



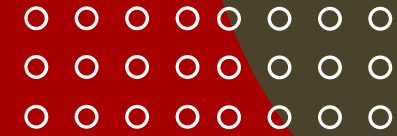
GatenbySanderson 

Community Scrutiny Group Candidate Information Pack

M O P A C

MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME

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Introduction

Thank you for your interest in becoming a volunteer member of a Community Scrutiny Group (CSG).

The Mayor's Office for Policing and Crime (MOPAC) is committed to ensuring that London's communities have a meaningful role in holding policing to account. Community scrutiny is a key part of this work, helping to ensure police powers are used fairly, proportionately and respectfully.

Community scrutiny of policing is already an established and important part of how we build trust, transparency and accountability. Through the Community Scrutiny Transformation Programme (CSTP), MOPAC, the Metropolitan Police Service (MPS), local authorities and communities are working together to bring existing community scrutiny arrangements together into a more consistent, coordinated and sustainable approach across London.

The CSTP aims to strengthen community scrutiny by making it more community-led, representative, evidence-based, inclusive and accessible. This will help ensure that community voices are heard, valued and able to influence policing across London.

We are looking for volunteers who are passionate about their communities and committed to improving transparency, accountability and trust in policing.

Whether through lived experience, professional expertise, community involvement or local knowledge, your perspective can help improve policing and strengthen public confidence.

This recruitment pack provides information about the role, expectations, benefits and application process.



A Message from the Deputy Mayor for Policing and Crime

Dear Applicant,

Help Shape the Future of Community Scrutiny in London

Thank you for your interest in becoming a Community Scrutiny Group volunteer.

Since becoming Deputy Mayor for Policing and Crime, strengthening community scrutiny has been one of my key priorities. This is not only because effective scrutiny is essential to building trust and confidence in policing, but because it presents an opportunity to create new ways for communities to shape and influence the decisions that affect them.



This work forms part of the Mayor's Action Plan for Transparency, Accountability and Trust in Policing, through which the Mayor committed to reforming community scrutiny in London. As part of this commitment, new borough-level Community Scrutiny Groups are being established to examine how policing powers are used within local communities and to provide independent community oversight.

These groups will play a vital role in ensuring that the experiences, perspectives, and concerns of local people help shape policing. By reviewing police activity, providing constructive challenge, and making positive suggestions about what would be effective in improving community safety in their area, members will help strengthen accountability, improve transparency, and ensure that policing is informed by the communities it serves.

As a volunteer, you will also have the opportunity to develop new skills, gain valuable experience, and work alongside others who are passionate about making a positive difference in their community.

This work forms part of the Mayor's Action Plan for Transparency, Accountability and Trust in Policing, through which the Mayor committed to reforming community scrutiny in London. As part of this commitment, new borough-level Community Scrutiny Groups are being established to examine how policing powers are used within local communities and to provide independent community oversight.

A Message from the Deputy Mayor (Continued)

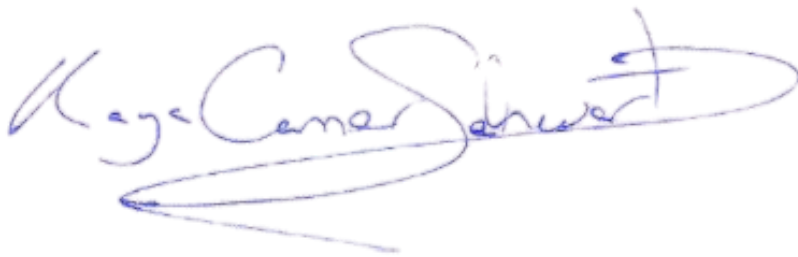
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As a volunteer, you will also have the opportunity to develop new skills, gain valuable experience, and work alongside others who are passionate about making a positive difference in their community.

We are looking for people from a wide range of backgrounds who can bring different perspectives, experiences and skills to this work. Whether through lived experience, professional expertise, community involvement or local knowledge, we welcome applications from anyone who is committed to helping improve policing and community safety in London.

Thank you for your interest in this important opportunity. We look forward to receiving your application.

