

INDEPENDENT SCRUTINY & OVERSIGHT BOARD

Communications Specialist Candidate Pack 2021

ROLE OVERVIEW

Job Title: Communications Specialist

Location: London

Position Type: Part-Time (2 days a month approx.)

BACKGROUND TO THE POLICE PLAN OF ACTION ON INCLUSION AND RACE

Development of the Plan

The Police Plan of Action on Inclusion and Race is being led by the College of Policing and the National Police Chiefs' Council (NPCC). It is being developed with partners from across policing, including Police and Crime Commissioners and staff associations. The Plan sets out the changes the 43 police forces across England and Wales will make to address long-standing disparities seen when the police interact with Black people.

The death of George Floyd and global calls for change made the police reflect, listen and commit to addressing race disparities within policing. The testimonies of individuals about how they have experienced Policing as a Black Person that police leaders heard instigated the commitment to a programme to tackle racial inequality and disparity in policing for Black people.

This programme looks at both the internal culture of policing experienced by Black officers and staff, and the issues faced by Black members of the public interacting with policing.

The plan's agenda is split across four workstreams: internal culture and diversity; use of power; community engagement and relations; and protection from victimisation. Each workstream is led by a senior leader within policing. The Chief Officer leads for each workstream have set the priorities for the workstream, working with the workstream co-ordinator and the College of Policing. Those leaders are responsible for delivery; ensuring communities are consulted and progress is reported upon publicly.

The Plan is currently in draft form, once recruited, an initial task of the ISOB will be to provide feedback on the Plan's contents.

BACKGROUND TO THE POLICE PLAN OF ACTION ON INCLUSION AND RACE

The National Police Chiefs' Council (NPCC).

The NPCC is chaired by Martin Hewitt and brings together every police force in the UK. It enables independent Chief Constables and their forces to work together to improve policing for the public, drawing on the expertise of chief officers around the country.

Chief officers speak on behalf of the NPCC to explain the operational police response on a range of issues to the public and to the government.

The Chiefs Constables' Council

The Chief Constables' Council is the decision-making forum for the NPCC. Every three months Chief Constables (and their equivalents) meet to discuss operational policing issues and agree action points. Working with the College of Policing, the Council takes decisions on national standards with the aim of protecting the public from the most serious threats.

In addition to their day jobs, individual chief officers support the work of the NPCC by taking responsibility for specific crime and policing issues from a national operational perspective. This includes matters relating to diversity, equality and inclusion.

College of Policing.

The College is a professional body for everyone working across policing. It is an operationally independent arm's-length body of the Home Office. The College sets policing requirements, accredits officers, devises quality assurance and delivers learning and professional development. The College promotes diversity and wellbeing and helps to nurture and select leaders at all levels. The College sets standards for key areas of policing with the aim of helping forces and individuals provide consistency and better service for the public. It also creates and maintains easy access to knowledge, disseminates good practice and facilitates the sharing of effective ways of working.

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

ISOB represents the diversity reflected across our communities. We want this diversity to be present on our Board.

We welcome applications from anyone regardless of age, experience, sexuality, religion/beliefs, disability, ethnicity, heritage, gender, socio-economic background or other differences.

ISOB is deeply committed to inclusive working practices, so during the application process we commit to:

- Paying for care and childcare if required whilst you are at interviews.
- Paying for your travel costs for interviews held in person.
- Making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.

If there is anything else you are concerned about or think we could provide, please let us know.

INDEPENDENT SCRUTINY AND OVERSIGHT BOARD FOR THE POLICE PLAN OF ACTION ON INCLUSION AND RACE

Police leaders have committed to a plan of action to build a more inclusive police service, and address negative disparities for Black people interacting with, or working in, policing in England and Wales.

On the basis of evidenced negative disparities and historically lower rates of trust and confidence in policing, the immediate focus will be on the experiences and concerns of Black people.

The Police Programme on Inclusion and Race is being led by the National Police Chiefs' Council (NPCC) and the College of Policing, with partners from across policing, including Police and Crime Commissioners and staff associations. A supporting programme will run for at least two years to deliver the plan of action.

Barrister Abimbola Johnson has recently been appointed as Chair of an Independent Scrutiny and Oversight Board, which will deliver police leaders' commitment to robust external oversight to shape, check and challenge a new Plan of Action on Inclusion and Race. This developing plan aims to build a more inclusive police service, and address negative disparities for Black people interacting with, or working in, policing.

Ms Johnson is a barrister specialising in criminal and professional regulatory defence work. Her practice predominantly centres on serious criminal cases involving gang violence, drug trafficking, and dishonesty offences. She comes to the role with both a passion to tackle racism and a professional understanding of crime and its causes. As a Black Londoner who represents a disproportionate amount of Black people in court, she is also personally and professionally familiar with the specific concerns and anxiety that many Black people feel towards the police.

ABOUT THE ROLE & RESPONSIBILITIES

The Independent Scrutiny and Oversight Board (ISOB) for the Police Inclusion and Race Programme is looking to employ a communications specialist to provide flexible freelance support to the Chair.

- You will be a strategic thinker with exceptional media liaison and writing skills, with the ability to work well under pressure and meet deadlines.
- You will have excellent interpersonal and communication skills with the ability to drive strategic messages to key internal and external partners.
- You'll have an interest in and understanding of race and inclusion issues and be motivated by contributing to the vital role of the ISOB in bringing about positive change through the Inclusion and Race Programme.

RESPONSIBILITIES

- Develop and implement a communications strategy for the ISOB.
- Support the planning and execution of communications activity for the Chair of the Independent Scrutiny and Oversight Board (ISOB).
- Advise the ISOB Chair on all aspects of communications and make strategic recommendations for media and stakeholder engagement.
- Create content including press releases, blogs, social media posts, and website stories.
- Act as the point of contact for media; answering media enquiries, arranging interviews, planning press conferences and events.
- Build and maintain relationships with journalists and key stakeholders to drive engagement with the ISOB Chair.

PERSON SPECIFICATION

- A strong track record of managing, developing and delivering successful and innovative communications and digital content.
- Excellent written and verbal communication skills.
- Interest in and understanding of race and inclusion issues.
- Works well under pressure and meets tight deadlines.
- Content writing experience for all media platforms.
- Proven social media and expertise.
- Strategic and creative mindset.
- Meticulous attention to detail.

HOW TO APPLY

The recruitment process is being undertaken by Inclusive Boards on behalf of the ISOB Chair in partnership with the NPCC and College of Policing.

- A CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum two sides) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application.
- Details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.
- Diversity monitoring form - your data will be stored separately from your application and will at no time be connected to you or your application.

During this recruitment process, vetting to level NPPV Level 1, will be undertaken. Not all convictions will result in your failing vetting or being excluded from fulfilling this role.

For application support or enquiries about this role please email isob@inclusiveboards.co.uk or call 0207 267 8369.

Please visit www.inclusiveboards.co.uk/opportunities to apply online.