

**POLICE AND CRIME
COMMISSIONER FOR
THE WEST MIDLANDS**

NON-CONFIDENTIAL

NOTICE OF DECISION

026/2021

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**Appointments of Assistant Police and Crime Commissioners and Members of
Strategic Policing and Crime Board**

EXECUTIVE SUMMARY

The purpose of this report is to approve the following appointments:-

- Assistant Police and Crime Commissioners
- Members of Strategic Policing and Crime Board

DECISION

1. To appoint to the position of Assistant Police and Crime Commissioner (APCC).
2. To appoint to the position of members of Strategic Policing and Crime Board
3. That the process used for the selection and appointments be approved as meeting the principles of obtaining value for money as required by the rules for contracts and financial regulations.
4. That:
Tom McNeil and Wasim Ali be appointed to the positions of the Assistant Police and Crime Commissioner with a start date of 22 June 2021.

Nicky Brennan, Charmaine Burton, Bhupinder Gakhal, and Cath Hannon be appointed to the positions of Member of Strategic Policing and Crime Board with a start date of 22 June 2021.

Police and Crime Commissioner for the West Midlands

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 Police and Crime Commissioner of the West Midlands. Any interests are indicated below.

Signature.....



.....

Date.....21 June 2021

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

1. The purpose of the Strategic Policing and Crime Board (SPCB) is to ensure that the Commissioner is able to effectively engage and represent all areas of the West Midlands and to support the Commissioner in his role of ensuring an efficient and effective police service for the West Midlands through the setting of the strategic direction for the Force and holding the Chief Constable to account for the exercise of his functions.
2. The proposal is to continue a Board with 7 members, including the Commissioner, two Assistant Police and Crime Commissioner, and 4 Non-executive Board members.

STRATEGIC POLICING AND CRIME BOARD TERMS OF REFERENCE

3. The principal terms of reference for the Board, which will work as a team under the leadership and direction of the Commissioner, are to:
 - maintain an overview of the implementation of the Commissioner's manifesto in order to ensure consistency in approach but having regard to the differing needs in the West Midlands
 - assist the Commissioner to monitor the implementation and achievement of the Police and Crime Plan and support the Commissioner in any work required to vary the Plan during his term of office
 - scrutinise, support and challenge the overall performance of the force including against the priorities agreed within the Plan
 - advise the Commissioner in exercising his functions in setting the budget and precept
 - ensure the effective working of arrangements for consulting with and engaging local residents, communities and victims of crime
 - ensure effective working with local authorities and other partners and advise the Commissioner on their effectiveness in achieving the outcomes from his award of crime and disorder reduction grants
 - advise and support the Commissioner in his decision making role and in holding the Chief Constable to account
 - support the Commissioner more generally in the fulfilment of his statutory duties, to include equalities and human rights obligations
4. The APCCs will have some functions delegated to them and will have particular roles to support the PCC generally in the exercise of the PCC's statutory functions, to support the delivery of the PCC's manifesto and the political ambitions of the PCC. The non-executive members will be full members of the Board. Additional portfolio areas will be agreed for each role. All members will be expected to provide an independent element of challenge to the work of the Commissioner, and may be required to form part of the membership of the Joint Audit Committee as required under the statutory Financial Code of Practice. Their inclusion in the Joint Audit Committee membership is supported by the Chief Constable. However the Chief Constable did not have a role in their selection.
5. The Board will meet in public on a monthly basis, and will also meet informally once each month.

