

INFORMATION BOOKLET ON

POLICING AND COMMUNITY SAFETY PARTNERSHIPS (PCSPs)

&

DISTRICT POLICING AND COMMUNITY SAFETY PARTNERSHIPS (DPCSPs) WITHIN BELFAST CITY COUNCIL DISTRICT

INFORMATION BOOKLET ON PCSPs and DPCSPs

INTRODUCTION

The PCSPs/DPCSPs should be inclusive of the entire community and to achieve this, the process to appoint Independent Members to the PCSPs/DPCSPs is undertaken in two stages.

Stage 1 - Identification of candidates on merit

Stage 1 of the process, undertaken by respective Councils, is a merit based process whereby the candidate completes an application form, is shortlisted and if they meet the criteria, interviewed. If successful at interview by the respective council, the council forwards the candidate's details to the Policing Board for consideration. The list, forwarded by the council, is required to be arranged in alphabetical order and not to contain the candidate's score at interview, as all nominees are deemed to be equally suitable to be considered for appointment by the Policing Board.

Stage 2 - Achieving a PCSP/DPCSP that is Representative of the Community

Stage 2 of the process is undertaken by the Policing Board following the principles of a public appointment process. All candidates successful at Stage 1 are considered to be equally appointable. The process requires Panel Members to analyse all the available information. In so doing Panel Members are required to exercise their judgement and discretion to make appointments that, in their opinion, will make the overall membership of the PCSP/DPCSP representative, as far as practicable, of the community in the district.

Who is eligible to apply?

you are not eligible to apply if you:

- are a police officer;
- are a member of police support staff;
- are a member of the Policing Board;
- are an employee of the Council in the area for which you are applying;
- have not signed the Declaration Against Terrorism in the application form;
- have in the last five years, served all or any part of a prison or detention sentence or been released from a prison or detention sentence on licence or in pursuance of a grant of remission.

Before you fill in your application form and send it to us, you should make sure you are eligible to apply. You will have to answer a question relating to any criminal convictions you may have and give your permission for the Police Service of Northern Ireland to release details to the Policing Board.

THIS BOOKLET TELLS YOU:

- What PCSPs/DPCSPs do; and
- How independent members are appointed to PCSPs/DPCSPs.

IT IS IMPORTANT TO READ THIS INFORMATION BOOKLET CAREFULLY BEFORE YOU FILL IN THE APPLICATION FORM.

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1. BACKGROUND INFORMATION ON PCSPs/DPCSPs

1.1 WHAT ARE PCSPs/DPCSPs?

The Justice Act (Northern Ireland) 2011 makes provision for the establishment of Policing and Community Safety Partnerships (PCSPs) and District Policing and Community Safety Partnerships in Belfast (DPCSPs). There are 26 PCSPs, one for each council district in Northern Ireland. However, Belfast has one PCSP and four DPCSPs, one for each police area in the Belfast City Council district i.e. North, South, East and West Belfast.

PCSPs/DPCSPs are partnerships between the local council and the community. The membership is made up as follows:

1. PCSPs will have 8, 9 or 10 political members (councillors), who are appointed to the PCSP by the local council; and
2. 7, 8 or 9 independent members who are appointed to the PCSP by the Policing Board.
3. DPCSPs will have 6 political members and 5 independent members.
4. By law, when the Board appoint independent members to PCSPs/DPCSPs it must make sure, so far as practicable, that the overall membership of each PCSP/DPCSP is representative of the community in the district; and
5. The PCSP must designate at least 4 organisations. This could include any organisations designated by the Department of Justice.

Each PCSP/DPCSP will have a **Policing Committee** consisting of the political and independent members – the policing committee will carry out functions in relation to the development of the local policing plan and monitoring performance of the police.

Partnerships will also be able to establish delivery committees to take forward work in the community or any other pieces of work they may need and can form links with other groups who may have an interest in policing or community safety.

The chairperson of each PCSP/DPCSP is a councillor, and the vice chair is an independent member.

The Policing Board and Department of Justice will form a Joint Committee and will work together to set the strategic direction for the partnerships and to assess their effectiveness and confidence within the community. The Joint Committee will also agree funding to each district council for the establishment and running of PCSPs.

