

**Warwickshire Police Authority – 16 September 2009**

**Report of the Chief Executive**

**Summary**

This report draws a number of issues to Members' attention.

**Recommendation**

1. That Robert Malloy be appointed as an Independent Member of the Police Authority with immediate effect until the 31<sup>st</sup> March 2013.
2. That approval be given to the proposed amendment to the Scheme for the Payment of Members' Allowances as set out in paragraph 2 of the report.
3. That the Authority do/do not comment on the Appointment of the Auditor by the Audit Commission

**1. Members of the Authority**

**(1) Appointment of New Independent Member**

Members will recall that a Joint Selection and Interview Panel was established to appoint a new Independent Member to the Authority following the resignation of Phil Blundell. The Selection Panel comprising Ian Francis, Phil Robson, John Vereker, Diljinder Sekhon (Home Office Appointee) and Jacqui Francis (Independent Assessor) met on the 13<sup>th</sup> August to interview the 5 shortlisted candidates.

Having completed those interviews, the Panel agreed that Robert (Bob) Malloy should be recommended for appointment to the Police Authority. In order to bring Mr Malloy's term of office in line with some of the other Independent Members, it is suggested that he be appointed until 31<sup>st</sup> March 2013.

**(2) County Council Representative**

At their meeting on the 8<sup>th</sup> September, the County Council agreed to change their representation on the Police Authority as a result of the recent by-election in Nuneaton. The County Council's representation is now made up of 5 Conservative, 2 Labour and 2 Liberal Democrat. As a result of this change, Jim Foster is no longer a member of the Authority and has been replaced by Frank McCarney.

**2. Scheme for the Payment of Members' Allowances**

Members may recall that at the last meeting of the Authority on the 29 July, Phil Robson pointed out that it would be necessary to make a small adjustment to the wording on Paragraph 6(d) to reflect the payment of special responsibilities allowances as set out in the Governance Framework.

The current wording of this paragraph is as follows:-

- (d) No member shall be entitled to receive more than one special responsibility allowance.

In order to meet the needs of the Governance Framework, I would suggest that the current Schedule 2 to the Scheme should be deleted and replaced by Table 1 of the Governance Framework and that the wording of paragraph 6(d) should be amended as follows:-

- (d) Where a member undertakes more than one role, the role with the highest scope is added to the workloads to calculate the level of special responsibility allowance paid to that member as set out in Schedule 2 of the Scheme.

Subject to the Authority agreeing to this amendment, a revised copy of the Scheme will be circulated to all Members of the Authority.

### **3. Appointment of Auditor**

The Audit Commission is required to appoint an auditor to audit the accounts of the Authority under Section 3 of the Audit Commission Act 1998. The Commission is also required to consult with the body concerned prior to appointing its auditor.

The appointment of the current auditor will expire with the completion of the audit of accounts for 2009/10. The Commission has informed the Authority that it proposes to extend this appointment to cover the audit of the accounts for 2010/11 and 2011/12 which would bring the duration of the appointment in line with most other audit appointments and therefore assist in the Commission's plans for periodic rotation of audit suppliers, in accordance with their policy on appointment of auditors. The Engagement Lead role will continue to be undertaken by Dave Rigg.

The Authority has been invited by the Commission to comment on this proposal should they wish to do so.

### **4. Employment Targets & Police Authorities**

Although the Police Service generally has increased its Black and Minority Ethnic representation by an average of 50%, doubling the original figure to 4.1%, it is still short of the Government's original target of 7% that was introduced ten years ago as a result of the recommendations of the MacPherson Report.

In Warwickshire the figure was somewhat higher at 4.6%. The difficulties of achieving these national targets have been well rehearsed – primarily the difference in the demographic picture across the country.

It is now deemed that local targets reflecting local circumstances and demography would be a more realistic and beneficial approach to achieving a force more representative of the community it serves.

The Government proposed local employment targets relating to race and gender to be agreed locally by Police Authorities and Forces, in consultation with communities and by a process that involves police officers and staff in setting these targets.

The APA has issued interim guidelines for setting targets, and points to a community mapping exercise as an approach to arriving at near "accurate" employment targets locally.

It is recommended that Police Authorities should conduct a mapping exercise using up to date data from local partners e.g. local authorities and PCTs. It is felt that the last census figures are now out of date and would not be helpful. Other useful sources are suggested from which more accurate data can be obtained.

As well as the mapping exercise, it is suggested that Authorities together with the Forces should carry out an assessment of all relevant workforce data and trends in order to identify areas of concern which need to be addressed

It is also recommended that Staff Associations and Diversity Support Groups should be consulted at the earliest opportunity in the process.

In Warwickshire, the Authority and the Force have started working together on the Mapping Exercise and, in doing so, have taken on board the suggestion by the APA that the targets should be realistic and achievable and included the policing plan. This work is being carried out by one of the Authority's Policy Officers and the Force's Diversity Manager. This work is currently being overseen by the Diversity and Equality Panel and further reports will be brought to the Authority via that Panel.

**Enquiries:** about this report should be made to Neil Gulliver on 01926 412117

**Background Papers:** As attached where appropriate

**SUE HOWL**  
**Chief Executive**