ROLE OF APCC and SPCB Members

6. The service specifications for the APCCs and the SPCB members are attached at Annex 1 to this report.

APPOINTMENT AND SELECTION PROCESS

7. The proposed appointments followed an open application process which was based upon the principles set out in the Code of Practice published by the Commissioner for Public Appointments relating to ministerial appointments to public bodies. The three basic principles are that appointments be made on merit by an objective, fair and open selection process.
8. The closing date for applications was 10 am on 1 June 2021. Shortlisting was undertaken by the Commissioner, the Chief Executive and Deputy Chief Executive. Interviews took place on 11 June and 15 June. The interviews for the posts were conducted by the Commissioner, the Chief Executive and Deputy Chief Executive.
9. Selection for the roles has been made using the role profiles set out at Annex One. Shortlisting and interviews were designed to test the knowledge and skills required for each role, as set out in Annex One.
10. As required by the Police Reform and Social Responsibility Act 2011 the Commissioner will notify the West Midlands Police and Crime Panel of his decision. In accordance with the Act he will provide to them:
 - the name of the person he proposes to appoint, who for the purposes of the legislation is known as the 'candidate'
 - the criteria used to assess the suitability of the candidate for the appointmentwhy the candidate satisfies those criteria; and the terms and conditions on which the candidate is to be appointed

PROPOSED TERMS OF APPOINTMENT

11. The persons appointed to the posts of APCC and Board Members are not members of the Commissioner's staff nor will they be employees. They will be engaged on a contract for services with detailed terms and conditions which will secure the proper performance of their role in the public interest. Appointees will not be politically restricted. A detailed list of proposed terms of appointment is set out in Annex 2.
12. APCCs Tom McNeil and Wasim Ali will be contracted and fees of £60k and £50k per annum respectively will be paid for delivery of these services. Board members will be contracted to perform 4 days per week on average and £10000 per annum will be paid for delivery of these services. Additional portfolio areas will negotiated with each SPCB member, and these will attract additional payments.

FINANCIAL IMPLICATIONS

13. The full year total costs for salaries, contract fees and all expenses for the PCC, APCCs, and members of the Strategic Policing and Crime Board will be funded through the budget of the OPCC.

LEGAL IMPLICATIONS

14. The Commissioner has power under paragraph 14 of Schedule 1 to the Police Reform and Social Responsibility Act 2011 (the Act) to do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of the functions of the PCC. This includes entering into contracts.

15. The proposed appointments are to be contracts for the provision of services by the persons appointed. The proposed terms set out in the Annex will be incorporated into a legally binding contract for services.

EQUALITY IMPLICATIONS

17. Appointments will be made in accordance with the Commissioner's Equality Policy.

Schedule of Background Papers

Attached to this report:

Specifications for the APCC and SPCB members.

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.

Assistant Police and Crime Commissioner Service Specification

1. As a member of the Board, to assist the West Midlands Police and Crime Commissioner by ensuring that he is able to effectively engage and represent all areas of the West Midlands and to support the PCC in his role of ensuring an efficient and effective police service for the West Midlands through the setting of the strategic direction for the Force and through holding the Chief Constable to account for the exercise of his functions.

2. To contribute to meetings of the Board and shall apply and promote the principal terms of reference for the Board to:
 - maintain an overview of the implementation of the Commissioner's manifesto in order to ensure consistency in approach but having regard to the differing needs in the West Midlands
 - assist the Commissioner to monitor the implementation and achievement of the Police and Crime Plan and support the Commissioner in any work required to vary the Plan during his term of office
 - scrutinise, support and challenge the overall performance of the force including against the priorities agreed within the Plan
 - advise the Commissioner in exercising his functions in setting the budget and precept.
 - ensure the effective working of arrangements for consulting with and engaging local residents, communities and victims of crime
 - ensure effective working with local authorities and other partners and advise the Commissioner on their effectiveness in achieving the outcomes from his award of crime and disorder reduction grants.
 - advise and support the Commissioner in his decision making role and in holding the Chief Constable to account
 - support the Commissioner more generally in the fulfilment of his statutory duties, to include equalities and human rights obligations.

3. Attendance at meetings:-
 - (a) The Board.
 - (b) Such other meetings and events at which attendance may be required for the effective fulfilment of the APCC's obligations under this Agreement either to support or represent the PCC.

4. To consider papers and reports and proposed decisions of the PCC to be considered at meetings of the Board and apply skill, knowledge and expertise in Board discussions by providing constructive criticism, analysis, comments and views to the PCC.

