

By: Gaetano Romagnuolo, Research Officer - Overview and Scrutiny, Kent County Council

To: Kent and Medway Police and Crime Panel – 16 December 2025

Subject: Appointment of Independent Members

Summary: This paper asks the Police and Crime Panel to approve the recommendation of the Recruitment Sub-Panel to appoint Mr Gurvinder Sandher and Ms Hedwig de Jong as Independent Members of the Panel for a four-year term. This follows an open application process held earlier this year.

1. Background

- 1.1 Police and Crime Panels are required by the Police Reform and Social Responsibility Act 2011 to have a minimum of two Independent Members. The Act makes no specific provision for how Panels select Independent Members but the aim is to bring additional skills and knowledge to the work of the Panel.
- 1.2 In 2016, the Panel agreed that its direct appointment of Independent Members be limited to two consecutive terms, after which their recruitment and appointment would follow an open application process.

2. Recruitment Process

- 2.1 In August 2025, an advertisement for two Independent Members of the Panel was circulated via kent.gov.uk.
- 2.2 A Sub-Panel of the Kent and Medway Police and Crime Panel was established to recruit the two Independent Members. The Sub-Panel consisted of Councillor Deborah Croxton, Mr John Moreland and Councillor Connie Nolan.
- 2.3 The Sub-Panel received 15 applications. On 28 October 2025 the Sub-Panel shortlisted 5 applicants. The Sub-Panel agreed to interview 4 candidates on 11 November 2025, and 1 candidate on 19 November 2025. Immediately following the final interview on 19 November 2025, the Sub-Panel reconvened to appoint the two Independent Members.

3. Recommendations

- 3.1 Following an open application process, the Recruitment Sub-Panel unanimously recommends that the Kent and Medway Police and Crime Panel appoints Mr Gurvinder Sandher and Ms Hedwig de Jong as Independent Members of the Panel for a four-year term. The Panel is asked to **approve** the Sub-Panel's recommendation.

Contact: Gaetano Romagnuolo
Research Officer - Overview and Scrutiny
Tel: 03000 416478