

## Independent Persons – Relevant Knowledge, Skills and Experience

### **Mr Steven Frank**

- Broad cross sector experience spanning public, private, voluntary and charitable sectors, including senior roles in audit, fire and rescue services, and a community charity; also held senior voluntary roles in the Scout Association.-sector experience spanning public, private, voluntary and charitable sectors, including senior roles in audit, fire and rescue services, and a community charity; also held senior voluntary roles in the Scout Association.
- Strong analytical skills with a proven ability to quickly assess information and make balanced judgements; led national studies for the Audit Commission and Audit Wales, including work on public sector data maturity and staff productivity.-sector data maturity and staff productivity.
- High integrity and confidentiality, supported by annual independence declarations; extensive experience handling complaints, investigations and disciplinary matters, including data breach investigations as a Data Protection Officer.
- Objective, independent and impartial, demonstrated through resolving Member conflicts in local authorities and fire authorities; politically neutral with experience leading democratic services functions.
- Firm commitment to Member conduct and ethical standards, with detailed knowledge of the English and Welsh Local Government Association conduct models; conducted scrutiny reviews over 25 years.
- Excellent communication and interpersonal skills, using tact, diplomacy and logical reasoning to handle sensitive issues; experienced in interviewing senior officers and council leaders and working effectively in committee settings.
- Experienced investigator with a background handling complex and sensitive complaints, providing clear audit feedback in challenging or contentious environments.

### **Mr Les Bright**

- 50 years of professional training and part-time academic study supporting senior public service roles.
- Extensive background in voluntary and statutory sectors across practitioner and managerial positions.
- Strong skills in group management, chairing meetings, and facilitating participation.
- In depth understanding of the public and voluntary sectors, including care, health services and wider social/public policy.-depth understanding of the public and voluntary sectors, including care, health services and wider social/public policy.

- Effective communicator — experienced public speaker and published writer with strong influencing skills.
- Skilled in policy analysis, investigations, inspections, evaluations and user-focused research.
- Able to work confidently with senior managers, elected members, professionals, volunteers, service users and the public.
- Author or co-author of numerous reports, publications and journal articles, particularly relating to the care and support of older people.