

**Avon & Somerset Deputy Police & Crime Commissioner
Appointment Process**

Independent Member Statement
Councillor Tom Aditya
Chairman, Bristol Multi-Faith Forum

7 December 2021

I have reviewed the report to the Police and Crime Panel, by the Police and Crime Commissioner (PCC) Mark Shelford, on the proposed appointment of the Avon & Somerset Deputy Police and Crime Commissioner.

The report is a true account of the various stages of the appointment process.

My role as independent member of the Appointment Panel was to provide an assessment of the extent to which the appointment process has been conducted fairly, openly and based on merit.

I can confirm that:

- the process met the principles of merit, fairness and openness; and
- the Appointment Panel were able to fulfil their purpose, to challenge and test the candidate against the stated criteria.

The Appointment Panel unanimously supported Mark Shelford (PCC) in his recommendation to the Police and Crime Panel (PCP) that **Claire Hiscott** be appointed.

Tom Aditya

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