1.2 WHAT DO PCSPs DO?

PCSPs have a legal responsibility to:

- (a) to provide views to a relevant district commander and to the Policing Board on any matter concerning the policing of the district;
- (b) to monitor the performance of the police in carrying out -
 - (i) the policing plan in relation to the district; and
 - (ii) the local policing plan applying to the district or any part of the district;
- (c) to make arrangements for obtaining the co-operation of the public with the police in preventing crime and enhancing community safety in the district;
- (d) to make arrangements for obtaining the views of the public about matters concerning the policing of the district and enhancing community safety in the district; and
- (e) to act as a general forum for discussion and consultation on matters affecting the policing of the district and enhancing community safety in the district;
- (f) to prepare plans for reducing crime and enhancing community safety in the district;
- (g) to identify targets or other indicators by reference to which it can assess the extent to which those issues are addressed by action taken in accordance with any such plans;
- (h) to provide any such financial or other support as it considers appropriate to persons involved in ventures designed to reduce crime or enhance community safety in the district;
- (i) such other functions as are conferred on it by any other statutory provision.

1.3 WHAT DO BELFAST DPCSPs DO?

Belfast DPCSPs have a legal responsibility:

- (a) to provide views to the relevant district commander and to the Belfast PCSP on any matter concerning the policing of the police district;
- (b) to monitor the performance of the police in carrying out -
 - (i) the policing plan in relation to the police district; and

- (ii) the local policing plan applying to the police district;
- (c) to make arrangements for obtaining the co-operation of the public with the police in preventing crime and enhancing community safety in the police district;
- (d) to make arrangements for obtaining the views of the public about matters concerning the policing of the police district and enhancing community safety in the police district;
- (e) to act as a general forum for discussion and consultation on matters affecting the policing of the police district and enhancing community safety in the police district;
- (f) to prepare plans for reducing crime and enhancing community safety in the police district;
- (g) to identify targets or other indicators by reference to which it can assess the extent to which those issues are addressed by action taken in accordance with any such plans;
- (h) to provide any such financial or other support as it considers appropriate to persons involved in ventures designed to reduce crime or enhance community safety in the police district;

2. WHAT TYPE OF PEOPLE ARE WE LOOKING FOR?

2.1 ESSENTIAL CRITERIA (CONDITIONS YOU HAVE TO MEET)

You must:

- be resident in or be able to demonstrate a close connection to the Council area for which you are making application.
- be able to engage effectively with communities to develop an understanding of their issues or concerns - e.g. by membership of a constituted community group/forum, Residents Association, Neighbourhood Watch Scheme etc.
- be able to demonstrate an interest in and understanding of your community, local policing and / or community safety.

2.2 DESIRABLE CRITERIA

The ability to:

- work as part of a team to help the partnership meet its objectives.
- communicate effectively using a variety of different methods and formats.

2.3 ADVICE ON APPLYING

The district councils use a 'competence-based selection process' when dealing with the applications. Competence-based selection provides the fairest and most objective way of assessing people with very different backgrounds and experience because it focuses only on the skills and qualities you need to do the job. We have given some hints and tips on filling in a competence-based application form below.

The most important thing is to show you have the qualities and skills as set out above. You may have gained these qualities and skills in a range of ways for example, through your previous or current job, through being involved in community or voluntary activities, being appointed to a public position, through leisure activities or activities you have done at school or college.

- Choose a clear, relevant and specific example to show how you meet each of the skills and qualities we are asking for.

- In your response, make sure you cover the following points.
 - When the example happened;
 - Who was involved;
 - How you were specifically involved;
 - What action you took;
 - What the outcome was.

2.4 KEY POINTS TO REMEMBER:

You can apply for and be appointed to one PCSP only but, in relation to the district for Belfast, you can apply for and be appointed to the principal PCSP **and/or** one or more DPCSPs;

When your application is received, it will be checked to make sure you have filled in all relevant parts. Council will check criteria at shortlisting stage and may use a scoring system to further shortlist a number of people to interview. The scores given will be based on your answers to the criteria. This involves assessing the quality of the information you have provided on your application form, to decide how well you have shown you meet the conditions.

You are responsible for providing enough information on your application to show which criteria you meet. If you do not provide this information, you may not be invited to an interview.

