

**LEICESTER, LEICESTERSHIRE AND RUTLAND POLICE AND
CRIME PANEL – 1 DECEMBER 2025**

**APPOINTMENT OF INDEPENDENT CO-OPTED MEMBERS OF THE
POLICE AND CRIME PANEL**

REPORT OF THE PANEL'S SECRETARIAT

Purpose of the Report

1. The purpose of this report is to outline the options for the recruitment of co-opted independent members of the Police and Crime Panel.

Background

2. Police and Crime Panels are required to appoint a minimum of two independent co-opted members as part of their membership. When the Leicestershire, Leicestershire and Rutland Police and Crime Panel was set up in 2012 it was agreed with the Home Office that the Panel would have a total of 15 members comprising of 13 elected members and 2 co-opted independent members. Should the Panel wish to amend its makeup in terms of the amount of elected and co-opted members permission would have to be gained from the Home Office.
3. In making co-options, the Police Reform and Social Responsibility Act 2011 requires that the Panel must ensure the overall Panel membership meets the balanced objective in skills, knowledge and experience necessary to discharge its functions effectively.
4. The Panel's first two co-opted independent members attended their first meeting on 30 January 2013 and served for the next four years.
5. In 2017 the Panel decided to hold a new recruitment process for independent members. The existing independent members decided not to reapply. Two new co-opted independent members were recruited, and they attended their first meeting on 31 January 2018.

Police and Crime Commissioner

6. On 13 November 2025, the Government announced its intention to abolish Police and Crime Commissioners in May 2028. It is not yet clear whether Police and Crime Panels will also be abolished but it is assumed that the Panel will continue until at least May 2028 and therefore two independent members will be required until that date as well.

Current co-opted independent members

7. In February 2022, following a recruitment exercise, the Panel's existing two co-opted independent members Parisha Chavda and Salma Manzoor were appointed. Their term of office comes to an end in February 2026.
8. Salma Manzoor has expressed that she does not wish to apply to extend her term of office. A recruitment process will therefore need to be undertaken to recruit a new co-optee to fill this vacancy.

Options

9. The Panel has two options with regard to the co-opted position currently held by Parisha Chavda:
 - i. Should she be happy to continue to serve, the Panel could elect to allow Parisha Chavda to continue to serve as one of the Panel's two co-opted members without carrying out a further recruitment process for that vacancy and extend her term of office for the next four years, subject to any abolition of Police and Crime Panels.
 - ii. The Panel could agree that a new recruitment process be carried out to recruit a co-optee to fill this position. The present co-optee Parisha Chavda could if she were minded to, re-apply to serve on the Panel as part of this process.

Process

10. Local Government Association guidance suggests that short-listing, interviewing and selection of the independent co-optees may be delegated to a selection panel or sub-committee of the Panel. It is proposed that the Panel considers appointing a subcommittee, of three members, at an early stage in order to enable their full engagement in the process.
11. The timescale for a recruitment process is set out below:

| Recommended timescale | Activity required |
|-----------------------|---|
| 1 December 2025 | Panel agrees which of its members will serve on appointing sub-committee. |
| 4 December 2025 | Advertisement for applicants is published (one month advertising period). |
| 4 January 2025 | Deadline for applications. |
| W/C 5 January 2026 | Shortlisting. |
| W/C 12 January 2026 | Interviews. |
| W/C 19 January 2026 | Induction and training. |
| 4 February 2026 | Appointee's first Panel meeting. |

12. The secretariat at Leicestershire County Council would support the recruitment process.

Recommendations

13. The Police and Crime Panel is asked to:

- a. Consider whether it wishes to extend the term of office of Parish Chavda for the next four years without carrying out a further recruitment process for that vacancy, subject to any abolition of Police and Crime Panels, or whether it wishes to undertake a recruitment exercise for two new co-optee members.
- b. Appoint a subcommittee of three Police and Crime Panel members to shortlist and interview candidates.

Officer to Contact

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