



RECRUITMENT OF AN INDEPENDENT CO-OPTED MEMBER TO THE CAMBRIDGESHIRE POLICE AND CRIME PANEL

Thank you for your interest in becoming an Independent co-opted member of Cambridgeshire's Police and Crime Panel.

The Panel is part of the governance and accountability arrangements for policing in Cambridgeshire. The Panel's role is to maintain a regular check and balance on the work of the Police and Crime Commissioner.

Following a recent vacancy, the Panel is now seeking to appoint a committed and energetic person to serve as an Independent co-opted member for a four year term. This is an exciting opportunity to be involved in reducing and preventing crime and disorder and for helping to keep Cambridgeshire's communities safe.

The role offers an opportunity to:

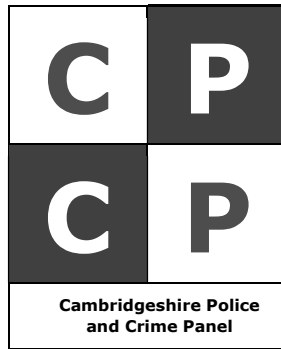
- Support the Police and Crime Commissioner in his role in helping tackle crime and disorder
- Support public accountability and transparency through the work of the Panel
- Gain experience working with a wide range of stakeholders – senior councillors from different local authorities as well as the Police and Crime Commissioner, Police and other agencies
- Gain a strategic understanding of policing and community safety
- Experience working on a committee and of effective scrutiny processes

In the attached information pack you will find more information about the work of the new Panel and about the role of the Panel members. You will also find an application form which you should complete if you wish to apply for the role.

The closing date for applications is Tuesday 1 April 2025, after which a working group of the Panel will consider and assess all applications received.

The Panel wishes to reflect the breadth of communities in Cambridgeshire and welcomes applications from all eligible people.

For more information or if you have any questions, please contact Philippa Rose at Philippa.rose@peterborough.gov.uk.



Appointment of an Independent Co-opted Member to the Cambridgeshire Police and Crime Panel

The Cambridgeshire Police and Crime Panel is looking for a committed and energetic person from Cambridgeshire or Peterborough to help oversee and scrutinise the work of the Police and Crime Commissioner.

The Police and Crime Commissioner is required to consult with the Panel on his plans and budget for policing, the level of Council Tax, and the appointment of certain staff, including the Chief Constable.

The role of a panel member is an important and challenging one and offers the chance to review the strategy, decisions and actions of the Police and Crime Commissioner. The full panel comprises eleven Councillors from the county, city and district councils of Cambridgeshire and Peterborough, plus two independent co-opted members.

The Panel is looking for an independent co-opted member to join who has a track record in community involvement, can represent a cross section of views and concerns of the public and has a keen interest in policing, crime prevention, victim support, and community partnerships.

The applicant should be willing and able to scrutinise reports, papers and budgets; attend five half-day public meetings with the Police and Crime Commissioner, plus occasional extraordinary meetings, briefings, planning meetings and conferences each year; and contribute to setting the work agenda of the Panel.

Meetings will take place throughout Cambridgeshire and Peterborough for which travel expenses will be provided. The term of appointment will be four years.



ROLE DESCRIPTION

INDEPENDENT CO-OPTED POLICE AND CRIME PANEL MEMBERS

All Independent co-opted members of the Cambridgeshire Police and Crime Panel are full voting members and will have access to the same level of support and information as elected councillors on the Panel. The core role of both elected and independent co-opted members on the Panel is to:

- Scrutinise the work of the PCC to ensure that the PCC is discharging their functions effectively
- Bring any specialist knowledge, skills, experience and expertise they may have to the scrutiny work of the Panel
- Ensure that there is an effective independent challenge to the PCC and that this challenge is constructive to support the PCC in carrying out their role.

Responsibilities

Independent co-opted members of the Police and Crime Panel are expected to:

- Attend all formal meetings of the Panel, including any sub-committees they are assigned to
- Establish good relations with other members, officers and co-optees
- Attend additional meetings e.g. working groups or evidence gathering sessions as required
- Prepare for each meeting by reading the agenda papers and additional information to familiarise yourself with the issues to be covered during the meeting. Prior to the meeting consider the questions you may wish to put to the Police and Crime Commissioner and other expert witnesses
- At the meetings you will need to listen carefully, ask questions in a way which is non-judgmental, respect confidentiality and help the Panel to make practical suggestions for improvements in services
- Assist in the preparation of reports and the formulation of recommendations; this may involve volunteering to participate in a Task Group to conduct a scrutiny review
- Attend training and development events as needed
- Abide by the Panel Arrangements and Rules of Procedure which set out how the Police and Crime Panel will operate in the Cambridgeshire area
- Keep abreast of the key issues in relation to the responsibilities of the Police and Crime Commissioner and the priorities within the Police and Crime Plan
- Contribute to achieving an open, accountable and transparent decision making process in relation to policing and community safety issues in the Cambridgeshire area

Person Specification

This is a voluntary role (although reasonable travel expenses will be paid) and no specific professional knowledge or experience is required. Applicants might have a professional background in an area such as community safety, criminal justice or victim support. Alternatively, a strong track record of community work or business skills would be just as valuable. An interest in policing/community safety issues is expected.

Candidates will be assessed against the following competencies and personal qualities.

Competencies:

- **The ability to think strategically:** To have breadth of vision, to rise above detail, and to see problems and issues from a wider, forward-looking perspective and to make appropriate linkages
- **The ability to make good judgements:** To take a balanced, open-minded and objective approach, for example, in evaluating the priorities of the Police and Crime Commissioner, assessing candidates for top level appointments or considering complaints against the Police and Crime Commissioner.
- **The ability to challenge:** To be able to rigorously scrutinise and challenge constructively without becoming confrontational, using appropriate data, evidence and resources
- **The ability to be analytical:** To interpret and question complex written material, including financial and statistical information and other data such as performance measures and identify the salient points
- **The ability to communicate effectively:** To be able to communicate effectively both verbally and in writing – and to interact positively with other members of the Panel, the PCC and the public

Personal Qualities:

- **Team working:** The ability to play an effective role in meetings through listening, persuading and showing respect for the views of others
- **Self-confidence:** The skill to challenge accepted views constructively without becoming confrontational
- **Enthusiasm and drive:** The ability to be proactive in seeking out learning and developmental opportunities to enhance knowledge and understanding (for example, on financial matters and statutory requirements)
- **Respect for others:** The capacity to treat all people fairly and with respect, to value diversity and respond sensitively to difference
- **Integrity:** The necessity to embrace high standards of conduct and ethics and be committed to upholding human rights and equality of opportunity for all

Other Requirements and Considerations:

- Candidates must be able to attend meetings at varying locations throughout the Cambridgeshire area
- Candidates should have the time, energy and commitment to prepare for and attend regular meetings. We suggest that they would need to allocate around one day per month to devote to this role
- Candidates should have a willingness to learn
- Candidates must be eligible for the role (*see eligibility criteria in the Information Booklet*)