3. HOW DO I APPLY?

3.1 WAYS TO GET AN APPLICATION FORM

You can obtain an application form by:

- Downloading a copy from the Policing Board's website – www.nipolicingboard.org.uk
- Telephoning: 02890 408566
- Emailing pcsprecruitment@nipolicingboard.org.uk
- Writing to PCSP Recruitment, Northern Ireland Policing Board, Waterside Tower, 31 Clarendon Road, Clarendon Dock, Belfast, BT1 3BG

Whenever you contact the Board, please give your name, address, phone number where you can be reached during business hours, and give details of the PCSP/DPCSP you are applying for.

If you do not understand any of the questions in the application form or you need help to fill it in, phone 02890 408504 or 02890 408621.

Application forms and this information booklet can be provided in a range of formats for example other languages, large print etc. Please tell us which format you need as quickly as possible as completed applications must be received by the Policing Board no later than 12 noon on 30 January 2012.

3.2 RETURNING YOUR APPLICATION FORM

You can return your application form in the following ways.

By post

You can send your application form by post (or deliver by hand) to:

Northern Ireland Policing Board
Waterside Tower, 31 Clarendon Road, Clarendon Dock, Belfast, BT1 3BG

- CVs, extra pages will not be accepted.
- Application forms received after 12 noon on the closing date will not be accepted.

You are responsible for making sure your application is adequately stamped and is posted on time to arrive with the Policing Board before the closing time and date.

Once the date for receiving applications has passed, you will not be able to submit extra information to support your application at any stage in the selection process.

4. HOW ARE INDEPENDENT MEMBERS APPOINTED TO PCSPs/DPCSPs?

The Policing Board have appointed Recruitment Consultants to assist Councils with the process of selecting independent members suitable for appointment to PCSPs/DPCSPs. The process has two parts.

1. The selection process, which is carried out by the District Council assisted by the Recruitment Consultants; and

2. The appointment process which is carried out by the Policing Board.

4.1 THE SELECTION PROCESS

The district council is responsible for selecting people who are suitable to act as independent members of the PCSP/DPCSP and the council will interview candidates to decide which people are suitable. The council selection panels make these decisions and are made up of between two and four councillors and one independent panel member appointed by the Policing Board.

The council selects suitable candidates in the following stages:

- Deciding which people to interview by assessing their application against the criteria; and
- At interview, to decide who is suitable to be considered for appointment.

The council will assess you in a fair and consistent way to make sure your abilities, experience and qualities match the needs of the PCSP/DPCSP. The process will be based on your skills and ability.

4.2 THE APPOINTMENT PROCESS

After the selection process, each council will give the Policing Board a list of people who are deemed suitable for appointment to the PCSP/DPCSP.

The Policing Board's appointment panel will then appoint Independent Member(s) from this list so as to secure that the overall membership of the PCSP/DPCSP will be as representative as practicable of the community in the district in question.

The appointment panel will be made up of Policing Board Members and an independent panel member appointed by the Policing Board.

The appointment panel will not be given your name or home address but will be provided with the following information:-

Your application reference number, community background, sex, age, disability, race/ethnic group, sexual orientation, dependency, marital status and occupation.

The panel will, as far as practicable, balance the knowledge and backgrounds of all members of the PCSP/DPCSP to achieve a partnership that is representative of the community.

The panel will also consider whether you have any interests that might conflict with the interests of the PCSP/DPCSP, and look at how much these could cause the public to lose confidence in your ability to meet your responsibilities as a member of a PCSP/DPCSP.

4.3 MAKING SURE THE WHOLE PROCESS IS INDEPENDENTLY SUPERVISED

The process of appointing independent members to PCSPs/DPCSPs involves independent oversight at every stage. An impartial assessor, appointed by the Policing Board will oversee the whole process and all shortlisting, interview and appointment panels will include one independent person.

4.4 EQUAL OPPORTUNITIES

The Policing Board is committed to equal opportunities in line with our legal duties under Section 75 of the Northern Ireland Act 1998. Everybody who applies to us is covered by this legislation, no matter what their age, disability, sex, sexuality, race or ethnic group, community background, religious belief, political opinions, whether or not they have dependants, and whether or not they are married. Our aim is to attract a wide range of people with different backgrounds and experience, so that PCSPs/DPCSPs represent the community they serve. We particularly welcome applications from people with a disability.