Yours sincerely,



Kaya Comer-Schwartz

Deputy Mayor for Policing and Crime



Strengthening Transparency, Accountability and Trust in Policing

Public confidence in policing depends on communities believing that police powers are exercised fairly, proportionately and lawfully.

Some police powers, including stop and search and the use of force, can have a significant impact on individuals and communities. We know that some communities experience these powers disproportionately and may have lower levels of trust and confidence in policing as a result.

Community scrutiny allows local people to examine how these powers are used and provide independent feedback based on evidence, data and lived experience.

The Mayor's Action Plan for Transparency, Accountability and Trust in Policing committed to reforming community scrutiny across London. This commitment was further strengthened through the Police and Crime Plan 2025-2029, recognising community scrutiny as a key tool for increasing public confidence in policing.

By giving communities, a stronger voice and a greater role in police oversight, we can improve accountability, enhance transparency and support better policing outcomes for all Londoners.



About the Community Scrutiny Transformation Programme (CSTP)

The Community Scrutiny Transformation Programme (CSTP) is a London-wide programme led by MOPAC in partnership with the Metropolitan Police Service and London's communities.

The programme is transforming how community scrutiny operates across London by creating a model that is:

- Community-led;
- Representative of local communities;
- Consistent across London;
- Evidence-based;
- Inclusive and accessible.

The CSTP aims to strengthen the role of communities in scrutinising police powers and holding the Metropolitan Police Service to account.

Community Scrutiny Groups have been established across London, creating opportunities for local people to contribute directly to police oversight and reform.



About Community Scrutiny Groups (CSGs)

Community Scrutiny Groups are made up of local volunteers who work together to review police activity and provide independent community feedback.

The groups bring community voices into scrutiny processes and help ensure that policing reflects the needs and experiences of local people.

Community Scrutiny Groups may review:

- Stop and Search;
- Use of Force;
- Taser deployments;
- Handcuffing;
- Intimate searches;
- Other policing powers and practices.

Volunteers may review:

- Police data;
- Policies and procedures;
- Complaint themes;
- Body Worn Video (BWV) footage;
- Recommendations arising from previous scrutiny activity.

The findings and recommendations produced by Community Scrutiny Groups help support learning, accountability and improvements in local policing.



The Role of a Community Scrutiny Group Volunteer

Community Scrutiny Group members play an important role in helping communities hold policing to account.

Volunteers provide independent oversight and ensure that community perspectives inform local discussions about policing.

As a Community Scrutiny Group member, you will:

- Participate in monthly scrutiny activities;
- Review police data and evidence;
- Review Body Worn Video footage where appropriate;
- Attend quarterly Community Scrutiny Group meetings;
- Work collaboratively with fellow volunteers;
- Provide constructive challenge and feedback;
- Contribute to recommendations for improvement;
- Engage with local police representatives;
- Represent community perspectives;
- Complete training relevant to the role.

No previous experience of policing or scrutiny is required.

For further information, or to discuss the role please contact: communityengagement@mopac.london.gov.uk

We will aim to respond as quickly as possible.



Role specification

We are looking for people who can bring their own experiences, knowledge and perspectives while also being willing to listen to and represent the experiences of others. You do not need to have worked in policing or have previous experience of sitting on a formal board, panel or committee. Relevant experience may come from your personal life, community involvement, volunteering, caring responsibilities, employment, education, advocacy, faith groups, community organisations or other activities.

Essential criteria - It is not necessary to demonstrate all aspects of the essential criteria.

1. Relevant experience, knowledge or perspective

You should be able to bring something relevant to the role. This could include one or more of the following:

- Lived experience that provides insight into issues affecting communities;
- Knowledge or understanding of your local community and the issues that matter to people;
- Experience gained through work, volunteering, education, community activity or your personal life;
- Skills or knowledge that could contribute to discussions and decision-making;
- An interest in policing, community safety, fairness, trust or the relationship between public services and communities;
- Formal qualifications or professional expertise are not required.

2. Commitment to representing communities

You should demonstrate an interest in ensuring that people's voices and experiences are heard. This could include one or more of the following:

- Supporting or raising issues or concerns for others;
- Being involved in your neighbourhood, community, workplace, school, college, faith group or voluntary organisation;
- Recognising that representing a community means listening to others rather than assuming that your own experience represents everybody;
- Being willing to engage with people whose voices may sometimes be less frequently heard.



