

**27 September 2018**

**Wiltshire Police and Crime Panel**

**Police and Crime Panel- Recruitment of Co-opted Independent Members**

**Background**

- 1) Co-opted Independent Members of the Wiltshire Police and Crime Panel are appointed for a four year term, the term for the previous two co-opted members came to an end over the summer of 2018 and a fresh appointment process was undertaken.
- 2) Two Co-opted Independent Member roles were advertised, both by Wiltshire Council and Swindon Borough Council, on social media, and in parish newsletters to ensure potential applicants from both the rural Wiltshire and urban Swindon areas could be reached. The adverts were also picked up by national job agency 'Indeed'.
- 3) Following a successful advertising campaign, the recruitment panel (Cllr Richard Britton and Cllr Peter Hutton) shortlisted candidates for interview. Interviews took place on 11<sup>th</sup> and 17<sup>th</sup> September and each candidate was scored against set criteria. Upon comparison of the scores the interview panel was able to recommend two candidates for the role.

**Recommendation**

- 4) The recruitment panel recommends that Anna Richardson and Mamie Beasant be appointed Independent Co-opted Members of the Panel for a 4 year term.

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