

Hampshire Police and Crime Panel

**A guide to the role
of Independent
Co-opted Member**

**HAMPSHIRE
POLICE & CRIME
PANEL**

Hampshire Police and Crime Panel - A guide to the role of Independent Co-opted Member

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1. What is the Police and Crime Panel?

The Hampshire Police and Crime Panel (PCP) The Panel forms part of the governance and accountability arrangements for policing in Hampshire and the Isle of Wight through their role in maintaining a regular check and balance on the performance of the elected Police and Crime Commissioner for Hampshire (PCC).

While the Chief Constable has full operational independence, the role of the PCC is to be the voice of local people in policing, and to hold the Chief Constable to account for delivery of the strategic policing and crime objectives for Hampshire and the Isle of Wight, as set out in the PCC's Police and Crime Plan.

2. What is an independent member?

PCPs have three types of member:

- Local authority members – Councillors who are appointed by their councils to sit on the Panel .
- Local authority co-opted members – Councillors who are appointed by their local parties to enable the Panel to better meet the balanced appointment objective.

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- Independent co-opted members – local people, who are not councillors, who are chosen through an open recruitment process and co-opted onto the Panel.

3. How many members does Hampshire Police and Crime Panel have?

The PCP is made up of representatives from each of the local authorities in the Hampshire Police area. This includes the unitary authorities of Portsmouth, Southampton and the Isle of Wight, the 11 Hampshire Borough and District councils and Hampshire County Council. To better meet the balanced appointment objective, three additional local authority members have been co-opted to the PCP following agreement from the Home Secretary. Two non-political independent co-opted members of the Panel are also co-opted to add to the collective spread of experience and knowledge, bringing the total membership to 20.

The current Chairman of the Panel is Cllr Dave Stewart (Isle of Wight Council), with Councillor Jan Warwick (Hampshire County Council) as Vice Chairman. The current Membership of the Hampshire Police and Crime Panel can be viewed online [Hampshire Police and Crime Panel - Committee details](#)

4. Why be an independent member?

As a member of the PCP 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, considered the priorities of local communities and consulted appropriately with the public. The Panel also plays an integral statutory role in the setting of the policing precept, reviewing complaints against the PCC and confirming senior level appointments.

Independent members have full voting rights and are encouraged to get involved in all areas of the Panel's work.

5. What do Police and Crime Panels do?

The PCP examines and makes recommendations on various aspects of the PCC's activity. In particular the Panel's powers include:

- reviewing the draft Police and Crime Plan
- reviewing (and having the power to veto) the PCC's proposed Council Tax precept levels
- reviewing and scrutinising decisions and actions by the PCC
- scrutinising the PCC's annual report
- confirming (and having the power to veto) the Chief Constable's appointment
- confirming senior officer (Chief Executive, Chief Financial Officer) and political roles (Deputy Police and Crime Commissioner) in the PCC's office
- reviewing the PCC's conduct
- to appoint an acting PCC, if required

In delivering their statutory responsibilities the Panel also undertake a programme of proactive scrutiny, previously making recommendations to the Commissioner on varied topics, including new and emerging threats and areas of community concern.

Topics previously reviewed by the Panel and outcomes from the reviews can be viewed on the Panel's website at [Hampshire Police and Crime Panel - Proactive Scrutiny](#)

6. How often does the Police and Crime Panel meet?

The Panel meets formally around four times per year. Meetings will generally be held during normal office hours in Winchester but may also be held at varying locations throughout the Hampshire policing area. Panel members will be able to claim reasonable travelling expenses and an allowance and will receive an induction and other appropriate training.

Minutes of previous meetings of the Panel can be viewed online, accompanied by recordings of meetings held between July 2020 and March 2021 [Hampshire Police and Crime Panel - Meetings](#)

The Panel has appointed a number of working groups to provide greater focus on particular areas. Membership of the working groups is sought annually, and independent co-opted members are encouraged to get involved, utilising their skills and experience to enhance the effectiveness of the working groups. Meetings of these working groups are held quarterly and are regularly attended by officers of the OPCC (Office of the Police and Crime Commissioner). The Panel currently have three working Groups: Equality and Diversity Working Group, Finance Working Group and Plan Working Group. Additionally, responsibility for determining complaints has been delegated to a Complaints Sub-Committee which meets on an ad-hoc basis, when required. Presently, the Complaints Sub Committee is chaired by one of our Independent Co-opted Members.

