Yorkshire Dales National Park Authority Item 10

17 December 2024

Appointment of co-opted young Members to Finance and Resources Committee

Purpose of the Report

1. To inform Members of the outcome of the process to recruit two young, co-opted Members to the Finance and Resources Committee.

Recommendations

2. That Members appoint Katie Norgate and Zachary Anderson to serve as non-voting co-opted young Members on the Finance and Resources Committee for an initial two year period.

Strategic Framework

3. The information and recommendation(s) contained in this report are consistent with the Authority's statutory purposes and support the strategic planning framework:

    - Corporate Plan Objective 32:

    Operate Governance arrangements that are fit for purpose, as reported through the Annual Governance Statement and the Annual Governance Report.

Background

4. At the Authority meeting in October, Members unanimously decided to appoint two young co-opted Members to the Finance and Resources Committee, and agreed a role description (**Appendix**). Members also agreed that the new co-opted young Members would receive the same basic allowance as Members of the Authority to reflect not only parity with Members but also to reflect the expectations and requirements of the role.

Recruitment process

5. The Director of Corporate Services, in consultation with the Chair and Deputy Chair of the Authority, developed and undertook a process for selecting individuals to be recommended to the Authority.

6. This included a wide ranging recruitment campaign on the Authority's social media channels and website, targeting student populations around the National Park through contact with the careers advisory services at a number of local Universities. Local

employers were also contacted and asked to advertise the opportunity. The Authority's Learning and Engagement Team circulated details of the opportunity through their contacts and channels.

7. The response to the recruitment campaign on social media was very impressive. In total 108,942 impressions (the number of times that the content was on screen) were received. There were 1,691 interactions (post likes or reactions, saves, comments and shares less the number of deleted or removed interactions). In an ordinary week 108,000 impressions would be enough to be our top performing post on Facebook.

8. An online information session was also held and was attended by four individuals who subsequently submitted an application for the role.

9. The Authority received 19 applications for the role (including 4 applications submitted by way of a short video) and interviewed four individuals. The interviews consisted of an initial icebreaker question (applicants were asked to bring an item to interview with them that connects them with the Yorkshire Dales National Park and to discuss this), followed by a number of questions designed to gain an understanding about the applicants' interest in the role and what they would bring to the role.

Lessons learned

10. The interview panel found the recruitment process enlightening and took away the following learning:

    - An online information session can be helpful to assess interest in the role
    - Accepting applications in a different format potentially widens the pool of applicants
    - Links with local Universities have been strengthened
    - Interview location can be important to applicants who may seek an online interview
    - Working with the Learning and Engagement team on the application pack and interview questions was invaluable due their experience in recruiting young people for our "Up Skill Down Dale" volunteering programme and the two Youth Representatives sitting on the NPMP partnership

Next steps

11. Subject to Members approving the appointment of the two recommended candidates, an induction programme will be organised for the two co-opted young Members to start in the new year. This will include in person and online sessions with key officers and Members in readiness for their attendance at Finance and Resources Committee on 25 February 2025.

Financial Implications

12. Co-opted members will be paid an annual allowance and be able to claim travel and other reasonable expenses. This has been factored into the budget.

Legal Implications

13. None.

Equality, Diversity and Inclusion Implications

14. An equality impact assessment has been completed.

Conclusion

15. The Authority is co-opting two young Members to increase the diversity of voices on the Finance and Resources Committee and who can influence our decision making.

Clare Burrows
Director of Corporate Services

Appendix

Co-opted young Members – role description

Purpose of the role

- Complement, inform and challenge - rather than replace - the role of appointed Members, who remain accountable to the Authority and are ultimately responsible for decision-making.
- Support good governance and broadening the range of voices involved in the debate about key issues.
- Co-optees may play specific roles and may be appointed because they have particular expertise or experience that is not well represented on the Authority by other means.
- Co-optees would also play an important role in advocating and championing the National Park, helping us to reach new, wider, and diverse audiences. Such an approach would run alongside existing consultative and engagement methods.

Key expectations of co-opted Members

Co-opted members are expected to:

- participate in meetings of the Finance & Resources Committee and policy development forums
- attend National Park Authority meetings and other member events
- give presentations or specific inputs as requested to meetings, working groups or workshops
- provide input and expertise to assist the Finance & Resources Committee in its work
- adhere to and promote the Members' Code of Conduct to encourage the highest standards of behaviour in public office
- represent and act in the best interests of the Authority and in accordance with the Authority's Standing Orders and other protocols
- attend an annual meeting with the Chair of the Authority and Chief Executive to discuss their experience and performance
- connect and champion the Authority and National Park in the wider community within and beyond the National Park's boundaries
- champion diversity and inclusion
- provide occasional updates on their experiences in the staff newsletter