel member be supported by the GMPFCP and Home Office the appointment process will be followed.

4. Recommendations

- 3.1 To appoint Stephen Williams and Tony Gordon as independent members of the GMPCP for a three year term of office commencing from the date of this meeting. The three year term can also be subject to an extension of a further 3 years subject to the candidates, Lead Chief Executive for GM Police and Crime and GMPCP members approval upon approaching the expiry of the initial 3 year term.
- 3.2 To support the appointment of an additional panel member, Duncan Craig as an independent member of the GMPCP for a three year term of office commencing from the date of this meeting. The three year term can also be subject to an extension of a further 3 years subject to the candidates, Lead Chief Executive for GM Police and Crime and GMPCP members approval upon approaching the expiry of the initial 3 year term.

Background Papers (available as appendices)

Recruitment Pack

Role profile

Contact Officer

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