

# PANEL HEDDLU A THROSEDDU DYFED-POWYS

## 6<sup>ED</sup> TACHWEDD 2019

### RECRIWTIO AELODAU CYFETHOLEDIG I'R PANEL

#### Yr argymhellion / penderfyniadau allweddol sydd eu hangen:

1. Penderfynu p'un ai i gynyddu nifer yr aelodau cyfetholedig o'r Panel i 3 ai peidio
2. Penderfynu p'un ai i sefydlu is-bwyllgor penodi sy'n cynnwys 1 aelod o bob awdurdod lleol i oruchwylio'r broses recriwtio hyd at a chan gynnwys llunio rhestr fer o ymgeiswyr ar gyfer cyfweiliadau.

#### Y rhesymau:

1. Mae'r mwyafrif llethol o aelodau presennol y panel yn ddynion. Mae pobl ifanc a phobl Dduon a Lleiafrifoedd Ethnig hefyd heb gynrychiolaeth ddigonol.
2. Bydd cyfnod swydd y ddau aelod cyfetholedig presennol yn dod i ben ym mis Hydref 2020 ac felly mae'n rhaid cynnal ymarfer recriwtio erbyn y dyddiad hwnnw.

Awdur yr Adroddiad:

Y Cyng. Alun Lloyd-Jones

Robert Edgecombe

Swydd:

Cadeirydd y Panel

Swyddog Arweiniol

Rhif Ffôn

01267 224018

Cyfeiriad e-bost:

rjedgeco@sirgar.gov.uk

# EXECUTIVE SUMMARY

## DYFED-POWYS POLICE AND CRIME PANEL

### 6<sup>TH</sup> NOVEMBER 2019

#### RECRUITMENT OF CO-OPTED PANEL MEMBERS

The Police Reform and Social Responsibility Act 2011 ('the 2011 Act') prescribes the maximum duration of the terms of office of co-opted members on the panel. The current terms are due to expire at the end of October 2020. The existing co-opted members cannot have their appointments automatically renewed, instead they must go through a public recruitment exercise alongside any new applicants.

Following public criticism of the composition of the panel in 2018-2019, panel members indicated that they wished to consider increasing the number of co-opted members of the panel in an effort to address this problem. Whilst the 2011 Act makes provision for this to happen, there will be no corresponding increase in the panel grant to fund any additional co-opted member.

Advice has been sought from the host authority's HR manager, who has confirmed that although the panel could not give preferential treatment to applicants who are female or from a BME background, it can proactively encourage applications from those sections of society.

During the last recruitment exercise the entire elected membership of the panel was involved in the shortlisting of the candidates. This proved to be cumbersome and unwieldy and delayed the appointment of the current co-opted members.

The panel may therefore wish to consider establishing an appointments sub-committee consisting of an elected member from each of the 4 councils, which will undertake all the preparatory work, including the shortlisting of candidates for interview. The full panel will then interview the shortlisted candidates and make the final appointments.

DETAILED REPORT ATTACHED?

NO

**Section 100D Local Government Act, 1972 – Access to Information**

**List of Background Papers used in the preparation of this report:**

**THESE ARE DETAILED BELOW**

<b>Title of Document</b>	<b>File Ref No.</b>	<b>Locations that the papers are available for public inspection</b>
<b>Host Authority File</b>	<b>LS-0511/55</b>	<b>County Hall Carmarthen</b>