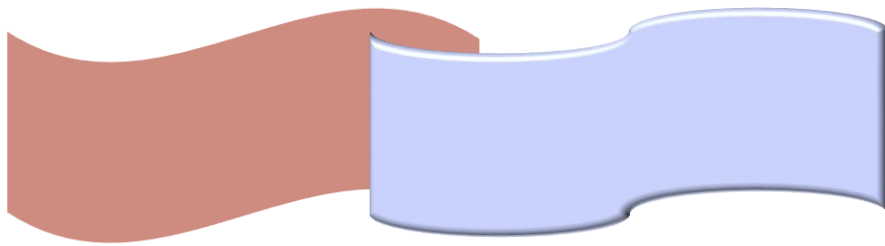


# North Yorkshire Police, Fire and Crime Panel

Recruitment for Co-opted Independent Members

2025



# North Yorkshire Police, Fire and Crime Panel

## Applications for co-opted independent members

Thank you for your interest in becoming a co-opted independent member of the North Yorkshire Police, Fire and Crime Panel ("the Panel").

The Panel is a committee whose role is to maintain a regular 'check and balance' on the performance of the Mayor of York and North Yorkshire in relation to his policing, fire and crime functions and also the Deputy Mayor for Policing, Fire and Crime.

The Panel is looking for three committed and energetic people to serve as co-opted independent members from January 2026 for a four-year term.

The contents of this pack include:

- Role, responsibilities and requirements for co-opted independent members to the Panel;
- Background information on the Panel and the role of the Mayor and Deputy Mayor for Policing, Fire and Crime

## Important information – application and interviewing process

The closing date for applications is **5pm on 9<sup>th</sup> October 2025**, after which the local authority Panel members will consider all applications received. Shortlisted candidates will be contacted after 20<sup>th</sup> October and invited to an interview in early November.

Interviews will be held on

- **4 November 2025 (am)**; and
- **6 November 2025 (pm)**

Appointments will be formalised at the Panel in January 2026.

You will note that the application form asks for details of two referees. We intend to take up references for shortlisted candidates prior to interview. If you do not wish us to contact your referees at that stage then please indicate with your application.

If you wish to discuss any aspect in more detail please contact Diane Parsons, North Yorkshire Council, telephone 01609 532750 or email [nypfcp@northyorks.gov.uk](mailto:nypfcp@northyorks.gov.uk)

September 2025

## Role, responsibilities and requirements for independent members

North Yorkshire Police, Fire and Crime Panel is seeking three individuals with the necessary skills, enthusiasm and commitment to be members of the Panel and to bring a fresh, external perspective to its work.

This is an exciting opportunity to be involved in the governance and accountability arrangements for policing and fire and rescue in North Yorkshire. Following the election of the Mayor for York and North Yorkshire in May 2024 and the appointment of a Deputy Mayor for Policing, Fire and Crime in June 2024, the Panel acts as a 'critical friend' on their performance in relation to making sure they secure an effective and efficient police and fire service for our residents.

**"It is so important to have independent members on the Panel who do not have a political background, to complement and reflect back some of the wider views and experiences of those in our communities."**

**Former co-opted independent Panel member**

Candidates should:

- Have a genuine interest in improving policing and fire and rescue services North Yorkshire, through the governance arrangements afforded to the Panel; and
- Have a professional or voluntary background in an area such as community safety, criminal justice, health, victim support or the voluntary and community sector – although we welcome candidates with wider experience in areas such as business and finance and who have the necessary skillsets.

Candidates will need to have the ability to:

- Scrutinise the work of the Mayor and Deputy Mayor, analysing a range of information and/or data provided and making relevant linkages across issues;
- Be able to think strategically, beyond operational or local issues, and see the 'bigger picture';
- Provide independent challenge to the Mayor and Deputy Mayor and ensure that this challenge is constructive to support them in carrying out their role;
- Be open to change;
- Be an effective communicator and interact positively with other members of the Panel, the Mayor/Deputy Mayor and their teams, officers from the police and fire and rescue service and also members of the public;
- Embrace a diverse and inclusive approach which is alive to a variety of viewpoints;
- Promote high standards of conduct and ethics;
- Demonstrate resilience and be able to make difficult decisions.

