

Avon and Somerset Police and Crime Panel

25th March 2025

Title: Review of Independent Member Appointments

1. Purpose of Report

The appointment of Independent Members provides an opportunity to adjust the experience and skills available across the membership of the Panel. By selecting individuals that complement the council nominated councillors, Independent Members can be used to fill knowledge and skills gaps and help make the Panel more effective.

The Panel is invited to review the appointments of Independent Members Julie Knight and Gary Davies, and consider reappointment for a second 4-year term.

2. Background

In April 2021, arrangements were made to advertise, shortlist and interview applicants for two Independent Member positions on the Panel.

The files were shared with the Chair and Panel Members who volunteered to take part in the recruitment process. An initial sift of the applications received was undertaken to identify applications which (i) met the selection criteria, (ii) partially met the criteria and (iii) did not demonstrate sufficiently how they met the criteria.

Feedback from this exercise was actioned and interviews took place on 25th May 2021. The interview panel comprised Councillor Heather Shearer, Councillor Alastair Singleton (a recruitment expert) and Richard Brown, Independent Member. Patricia Jones, Lead Officer attended in an oversight role.

Julie Knight and Gary Davies were subsequently appointed and took up their roles on 24th June 2021. The first 4 year term is due to end in June 2025.

3. Panel Operating Arrangements

The Panel must maintain a minimum of 2 Independent Members in accordance with Schedule 6 Part 2 Section 4(3) of the Act. The Panel's Operating Arrangements state at section 3.14 - *The Panel will normally consist of 3 non-political Independent Members.*

Section 3.16 of the Panel's Operating Arrangements states:-

An Independent Co-opted Member shall be appointed for a 4 year term and can be re-appointed for a maximum of two consecutive 4 year terms of office provided that the

balanced appointment objective is met by that re-appointment. The appointment of an Independent Co-opted Member shall be reviewed on completion of the first 4 year term.

Members are familiar with the Balanced Appointments Objective and the role of an Independent Member which is to bring skills, expertise and experience to the Panel and to assist in the discharge of its functions.

The Panel is invited to review the appointments of Independent Members Julie Knight and Gary Davies and consider re-appointment for a second 4 year term.

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