5. To undertake responsibility for liaison with the Force in relation to such matters as may be agreed with the PCC.
6. To make timely reports in writing to the PCC as required from time to time on such matters as fall within the area of responsibility of the APCC.
7. To support the PCC generally in the exercise of the PCC's statutory functions.
8. To have a commitment to delivery of the PCC's manifesto and the political ambitions of the PCC.
9. To help the PCC to uphold the very high standards of public life detailed in the Nolan Principles
10. To proactively contribute to the working of the Strategic Policing and Crime Board
11. To exercise such decision making powers as may be delegated
12. To undertake on behalf of the PCC community engagement and consultation activities
13. To represent the PCC as required
14. To act as a critical friend and to provide advice and challenge as appropriate
15. To help promote equality and diversity within the Force and across the West Midlands

Essential Knowledge, Skills and Experience

- knowledge of current issues facing the public sector and policing in particular
- ability to use information and intelligence to ensure effective decision making and continuous improvement of services
- horizon scanning to keep abreast of emerging agendas and issues
- ability to construct coherent arguments and articulate ideas clearly to a range of audiences, formally and informally using a variety of techniques
- experience of working successfully in meetings and committees, with the skills to negotiate, influence and understand the views of other members
- ability to articulate key issues and priorities through the construction of reports, briefings and other written material
- ability to use information and intelligence to ensure effective decision making and continuous improvement of services
- ability to build and maintain relationships, broker partnerships and establish and maintain networks
- ability to work with a wide range of people at all levels
- a profound understanding of the diverse nature of the communities of the West Midlands
- oral communication skills including speech making and presentations, with the ability to speak on behalf of the PCC on broadcast and other types of media
- commitment to the values, objectives and commitments of the PCC

The Assistant Police and Crime Commissioners are not politically restricted roles.



Member of the Strategic Policing and Crime Board Service Specification

1. The Strategic Police and Crime Board member shall attend and contribute to meetings of the Board, and shall apply and promote the principal terms of reference for the Board to:
 - maintain an overview of the implementation of the Commissioner's manifesto in order to ensure consistency in approach but having regard to the differing needs in the West Midlands
 - assist the Commissioner to monitor the implementation and achievement of the Police and Crime Plan and support the Commissioner in any work required to vary the Plan during his term of office
 - scrutinise, support and challenge the overall performance of the force including against the priorities agreed within the Plan
 - advise the Commissioner in exercising his functions in setting the budget and precept.
 - ensure the effective working of arrangements for consulting with and engaging local residents, communities and victims of crime
 - ensure effective working with local authorities and other partners and advise the Commissioner on their effectiveness in achieving the outcomes from his award of crime and disorder reduction grants.
 - advise and support the Commissioner in his decision making role and in holding the Chief Constable to account
 - support the Commissioner more generally in the fulfilment of his statutory duties, to include equalities and human rights obligations.
2. The member may also be asked to serve as a member of the Joint Audit Committee, and undertake other duties relevant to the functions of the Commissioner.
3. The member shall give the Commissioner advice, information and assistance on the business or affairs of the Commissioner.
4. The member shall perform the Services with proper care, skill and diligence and in accordance with the law, the Code of Conduct and the Nolan Principles.

Essential Knowledge, Skills and Experience

- Experience of working successfully in meetings and committees, with the skills to negotiate, influence and understand the views of other members.
- knowledge of current issues facing the public sector and policing in particular
- ability to use information and intelligence to ensure effective decision making and continuous improvement of services
- horizon scanning to keep abreast of emerging agendas and issues
- ability to construct coherent arguments and articulate ideas clearly to a range of audiences, formally and informally using a variety of techniques
- ability to articulate key issues and priorities through the construction of reports, briefings and other written material
- oral communication skills including speech making and presentations
- ability to build and maintain relationships, broker partnerships and establish and maintain networks
- ability to work with a wide range of people at all levels
- a profound understanding of the diverse nature of the communities of the West Midlands
- commitment to the values, objectives and commitments of the PCC

The SPCB members are not politically restricted roles. It is expected that these duties will take an average of 4 days per month.