



## Chairperson Jersey Police Authority

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**Department:** Justice and Home Affairs

**Division:** Arm's Length Organisation

**Reports to:** Minister for Home Affairs

**Grade:** Honorary Position

### Job purpose

The Jersey Police Authority ('JPA') is an independent body established under Article 4 of the States of Jersey Police Law 2012. It was established to ensure the States of Jersey Police are an efficient and effective police force, deliver the key aims and objectives set by the Minister of Home Affairs, within available resources, and act in accordance with the policies set by the Minister.

The role of the Chair is to lead the JPA and ensure the Board fulfils its duties and responsibilities set by the Minister. It is one of the most important oversight roles in Jersey public life, influencing a diverse policing operation in the British Isles.

As Chair of the JPA you will be expected to work constructively with your JPA board, its Executive and States of Jersey Police colleagues, and build effective working relationships with external stakeholders.

The JPA Board comprises up to 7 members, including the Chair. The full board meets around eight times a year and is required to be available to assist the Minister for Home Affairs on an ad-hoc basis.

As Chair, you will devote up to and on average 1.5 days per month to performing your functions as and when required. The time commitment will be a mixture of daytime JPA meetings, daytime visits to the police station, reading documents and supporting other Board Members as well as the JPA Chief Executive. As policing operates in a twenty-four hours a day, seven days a week environment, there will be occasions when you may be required to work outside normal working hours (sometimes at short notice). You must be prepared to commit to attending all of the required meetings in person or appoint an appropriate representative in your absence.

A typical meeting schedule for the year is monthly meetings with the Chief of Police, 4 Quarterly meetings with the JPA Board and Chief Officer's team, an annual meeting with Honorary Chefs de Police, up to 4 Quarterly meetings with the Minister for Home Affairs and Director General for Home Affairs. Events that could occur throughout the year may require your attendance to meet with Jersey Audit Office, the Justice and Home Affairs Scrutiny Panel, Peer Review Teams from other Police Organisations, His Majesty's Inspectorate for Fire and Rescue Services, (HMICFRS) and ad hoc media interviews.

### Role specific outcomes

1. Ensure that the JPA fulfils its responsibilities under the States of Jersey Police Force Law 2012.
2. Hold the States of Jersey Chief of Police to account for the policing of Jersey and to conduct a Performance Review.
3. Promote and support best practice and continuous improvement in the States of Jersey Police.
4. Chair the JPA Board, developing and appraising board members in a way which demonstrates commitment to equity and diversity.
5. Work with the JPA Board members constructively and resourcefully to ensure that the States of Jersey Police deliver the strategic policing priorities and initiatives detailed in the Annual Policing Plan and further evidenced within the JPA Annual Performance Report.
6. Provide strategic leadership to and work with the other JPA Board members to contribute to the collective leadership and governance of the organisation and its effectiveness.
7. Take collective responsibility for decisions of the JPA, ensure that they are implemented and ensure appropriate standards of corporate governance in the work of the JPA.
8. Actively participate in collective scrutiny and decision making.
9. Monitor the performance of the JPA in its activities, and the achievement of its aims
10. Take responsibility for the appropriate oversight and management of the JPA budget and its alignment to both the Policing Plan and the Government Plan.
11. Contribute effectively to the monitoring and developing of the JPA's business strategy.

12. Be an ambassador and advocate for policing in Jersey - communicate effectively and actively engage with a wide range of diverse audiences and communities and be a conduit for the views and concerns of the public in relation to policing in the Island. This will include presenting and speaking to various peers and leadership audiences, as well as appearing on local media include live broadcasts on local TV or radio.

### Statutory responsibilities

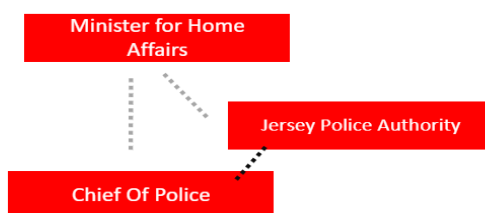
Active engagement, participation and compliance with any statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The post holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

A member of the Police Authority must NOT be;

- A police officer or a person who has been a police officer at any time during the previous 5 years.
- A person who is a member of the Honorary Police or a person who has been a member of the Honorary Police at any time during the previous 5 years.
- An office holder of a Crown appointment.
- The Minister or Assistant Minister
- A Connétable.
- A States employee
- A person who is bankrupt, whether under the law of Jersey or under the law of a country or territory outside of Jersey.

### Organisation chart



## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	Previous Board experience either non-executive Director or similar.	Chair or vice Chair level board experience
<b>Knowledge</b>	<p>Understands the role of policing in Jersey (including the Honorary Police)</p> <p>Understands the public service in Jersey and how it delivers a service fit for Islanders and can appreciate the part played by the JPA in providing a public service.</p>	Knowledge of Jersey legal framework
<b>Technical / Work-based Skills</b>	<p>Understands how performance/service delivery is effectively governed within a large department/function or organisation</p> <p>Has the ability to work effectively with the JPA Executive and the Chief of Police in a performance oversight relationship</p> <p>Unquestionable integrity with excellent communication and influencing skills; able to inspire others and gain respect</p> <p>Exemplary written and spoken communication and the ability to speak impartially to the media</p>	Appreciates the opportunities and challenges presented by digital delivery of public services as well as the wider pace of change in service delivery.
<b>General Skills/Attributes</b>	<p>Is successful in encouraging a group to work collaboratively together and to reach compromise where required</p> <p>Appreciates the need to be challenged and to take account of alternative views in the decisions being taken</p> <p>Has excellent judgement when chairing a Board that has difficult decisions to make</p> <p>Is committed to equality of opportunity and to developing and maintaining a diverse board</p> <p>Able to demonstrate flexibility of approach in significant contexts</p> <p>Personal and professional resilience &amp; awareness</p> <p>Political awareness</p>	

<b>Experience</b>	<p>Has a successful track record of building and maintaining relationships of trust and confidence at all levels</p> <p>Can work well with the public.</p> <p>Has evidence of effectively representing/ promoting an organisation to a wide range of stakeholders, including politicians and the media – being an ambassador for policing</p> <p>Is sensitive to the adaptive role of a Chair in high profile environments</p> <p>Has experience of making appropriate responses to complex situations where there are competing interests</p> <p>Has direct experience of ensuring effective governance and financial oversight at senior management or board level</p> <p>Understands public accountability and committed to the principles of openness and transparency</p> <p>Can evidence the use of emotional intelligence and personal resilience whilst providing supportive leadership.</p> <p>Chairing Committees / Meetings.</p>	<p>Has experience of overseeing transformational change while securing best value.</p> <p>Has experience of the Jersey political environment and under scrutiny</p>
<b>Criteria relating to Safeguarding</b>	<p>Board members, including the Chair, will exercise due care in the use of information to which they have access to while performing their functions or in consequence of their office, and all members will protect information that they receive in confidence from unauthorised disclosure.</p> <p>Vetting - All members will be required to undergo full NPPV vetting, the role of the Chair may also be required to undergo extended vetting.</p>	

### Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 1 to 3 core accountabilities, attributes and behaviour indicators.