

City of London Corporation Committee Report

Committee(s): City of London Police Authority Board – For Decision	Dated: 14 May 2025
Subject: Recruitment of External Members to the City of London Police Authority Board and it's Sub-Committees	Public report: For Decision
This proposal: a) provides statutory duties b) provides business enabling functions	
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of:	Ian Thomas, Town Clerk
Report author:	Raquel Pinto, Governance Officer

Summary

This report outlines the process and recommendations for the recruitment to the various external member vacancies to the City of London Police Authority Board and its Sub-Committees.

Following the Court of Common Council elections on the 20 March 2025, a vacancy for an external member has since been made available. Andrew Lentin who was appointed to the City of London Police Authority Board for a four-year term concluding in September 2025, is not eligible to stand for another term, and therefore this will result in an additional external member vacancy.

Members will note that the Sub-Committees have been carrying vacancies for external members for a long period of time, therefore the report requests that the City of London Police Authority Board authorise a joint recruitment advert for both the Police Authority Board vacancies and its Sub-Committees.

Recommendation(s)

Members are asked to:

- a) Authorise the Town Clerk to finalise a role profile and application form for:
 - Two External Members for the City of London Police Authority Board for a four-year term ending in September 2029.
 - One external member on the Economic and Cyber Crime Committee (ECCC) for a four-year term ending in July 2029.
 - Two external members on Strategic Planning & Performance Committee (SPPC) for a four-year term ending in July 2029.
 - One external member on Resource Risk and Estates Committee (RREC) for a four-year term ending in July 2029.
 - Two external members on Professional Standards and Integrity Committee (PSIC) for a four-year term ending in July 2029.
- b) Endorse a panel consisting of the Chairman, Deputy Chairman(s) of Police Authority Board, the relevant Chairs of the Sub-Committees and an appropriate officer of the Corporation to conduct interviews for potential candidates.
- c) Delegate authority to the Town Clerk, in consultation with the Chairman and Deputy Chairman(s), to recommend a candidate to the Court of Common Council meeting in September 2025 following interviews for shortlisted candidates for the Police Authority Board.
- d) Note that for the appointments to the various sub-committees, the final appointments will be brought back to the Board for approval in due course.

Main Report

Background

1. Since the City of London Corporation Elections on the 20 March 2025, Melissa Colett, previously an External Member on this Board, has since become a Common Councillor, and has successfully been re-appointed to the Police Authority Board on the 25th April 2025. This has resulted in a vacancy for an External Member to the Board. There are also long-standing sub-committee vacancies which need to be filled.

Current Position

2. The current Position with our External Members following this vacancy is as follows:
 - a) Andrew Lentin was first appointed in September 2017 and subsequently re-appointed in September 2021. As per the Membership Scheme 13 (a) (Appendix 2), external members “shall not— (a) be appointed to serve more than two terms of office”. Therefore, making Mr Lentin not eligible to seek tenure for another term as of September 2025. It is therefore recommended to include this vacancy in the recruitment round.
 - b) Sir Craig Mackey’s term is due to expire in September 2025. Sir Craig Mackey is eligible to be re-appointed for another term, He has expressed an interest to

serve on the Board for a further four years. Members are therefore invited to consider whether it wishes to support the re-appointment of Sir Craig Mackey for a term ending September 2029. The alternative would be to include this vacancy amongst the proposed recruitment campaign and seek alternative candidates. If the proposal for re-appointment is supported, it will be referred for decision to the Court of Common Council alongside the other chosen candidate.

- c) Michael Mitchell was first appointed to the Police Authority Board in September 2022 and whose terms do not lapse until September 2026.
3. The following are the longstanding vacancies for the Board's Sub-committees, all with terms expiring in July 2029:
- One external member on the ECCC
 - Two external members on SPPC
 - One external member on RREC
 - Two external members on PSIC
4. Given the various vacancies, Members are asked to endorse a joint recruitment campaign to fill these vacancies, and authorise the Town Clerk to finalise a role profile and application form.
5. The following recruitment timetable is also proposed should the Board provide its approval to commence the recruitment exercise:
- a) Advert to be published on the City of London Corporation website w/c 19th May 2025. (Members and Officers are invited to share this across their networks to encourage individuals to apply).
 - b) The deadlines for applications will be 15th June 2025.
 - c) Sifting will commence w/c 16th June 2025.
 - d) Interviews to take place in July between 23rd June- 2nd July.
 - e) Final recommendations on candidates to be brought to the Police Authority Board meeting on the 23rd July 2025. For the external Member appointments, approval will for a delegated decision is being proposed for onward approval by the Court of Common Council, as this is required (11th September).

Options

6. **Option 1** – Agree the recommendations to facilitate filling of the various Committee vacancies and to allow for an adequate recruitment campaign to be carried out, to allow for a full Membership to exist from September 2025. **(This is recommended).**
7. **Option 2** – Delay the recommended approach to September. This will allow Members to consider upcoming proposals for a Governance Reform, which will be an item at the next meeting of the Board in July. Members may wish to consider the number of external members in each committee and see if this is appropriate or amend as necessary. This will, however, impact the recruitment timescales as suggested above, which will leave vacancies on the various committees for a longer period of time.

Proposals

8. Members are asked to endorse Option 1 as proposed in the recommendations of the report. This will ensure the board and its sub-committees can effectively carry out its responsibilities and governance. External members bring valuable independent perspectives, enhancing the Board's objectivity and decision-making. Agreeing to the recommendations will maintain high standards of governance within the organisation.

Corporate & Strategic Implications –

Strategic implications – The recommended approach aligns with the corporate plan by ensuring timely recruitment of an external member, maintaining high standards of governance, and enhancing decision-making with independent perspectives.

Financial implications – None.

Resource implications – There are potential resource implications concerning the onboarding and training of a new member.

Legal implications – None.

Risk implications – None.

Equalities implications – The advertisement will be open to all eligible candidates. A panel consisting of the Chairman, Deputy Chairman(s), the Chair(s) of the relevant Committees and an appropriate officer will conduct interviews, ensuring a fair and balanced selection process.

Climate implications – None.

Security implications – None.

Conclusion

9. It is recommended that the Board approves the recommendation(s) as outlined in the report in order to facilitate filling the numerous vacancies in time for September 2025. This will ensure that the Board and its Committees can continue to function effectively and maintain its full complement of members, thereby supporting its ability to fulfil its responsibilities and make informed decisions.

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