4.5 KEEPING YOUR INFORMATION CONFIDENTIAL

The Policing Board, the Recruitment Consultants, Councils and independent panel members will keep your personal information confidential as set out in The Data Protection Act 1998. However, if appointed as an independent member of a PCSP/DPCSP, we will publish your name and certain details about you in a press release. The information we publish about you may include a summary of your experience, political activity or other public appointments you have held.

5. CONDITIONS OF BEING APPOINTED

If you are appointed, your membership of the PCSP/DPCSP will continue until the date the PCSPs/DPCSPs are reconstituted following the next local general election.

5.1 HOW MUCH TIME WILL I NEED TO GIVE?

PCSP/DPCSP members are expected to attend approximately 20 meetings per year although this may vary depending on local need. These meetings are generally held in the evening although from time to time meetings are held at other times during the day to maximise opportunities for all people in the community to attend.

PCSP/DPCSP members are expected to engage with the local community as part of the consultation process and attend events and briefings organised by the partnership or the Policing Board and Department of Justice

5.2 WILL I GET ANY EXPENSES?

Being a member of a PCSP/DPCSP is similar to a 'public appointment' not employment. This appointment does not attract any allowance, however, all members of the PCSP and DPCSP would be eligible to claim a general expense payment of £60 per meeting (based on attendance at the full meeting), limited to a maximum of 20 meetings per year. This payment would be intended to cover reasonable out-of-pocket expenses such as childcare. Travel and subsistence costs would be paid based on actual expenditure. The council will make the payment on receipt of a claim form and having confirmed attendance.

5.3 CAN YOU END MY APPOINTMENT?

Yes. The Policing Board (or the council with our approval) may remove you from your role as an independent member of a PCSP/DPCSP if we are satisfied that you:

- failed to tell us that you were convicted for a criminal offence in Northern Ireland or anywhere else;
- have been convicted of a criminal offence in Northern Ireland (or anywhere else after the date you were appointed);
- have been made bankrupt or have made a composition or arrangement with your creditors;
- have not kept to the conditions of your appointment;
- are not fit (or not able) to carry out your role as a member of the PCSP/DPCSP; or
- you have broken the conditions of the declaration against terrorism.

5.4 HONESTY, BEHAVIOUR AND INTEGRITY?

While you are a member of a PCSP/DPCSP, you must make sure you do not do anything that could bring the PCSP/DPCSP into disrepute. You should not take up any other appointment which is likely to go against the interests of the PCSP/DPCSP.

5.5 DO I NEED TO TELL YOU ABOUT CONFLICTS OF INTEREST?

Conflicts of interest can be defined as any situation in which an individual is in a position to exploit a professional or official capacity in some way for their personal or corporate benefit.

Possible conflicts of interest would be:

- direct or indirect financial interests which members of the public might reasonably think could influence your judgement as a PCSP/DPCSP member; or
- a close family relationship of a PCSP/DPCSP member with police officers serving in the district where the applicant is applying to serve.

In line with guidance on appointments to public organisations, in your application form we will ask you to tell us about any conflicts of interest, and any information or connections which may cause a conflict of interest to come up. You should also tell us about any activities you do while you are a member of the PCSP/DPCSP which could be seen by members of the public as influencing your judgement.

5.6 WHAT ABOUT EQUAL OPPORTUNITIES?

You are required to adhere to the provisions of the equality legislation in Northern Ireland in your dealings with the staff of the PCSP/DPCSP, other PCSP/DPCSP members, members of the Police Service of Northern Ireland and the public.

6. FEEDBACK AND COMPLAINTS

6.1 CODE OF PRACTICE ON THE APPOINTMENT OF INDEPENDENT MEMBERS TO PCSPs/DPCSPs

The selection and appointment process will follow the Code of Practice on the Appointment of Independent Members to the PCSPs/DPCSPs published by the Department of Justice (DOJ). You can find this code on the DOJ website at: www.dojni.gov.uk

or ask them to send you a copy by writing to:

PCSP Implementation Team
Community Safety Unit
Department of Justice
Millennium House
Great Victoria Street
Belfast
BT2 7AQ.

