

## **Greater Manchester Police, Crime and Fire Panel**

### **Independent Member**

#### **ROLE DESCRIPTION**

The following sets out the roles and responsibilities of the Greater Manchester Police, Crime and Fire Panel independent members.

Independent members are full voting members of the panel. They are treated equally to the elected local authority members and have the same responsibilities and duties. Independent members will have access to the same level of support and information as elected members on the panel.

The core role of independent members on a panel, as with all members, is to act as a critical friend to the Police & Crime Commissioner (PCC), offering a balance of support and constructive challenge, using appropriate data, evidence and resources. Independent members as part of the panel, will be expected to:

- scrutinise the work of the PCC to ensure they are discharging their functions effectively.
- review the PCC's draft Police and Crime Plan, Fire and Rescue Plan, Fire and Rescue Statement, and annual report.
- review the PCC's annual proposed precept.
- review the PCC's proposed appointment of senior staff.
- resolve non-criminal complaints about the conduct of the PCC.
- make reports or recommendations to the PCC as needed.
- perform scrutiny duties independently, objectively and in the public interest.
- contribute to achieving an open, accountable and transparent decision-making process.
- contribute specialist knowledge, skills, experience and expertise to the scrutiny work of the panel.
- act as a non-party political voice for those who live and/or work in Greater Manchester.

#### **Additionally, independent members will be expected to:**

- attend all formal meetings of the panel (approximately 6 times a year).
- attend any necessary training and development sessions. Independent members are eligible for the same level of training and development as elected members.
- attend additional meetings such as sub-committees, working groups or evidence gathering sessions, as required.
- support the Greater Manchester Police, Crime and Fire Steering Group in the delivery of its primary objective of setting and implementing the overall strategic direction and focus for the Greater Manchester police, crime and fire agenda.
- independent members will attend regular informal meetings with the Greater Manchester Lead Leader and Lead Chief Executive for Safer Stronger as well as the Greater Manchester Deputy Mayor for Policing and Crime and relevant senior officers

from GMCA (around four per year).

- independent members will attend meetings as required in relation to work programme areas of the Greater Manchester Police and Crime Plan work plan.
- maintain good working relationships with other members of the panel, including the Lead Leader and Lead Chief Executive for Safer Stronger, supporting officers, alongside the PCC and the Office of the PCC.
- keep abreast of the key issues in relation to the responsibilities of the PCC and their priorities set out within the Police and Crime Plan, Fire and Rescue Plan, and Fire and Rescue Statement.
- prepare for each meeting by reading the agenda, papers and additional information to familiarise yourself with the issues to be covered.
- assist in the preparation of reports and the formulation of recommendations in relation to the work programme areas actively involved in.
- abide by the arrangements and rules of procedure which set out how the panel operates.

### **Person specification**

Coming from a policing or fire background is not a requirement for being an independent member on a panel. There are many different sectors which provide prospective candidates with useful skills to be an effective independent member, with current and past independent members having come from a wide range of backgrounds.

The following suggestions regarding the ideal skills, knowledge and experience of independent members are not exhaustive. You may have particular expertise in one area only, or potentially a different background which nonetheless would make you a strong candidate. It is advised that candidates should meet at least one of the criteria listed below to perform the independent member role effectively.

### **Knowledge and experience**

- knowledge and experience of working in the policing, fire and rescue, community safety or wider criminal justice sector.
- experience of working in local or central government.
- a management role in the public sector or charity sector.
- experience working in the financial industry.
- legal experience, such as a solicitor or legal executive.

### **Skills required**

- strategic thinking: ability to concentrate on the bigger picture, rising above detail and seeing issues from a wider, forward-looking perspective, making appropriate linkages across priority areas of work.
- effective communication: able to communicate effectively both verbally and in writing,

and interact positively and constructively with the PCC, panel members, partner organisations and stakeholders.

- analytical skills: experience of interpreting complex written material, including financial information and key performance measures, to identify questions to put to the PCC and other relevant stakeholders.
- teamwork: capable of developing and maintaining effective and professional relationships with other members of the panel, the chair and supporting officers.
- scrutiny and challenge: willingness to rigorously scrutinise and challenge constructively, using appropriate data, evidence and resources.
- open-mindedness: able to take a balanced, objective and open-minded approach and provide constructive challenge to the PCC, without being confrontational or overtly political.
- Equality: able to treat all people fairly and with respect, valuing diversity and responding sensitively to individuals.
- Integrity: embracing high standards of conduct and ethics.
- Application: Ability to apply these skills to influence the development of the Police and Crime Plan, Fire and Rescue Plan and Fire and Rescue Statement.