



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

Questions and Answers

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1. What is a Police and Crime Panel?

Police and Crime Panels (P&CPs) were introduced to support and scrutinise the work of the directly elected Police and Crime Commissioner (PCC). They both scrutinise the actions and decisions of the PCC and support and challenge PCCs in the exercise of their functions.

2. What is an independent co-opted member?

P&CPs have two types of member:

- Local councillors – appointed to the Panel by local councils, and
- Independent co-opted members – local people who are not councillors, chosen through an open recruitment process.

3. How many members are on Cambridgeshire's Police and Crime Panel?

The Cambridgeshire P&CP has 13 members. 11 are local councillors and 2 are independent co-opted members. Independent Co-opted Panel Members are Members for a 4 year terms, however Elected Members are appointed annually at their respective Councils Annual General Meeting.

4. Why be an independent co-opted member?

As a member of the P&CP you can play a key role in helping to keep local communities safe by supporting and scrutinising the work of the directly elected PCC. It is an important and challenging role which offers you the chance to review the key strategic actions and decisions taken by the PCC, including whether they have achieved the objectives set out in their Police and Crime Plan and Annual Report, considered the priorities of community safety partners and consulted appropriately with the public.

5. How the Police and Crime Panels work?

P&CPs meet regularly in public to carry out their main responsibilities. There are at least four meetings per year, but this can increase to cope with the amount of business required to be covered by the P&CP. The P&CP may also need to set up some sub-committees to consider specific aspects of business.

6. What will I be expected to do?

You will be expected to attend and participate in all meetings of the P&CP and any of its subcommittees that you may be assigned to. You will need to be prepared to read papers, reports and background information in advance of meetings and keep up-to-date with national and local crime and disorder issues and maintain a good working knowledge of PCC roles and responsibilities.

7. How much time is involved?

The typical commitment required from a P&CP member is expected to average around one day a month, including preparation time. Meetings will generally be held during normal office hours at varying locations throughout Cambridgeshire.

All P&CP members will receive an induction and other appropriate training to support them in their role and you will be expected to participate in this.

8. Are there any rules about conduct or standards?

The role of a member of the P&CP is a public one, and so at all times members must maintain the highest standards of conduct and ethics. You will be expected to abide by the same rules as local councillors. To help you understand this your full induction will include details of these and other requirements.

9. Will I receive any payment?

Members of the P&CP will receive expenses of up to £920 per year.

10. How long will I be a member?

Independent co-opted members will initially be appointed for a four year term.

11. What qualities do I need?

The P&CP is an important committee, and as such we need people with the right skills, abilities and experiences. These include:

- The ability to think strategically
- The ability to make good judgements
- The ability to be open to change
- The ability to scrutinise and challenge
- The ability to be analytical
- The ability to communicate effectively

- The ability to manage time effectively
- Experience of team working
- Self confidence
- Enthusiasm and drive
- Respect for others
- Integrity
- Leadership
- Decisiveness

Please refer to the P&CP Member Role Profile, which is included in the application pack.

12. Who can be an independent co-opted member?

Age - You must be at least 18 years old.

Other rules - There are some rules about who cannot be an independent co-opted member. The following may not be independent co-opted members of the P&CP:

- a) the PCC for the Cambridgeshire Police Area
- b) a member of staff of the Cambridgeshire Police and Crime Commissioner
- c) a member of the civilian staff of the Cambridgeshire Constabulary
- d) a police officer
- e) a councillor of Cambridgeshire County Council, Peterborough City Council, Cambridge City Council, East Cambridgeshire District Council, Fenland District Council, Huntingdonshire District Council or South Cambridgeshire District Council
- f) a Member of Parliament, a Member of the National Assembly for Wales, a Member of the Scottish Parliament or a Member of the European Parliament

13. How do I apply?

Complete the application form explaining fully why you wish to become an independent co-opted member, what you would bring to the P&CP and your relevant skills and experience. Please then e-mail your completed application to Philippa.rose@peterborough.gov.uk. If you're unable to email your form, please post it to the following address:

Philippa Rose
Democratic Services Team
Legal and Governance
Peterborough City Council
Town Hall
Bridge Street
Peterborough
PE1 1HQ

Applications should be received by 5pm on *Date to be confirmed*.

14. What happens next?

The P&CP will appoint a selection panel to consider all applications. Its job will be to shortlist, interview and agree a recommended Candidate who will then be appointed.

15. How can I find out more?

If you have any questions or would like further information please contact Philippa Rose using the details shown on the advert.



Cambridgeshire Police and Crime Panel

Policy Context: The arrangements for police governance and accountability in England

1. Introduction

- 1.1. The Police Reform and Social Responsibility Act 2011 introduced significant changes in police governance and accountability, in particular replacing Police Authorities with directly elected Police and Crime Commissioners (PCCs). This note summarises the arrangements and the respective roles of key players in England (slightly different arrangements apply in London).
- 1.2. In summary, the public accountability for the delivery and performance of the police service within each force area is placed into the hands of the PCC on behalf of their electorate. The PCC draws on their mandate to set and shape the strategic objectives of their force area in consultation with the Chief Constable. They are accountable to the electorate; the Chief Constable is accountable to their PCC. The Police and Crime Panel (the Panel) within each force area is empowered to maintain a regular check and balance on the performance of the PCC in that context.