In keeping with the requirements of this Code, arrangements have been made to provide you with feedback on your performance in the appointments process if you request it. A complaints procedure has also been put in place to deal with issues which may arise in relation to this process.

6.2 HOW DO I GET FEEDBACK ABOUT MY APPLICATION?

If you would like feedback on your performance up to and including the interview stage, you can get this by contacting the Council Human Resources department within 20 working days of the date you are notified of the outcome of your interview.

You can also request feedback within 20 working days of the date you are notified of the Policing Board's appointment panel's decision. If you wish to obtain feedback at this stage you should write to:

Address: The Chief Executive, Northern Ireland Policing Board, Waterside Tower, 31 Clarendon Road, Clarendon Dock, Belfast BT1 3BG.

Email: pcsprecruitment@nipolicingboard.org.uk

6.3 WHAT HAPPENS WHEN I ASK FOR FEEDBACK

When the Council Human Resources department receives your request for feedback they will provide you with written feedback within three weeks of your request. When the Policing Board receive your request for feedback, the Chief Executive's office will acknowledge it within three working days. Within

20 working days of receiving your request for feedback, the Policing Board will send you a detailed response.

If there are any delays in giving you feedback, we will tell you about this and give you another date when we will send you a response.

6.4 WHAT IF I THINK YOU HAVE NOT PROCESSED MY APPLICATION IN LINE WITH THE CODE OF PRACTICE ON APPOINTMENTS?

If, after you receive a detailed response from the Policing Board or the Council Human Resources department, you think your application has not been dealt with in line with the process laid down in the Code of Practice on Appointments, you can complain in writing to:

The Independent Complaints Monitor, Freepost, PO Box BEL4075, BT1 3BR.

In your letter, you should:

- set out your complaint;
- ask for it to be investigated;
- provide as much information as possible; and
- explain why you are not satisfied with the response provided.

You should clearly state why you consider your application has not been processed in line with the Code of Practice on Appointments.

The Independent Complaints Monitor can only investigate how we dealt with your application, not our decision on whether you should have been appointed or not appointed.

6.5 WHAT DOES THE INDEPENDENT COMPLAINTS MONITOR DO?

The Independent Complaints Monitor has been appointed from outside the Policing Board and will examine the process used to make an appointment and the way the Recruitment Consultants and the council deal with applications for appointment. If appropriate, they will investigate complaints.

The Independent Complaints Monitor will only investigate reasons for not appointing you if the Code of Practice on the Appointment of Independent Members has been broken. The Independent Complaints Monitor does not investigate how the Policing Board is run or what our members do.

6.6 WHAT HAPPENS WHEN I COMPLAIN?

The Independent Complaints Monitor will consider and assess your complaint within 20 working days of receiving it. They will tell you the outcome of the investigation into your complaint and recommend how the Policing Board should deal with it. If there are any delays in investigating your complaint, the Independent Complaints Monitor will tell you this and tell you when you will get a response.

6.7 WHAT CAN I DO IF I AM NOT SATISFIED WITH THE WAY YOU HAVE TREATED ME?

If you are not satisfied with the way your application was processed, you have the right to have your concerns dealt with. You can do this by:

- contacting the Policing Board's Chief Executive by phone on 02890408500;
- calling at the Policing Board's offices - you should make an appointment so you get to speak to the most appropriate person;
- by fax on 028 9040 8583;
- by email at pcsprecruitment@nipolicingboard.org.uk
- writing to The Chief Executive at Northern Ireland Policing Board, Waterside Tower, 31 Clarendon Road, Clarendon Dock, Belfast BT1 3BG.

The Policing Board will try their best to sort out your concerns in an informal way however, if it is not possible to do this, you can ask to use our formal complaints procedure. You can get a copy of our complaints policy by writing to the above address; or you can get an electronic copy by visiting our website at www.nipolicingboard.org.uk and going to the publication section.

7. SOME COMMON QUESTIONS

Who can apply to be an independent member of a PCSP/DPCSP?

