**West Yorkshire Police and Crime Panel**

**Information for the Appointment of Independent Co-opted Members**

**Background**

The Police Reform and Social Responsibility Act 2011 introduced significant changes in police governance and accountability, in particular replacing the Police Authorities by directly elected Police and Crime Commissioners (PCCs). In May 2021, as part of the devolution deal for West Yorkshire, the functions of the PCC transferred to the newly elected Mayor for West Yorkshire.

In summary, the public accountability for the delivery and performance of the police service within each force area is placed in the hands of the PCC/Mayor on behalf of the electorate. The PCC/Mayor draws on their mandate to set and shape the strategic objectives of their force area in consultation with the Chief Constable. The PCC/Mayor are accountable to their electorate; the Chief Constable is accountable to their PCC/Mayor.

Key aspects of the role of the PCC/Mayor include:

* Setting the strategic direction and objectives of the Police Force through the Police and Crime Plan
* Securing an efficient and effective Police Force for their area
* Appointing the Chief Constable and holding them to account
* Setting the annual Police Force budget and Police Precept
* Producing an annual report setting out progress against the Police and Crime Plan
* Allocating crime and disorder reduction grants to any organisation or person in their Police Force area
* Deciding how much funding is spent on policing and how much funding, if any, is spent on community safety services

**The Police and Crime Panel**

The Police and Crime Panel (PCP) is part of the accountability arrangements for policing in West Yorkshire. It is required to maintain regular checks and scrutiny of the performance of the directly elected Mayor for West Yorkshire in relation to policing and crime matters.

The PCP is responsible for:

* Scrutinising the Mayor’s decisions and actions and supporting them in carrying out their functions
* Reviewing the Mayor’s draft Police and Crime Plan
* Reviewing the Mayor’s annual report
* Holding a confirmation hearing for the Mayor’s proposed Deputy Mayor for Policing and Crime (DMPC)
* Dealing with any complaints made about the Mayor which relate to policing and crime and any complaints about the DMPC
* Reviewing the Mayor’s proposed component for policing and crime of the council tax, with the power to veto it if two thirds of the PCP agree to do so
* Holding a confirmation hearing for the Mayor’s proposed appointment of a Chief Constable with the power to veto this if two thirds of the PCP agree to do so

The PCP is made up of:

* Local elected councillors
* Independent co-opted members with relevant skills and expertise

**Eligibility**

To be eligible to be a co-opted independent member on the PCP you must:

* Be at least 18 years old
* Live or work in the West Yorkshire Police Force area

You must not be:

* The Mayor or DMPC for West Yorkshire
* A member of the staff of the Mayor for West Yorkshire
* A Member of Parliament, the National Assembly for Wales, the Scottish Parliament or the European Parliament
* A member of Bradford City Council, Calderdale Metropolitan Borough Council, Kirklees Metropolitan Borough Council, Leeds City Council or Wakefield Metropolitan District Council
* A police officer/member of the civilian staff of the local force area

**The role of an independent member**

As a member of the PCP you will play a key role in supporting and scrutinising the work of the directly elected Mayor in relation to policing and crime. It is an important and challenging role which offers an opportunity to review the key strategic actions and decisions taken by the Mayor, including whether the objectives set out in their Police and Crime Plan have been met, whether the priorities of community safety partners have been adequately considered and whether the public have been consulted appropriately.

**Skills and Experience**

It is a requirement that the PCP, when co-opting independent members, must secure (as far as is reasonably practicable) that all members of the PCP (when taken together) have the skills, knowledge and experience necessary for the PCP to discharge its functions effectively.

Members of the PCP are expected to demonstrate the following competencies:

* **The ability to think strategically**. To have breadth of vision – the ability to rise above the 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 Mayor, assessing candidates for top level appointments and considering complaints against the Mayor which relate to policing and crime or against the DMPC.
* **The ability to be open to change -** To be able to challenge accepted views constructively without becoming confrontational, and to recognise and respond positively to the need for change.
* **The ability to scrutinise and challenge -** To be able to rigorously scrutinise and challenge constructively, 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 PCP, the Mayor, DMPC, and the public.

The following personal skills and qualities are also very important:

* **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.
* **Decisiveness -** The ability to show resilience even in challenging circumstances, remaining calm and confident and able to make difficult decisions

**Time Commitment**

PCP members are expected to attend meetings during normal office hours at least 11 times a year, usually in Wakefield but possibly at other locations within West Yorkshire and would be expected to commit the equivalent of two days in a month to PCP business as well as attendance at any Sub-Committees or Task Groups to which you may be appointed and other private research.

The term of appointment is expected to be for four years, however, changes in legislation may require changes to length of the term.

**Allowance and Expenses**

An allowance is payable, expenses are only paid for any travel outside the West Yorkshire area.

**How to apply**

Complete the application form explaining fully why you wish to become an independent co-opted member, what you would bring to the PCP and your relevant skills and experience. Please then post or e-mail your completed application to the PCP Officer at the address given on the form.

Applications must be received by 5pm on Friday 13th September 2024

**What happens next?**

The PCP has appointed a selection panel (Sub-Committee) to consider all applications. Its job will be to shortlist, interview and agree candidates to recommend to the PCP. The PCP will then be asked to approve the recommended candidates.

The shortlisted candidates will be invited for interview on Friday 4th October or Monday 7th October, formal appointments will be made as soon as possible after that date following full PCP endorsement on 11th October 2024.

**Feedback**

If you require feedback on your application you should contact [pcpofficer@wakefield.gov.uk](mailto:pcpofficer@wakefield.gov.uk).

**Questions or queries**

If you wish to find out more information or have any questions about the role of independent co-opted members, please contact the Police and Crime Panel Officer, details as shown on the application form or visit [www.westyorkshire-pcp.gov.uk](http://www.westyorkshire-pcp.gov.uk) .

**Other Useful information**

The West Yorkshire Police and Crime Panel website

[www.westyorkshire-pcp.gov.uk](http://www.westyorkshire-pcp.gov.uk)

The West Yorkshire Combined Authority’s website

<https://www.westyorks-ca.gov.uk/policing-and-crime/>

West Yorkshire Police -

<http://www.westyorkshire.police.uk/>