Informal meetings and briefings, including meetings of the Panel's working groups, are held virtually using Microsoft Teams and therefore applicants would need to be able and willing to join such meetings, with support and training as necessary.

7. What will I be expected to do?

The role of a Panel Member is an important and demanding one. Members are expected to hold high standards of personal integrity at all times and to be respectful of others.

You will be expected to attend and participate in public meetings of the PCP and meetings of any working groups that you may be appointed to. During these meetings you must be willing offer constructive challenge, on sometimes difficult subject matter.

To be successful in the role applicants should have a keen interest in police and crime standards and community safety, the ability to be analytical and have the confidence to scrutinise.

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 the PCC's role and responsibilities.

8. Are there any rules about conduct or standards?

At all times, PCP members must maintain the highest standards of conduct and ethics. You will be expected to abide by Hampshire County Council's code of conduct, as the host authority (copy available upon request). For example:

When carrying out PCP work you must not:

- Use your position improperly to advantage yourself, your family or friends; or
- Disclose confidential information.

If appointed, you will also be required to give details of any financial/pecuniary interests and such other interests as the host authority decides, in a register which is open to the public.

The Seven Principles of Public Life will apply which can be found at this Government [website](#).

9. How much time is involved?

The commitment required from a co-opted independent Panel Member will depend upon the work programme approved by the Panel, but typically might average one day a month, including preparation time.

10. Will I receive any payment?

Members of the PCP will receive an annual allowance. This is currently set at £723 per annum. You can claim reasonable travelling expenses.

11. What qualities do I need?

You need to possess most, if not all, of the following competencies:

- a. 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
- b. 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.
- c. 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
- d. The ability to **scrutinise and challenge**: To be able to rigorously scrutinise and challenge constructively, using appropriate data, evidence and resources
- e. 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
- f. 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 Police and Crime Commissioner, and the public.

The following personal skills and qualities are also important:

- g. **Team working:** The ability to play an effective role in meetings through listening, persuading and showing respect for the views of others
- h. **Self-confidence:** The skill to challenge accepted views constructively without becoming confrontational.
- i. **Enthusiasm and drive:** To be pro-active in seeking out learning and developmental opportunities to enhance knowledge and understanding, for example on financial matters and statutory requirements.
- j. **Respect for others:** The capacity to treat all people fairly and with respect; value diversity and respond sensitively to difference.
- k. **High standards of personal integrity:** The necessity to embrace high standards of conduct and ethics and be committed to upholding human rights and equality of opportunity for all.
- l. **Decisiveness:** To show resilience, even in challenging circumstances, remaining calm and confident and able to make difficult decisions.

12. Who can be an independent member?

You must be at least 18 years old and must live or work within the Hampshire policing area, which includes the Isle of Wight (IOW).

The following may not be co-opted independent members of the PCP:

- a) Police and Crime Commissioner for Hampshire and IOW.
- b) a member of staff of the Police and Crime Commissioner for Hampshire and IOW.
- c) a police officer/member of the civilian staff of Hampshire Constabulary.
- d) a Member of Parliament.
- e) a Member of the National Assembly for Wales.
- f) a Member of the Scottish Parliament.
- g) a Member of the European Parliament.
- h) a member of Basingstoke and Deane Borough Council, East Hampshire District Council, Eastleigh Borough Council, Fareham Borough Council, Gosport Borough Council, Hampshire County Council, Hart District Council, Havant Borough Council, Isle of Wight Council, New Forest District Council, Portsmouth City Council, Rushmoor Borough Council, Southampton City Council, Test Valley Borough Council or Winchester City Council.

13. Other Useful information:

You can find out more information about the role of the Police and Crime Panel on the following websites:

- Policing and fire governance: guidance for police and crime panels [Policing and fire governance: guidance for police and crime panels](#)
- The Policing Protocol Order 2011 (setting out how Police and Crime Commissioners, Chief Constables and Police and Crime Panels will exercise their functions in relation to each other) [Policing Protocol Order 2011 \(statutory instrument\) - GOV.UK \(www.gov.uk\)](#)
- Hampshire Police and Crime Panel Governance [Hampshire Police and Crime Panel Governance](#)

For additional information or queries you can contact us via email at Hampshire.pcp@hants.gov.uk or by phone 0370 779 6176: