

Eastern Region Special Operations Unit



ROLE PROFILE

Role Title:	Prevent Officer - Staff
Rank/Grade:	SO1
Job Family:	Prevent – ERSOU CTP
Reporting to:	DS Prevent
Main purpose of the role:	<p>The purpose of the role is to support the Prevent strand of CONTEST by connecting counter-terrorism policing, neighbourhood policing and communities. All activity undertaken is based on threat, risk and vulnerability, with a key responsibility to manage a caseload and take action to identify, support, safeguard and disrupt those identified as vulnerable to radicalisation and extremism, working collaboratively with our statutory and non-statutory partners and the community.</p> <p>ERSOU Counter Terrorism Policing (CTP) covers the counties of Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk and Suffolk with Bedfordshire Police as the lead force.</p>

Key Responsibilities

Community Engagement

- Identify and maintain relationships with key individuals, institutions and groups within the community in order to promote Prevent and support its delivery and objectives.
- Assess, through relationships with local policing and community cohesion teams, community tensions and in particular the impact of executive action and other CT consequence management.
- Work with the community, partners and local policing to support and promote events which build community resilience to challenge extremist and terrorist ideology.
- Support partners through the provision of targeted training or engagement in order to improve their decision-making and therefore the quality of referrals into Prevent.
- Act as a conduit between local policing and the CT Policing, promoting the mainstream delivery of Prevent to assist the local force to fulfil its obligations under the Counter Terrorism and Security Act 2015.
- Lead on the delivery of national and local Prevent campaigns and manage communication tools which promote the Prevent agenda, including the 'Let's Talk About It' platform.

Prevent Case Management

- Maintain responsibility for Prevent Case Management (PCM) in order to manage risk, threat and vulnerability associated with individuals, institutions and ideology
- Receive Prevent referrals, ensuring that information is clarified to enable proper assessment
- Act as case officer for referrals allocated to Prevent, taking the lead in information gathering amongst partners to inform and develop tactical options and safeguarding measures.
- Work with partners to support the delivery of safeguarding measures, including participation in strategy discussions/meetings and attendance at child protection case conferences.
- Subject to changing national processes, support individuals referred to Prevent and use all information available to complete a Vulnerability Assessment, utilising Channel where appropriate, maintaining responsibility for and oversight of each allocated case until such time as the threat is removed/reduced.
- Provide support to institutions identified as vulnerable to radicalising influences to reduce the threat of

- extremism and radicalisation.
- Submit all relevant intelligence in relation to persons and institutions subject to Channel and Prevent Case Management.

Disruptive Activity

- Work with partners to utilise powers at their disposal to disrupt and deter persons believed to be extremists or vulnerable to radicalisation who, due to their level of perceived radicalisation or extremism, are not suitable for voluntary engagement or support programmes such as Channel.
- Compile evidence and build files to support the Local Authority to take action under the Children's Act and other safeguarding legislation, including Wards of Court.
- Exploit opportunities, in full consultation with supervisors, to investigate and prosecute individuals of interest for non-TACT offences in an effort to undermine their status and credibility and limit their activity.
- Support national deployments where needed.
- Provide disruptive capacity to CT Policing-led operations by completing tasks as directed as an overt response option.
- Deploy in the role of Contact Officer at the time of executive action.
- Tackle the threat of extremist travel through contact and engagement with persons of interest to disrupt their activity, assess vulnerability and mitigate any residual threat.
- Lawfully disrupt events involving extremist speakers by working with both municipal and private establishments, and overtly attending events which proceed if deemed a suitable tactical option.
- Through coordinated CT Policing activity, commission and inform local policing activity in relation to public events such as Da'wah activity (including performing such duties when necessary).

The duties of a Prevent officer are wide-ranging and can encompass any of the above, with local management directing individual tasking in line with one or more of the areas of work as detailed. Consequently, there is an expectation of flexibility in terms of duties and deployment at any given time.

