

COUNCIL – TUESDAY, 13 MAY 2025

ITEM 9 – QUESTIONS FROM COUNCILLORS

QUESTION FROM COUNCILLOR C BECK TO THE RELEVANT PORTFOLIO HOLDER

“What can councils in Leicestershire do, to make sure that the list of independent persons is representative of the population?”

RESPONSE FROM THE RELEVANT PORTFOLIO HOLDER TO COUNCILLOR C BECK

There has been a fair and open recruitment process for the Independent Persons in accordance with the Equality Act 2010 and HR policies. From this, two new Independent Persons have been chosen due to their impressive applications and successful interviews. We have a pool arrangement with the other Leicestershire Councils. The benefit of this is it provides for a larger number of IPs which can be drawn from, and does not limit this to having only one or two in the position. We are hopeful that this approach means the IPs will be better representative of the population, given the pool allows for a wider cross section of people to choose from and no limit on numbers – if someone meets the criteria and performs well in the interview, they can be offered the role.

The job advert for this recruitment was tailored to the role but in a way that could encourage a range of applicants, and for future recruitment exercises it can be ensured that a similar approach is taken.

The essential criteria were: experience of local government or other aspects of public service and of the political process, and that the IPs either live or work in Leicestershire. Other essential criteria related to communication skills, the ability to assimilate information, having an understanding of legal requirements, understanding confidentiality requirements, being assertive, being open minded and using IT. There has to be a balance between ensuring the right people apply for the job, but not setting the requirements too stringently that no one can meet them. It is also important to note that it is an essential requirement that the IP either lives or works in Leicestershire, thus giving them a connection to the area within which they will be carrying out the role.

The role description also specifically requires the IP to be aware of the views of the local community on ethical standards, and to ensure they reflect views when carrying out the role.

The role was advertised by all the Leicestershire Councils, in order to ensure the advert had as wide a reach as possible.