

Application to become an Independent Advisor to North Wales Police

INTRODUCTION

An Independent Advisory Group (IAG) is one of the recommendations of the Stephen Lawrence Inquiry Report. Advisors on Diversity Issues (Race, Disability, Age, Gender, Sexual Orientation, and Religion) will neither be recruited nor directed by the Police, so that they are truly independent.

The purpose of this pack and process is to recruit individuals who have knowledge and/or expertise in the areas of Diversity matters as Advisors, and to develop a community-led Group (IAG) that is accountable and works independently and co-operatively with the community and the police.

The Independent Advisors will have a key role to play in the following:

- To provide a source of advice and independent scrutiny on all aspects of policing that impact on the community within North Wales.
- To help develop an atmosphere of trust, confidence and transparency between members of the community and the police by establishing an open two-way flow of views and information.

This means that we are looking for people with a wide range of skills and experiences.

This is your chance to make a positive contribution to the North Wales community in the context of policing. It is a unique opportunity to ensure that the issues and needs of our diverse communities are addressed, and that liaison and trust continues to be built between the police and our communities, especially in areas where police service delivery is not as good as it should be.

Independent Advisors work on a voluntary basis, however North Wales Police will refund expenses and consider reasonable compensation to individuals for their time. North Wales Police is committed to supporting and providing access to all members of the community.

If you feel that you have the time and skills to become an Independent Advisor we will welcome your application. Having a criminal record does not prevent you getting involved in this work.

We will also welcome applications from anyone else you think may be interested.

We look forward to working with you.

Terms of Reference

- To advise North Wales Police on issues affecting the diverse communities of North Wales.
- To offer advice and guidance on North Wales Police matters, on its policies, practices and procedures which have the potential to adversely affect trust and confidence in policing.
- To work with others to address the issues of better community relations between different communities and North Wales Police.
- To be a Critical Friend of North Wales Police – that means to put concerns directly to North Wales Police and, if necessary, air those concerns to a wider audience.
- To participate in forums and discussions which affect the diverse communities of North Wales.
- To advise on critical/major incidents as Independent Advisors.

ROLE DESCRIPTION

Purpose of Role

To work co-operatively with North Wales Police as follows:

- Advise North Wales Police in policing matters that relate to the diverse communities of North Wales.
- Listen to, reflect on and advocate the often diverse experience of the diverse communities within North Wales.
- Contribute your particular experience to the wider Group.
- Work constructively as part of a team to advise the police and other agencies.

Proposed Main Duties

To bring your personal experience and knowledge to assisting North Wales Police build fairness and good relations with the diverse communities of North Wales.

To be prepared to work on issues that could include:

- Reviewing and improving the investigation and prevention of hate crime.
- Helping to create an anti-discriminatory police service.
- Assisting in critical incidents (murder, serious assault, repeat victimisation, etc.).
- Improving the trust and confidence of the diverse communities in North Wales in the police
- Dealing with external and statutory matters impacting on the community.
- To regularly attend meetings of the Group and any Sub-Groups to which you might be appointed and to prioritise the issues such Group/s need to deal with.

Person Specification

Applications are invited from individuals. Membership of particular groups and organisations may be relevant to the particular contribution you can make, but it is not essential.

The following list is only a guide to help you decide if this work is of interest to you.

- Knowledge of, and commitment to, equality and diversity.
- Willingness to work constructively with both the police and other Independent Advisors
- Willingness to attend regularly the meetings of the Group and/or any Sub Groups to which you are appointed.
- Commitment to achieving the following values:
 - Transparency
 - Accountability
 - Diversity
 - Credibility
- Experience, interest and/or knowledge of community issues affecting the diverse communities of North Wales relating to the police.
- Involvement in the community in which you live or work.
- Working or residing in North Wales
- Desire and commitment to advocate for all sections of the community.
- Willingness to advise on critical incidents at short notice and during unsocial hours (for some roles only).

Your Statement

It is essential that we understand and are able to recruit members of the public who have a genuine desire to provide independent advice to North Wales Police on Diversity issues.

If you would like to discuss what we are looking for, or whether your particular skills and abilities may be suitable contact the Diversity Unit on 01745 588483 or email diversityunit@nthwales.pnn.police.uk

If you feel you can help us, just tell us why, and how. The questions are there to give you an idea of what we would like to hear about you. You do not need to answer them all. Aim for no more than 200 words that tell us about YOU rather than detailing qualifications or work history unless they are directly relevant.

- Why you think you would be able to advise North Wales Police?
- Work with any diverse communities.
- About any documents you have helped produce in relation to any strand of diversity.
- Any voluntary sector work that you have been involved with.
- If you have worked with the police, an outline of what that involved.
- Any groups you attend already

Not more than 200 words please.

Please also complete the attached leaflet describing your interests and personal details unless you have already done so.

We are really looking forward to receiving your application.

The very best of luck!

Please send your completed application form to:

Diversity Unit
North Wales Police
Headquarters
Glan y Don
Old Colwyn
LL29 8AW

Please mark your envelope: 'Private – IAG Recruitment'

CONDITIONS OF APPOINTMENT

Appointment will be subject to the service conditions indicated in the job advertisement/job description/person specification which may be subject to modification.

The Chief Constable reserves the right to terminate an advisors tenure at any time, subject to the provisions of any relevant legislation.

Rehabilitation of Offenders Act, 1974 – By virtue of the Rehabilitation of Offenders Act, 1974 (Exceptions) Order 1975, the provisions of the Rehabilitation of Offenders Act 1974 do not apply. You are therefore NOT entitled to withhold information about a previous conviction on the grounds that it is for other purposes spent under the Act.

DATA PROTECTION ACT 1998

The personal information contained within this form will be retained and processed by North Wales Police for the purpose of making an appointment decision in relation to the Independent Advisory Group.

The information will be used to ensure that candidates meet the eligibility criteria for the post and to ensure that there are no issues which would compromise their position as a voluntary independent advisor with North Wales Police.

Checks may involve, as appropriate, the interrogation of all information systems used by North Wales Police both locally and nationally.

In the event that any relevant information is divulged which requires confirmation or clarification, it may be necessary to disclose information contained within this form to other organizations or agencies not part of North Wales Police.

As part of the aforementioned confirmation or clarification, the organization or agency concerned may be requested to disclose personal information about you to us.

The information supplied by unsuccessful applicants will be retained for a period of 12 months following the end of the selection process at which point it will be destroyed.

A police Security check will be carried out by North Wales Police after successful interview, and before appointment. At that time we will require further information from you to complete these security checks. Having a criminal record will not necessarily count against you for this appointment.