

INDEPENDENT SCRUTINY & OVERSIGHT BOARD

(ISOB) 131266 Board Member Role Description

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Thames Valley 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.

PURPOSE OF THE PANEL

Policing in this country is by consent of the public. Police integrity is critical if the public are to trust the police to use their powers wisely and fairly.

The purpose of this group is to:

Hold the Police Race Action Plan project ("the PRAP") to account for performance by monitoring and scrutinising the actions taken to implement the Action Plan. Have the authority to engage with internal and external stakeholders who could provide support and advice to shape and deliver the Plan. This will include external organisations and those leading in relevant fields, as well as staff networks and associations.

Establish, with the PRAP project, a baseline from which PRAP progress can be measured. The ISOB will therefore receive and be able to request data and information through the Action Plan's central team.

To liaise with national ISOB and offer advice and guidance to the PRAP project on the Action Plan and where appropriate to the force in order to help shape its activity.

This will help to ensure that Thames Valley Police achieves the highest levels of integrity and service delivery, thereby improving trust and confidence.

PANEL MEMBER RESPONSIBILITIES

To take part in regular Panel meetings to be held at TVP HQ, Kidlington, Oxfordshire OX5 2NX. The expectation is that all members will attend meetings in person; however, reasonable adjustments can be made for blended (in person and virtual) working structures.

To read and understand relevant documentation in advance of the meetings and maintain confidentiality of matters contained therein.

During Panel meetings, to follow the procedure determined by the Chairperson of the Panel in order to scrutinise the facts of complaints under review and assess how effectively they have been handled and investigated.

To work with other members of the Panel to reach a consensus on any recommendations or advice to the Chief Constable and the Police & Crime Commissioner, as necessary and appropriate.

To keep the Panel Chairperson, the Chief Constable and the Police & Crime Commissioner informed of any problems or issues relating to own ability to meet the requirements of the Panel, or any other relevant material changes in personal circumstances that may affect your ability to discharge your responsibilities effectively.

To attend relevant seminars and developmental and training sessions as necessary and appropriate.

Work in a transparent manner keeping good records of meetings, decisions and correspondence which can be made publicly accessible as appropriate.

Information or knowledge coming into my possession as a consequence of this role must be held in confidence and used only as authorised in connection with the duties of this role.

TERM OF APPOINTMENT & REMUNERATION

Term of office:

Board Members are appointed for the lifetime of ISOB.

An offer of appointment will be made once all candidates have been interviewed and will be subject to satisfactory completion of eligibility checks, including reference checks.

Board members are expected to commit the equivalent of 2 working days (16 hours) a month to Board responsibilities, which will be distributed across multiple tasks (not 2 solid days). This may include force visits and attending various meetings (including local scrutiny boards). The expectation is that the board will work collaboratively to assist with the overall aim of holding the PRAP board to account.

Location:

The Board will meet every month, in the implementation phase and then move to quarterly meetings when agreed the Board is well established

Meetings are to be held in person, where possible and utilising teleconferencing where appropriate, if members of the Board are unable to attend in person.

Remuneration:

The Chairperson will receive an annual allowance, as set out by the OPCC Chief Finance Officer, and out of pocket expenses such as travel for work undertaken within their role as Chairperson. This remuneration will be agreed and reviewed periodically by the Trust and Confidence Board. Out-of-pocket expenses such as travel expenses are reimbursable for both Chair and Members and will be overseen periodically by the TCB.

Learning and Development:

We are committed to supporting Board Members learning and development through training and our informal learning sessions.

Conflicts of Interest:

All candidates will be asked to disclose any actual, potential or perceived conflict of interest, and these will be discussed with the candidate to establish whether and what action is needed to avoid a conflict or the perception of a conflict.

PERSON SPECIFICATION

NOTE: Competencies under **Eligibility** are mandatory requirements to be able to undertake this role.

Scrutiny & Specific skills make up the skills that are needed across the whole panel; each member will need to have some of them, but not all.

Motivation, People and **Communication** skills are desirable in all members.

CRITERIA	COMPETENCY
<i>Eligibility</i>	Must be 18 years or over and live or work in the Thames Valley Police (TVP) force area Must not be a serving TVP police officer or member of staff Must not be a serving TVP Independent Custody Visitor or Misconduct Panel Member Members may not sit on more than one body in the same tier i.e. Strategic, Force, Local Command Tier. Although they may sit on groups across different tiers. NB JIAC is the exception to this; JIAC members may not sit on any other board / group / committee / panel as this constitutes a conflict of interests.
<i>Working with people</i>	The ability to work as part of a team Ability to establish and maintain effective and respectful working relationships with TVP officers and staff within the Office of the PCC (OPCC) Capacity to treat people fairly and with respect, to recognise and acknowledge diversity, and respond sensitively and constructively to difference of opinion. Ability to be open to developing new methods of working for the Panel to effectively discharge its responsibilities

<i>Effective communication skills</i>	Ability to communicate effectively orally and in writing. Good listening skills and ability to assimilate complex or conflicting information. Confidentiality is essential to this role. Access may be provided to material which is specifically protected. Breaches of confidentiality could result in formal proceedings being taken.
<i>Scrutiny skills</i>	Previous experience in a role involving analysing, reviewing or developing service delivery, and evaluating performance or inspection data. Ability to understand, interpret and comment on complex reports. The ability to question, challenge and evaluate incidents and issues, and make balanced, reasonable and proportionate judgements. The ability to debate issues concerning policing integrity, ethics and professional standards, and to challenge and make recommendations about operational policies, practices and ethical dilemmas facing the Force.
<i>Specific skills</i>	Specific understanding of the racial disparity in your area with regard to use of powers, internal culture & inclusivity, community relations, engagement and perceptions of policing. Legal and/or academic understanding of the remits of police powers relating to stop and search; arrest; use of force. Understanding of procedural justice. Experience and/or knowledge of officer safety training. Experience of challenging or questioning organisational culture Experience in community engagement. Experience with working with young people. Experience working with criminal victims, witnesses and suspects. Experience in liaison between organisations and minority groups.

<i>Motivation</i>	Passion for championing and advocating on issues of inclusion and race. Be motivated by public service and a desire to bring about genuine, positive change. Expertise or interest in relevant policing issues such as complaints, policing integrity, and improving the professional standard and quality of policing services delivered to the public. Capacity to devote the time and effort required to effectively discharge the duties of this role.
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