Candidates will be welcomed from a range of different backgrounds who can demonstrate the necessary skills and competencies. As such, the Panel would welcome not only those with experience (in a paid or unpaid role) in related fields such as community safety, victim support

and criminal justice but also in other areas including commissioning, health/mental health, advocacy, business and finance/audit.

Applications are particularly welcomed from under-represented groups.

The role of a Panel member is an important and demanding one. Panel members need to be able to commit typically about a day per month for Panel work, including meeting preparation, meeting time, responding to emails and contributing to preparation of paperwork. You may be asked to participate in additional meetings at times such as task groups or complaints committees. You will be also invited to attend training and development events as required, including as part of your induction.

Candidates must be able to attend meetings during normal office hours (Monday to Friday 9am to 5pm). Members are expected to be able to attend Panel meetings in person at various locations throughout North Yorkshire and York (typically Northallerton, York and Selby). Some informal meetings may be held remotely, via Microsoft Teams.

## Eligibility

This position is **not** open to:

- Locally authority councillors from councils within the North Yorkshire Police force area;
- Members of Parliament, the National Assembly for Wales or the Scottish Parliament;
- The Mayor/Deputy Mayor for York and North Yorkshire, or their employees;
- Employees of North Yorkshire Police (operational and civilian) or North Yorkshire Fire and Rescue Service;
- Local authority staff members from councils within the North Yorkshire Police force area.

The position is also restricted to applicants aged 18 years and over living or working in the York or North Yorkshire area. If you have more than one job or more than one home, then your main residence or place of work must be in North Yorkshire or York.

Appointment is for a four-year term and co-opted independent members serve a maximum tenure of eight years. An allowance of £1,917 per annum (subject to tax) is currently payable, in addition to reasonable travel expenses, which can be reimbursed through North Yorkshire Council. Co-opted members are also entitled to Dependant Carers Allowance, which covers childcare costs or costs for care for elderly/disabled relatives, where arrangements have to be made for care to be able to attend Panel meetings.

## Background information on the Police, Fire and Crime Panel

### A potted history on the role of Police (Fire) and Crime Commissioners / Mayoral policing, fire and crime functions

The Police Reform and Social Responsibility Act 2011 introduced significant changes in police governance and accountability, in particular replacing Police Authorities with directly elected Police and Crime Commissioners (PCCs), first elected in 2012.

In 2017, further legislative reforms looked to broaden out the powers and responsibilities available to PCCs by enabling them to either take a seat on their local Fire Authority or seek a transfer of governance of the local Fire and Rescue Service, through the Secretary of State. In North Yorkshire, the PCC put forward a business case to assume governance responsibility for North Yorkshire Fire and Rescue Service, which was granted by the Home Office in 2018. The PCC at this point became a Police, Fire and Crime Commissioner (PFCC); one of only four in England at present.

Subsequently, following the election of the first Mayor for York and North Yorkshire in 2024 (David Skaith), the Mayor took on the policing, fire and crime functions of the former PFCC and there is no longer a PFCC for this area. The Mayor is legally able to delegate policing and crime functions to a Deputy Mayor for Policing and Crime. In this area, this delegation also extended to the fire and rescue authority functions which passed to the Mayor. A Deputy Mayor for Policing, Fire and Crime – Jo Coles - commenced in post on 8 July 2024, following approval given by the Panel at a public meeting in June.

Similarly to the role of PFCC, the Mayor has responsibility for setting the direction, objectives and budgets of North Yorkshire Police and North Yorkshire Fire and Rescue Service, and for holding the Chief Constable/Chief Fire Officer to account.

The Mayor is directly accountable to the electorate. Their main statutory functions include:

- securing the maintenance of an effective and efficient police force for the area;
- securing an effective and efficient local fire and rescue service;
- holding the Chief Constable and Chief Fire Officer to account for the exercise of their functions;
- overseeing the police and fire service budgets;
- setting priorities to direct resources through the Police and Crime Plan and Fire and Rescue Plan;
- bringing together community safety and criminal justice partners, to co-operate and formulate strategies across the force area;
- commissioning services to tackle crime reduction/prevention and support victims;
- taking a strengthened role around police complaints.

