

By: Anna Taylor, Scrutiny Research Officer, Kent County Council  
To: Kent and Medway Police and Crime Panel – 8 December 2021  
Subject: Appointment of Independent Members

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Summary: This paper asks the Police and Crime Panel to approve the recommendation of the interview sub-committee to re-appoint Mrs Elaine Bolton and Mr Gurvinder Sandher as independent members of the Panel for a further four-year term. This follows the open application process held earlier this year.

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## **1. Background**

- 1.1 Police and Crime Panels are required by the Police Reform and Social Responsibility Act 2011 to have two Independent Members. The Act makes no specific provision for how Panels select Independent Members but the aim is to bring additional skills or knowledge to the work of the Panel.
- 1.2 In November 2016 the Kent and Medway Police and Crime Panel agreed to reappoint Mrs Bolton and Mr Sandher as Independent Members of the Panel for a further four-year term. In November 2020 the Panel agreed to extend the term of appointment of the current Independent Members until November 2021, noting that prior to this date an open application process would be held. This brought the term of the Independent Members in line with the Commissioner's term of office and allows for some continuity during elections.
- 1.3 The Panel also agreed, in 2016, that direct appointments of individuals should be limited to two consecutive terms after which alternative replacement may be directly appointed or may be selected via an open application process, the latter process allowing for application by the incumbent Independent Members.

## **2. Recruitment Process**

- 2.1 In September 2021 an advertisement for two Independent Members of the Panel was circulated via [kent.gov.uk](http://kent.gov.uk), the Commissioner's Office, Police and Crime Panel Members and any other parties who had previously expressed an interest in the roles.
- 2.2 All 5 applicants who applied for the positions were interviewed by a sub-committee of the panel consisting of Mr Mike Hill, Mr Peter Feacey, and Mrs Jenny Hollingsbee. Matthew Dentten and Anna Taylor were also present as Panel Support Officers.

### **3. Recommendations**

- 3.1 Following an open application process the interview sub-panel unanimously recommends that the Panel re-appoint Mrs Bolton and Mr Sandher as Independent Members of the Panel for a further four years.
- 3.2 An application process should be run at the end of this four-year term (prior to November 2025) to recruit two new Independent Members.

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