

**LEICESTER, LEICESTERSHIRE AND RUTLAND POLICE AND
CRIME PANEL – 04 FEBRUARY 2026**

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

REPORT OF THE PANEL'S SECRETARIAT

Purpose of Report

1. To provide Members with details of the recruitment process which took place for an Independent Co-opted Member of the Leicester, Leicestershire and Rutland Police and Crime Panel, and introduce the member appointed.

Background

2. The Police Reform and Social Responsibility Act 2011 (the Act) requires Police and Crime Panels to have at least two non-political independent members. The Act also states that in making these appointments the Panel must ensure the overall Panel membership meets the balanced appointment objective in terms of having the skills, knowledge and experience necessary to discharge its functions effectively.
3. The requirements of the Act are reflected in the Terms of Reference of the Leicester, Leicestershire and Rutland Police and Crime Panel which state at Section 2, Paragraph 9:

The Panel shall co-opt two independent members on to the Panel for a term of 4 years commencing at the mid-way point in the Police and Crime Commissioner's term of office, with a view to ensuring the Panel has the necessary skills, knowledge and experience to carry out its functions.

4. In February 2022, following a recruitment exercise, Parisha Chavda and Salma Manzoor were appointed. Their term of office came to an end in February 2026. Salma Manzoor expressed that she did not wish to apply to extend her term of office. Parisha Chavda expressed that she wished to extend her term of office.
5. At the meeting of the Leicester, Leicestershire and Rutland Police and Crime Panel on 1 December 2025, a decision was made 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. In addition to this, the decision was made to appoint a subcommittee of three Police and Crime Panel members to shortlist and interview candidates for the vacant role.

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.

Recruitment process

7. The vacancy was advertised on the Leicestershire County Council website and on Linked In.
8. As a result of the advertisement, the Panel's Secretariat received five completed applications.
9. On 7 January 2026, a sub-committee of Panel members comprising of Councillor Les Phillimore (Blaby District Council), Councillor Liz Blackshaw (Charnwood Borough Council) and Councillor Christine Wise (Rutland County Council) conducted a shortlisting process and selected four candidates for interview. On 16 January, those four candidates undertook a formal interview. The applicants were assessed against the following selection criteria as recommended in the Local Government Association guidance on appointing Independent Members:
 - The ability to think strategically;
 - The ability to make good judgements;
 - The ability to be objective;
 - The ability to be supportive;
 - The ability to scrutinise and challenge;
 - The ability to be analytical;
 - The ability to communicate effectively.
10. Following the interviews, the Appointment Panel made the decision to appoint one of those candidates Mr Peter Jones as an Independent Member of the Panel. Their term of office will run from 4 February 2026 to 3 February 2030, or until any abolition of Police and Crime Panels.

Recommendations

11. The Panel is asked to note the report.

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