

2. ROLE OF THE CHAIR OF THE INDEPENDENT ETHICS AND SCRUTINY BOARD

Who We Are

The role of the Police and Crime Commissioner (PCC) is to be the voice of the people in policing, to hold the Chief Constable to account and to commission a range of services to improve criminal justice and support for victims and witnesses.

The Office of the Police and Crime Commissioner (OPCC) supports the functions of the PCC and works to engage with all sections of communities in order to ensure their voices are listened to. More information about the OPCC may be found here: <https://www.humberside-pcc.gov.uk/Home.aspx>

Independent Ethics and Scrutiny Board

The Independent Ethics and Scrutiny Board Chair will play a key role in supporting the Police and Crime Commissioner (PCC) to objectively explore ethical issues and matters raised through scrutiny, in depth and from multiple perspectives, with the purpose of generating genuine and positive organisational learning, informing police and OPCC policy and priorities, challenging things when appropriate and creating openness and transparency.

The Independent Ethics and Scrutiny Board will deliver findings (via the Chair) directly to the Police and Crime Commissioner (PCC).

Scope of the Independent Ethics and Scrutiny Board

1. Work according to the OPCC assurance and scrutiny requirements.
2. Respect the operational independence of the Chief Constable.
3. Receive and scrutinise reports and findings/recommendations from the OPCC Scrutiny Groups.
4. At all times consider ethical issues raised.
5. Feed-back their issues and ensure that action is taken.
6. Commission work on key ethical issues and matters based on the evidence received.
7. Proactively seek ethical issues from the Force, OPCC and wider providers where relevant.
8. Discuss wider issues impacting on policing (including national considerations) and the public perspective.
9. Report back directly and regularly to the PCC through the Independent Chair.

Person Specification

General

- Knowledge and experience in dealing with ethical issues and scrutiny roles.
- Experience of chairing high-level meetings.

Communication Skills

- Ability to communicate effectively orally/in writing and interpret complex information.
- Ability to offer verbal and written feedback in a clear and concise way.
- Ability to review and contribute to the development of formal reports for the Police and Crime Commissioner

Scrutiny Skills

- Ability to question and challenge established practice where necessary.
- Ability to weigh up issues and make balanced, reasonable and proportionate judgements.

Motivation

- Enthusiasm for improving policing.
- Openness to new ideas and organisational learning.

Respect for people

- Capacity to treat all people fairly and with respect.
- Commitment to equality and diversity and an understanding of the effects of discrimination.

Working with people

- Ability to work as part of a team.
- Ability to establish and maintain good working relationships with a wide range of people including the PCC, OPCC, Humberside Police, Scrutiny Volunteers from the OPCC Scrutiny Groups and partner agencies.

Hours Board meetings shall be held at least every three months, usually during office hours (9am to 5pm). Induction session shall be held upon recruitment and additional training when required. Optional ad hoc meetings may be held throughout the year.

Tenure The Chair will be expected to commit for an initial period of two years subject to a review after 12 months.

Payment Chair of the Independent Ethics and Scrutiny Board:
£3,600 per annum.

Reasonable travel expenses will be paid and refreshments will be provided at meetings.

Location Board meetings are held at a location within the Humberside Police area or may be held online depending on circumstances.

Eligibility Criteria

- You must be 18 years or over and reside in the Humberside Police area.
- You must be willing to undertake security vetting to an appropriate level and must disclose in your application form whether you have ever been convicted of any offences punishable with imprisonment within the last five years, or have any criminal convictions. This information is a requirement in all applications but may not necessarily affect your application.
- You must be willing to serve for a minimum of two years (extendable to three years before re-application).
- You must be willing to attend regular meetings throughout each year (usually between 4-6 meetings) as well as regular meetings with the Police and Crime Commissioner (PCC), be willing to undertake induction and other training as required, be involved in the creation of agendas, read information ahead of meetings and be prepared to challenge and make decisions as required.
- You must not be a current member of the Force/Local Independent Advisory Groups (IAG), a serving Councillor within the Humberside Police area, a current police officer/member of police staff, or a member of the Office of the Police and Crime Commissioner. This is not an exhaustive list and is in order to avoid any conflict of interest. Other restrictions could apply depending on circumstances.

Commitment from the OPCC

The OPCC will support the Chair in their role, to scrutinise and challenge when necessary, in order to effect positive change. Together we shall ensure we work with Humberside Police to continue to maintain fair and proportionate policing of all communities.

We will provide documents in plain language that are accessible to the Chair and all Scrutiny Volunteers, and keep paperwork to a minimum.