2. The Police and Crime Commissioner (PCC)

- 2.1. The PCC within each force area has a statutory duty and electoral mandate to hold the police to account on behalf of the public.
- 2.2. The PCC is the recipient of all funding, including the government grant and precept and other sources of income, related to policing and crime reduction and all funding for a force must come via the PCC. How this money is allocated is a matter for the PCC in consultation with the Chief Constable, or in accordance with any grant terms. The Chief Constable will provide professional advice and recommendations.
- 2.3. The PCC has the legal power and duty to:
 - (a) set the strategic direction and objectives of the force through the Police and Crime Plan, which must have regard to the Strategic Policing Requirement set by the Home Secretary
 - (b) scrutinise, support and challenge the overall performance of the force including against the priorities agreed within the Plan
 - (c) hold the Chief Constable to account for the performance of the force's officers and staff
 - (d) decide the budget, allocating assets and funds to the Chief Constable; and set the precept for the force area
 - (e) appoint the Chief Constable

- (f) remove the Chief Constable subject to following the process set out in Part 2 of Schedule 8 to the 2011 Act and regulations made under section 50 of the Police Act 1996(a)
- (g) maintain an efficient and effective police force for the police area
- (h) enter into collaboration agreements with other PCCs, other policing bodies and partners that improve the efficiency or effectiveness of policing for one or more policing bodies or police forces in consultation with the Chief Constable (where this relates to the functions of the police force, then it must be with the agreement of the Chief Constable)
- (i) provide the local link between the police and communities, working to translate the legitimate desires and aspirations of the public into action
- (j) hold the Chief Constable to account for the exercise of the functions of the office of Chief Constable and the functions of the persons under the direction and control of the Chief Constable
- (k) publish information specified by the Home Secretary and information that the PCC considers necessary to enable the people who live in the force area to assess the performance of the PCC and Chief Constable
- (l) comply with all reasonable formal requests from the Panel to attend their meetings
- (m) prepare and issue an annual report to the Panel on the PCC's delivery against the objectives set within the Plan
- (n) monitor all complaints made against officers and staff, whilst having responsibility for complaints against the Chief Constable

2.4. The PCC must not fetter the operational independence of the police force and the Chief Constable who leads it.

2.5. In order to enable the PCC to exercise the functions of their office effectively, they will need access to information and officers and staff within their force area. Such access to any information must not be unreasonably withheld or obstructed by the Chief Constable and/or fetter the Chief Constable's direction and control of the force.

2.6. A PCC has wider responsibilities than those relating solely to the police force, including a specific responsibility for the delivery of community safety and crime reduction.

2.7. The first PCCs were elected on 15th November 2012, and serve until May 2016; thereafter PCCs will normally hold office for four years.

3. The Chief Constable

3.1. The Chief Constable is responsible for maintaining the King's Peace, and has direction and control over the force's officers and staff. The Chief Constable holds office under the Crown, but is appointed by the PCC.

3.2. The Chief Constable is accountable to the law for the exercise of police powers, and to the PCC for the delivery of efficient and effective policing, management of resources and expenditure by the police force. At all times the Chief Constable, their constables and staff, remain operationally independent in the service of the communities that they serve.

3.3. The Chief Constable is responsible to the public and accountable to the PCC for: (a) leading the force in a way that is consistent with the attestation made by all constables on appointment and ensuring that it acts with impartiality
 (b) appointing the force's officers and staff (after consultation with the PCC, in the case of officers above the rank of Chief Superintendent and police staff equivalents)
 (c) supporting the PCC in the delivery of the strategy and objectives set out in the Police and Crime Plan
 (d) assisting the PCC in planning the force's budget

- (e) providing the PCC with access to information, officers and staff as required
- (f) having regard to the Strategic Policing Requirement when exercising and planning their policing functions in respect of their force's national and international policing responsibilities
- (g) notifying and briefing the PCC of any matter or investigation on which the PCC may need to provide public assurance either alone or in company with the Chief Constable (PCCs will be subject to the same duties in relation to sensitive material as Government Ministers)
- (h) being the operational voice of policing in the force area and regularly explaining to the public the operational actions of officers and staff under their command
- (i) entering into collaboration agreements with other Chief Constables, other policing bodies and partners that improve the efficiency or effectiveness of policing
- (j) remaining politically independent of their PCC
- (k) managing all complaints against the force, its officers and staff, except in relation to the Chief Constable, and ensuring that the PCC is kept informed in such a way as to enable the PCC to discharge their statutory obligations in relation to complaints in a regular, meaningful and timely fashion. Serious complaints and conduct matters must be passed to the Independent Police Complaints Commission (IPCC) in line with legislation
- (l) exercising the power of direction and control in such a way as is reasonable to enable their PCC to have access to all necessary information and staff within the force
- (m) having day to day responsibility for financial management of the force within the framework of the agreed budget allocation and levels of authorisation issued by the PCC.

