

**WEST MIDLANDS POLICE
AND CRIME
COMMISSIONER**

NON-CONFIDENTIAL

NOTICE OF DECISION

017/2015

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Appointment of Independent Persons to Police Misconduct Hearings

EXECUTIVE SUMMARY

The Police and Crime Commissioner is required to maintain a list of persons to be appointed to Police Misconduct Hearings as and when required. In order to increase the diversity and resilience of the list a recruitment exercise was undertaken and a further five people are to be appointed to the list. In addition, all members of the Strategic Policing and Crime Board will be invited to join the list of independent people. All appointments are made subject to the requirement to attend training.

DECISION

1. To appoint the following persons to join the existing list of independent persons to be appointed to Police Misconduct Hearings as and when required:

Kalbinder Cheema
Rosalind Jackson
Jayne Salt
Lindsay Taylor
Noor-ul Khan

2. To invite all members of the Strategic Policing and Crime Board to join the list of independent persons to be appointed to police Misconduct Hearings as and when required (subject to attending the required training course).

West Midlands Police and Crime Commissioner

I confirm that I do not have any disclosable pecuniary interests in this decision and take the decision in compliance with the Code of Conduct for the West Midlands Office for Policing

and Crime. Any interests are indicated below.

Signature.....David Jamieson.....

Date.....19 May 2015.....

NON - CONFIDENTIAL FACTS AND ADVICE TO THE POLICE AND CRIME COMMISSIONER

INTRODUCTION AND BACKGROUND

1. The Police (Conduct) Regulations 2008 require local policing bodies to maintain a list of independent people who can be appointed to sit on Police Misconduct Hearings as and when required. West Midlands Police Authority conducted a recruitment exercise in 2008 and appointed the first list of independent people for a period of four years. In 2012, the Police Authority made the decision to re-appoint the existing list of independent people for a further period of four years. This decision was taken so that the Police Authority was not appointing a new Panel of people immediately prior to the first election for a Police and Crime Commissioner.
2. The landscape of police integrity and misconduct has evolved and further changes are anticipated over the coming year. In order to meet these changes, a further recruitment exercise was undertaken in January 2015 with the aim of expanding the list. New members were sought who have extensive legal experience coupled with a good understanding and personal experience of community relations within the West Midlands. This recruitment exercise places the Commissioner in an advantageous position ready for new changes announced by the Home Secretary, requiring PCCs to maintain a list of legally qualified people to be appointed as Chair of a Police Misconduct Hearing as and when required. It is anticipated that the new appointees will be able to undertake this role.
3. In addition, in order to increase the diversity and the local community input to the list still further, members of the Strategic Policing and Crime Board are to be invited to join the list.
4. Training has been arranged for the new members of the list, and this is a mandatory requirement of any person before being asked to take part in a Misconduct Hearing. The existing list members have also been invited to attend the training.
5. The recruitment exercise attracted 21 applications. Of these, five applicants were interviewed and all five are to be appointed to the list. With effect from 1 July 2015 (completion of training), the full list will be:

Existing members	Newly appointed members	SPCB members able to attend training
David Boden	Kalbinder Cheema	Cllr Judy Foster
Marianne Cowpe	Rosalind Jackson	Brendan Connor
Isobel Dale	Jayne Salt	Ernie Hendricks
Winsome Levy	Lindsay Taylor	Cllr Tim Sawdon
Fiona Mytton	Noor-ul Khan	
Douglas Readings		
Jayne Willetts		
Michael Williams		

FINANCIAL IMPLICATIONS

Recruitment advertising cost £945.

Training for the newly appointed members, existing members and the Strategic Policing and Crime Board members who choose to join the list will cost in the region of £8000. This includes the attendance allowance for each member (currently £211.50 per day), plus the costs of the venue and training (approximately £3000).

LEGAL IMPLICATIONS

The requirement to maintain a list of independent persons to be appointed to Police Misconduct Hearings is contained in the Police (Conduct) Regulations 2008, issued by the Home Secretary using powers under the Police Act 1996.

EQUALITY IMPLICATIONS

Recruitment was undertaken in accordance with the Equality Policy of the Police and Crime Commissioner.

Schedule of Background Papers

Public Access to Information

Information contained in this decision is subject to the Freedom of Information Act 2000 and other legislation. This decision will be made available on the Commissioner's website.