**Information for applicants for the role of Advisory Panel Member**

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# **About the West Midlands Police & Crime Commissioner**

Police and Crime Commissioners (PCCs) were introduced in November 2012, and are elected representatives. The Police Reform and Responsibility Act 2011 created a PCC within each force area and they are the voice of the public at the highest level. They hold the police to account and are responsible for the totality of policing. They ensure that the police are answerable to the communities they serve, and that community needs are met by bringing them closer to the police, building confidence in the system and restoring trust and confidence. The PCC answers to the public on the delivery and performance of the police service in their area, and consults with the Chief Constable when setting policing priorities. They also have the power to hire and fire the Chief Constable.

The PCC ensures those who are in charge do a good job. It is not the role of the PCC to get involved in operational policing, the chief constable retains direction and control of all police officers and staff. The PCC decides what the force should be focusing on and the crimes it should prioritise. This detail is contained in the [Police and Crime Plan 2021-2025](https://www.westmidlands-pcc.gov.uk/wp-content/uploads/2021/10/The-West-Midlands-Police-and-Crime-Plan-2021-25.pdf?x88178). The PCC also sets the budget and has the power to raise or lower council tax.

The PCC must also bring together community safety and criminal justice partners, to make sure organisations work together to fight crime and help victims. They have wider responsibilities, including responsibility for delivering community safety and reducing crime, commissioning victims’ services, the ability to make crime and disorder grants within our force area, and a duty to deliver better value for money and improve the effectiveness of policing.



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# **Role Profile – Advisory Panel Member**

The role of Advisory Panel Member is a demanding and challenging one. We are seeking high calibre candidates who can demonstrate that they are able to meet the requirements of a demanding role, as set out in the role profile. If you have the necessary skills and enthusiasm and can commit to attend and prepare for four to six meetings a year, we hope that you will apply. You will need to be able to provide clear evidence and examples that demonstrate how you meet as many of the skills, experiences and competencies as possible, as set out below including the role specification.

## **Purpose of Role**

The Advisory Panel will provide advice, challenge, guidance and support, to the Police and Crime Commissioner. It will also review impact on service delivery and outcomes for the public. It will be a structured and collaborative way for the Police and Crime Commissioner, to engage with external stakeholders and advisors.

It will support us by reinforcing known and ongoing concerns, gaining new insights and providing a forum for stimulating, robust and challenging discussion. This is not a decision-making Board, but it will provide current knowledge, critical thinking and expertise, that will support holding to account and decision making by the PCC.

## **Key Responsibilities and Commitments**

Members are required to contribute to the work of the Panel, and in particular to participate in meetings and to work with other Panel members in order to

* Provide advice, guidance and challenge to the Police and Crime Commissioner
* Make recommendations to the PCC regarding the priorities in the Police and Crime Plan and progress against them
* Challenge and support the PCC to deliver objectives contained within the Police and Crime Plan
* Challenge community members, partners and stakeholders on their role in the delivery of their priorities
* Provide opportunities for the PCC or his representatives to be part of their community/stakeholder/organisational networks and discussions
* Ensure that community members and stakeholder networks are updated on the work of the PCC
* Identify opportunities for your community/organisation/stakeholder networks to contribute to the work of the PCC and the OPCC
* Assist in the sharing of information between organisations and assist in the understanding of communities and stakeholders regarding key crime and disorder reduction programmes taking place across the West Midlands
* Build and enhance the relationship between the Police and Crime Commissioner, West Midlands Police and different communities of the West Midlands, as well as facilitating a stronger alignment between crime prevention and reduction activity
* Assist with the facilitating and promoting of arrangements for consulting, engaging and working with local residents, communities and victims of crime

## **Knowledge and Experience**

* Panel members should have expert knowledge, experience, skills and understanding in at least one of the following key areas:
  + Communities within the West Midlands
  + Young people and youth violence
  + Serious Violence
  + Victims of Crime
  + Violence Against Women and Girls
  + Community Consultation and Engagement
  + Health/Mental Health
  + Safeguarding
  + Disproportionality/Diversity and Equalities
  + Use of Force
  + Criminal Justice and Offending
  + Community Safety
  + Substance Misuse
  + Policing and Crime
* Skills, Knowledge and Experience required:
* Knowledge of current issues facing the public sector and policing in particular
* Knowledge of issues affecting the communities of the West Midlands
* An ability to be constructive, positive and solution focussed
* Experience of and ability to provide advice, guidance and challenge in relation to key policy areas
* Skills in understanding complex projects and programmes
* Ability to deal with complex information, making assessments and responding/acting appropriately
* Ability to build relationships, partnerships and networks with external partners to identify and address shared priorities
* Ability to communicate and express information to others effectively, considering the audience and nature of the information; make clear and convincing oral presentations; listens to others and responds appropriately.
* An excellent understanding of the diverse nature of the communities of the West Midlands
* A commitment to the aims, objectives and values of the PCC, including access to justice, equality before the law, the rule of law, safety, security, equality and human rights.

## **Other Information**

* Advisory Panel members will be paid per meeting they attend and there will be between four and six meetings per year.
* Meetings will take place 5pm-8pm, and will be held on rotation in the local authority areas.
* For the time being the allowance for attendance and all preparatory work required for Panel meetings is a flat rate of £357. This rate may be amended by the PCC.

Further information can be found on the PCC’s website: [Job Vacancies - West Midlands Police & Crime Commissioner (westmidlands-pcc.gov.uk)](https://www.westmidlands-pcc.gov.uk/careers/job-vacancies/)

The West Midlands Police and Crime Commissioner understands that to effectively serve an area with such a rich cultural tapestry like the West Midlands, it is vital it is driven by people who reflect the diverse cultures and backgrounds that form its communities.

To achieve this, we are seeking applications from people of all backgrounds and experiences to represent the West Midlands.

# **Terms of Appointment**

Persons appointed as Advisory Panel Members will not be members of the Commissioner’s staff. Appointees will be engaged for an initial period of 1 year, which may be subject to extension. The contract for services will be liable for termination by the Commissioner at any time with immediate effect without any further payment other than outstanding fees. The contract for services will include a requirement for regular reviews of performance under the contract.

Fees will be paid to Advisory Panel Members at the rate of:

* £357 per meeting

The Advisory Panel is expected to meet around four to six times a year with meetings to be held between 5pm-8pm in local authority settings throughout the West Midlands.

Attendance at required Advisory Panel meetings and associated events will be monitored and failure to attend meetings without good reason may lead to deduction from fees or termination of the contract.

# **Appointment Process**

The selection process will be based upon the principles set out in the Code of Practice published by the Commissioner for Public Appointments which relate 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.

Applicants are invited to submit a CV and a one page covering letter with references to: [wmpcc@westmidlands.police.uk](mailto:wmpcc@westmidlands.police.uk). by the deadline of 12 noon on Wednesday 10th July 2024.

Interviews will be held in person between 5th – 7th August 2024. The interview panel will include:

* Deputy Police & Crime Commissioner
* Deputy Chief Executive, The Officer of the Police and Crime Commissioner

For an informal discussion about the role please call Alethea Fuller by emailing: [alethea.fuller@westmidlands.police.uk](mailto:alethea.fuller@westmidlands.police.uk).