Role specification (continued)

3. Ability to provide constructive challenge

You should be comfortable asking questions and expressing a different point of view when necessary. We are looking for people who can evidence one or more of the following:

- Question decisions, assumptions or established ways of doing things;
- Explain why they disagree or have concerns;
- Raise difficult issues respectfully and constructively;
- Listen to the reasons behind another person's position;
- Remain open to changing their own view when presented with new information;
- Focus disagreement on the issue rather than the individual;
- Reflect on situations and consider what they might do differently in future;
- You do not need to be the loudest person in the room. Constructive challenge can include asking a thoughtful question, identifying something that has been overlooked, or bringing a different perspective to a discussion.

4. Understanding of diversity and different experiences

You should recognise that people can experience their community, public services and policing differently.

We are particularly interested in people who can evidence one or more of the following:

- Understand that people's experiences can be influenced by their background, identity, circumstances and previous experiences;
- Are curious about experiences that are different from their own;
- Avoid assuming that one person's experience represents an entire community;
- Recognise that people can have very different levels of confidence and trust in policing and other public organisations;
- Can consider an issue from more than one perspective;
- Are willing to recognise and question their own assumptions;
- You are not expected to be an expert in every community or every aspect of diversity. What is important is an ability and willingness to listen, learn and consider perspectives other than your own.



Role specification (continued)

5. Listening and openness to different perspectives

You should be able to engage positively with people who have different opinions, backgrounds or experiences. This includes being able to:

- Listen carefully before reaching conclusions;
- Treat different viewpoints with respect, including views you may disagree with;
- Ask questions to understand people's experiences;
- Consider new information and different perspectives;
- Reflect on what you have heard and, where appropriate, change your approach or opinion;
- Contribute to discussions where there may be strongly held or conflicting views.

6. Personal qualities

Successful applicants are likely to demonstrate:

- Integrity – being honest and acting in good faith;
- Respect – treating people fairly and with dignity;
- Curiosity – wanting to understand why people's experiences or opinions may differ;
- Independence – being prepared to form and express your own view;
- Courage – being prepared to raise concerns or challenge appropriately;
- Self-awareness – recognising that your own experiences shape your perspective;
- Openness – being willing to learn from other people and reconsider your views;
- Community focus – caring about the experiences and interests of people beyond yourself.

7. Desirable

While not essential, the following may be helpful:

- Community leadership experience;
- Research or analytical skills;
- Communication and engagement experience;
- Experience using social media or digital engagement tools.



Appointment Details

Location

Community Scrutiny Groups (CSGs) operate within individual London Boroughs. Meetings may take place in person. Currently, we are recruiting for the following Boroughs, but if you do live, work, or are otherwise closely connected to a Borough not on the list, you can still apply to be considered later. The current Boroughs being recruited to (and the Metropolitan Police areas they are aligned to) are:

- Hackney (Met Central East, CE BCU);
- Camden and Islington (Central North, CN BCU);
- Waltham Forest and Newham (North East, NE BCU);
- Lambeth and Southwark (Central South CS BCU);
- Westminster (Central West BCU).

If you live, work, or are connected to a London Borough that is not currently being recruited to, you can still apply now, and indicate which Borough is of interest as you apply. We will then contact you when recruitment opens in your Borough.

Time Commitment

You will be expected to attend a two hour CSG meeting, once every month. Monthly Activities will include:

- Reviewing Body Worn Video footage;
- Reviewing police data;
- Reviewing other materials relevant to community scrutiny.

In addition, every three months, Community Scrutiny Groups will meet to:

- Review findings;
- Discuss recommendations;
- Meet with local police representatives;
- Agree future priorities.



Appointment Details (continued)

Length of Appointment

Volunteers are asked to commit to the role for a minimum of 12 months.

Training

All MOPAC volunteers will receive:

- Induction training;
- Community scrutiny training;
- Training on police powers;
- Guidance on reviewing data and Body Worn Video;
- Ongoing support and development opportunities.

Expenses

Reasonable travel expenses will be reimbursed in accordance with MOPAC's expenses policy.

Eligibility

Applicants must:

- Be aged 18 or over;
- Have a connection to the Borough they wish to represent;
- Be willing to adhere to confidentiality requirements and group agreements.

