# Hosting Proforma

Department of Justice

Name of Host

Organisation

**1. Interchange Manager’s details**

Barbara McAtamney

Name

Organisation/

Hate Crime Branch, Community Safety Division

Department

Department of Justice

Room A4.11A, Block B, Castle Buildings

Stormont Estate, Belfast

BT4 3SG

Address

Telephone Fax number

N/A

028 90523777

Number

Barbara.mcatamney@justice-ni.gov.uk

E-mail

Secondment: Deputy Principal (DP) post – it is envisaged the post will last for two years with possibility of an extension, subject to the agreement of all parties.

Type of Opportunity

**2. Details of hosting opportunity**

Description of opportunity

|  |
| --- |
| As a member of the Hate Crime Branch, this post is an opportunity for an experienced and pro-active policy developer to work on a fast paced and developing area of work. The role will focus on the implementation of 34 recommendations from a Judge-led Review of Hate Crime Legislation aimed at updating and improving the current legislation. The majority of the recommendations relate to proposed legislative changes, the development of which require policy consideration with stakeholders and public consultation, as is the process with any proposed legislative change.  Hate Crimes are offences motivated by hostility based on a personal characteristic of the victim. Addressing hate crime has been recognised as a priority by the Minister of Justice and the wider Executive. To this end, the recommendations from the Review provide an opportunity for the Department to strengthen and update hate crime legislation in Northern Ireland. This is expected to improve outcomes for victims of hate crime, improve confidence in the justice system, increase reporting levels and ultimately support the administration of justice.  The Hate Crime Branch, within which this role is based, is one of five Branches, which sit within the Community Safety Division, in the Department of Justice. Community Safety Division has responsibility for a wide range of community safety issues related to reducing crime and the harm and vulnerability caused by crime. For example domestic and sexual abuse; removal of interface structures under the Executive’s T:BUC (Together: Building United Communities) strategy; community safety related to wider community tensions, including bonfires; public protection and supporting the delivery of community safety at a local level, through the Policing and Community Safety Partnerships.  In addition to ensuring hate crime legislation represents the most effective approach for the justice system to deal with criminal conduct motivated by hostility, the Branch is also responsible for working with partners to:   * increase awareness of hate crime, increase reporting and ensure support is in place for victims as they proceed through the criminal justice process, including support for an advocacy service; * ensure issues around hate crime and community cohesion are represented in cross-Departmental discussion, for example on Refugees and Asylum Seekers. |

Main objectives of the opportunity

|  |
| --- |
| The post holder will be an essential part of a small focussed team responsible for delivering systemic change by strengthening and updating hate crime legislation in Northern Ireland. The post holder will play a key role in the development of a Hate Crime Bill in this new mandate, consulting on and finalising proposed legislation based on recommendations arising from the independent review of hate crime legislation.  The consultation has been split into two phases. The first phase commenced 31 January 2022 and closed 28 March 2022, covering issues including: a new statutory aggravation model for hate crime; sectarian offending in hate crime law; elements of stirring up offences; special measures and prohibition of cross examination; and exploring the issue of misogyny (including trans misogyny) in hate crime law ([Consultation on Hate Crime Legislation in Northern Ireland | Department of Justice (justice-ni.gov.uk)](https://www.justice-ni.gov.uk/consultations/consultation-hate-crime-legislation-northern-ireland).  The post holder will lead on policy issues to be covered in Phase Two of the consultation and Hate Crime Bill, covering recommendations in relation to: consideration of additional protected categories in hate crime law (age and sex/gender); stirring up offences and issues relating to freedom of expression/speech; and a statutory duty on public authorities to remove expressions of hatred from public space (where reasonable).  These recommendations will need to be taken forward with colleagues in other departments and in consultation with interested partners and stakeholders. The post holder will need to be aware of the sensitivities in navigating these issues.  Key duties and responsibilities will include -  Project lead for **policy** **development** on specified recommendations for the Review of Hate Crime Legislation including:   * engaging with stakeholders and developing linkages and relationships across the Department and beyond to ensure connectivity and a joined up approach; * overseeing research and analysis to inform policy development; * identification and appraisal of policy options and solutions; * identification of financial, resource, operational and legislative implications; * development of key documents including options papers, briefing papers, consultation; * provision of advice to Minister and senior officials.   In due course, project lead for **implementation** of agreed policy outcomes, including:   * engagement with stakeholders and delivery partners; * develop and oversee implementation of project plans to deliver policy outcomes; * development of business cases as necessary; * development of legislative proposals and, as agreed by Minister, support development of policy instructions to Counsel etc, as required.   Leadership, management and delivery of corporate objectives, including:   * provide advice and support to Minister and senior officials; * oversee preparation of accurate, timely and sensitive casework and briefing; * represent the Branch/Department at various meetings as required; * compliance with corporate governance and programme management requirements; * contribute to business and corporate planning and risk management in the Branch; * ensure compliance with information management and security policies. |