There are certain aspects of the policing, fire and crime role which the Mayor legally cannot delegate to the Deputy Mayor for Policing, Fire and Crime. These are:

- Issuing a Police and Crime Plan / Fire and Rescue Plan for the area;
- Calculating the level of Council Tax which should be levied for policing and for fire and rescue; and
- Appointing, suspending or requiring a Chief Constable or Chief Fire Officer to retire or resign.

Further information on the Mayor's policing, fire and crime role can be found [here](#). Information on the work of the Deputy Mayor for Policing, Fire and Crime can be found [here](#).

### The role of Police (Fire) and Crime Panels

Police and Crime Panels were established in 2012 to provide a 'check and balance' function in relation to the performance of the PCC. With the transfer of fire and governance to the PFCC in 2018, the Panel duly became the Police, Fire and Crime Panel, to reflect a broadening out of its scrutiny functions. With the introduction of a new Mayoral framework for York and North Yorkshire in 2024, the Panel now provides a 'check and balance' over the Mayor in relation to their policing, fire and crime functions and of any Deputy Mayor appointed to carry out policing, fire and crime functions on their behalf.

The Panel's purpose is essentially to scrutinise the exercise of the Mayor/Deputy Mayor's statutory functions, as outlined above; namely how effectively they perform in this role. The Panel does not scrutinise the Chief Constable or Chief Fire Officer or hold them to account. If the Panel seeks to scrutinise the Mayor or Deputy Mayor on an operational matter then the Chief Constable or Chief Fire Officer may be invited to attend alongside the them to provide clarification and support to the Mayor/Deputy Mayor's account. They are not, however, required to attend Panel meetings.

In addition to the broader role of scrutinising the performance of the Mayor and Deputy Mayor in the exercise of these functions, the Panel has some specific functions of its own set out in law, including:

- reviewing and making recommendations on the Mayor's Council Tax precept proposals each year for policing and fire and rescue (this includes a power of veto, where required);
- reviewing and making recommendations on the proposed appointments for Chief Constable and Chief Fire Officer (which includes a power of veto);
- reviewing and make recommendations on the Mayor's Police and Crime Plan and Fire and Rescue Plan;
- reviewing and making recommendations on the Mayor's Annual Reports;
- responsibility for (non-criminal) complaints regarding the conduct of the Deputy Mayor for Policing, Fire and Crime.

**“Being able to ask constructive questions without being overly critical has been key. I found I had to further develop my communication skills, particularly listening and questioning techniques. It’s important as a Panel member to be strategic rather than focus on very operational things.”**

**Former co-opted independent Panel member**

### **The North Yorkshire context**

The North Yorkshire Police, Fire and Crime Panel covers the area served by North Yorkshire Police (i.e. the area served by North Yorkshire Council and City of York Council).

The Panel currently consists of ten councillors from the two local authorities and three independent members (not councillors) who are co-opted by the Panel. The Panel must legally have a minimum of two co-opted independent members. All thirteen members have equal voting rights and the ten councillors reflect the political make-up of the local authorities (when taken together) across the force area. When co-opting the independent members, the panel must ensure that, as far as is reasonably practicable, the appointed and co-opted members together have the skills, knowledge and experience necessary for the panel to discharge its functions effectively.

While the Panel is a joint committee of the constituent local councils, North Yorkshire Council acts as the host authority for the Panel, providing administrative and other support. A grant is provided by the Home Office each year to help support the work of the Panel.

The Panel meets roughly five times a year with the Mayor/Deputy Mayor and colleagues. Meetings are currently live broadcasted and recordings can be accessed via [www.northyorks.gov.uk/live-meetings](http://www.northyorks.gov.uk/live-meetings)

Agendas and papers for Panel meetings can be accessed [here](#).

### **Additional resources**

Further information about the North Yorkshire Panel including membership, publications and governance documentation can be found at [www.nypartnerships.org.uk/pfcp](http://www.nypartnerships.org.uk/pfcp)

The Home Office has produced some resources to support people who are thinking about becoming an independent Panel member, to get a better understanding of the role.

[Police \(Fire\) and Crime Panels: Independent Panel Members](#) A short YouTube video of an independent co-opted panel member from Essex, sharing her insight.

[Police, fire and crime panels: independent member recruitment guidance - GOV.UK](#)  
Frequently Asked Questions for those interested in becoming an independent member.