The following are not eligible:

- Current Metropolitan Police Service staff;
- Current MOPAC staff;
- Holders of elected political office.

Suitability Checks

Formal police vetting is not required. However, volunteers who review Body Worn Video footage may be subject to a basic police suitability check to identify any conflicts of interest.

Previous contact with the police will not automatically prevent participation.





Recruitment Timetable



CLOSING DATE

23:59 on
Wednesday 4 November



SHORTLISTING

Week commencing:
Monday 9 November



FINAL PANEL INTERVIEWS

Weeks commencing:
23, 30 November, or 7 December

How to apply

We are interested in hearing what you can bring, not simply what jobs or qualifications you have. You do not need previous experience of policing, committees or formal scrutiny. We are looking for people who are prepared to listen, ask questions, challenge respectfully and help us understand how decisions and services affect different people.

Think about the experiences, knowledge and perspectives you have developed through your life, your community, work, volunteering, education or other activities. We particularly welcome people who can bring perspectives that may not always be heard. You do not need to speak on behalf of an entire community, but we are keen to engage people who can bring their own perspective, while being willing to listen to, understand and represent others.

Applications will be assessed against the Person Specification criteria outlined earlier in this candidate pack. Those applicants considered to be the closest fit to our requirements will then be invited to attend an interview to discuss their interest in the role, and answer some further questions.

If you are currently a member of one of the Community Monitoring Groups we are recruiting for, you do not need to apply through the standard process, as you have already completed a selection process. Instead, you will automatically be invited to interview. Please contact communityengagement@mopac.london.gov.uk to arrange this.

To apply, you do not need to provide us with a CV, but rather simply answer three short questions. You can do this in writing (saved and uploaded as a PDF document). These will be assessed against the essential and desirable Person Specification criteria. Each answer should be no longer than 300 words.



How to apply (continued)

To apply, please answer the following three questions (in no more than 300 words each). You should save your responses in a single PDF document and upload it here: www.gatenbysanderson.com/job/GSe124497

1. Why would you like to be a community scrutiny volunteer?

Tell us what interests you about the role, and what you hope to contribute.

You do have the option of submitting your answer to question 1 only, as a short video clip. The use of a video is entirely optional. Do not attempt to upload your own video, but rather use the link provided here: <https://myint.video/aCVRWvtaX9>

When you follow the link, you will have the chance to practice recording, and to test your equipment, using two practice questions. These recordings are not submitted as part of your application, and are for practice purposes only.

Once you've completed the practice questions and feel confident, click "I'm ready, proceed to start." You will then move on and answer question 1. You can record 5 takes, submitting the version you are most satisfied with.

All applicants (including those submitting a video) need to answer questions 2 and 3 below (in a single PDF document):

2. Tell us about your connection to your local community.

This could include your work, volunteering, community activities, local groups or other experience.

3. Everyone has different experiences of policing. What do you think could help make policing fairer, more transparent, and more responsive to local communities?

Tell us a little more about how you thinking policing can be improved in your area.

The closing date for applications is 23:59 hours on Wednesday 4 November.



Frequently asked questions

1 - What is the Community Scrutiny Transformation Programme and why is it needed?

Community scrutiny of policing is already an established and important part of how we build trust, transparency and accountability. Community scrutiny takes place across London, giving local people opportunities to contribute to police oversight.

The Community Scrutiny Transformation Programme (CSTP) is transforming how this works by bringing existing community scrutiny arrangements together into a more consistent, coordinated and sustainable approach across London.

The programme is led by MOPAC in partnership with the Metropolitan Police Service and London's communities. It aims to strengthen the role of local people in scrutinising police powers and holding the police to account.

The CSTP is designed to make community scrutiny more community-led, representative, consistent, evidence-based, inclusive and accessible. This means creating opportunities for a wider range of people and communities to take part and ensuring that their experiences and views help inform scrutiny.

Community Scrutiny Groups are being established across London to provide opportunities for local people to contribute directly to police oversight and reform. The aim is to create a fair and representative approach to scrutiny, where communities can play a meaningful role in improving policing and building trust.



Frequently asked questions (continued)

2 - What is a Community Scrutiny Group?

