

## **ROLE PROFILE: SCRUTINY VOLUNTEER (HATE CRIME SCRUTINY GROUP)**

### **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 Scrutiny of Hate Crime**

The term 'hate crime' can be used to describe a range of criminal behaviour where the perpetrator is motivated by hostility or demonstrates hostility towards a victim's disability, race, religion, sexual orientation or transgender identity. A hate crime can include verbal abuse, intimidation, threats, harassment, assault and bullying, as well as damage to property.

The Police and Crown Prosecution Service (CPS) have agreed the following definition for identifying and flagging hate crimes:

*"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person's disability or perceived disability; race or perceived race; or religion or perceived religion; or sexual orientation or perceived sexual orientation or transgender identity or perceived transgender identity."*

The Hate Crime Scrutiny Group will objectively scrutinise, recognise and promote good practice, and robustly challenge how Humberside Police proactively deal with and raise awareness of hate crime. They will recognise and promote good practice, and robustly challenge as appropriate.

The Group report their findings to an Independent Ethics and Scrutiny Board.

The Group will meet at least quarterly (or more frequently for emerging issues) for half a day. Meetings could include small group discussions, site visits and 'interviews' with police officer/staff and others where appropriate. The agenda will be generated by the OPCC and sent out at least seven days prior to any meeting.

Scrutiny Volunteers will be led by a Chair selected by the Group and from the Group to ensure independence, with administrative support provided by the OPCC and input from Humberside Police representatives to explain hate crime issues.

### **Scope of the Hate Crime Scrutiny Group**

1. Identify issues, common themes and trends in the information and decision-making process, looking in particular at the impact of police decision-making on diverse and vulnerable communities.
2. Ensure the role of the OPCC is more widely understood and that public confidence is increased by providing feedback to communities about the work of the Scrutiny Group.
3. Work according to the OPCC assurance and scrutiny requirements.
4. Respect the operational independence of the Chief Constable.
5. Report their scrutiny findings and recommendations to the Independent Ethics and Scrutiny Board.
6. At all times consider ethical issues.

### **Person Specification**

Scrutiny Volunteers must have the following skills and expertise:

- Willingness to work constructively with others, respecting differing values and diverse backgrounds.
- Knowledge and/or interest in the criminal justice system.
- Inquisitive mind with the ability to analyse information, identify key issues of concern and report back as necessary.
- Commitment to equality and diversity and an understanding of the effects of discrimination.

**Hours:** Scrutiny meetings shall be held at least every three months, usually during office hours (9am to 5pm). One training and induction session shall be held upon

recruitment and additional training when required. Optional ad hoc meetings may be held throughout the year.

**Tenure:** Scrutiny Volunteers will be expected to commit for an initial period of two years subject to a review after 12 months.

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

**Location:** Scrutiny meetings are held at the Office of the Police and Crime Commissioner in Cottingham, East Riding or may be held online or at other locations 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 Scrutiny Volunteers in their role as community representatives, to scrutinise and challenge when necessary, in order to effect positive change. Together they will ensure oversight of policing powers and work with Humberside Police to continue to maintain fair and proportionate policing of all communities.

The OPCC will provide documents in plain language that are accessible to Scrutiny Volunteers and keep paperwork to a minimum.