We are looking for people who have an interest in their local community however, under legislation, the following people cannot apply to become an independent member of a PCSP or DPCSP:

- a police officer;
- a member of police support staff;
- a member of the Policing Board;
- an employee of the council responsible for the PCSP/DPCSP you want to apply for;
- if they have not signed a declaration against terrorism (included with the application form);
- if they have in the last five years, served all or any part of a prison or detention sentence or been released from a prison or detention sentence on licence or in pursuance of a grant of remission.

What do PCSP/DPCSPs do?

In building community confidence in policing and making communities safer, PCSPs will:

- **consult and engage** with the local community on the issues of concern in relation to policing and community safety. The Policing Committee has a distinct responsibility to provide views to the police commander and the Policing Board on policing matters;
- **identify and prioritise** the particular issues of concern and prepare plans for how these can be tackled;
- **monitor** - a Policing Committee will monitor the performance of the police and work to gain the co-operation of the public with the police in preventing crime; and
- **deliver** a reduction in crime and enhance community safety in their district, directly through their own interventions, through the work of their delivery groups or through support for the work of others; the Policing Committee will also engage with the public to obtain cooperation with the police in preventing crime and enhancing community safety.

How will the PCSP/DPCSP benefit the local community?

The strength of a PCSP/DPCSP is that it provides a unique opportunity for partnership working between the local community, elected members of the council and representation from designated organisations. Local people have the opportunity to identify what the communities needs are in relation to policing and community safety and to put forward recommendations to the police commander for consideration in developing the Local Policing Plan for the district and the PCSP Partnership Plan.

The PCSP/DPCSP monitors the police in carrying out the Local Policing Plan. This ensures that the local community has a police service that listens and responds to its needs.

How are PCSPs made up?

PCSPs comprise membership from a number of different groups. They will have:

- 8, 9 or 10 political members (councillors) nominated by the district council;
- 7, 8 or 9 independent members appointed by the Northern Ireland Policing Board (NIPB); and
- at least 4 representatives of designated organisations which the PCSP will have selected because of the contribution they can make to the partnership, including any others that might be designated by the Department of Justice.

Make-up of Belfast PCSP and DPCSPs

Membership of Belfast PCSP will be the same as other PCSPs, as above, however, in Belfast there will also be four DPCSPs, one for each policing area i.e. North, South, East and West. Each DPCSP will be made up of:

- 6 political members (councillors) nominated by Belfast City Council;
- 5 independent members appointed by the Northern Ireland Policing Board (NIPB); and
- at least 4 representatives of designated organisations which the DPCSP will have selected because of the contribution they can make to the partnership, including any others that might be designated by the Department of Justice.

Members of the DPCSPs may also be members of the Belfast PCSP.

What are the functions of the Belfast PCSP and DPCSPs?

The functions and powers of the Belfast PCSP remain broadly in line with those that apply to other PCSPs. However, Belfast PCSP is also responsible for overseeing the work of the four DPCSPs and ensuring that they work and carry out their statutory functions (as outlined in the Justice Act (Northern Ireland) 2011) effectively.

What does the Policing Committee do?

The political and independent members of each PCSP or DPCSP will together form the Policing Committee which will carry out a distinct role in relation to the policing functions previously carried out by District Policing Partnerships.

The Policing Committee will carry out the following specific functions:

- to provide views to a relevant police commander and to the Policing Board on any matter concerning the policing of the district;
- to monitor the performance of the police in carrying out –
 - the policing plan in relation to the district; and

- the local policing plan applying to the district or any part of the district;
- to make arrangements for obtaining the co-operation of the public with the police in preventing crime and enhancing community safety in the district.

What do PCSP/DPCSP Delivery Committees do?

The new Partnerships will also be able to establish delivery committees to take forward work in the community or any other pieces of work they may need, and can form links with other groups who may have an interest in policing or community safety. The Delivery Committee do not need to be members of the PCSP/DPCSP.

What is the role and responsibilities of an Independent Member of a PCSP/DPCSP?

Independent members of PCSP/DPCSPs are members of the community who work with their local community, the local council, the statutory and voluntary sector to maintain public confidence in policing and develop local solutions to community safety issues.

They make arrangements to enable local accountability of policing and develop plans for enhancing Community Safety.