**3. Skills requirements**

What qualities, skills and experience is required from the individual

|  |
| --- |
| The post holder will require a range of knowledge, skills and characteristics including:   * Experience in policy development and proactive approach to problem solving; * Ability to collate, analyse, assess and evaluate information, data and research from a range of local, national and international sources, to inform effective policy development to deliver outcome; * Sound decision making based on evidence and knowledge, to provide accurate and informed advice to the Minister of Justice and senior management; * Good briefing and literacy skills required to provide accurate and detailed report writing and policy papers; * Good written and oral communication skills required to engage with a range of partners and stakeholders on sensitive and controversial issues, and to provide briefing and informed option proposals, as required; * Ability to work effectively and collaboratively with delivery partners and stakeholders and build relationships across teams, departments, organisations and sectors with different views/opinions, priorities and values. Experience of working with partners in the justice system would be valuable but is not considered essential; * Delivery of business objectives within set timeframes and at pace, as required; * Awareness of the need for sensitivity and ability to handle/respond to matters and differing views/opinions with professionalism and diplomacy; * Capability to work independently as well as in a team, taking responsibility for outcomes. * An understanding of legislative processes would be valuable but is not considered essential. |

**4. Personnel: Please state below**

Who will the individual report to?

|  |
| --- |
| Barbara McAtamney |

Who will be the individual’s line manager and/or reporting officer?

|  |
| --- |
| Barbara McAtamney |

**5. Transfer of learning**

Please give details of how the Opportunity will benefit your organisation, the

individual and their organisation.

|  |
| --- |
| The Department is taking forward new legislation, which is of political and social interest in NI, and which hopes to benefit from the experience and fresh approach that the post holder will bring to the role. The successful individual will work with a wider range of criminal justice partners, stakeholders and voluntary and community groups to deliver legislation through the Executive/NI Assembly process that will improve the criminal justice system in supporting victims of hate crime across NI. The personal development, knowledge, skills and networks built up during this period is considered beneficial to the successful individual’s organisation longer term. |

**6. Logistics**

Please provide details of the likely start date, duration, location, form of transport required, resources (i.e.; desk, PC, etc.) and funding arrangements for the opportunity.

|  |
| --- |
| **Start Date**: Mid-August 2022 or as soon as a suitable candidate is identified and a release date agreed.  **Duration**: 2 years with the possibility of an extension, subject to the agreement of all parties.  **Location**: Department of Justice, Block B, Castle Buildings, Stormont Estate, Belfast BT4 3SG.  **Resources**: IT equipment, to facilitate any home working, will be provided.  **Funding**: Department of Justice will meet salary costs (range £39,748- £42,639) and any associated expenses.  **Further information**: For further information, please contact Barbara McAtamney, Tele: 028 905 23777 or Email: [barbara.mcatamney@justice-ni.gov.uk](mailto:barbara.mcatamney@justice-ni.gov.uk).  **Closing Date:** Applications must be submitted by **4.00pm on Friday 01 July 2022** to**:**  [**interchangesecretariat@finance-ni.gov.uk**](mailto:interchangesecretariat@finance-ni.gov.uk) |

**7. Endorsement**

**Interchange Manager**

|  |
| --- |
| **Barbara McAtamney** |

**Signed:**

|  |
| --- |
| **07 June 2022** |

**Date:**