4. The Police and Crime Panel (the Panel)

4.1. The Panel provides checks and balances in relation to the performance of the PCC. The Panel does not scrutinise the Chief Constable - it scrutinises the PCC's exercise of their statutory functions. While the Panel is there to challenge the PCC, it must also exercise its functions with a view to supporting the effective exercise of the PCC's functions. This includes:

- (a) the power of veto, by a two-thirds majority of the total Panel membership, over the level of the PCC's proposed precept
- (b) the power of veto, by a two-thirds majority of the total Panel membership, over the PCC's proposed candidate for Chief Constable
- (c) the power to ask Her Majesty's Inspectors of Constabulary (HMIC) for a professional view when the PCC intends to dismiss a Chief Constable
- (d) the power to review the draft Police and Crime Plan and make recommendations to the PCC who must have regard to them
- (e) the power to review the PCC's Annual Report and make reports and recommendations at a public meeting, which the PCC must attend
- (f) the power to require relevant reports and information in the PCC's possession (except those which are operationally sensitive) to enable them to fulfil their statutory obligations
- (g) the power to require the PCC to attend the Panel to answer questions
- (h) the power to appoint an acting PCC where the incumbent PCC is incapacitated, resigns or is disqualified; and
- (i) responsibility for complaints about a PCC, although serious complaints and conduct matters must be passed to the Independent Police Complaints Commission (IPCC) in line with legislation.

4.2. The Chief Constable retains responsibility for operational matters. If the Panel seek to scrutinise the PCC on an operational matter, the Chief Constable may be invited to attend alongside the PCC to offer factual accounts and clarity (if needed) of the Chief Constable's

actions and decisions. The accountability of the Chief Constable remains firmly to the PCC and not to the Panel.

5. The Home Secretary

- 5.1. The Home Secretary is accountable to Parliament and charged with ensuring the maintenance of the King's Peace within all force areas, safeguarding the public and protecting our national borders and security. The Home Secretary has reserved powers and legislative tools that enable intervention and direction to all parties, if it is determined by the Home Secretary that such action is necessary in order to prevent or mitigate risk to the public or national security. Such powers and tools should be used only as a last resort, and not to interfere with the democratic will of the electorate within a force area, nor seek to interfere with the office of constable, unless the Home Secretary is satisfied on the advice of Her Majesty's Inspectorate of Constabulary (HMIC) that not to do so would result in a police force failing or national security being compromised.
- 5.2. The Home Secretary retains the legal accountability for national security and the role that the police service plays within the delivery of any national response. The Home Secretary has a duty to issue a Strategic Policing Requirement that sets out what are, in her view, the national threats at the time and the appropriate national policing capabilities that are required to counter them.

6. Operational Matters

- 6.1. The operational independence of the police is a fundamental principle of British policing. It is expected by the Home Secretary that the professional discretion of the police service and oath of office give surety to the public that this shall not be compromised.
- 6.2. The police force, and the civilian staff of a police force, is under the direction and control of the Chief Constable of the force.
- 6.3. The direction and control of a Chief Constable includes:
 - (a) the ability to issue a warrant to an attested officer with which that officer may exercise their police powers
 - (b) decisions in relation to the appointment and dismissal of officers and staff
 - (c) decisions concerning the configuration and organisation of policing resources including whether, or whether not, to deploy police officers and staff
 - (d) total discretion to investigate or require an investigation into crimes and individuals as he or she sees fit
 - (e) decisions taken with the purpose of balancing competing operational needs within the framework of priorities and objectives set by the PCC
 - (f) operational decisions to reallocate resource to meet immediate demand; and
 - (g) the allocation of officers' specific duties and responsibilities within the force area to meet the strategic objectives set by the PCC.
- 6.4. The Chief Constable is expected to ensure that their PCC is regularly informed of their decisions and operational activity in a timely manner so that the PCC can hold the Chief Constable to account for the totality of policing within their force area, including the operational delivery of the police service. The direction and control of the Chief Constable does not just remain under the scrutiny of the PCC but is open to investigation and scrutiny by the Independent Police Complaints Commission (IPCC) within the parameters of their terms of reference.
- 6.5. The PCC and Chief Constable must work together to safeguard the principle of operational independence, while ensuring that the PCC is not fettered in fulfilling their statutory role.

7. Financial Responsibilities

- 7.1. The PCC is ultimately accountable to the public for the management of the police fund. The PCC and Chief Constable share a responsibility to provide effective management of the policing budget and to secure value for money on behalf of the public that they both serve.
- 7.2. The Chief Constable has day to day responsibility for managing their allocated budgets after they have been approved by the PCC. The Chief Constable must ensure that the financial management of their allocated budget remains consistent with the objectives and conditions set by the PCC.