Independent members play a valuable role in maintaining public confidence in policing and making their local community safer:

Collectively, members of a PCSP will:

- **consult and engage** with the local community on the issues of concern in relation to policing and community safety;
- **identify and prioritise** the particular issues of concern and prepare plans for how these can be tackled;
- **monitor** the performance of the police and work to gain the co-operation of the public with the police in preventing crime; and
- **deliver** a reduction in crime and enhance community safety in their district.

What is a declaration against terrorism?

You cannot apply to become an Independent Member of a PCSP or DPCSP unless you have signed a declaration against terrorism.

A declaration against terrorism requires a person to declare that, if appointed to the PCSP or DPCSP, they will not by word or deed express support for or approval of –

(a) any organisation that is for the time being a proscribed organisation specified in Schedule 2 to the Terrorism Act 2000; or

(b) acts of terrorism (that is to say, violence for political reasons) connected with Northern Ireland.

For how long will an Independent Member be appointed to a PCSP or DPCSP?

Independent members are appointed to a PCSP or DPCSP until the day before the reconstitution date of the new PCSP following the next local government election.

How will independent members be recruited?

The Policing Board is responsible for the appointment of independent members to PCSPs and DPCSPs. Following the initial advertising campaign in the main daily newspapers, external consultants, PricewaterhouseCoopers, employed by the Policing Board, will support councils in the selection of candidates suitable for appointment to the partnerships.

The recruitment consultants will assist the council selection panels, made up of between two to four councilors and an independent panel member, to shortlist applications against the essential criteria and prepare a shortlist of candidates for interview.

Following the interview, each District Council will nominate individuals considered suitable for appointment to a PCSP/DPCSP. This information will be forwarded to the Policing Board where individuals selected will be considered by the Board to ensure, in so far as practicable, that those appointed as independent members of PCSPs/DPCSPs, taken together with elected members, are representative of the community in the council/DPCSP area.

Are appointments to PCSPs/DPCSPs publicised in the press?

The Policing Board must publicise the make-up of each PCSP/DPCSP through a press release which will also be available on the Board and Council websites. The information published about you may include a summary of your experience, political activity or other public appointments you have held. This information will be agreed with you in advance of publication.

Where and when will PCSP/DPCSP meetings be held?

It is expected that PCSPs/DPCSPs will meet a number of times throughout the year and some of these meetings will be in public for the purpose of providing local accountability of policing.

How will the PCSP/DPCSP engage the community to gain their co-operation with the police in preventing crime and enhance community safety?

One of the functions of a PCSP/DPCSP Policing Committee is to gain the co-operation of the public with the police in preventing crime and enhancing community safety in the district. Undertaking this function requires the PCSP/DPCSP in encouraging the community to get involved with the police in planning how specific crime related problems will be resolved. In doing this, the PCSP/DPCSP will be consulting their local communities to identify the issues, raising awareness as to the opportunities to address those issues in conjunction with the police, encouraging the community to get involved with the police and publicising the good news stories where this approach has worked.

Will Members of the PCSP/DPCSP receive induction training?

The Policing Board and Department of Justice will provide initial induction training for all PCSP and DPCSP Members. A further local induction session will be arranged by the council support staff. Further training opportunities will be made available locally through the PCSP to further develop Members skills, knowledge and understanding to carry out their duties effectively. Members will also be required to attend briefings on issues relating to PSNI.

Will Members of the PCSP/DPCSPs receive expenses?

All Members of PCSPs and DPCSPs will receive a meeting expense payment of £60 per meeting for up to a maximum of 20 meetings a year. Travel and subsistence is also available for all the work throughout the year.

The meeting expense payment may be taxable depending on your particular circumstances.

NB. Please note that 'Means Tested Benefits' may be affected by receipt of PCSP expenses. Advice on this should be available through local benefits offices.

Appointment as an independent member of a PCSP/DPCSP should not be viewed as employment.

Additional frequently asked questions may be added to the above list during the application period and can be viewed on the Board's website www.nipolicingboard.org.uk

8. MORE INFORMATION

You can get more information about anything to do with the appointment process by phoning 02890 408504 or 02890 408621 or by reference to the Department of Justice Code of Practice on the Appointment of Independent Members to Policing and Community Safety Partnerships (PCSPs) & District Policing and Community Safety Partnerships (DPCSPs). You can get a copy by visiting the Department of Justice website, www.dojni.gov.uk