Financial e.g. limits/mandates	Non-financial e.g. staff responsibility
• None	• None

Agile Working	To be decided
Psychological Assessment	Not required
Return on Investment	To be decided
Limited Duties	Not required

Entry Requirements
Essential skills
<ul style="list-style-type: none"> Full driving licence Investigative experience Competence in intelligence and police IT systems Proven investigative skills are essential, as is the ability to communicate effectively with people at all levels both within and outside the Organisation. Post-holders need to be aware of their responsibilities towards Information Technology Security Policy, Computer Misuse Act 1990, Copyright Designs and Patents Act 1988, Police and Criminal Evidence Act, Data Protection Act 1998, Health and Safety at Work Act 1992 and Official Secrets Act 1989.
Desirable Skills (on-going development in post)
<ul style="list-style-type: none"> Knowledge of major crime investigations Knowledge of CT exhibit management Experience in Public protection/Safeguarding

Any other General Requirements/Scope

Section/Location

- ERSOU Counter Terrorism Policing. The post-holder will be required to travel countywide, and when necessary elsewhere within the region or outside.

Transport

- This role requires the post holder to have a valid UK Licence.
- If using a private vehicle business insurance needs to be organised by the individual.

Hours

- The postholder's working week will be 37 hours with weekends off as rest days. However, flexibility must be exercised due to operational commitments.

Vetting

- Vetting clearance is a pre-requisite of employment in designated posts and the post-holder will be subject to management vetting assessment every 7 years. National security vetting clearances are reviewed every 10 years. This post is deemed to be a designated post.

Training

- The post holder will be expected to undertake training as and when required.
- The post holder will be expected to comply with health and safety requirements.

Obligatory Requirements

- Before commencement of this appointment, this role is subject to medical assessment. For some roles health screening or surveillance may be required on a regular basis, as identified by line manager risk assessments.
- There is a requirement for the role holder to meet the probationary objectives set.

Personal Qualities(Behavioural Competencies)

Technical Skills and Behavioural competencies may be used for promotion / recruitment / selection / PDR processes

We are emotionally aware

I consider the perspectives of people from a wide range of backgrounds before taking action. I adapt my style and approach according to the needs of the people I am working with, using my own behaviour to achieve the best outcome. I promote a culture that values diversity and encourages challenge. I encourage reflective practice among others and take the time to support others to understand reactions and behaviours. I take responsibility for helping to ensure the emotional wellbeing of those in my teams. I take the responsibility to deal with any inappropriate behaviours.

We take ownership

I proactively create a culture of ownership within my areas of work and support others to display personal responsibility. I take responsibility for making improvements to policies, processes and procedures, actively encouraging others to contribute their ideas. I am accountable for the decisions my team make and the activities within our teams. I take personal responsibility for seeing events through to a satisfactory conclusion and for correcting any problems both promptly and openly. I actively encourage and support learning within my teams and colleagues.

We are collaborative

I manage relationships and partnerships for the long term, sharing information and building trust to find the best solutions. I help create joined-up solutions across organisational and geographical boundaries, partner organisations and those the police serve. I understand the local partnership context, helping me to use a range of tailored steps to build support. I work with our partners to decide who is best placed to take the lead on initiatives. I try to anticipate our partners' needs and take action to address these. I do not make assumptions. I check that our partners are getting what they need from the police service. I build commitment from others (including the public) to work together to deliver agreed outcomes.

We deliver, support and inspire

I give clear directions and have explicit expectations, helping others to understand how their work operates in the wider context. I identify barriers that inhibit performance in my teams and take steps to resolve these thereby enabling others to perform. I lead the public and/or my colleagues, where appropriate, during incidents or through the provision of advice and support. I ensure the efficient use of resources to create the most value and to deliver the right impact within my areas. I keep track of changes in the external environment, anticipating both the short- and long-term implications for the police service. I motivate and inspire others to achieve their best.

We analyse critically

I ensure that the best available evidence from a wide range of sources is taken into account when making decisions. I think about different perspectives and motivations when reviewing information and how this may influence key points. I ask incisive questions to test out facts and assumptions, questioning and challenging the information provided when necessary. I understand when to balance decisive action with due consideration. I recognise patterns, themes and connections between several and diverse sources of information and best available evidence. I identify when I need to take action on the basis of limited information and think about how to mitigate the risks in so doing. I challenge others to ensure that decisions are made in alignment with our mission, values and the Code of Ethics.

We are innovative and open-minded

I explore a number of different sources of information and use a variety of tools when faced with a problem and look for good practice that is not always from policing. I am able to spot opportunities or threats which may influence how I go about my job in the future by using knowledge of trends, new thinking about policing and changing demographics in the population. I am flexible in my approach, changing my plans to make sure that I have the best impact. I encourage others to be creative and take appropriate risks. I share my explorations and understanding of the wider internal and external environment.