A Community Scrutiny Group (CSG) is a group of local volunteers who review police activity and provide independent community feedback on how policing is delivered in their borough. The aim is to improve transparency, accountability and trust between communities and the police.

3 - Who are MOPAC and why are they leading this work?

MOPAC stands for the Mayor's Office for Policing and Crime. MOPAC oversees the Metropolitan Police Service on behalf of Londoners and works to ensure policing is fair, effective and accountable. A key part of MOPAC's role is making sure community voices help shape policing and influence how the police are held to account.

4 - What will my role involve?

As a Community Scrutiny Group member, you will help review how policing is carried out in your area and share your views on behalf of local communities. You will work with other volunteers and police representatives to discuss police activity, highlight any concerns, and make suggestions for improvement. Your feedback will help ensure policing is fair, transparent, and accountable. Scrutiny activities include:

- Review Body Worn Video footage;
- Review stop and search and use-of-force data;
- Discuss policing practices and community concerns;
- Provide feedback and recommendations;
- Engage with local police leaders;
- Help identify areas for improvement;
- Represent community perspectives within the scrutiny process.



Frequently asked questions (continued)

5 - Do I need previous experience?

No. We welcome applications from people with a broad range of skills, experiences and backgrounds. Training and support will be provided to all volunteers.

6 - How much time will I need to commit?

Groups will meet once per month for approximately two hours. Volunteers should also allow some additional time for reading papers or completing occasional training activities. We ask volunteers to commit to the role for at least one year.

7 - Will I receive training?

Yes, All Community Scrutiny Group members will receive training before taking part in scrutiny activities. This includes an induction to the programme, community scrutiny training, an introduction to relevant police powers, and guidance on reviewing data and Body Worn Video footage. Volunteers will also have access to ongoing support and development opportunities throughout their time on the panel.

8 - Will I be paid?

This is a voluntary role. Reasonable travel expenses will be reimbursed in accordance with MOPAC's expenses policy



Frequently asked questions (continued)

9 - Can I apply if I have had previous contact with the police?

Yes. Previous contact with the police does not automatically prevent you from volunteering. We particularly welcome people with lived experience, as their perspectives can bring valuable insight to community scrutiny.

Any suitability checks will be considered on a case-by-case basis to make sure there are no conflicts of interest.

10 - Will I have to review Body Worn Video footage?

Some volunteers may review Body Worn Video footage as part of their role. Appropriate training, guidance and support will be provided before you undertake this activity. Some members may also contribute to scrutiny activities that do not involve viewing Body Worn Video.

11 - How do I apply?

To apply, you will need to complete a short online application form. The application includes three straightforward questions, and if you prefer, you can submit one of your responses as a video rather than in writing.

If your application is successful, you will be invited to an interview. This will give us an opportunity to learn more about you, and for you to discuss your interest in the role and ask any questions you may have. We are committed to making the application and interview process as simple, accessible, and welcoming as possible. We want to attract a diverse range of applicants and encourage people from all backgrounds and experiences to apply.



Frequently asked questions (continued)

12 - Can I apply if I work for the police, MOPAC or hold elected office?

No. To maintain independence and public confidence in the scrutiny process, current MPS employees, current MOPAC employees and holders of elected political office are not eligible to become Community Scrutiny Group members.

13 - I am already involved in another police-related group. Can I still apply?

Membership of the Police Scrutiny Group and police advisory group should be mutually exclusive. This separation helps preserve the integrity of both functions by preventing conflicts of interest in relation to community engagement, oversight, and advice provided on policing decisions. Applicants should declare any existing participation in police-related groups or panels during the application process so that any potential conflicts of interest can be assessed.

14 - Will my involvement be public?

We will always protect your personal information in line with data protection legislation. However, Community Scrutiny Groups are public-facing accountability bodies and members may be identified publicly as part of their role in promoting transparency and public confidence.

15 - Are young people able to get involved?

You must be aged 18 or over to apply for these volunteer roles. Separate opportunities for young people may be available in some boroughs. Further information will be shared where these opportunities exist.

16 - Where can I find out more?

For further information or to discuss the role, please contact:

communityengagement@mopac.london.gov.uk We will aim to respond as quickly as possible.

