



Home Office

Independent Prevent Commissioner

Recruitment Information Pack

February 2025



**INVESTORS
IN PEOPLE**

Bronze



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Background

[CONTEST](#) is the UK's counter-terrorism strategy established in 2003 to tackle all forms of terrorism (updated 2023).

The core CONTEST framework, which has long been recognised as world-leading, remains unchanged from earlier iterations of the strategy. Our work to **Prevent** people from becoming terrorists or supporting terrorism; and **Pursue** terrorists to disrupt their plots is designed to reduce the threat. Our efforts to **Protect** against a terrorist attack reduce our vulnerability, and efforts to **Prepare** to mitigate the impact of any attack are designed to reduce the impact.

The aim of Prevent is to stop people from becoming terrorists or supporting terrorism. Our Prevent work also extends to supporting the rehabilitation and disengagement of those already involved in terrorism.

The objectives of Prevent are:

- tackling the ideological causes of terrorism
- intervening early to support people susceptible to radicalisation
- enabling people who have already engaged in terrorism to disengage and rehabilitate

In the UK, delivery of early intervention support to people susceptible to radicalisation begins with referrals to Prevent. Anyone can make a Prevent referral and under the Prevent Duty, institutions including schools, colleges, universities, health authorities, local authorities, police, and prisons must consider the risk of radicalisation as part of their day-to-day safeguarding work. This includes referring individuals susceptible to radicalisation to Prevent for support.

Where the police assess a radicalisation risk following a Prevent referral, a Channel panel - chaired by the local authority, and attended by multi-agency partners such as police, education professionals, health services, housing and social services - will meet to assess the risk and agree a tailored package of support. Channel is a voluntary process, and individuals must give their consent before they receive support. Where risks cannot be managed in Channel, they will be kept under review by the police.

The Desistance and Disengagement Programme provides tailored interventions that support individuals to stop participating in terrorism-related activity (desist) and move away from terrorist ideology and ways of thinking (disengage). Specialist providers deliver interventions in prisons and in the community including theological, ideological and practical mentoring, to reduce the offending risk.

The Home Secretary has recently outlined reforms to strengthen Prevent. These will ensure that the programme keeps pace with the increasingly complex and evolving terrorist threat, stopping people from being drawn towards dangerous and extremist ideologies, carrying out acts of terrorism or supporting terrorism. The measures include:

- conducting an end-to-end review of Prevent thresholds, and updating policy and guidance, including on repeat referrals, to ensure they reflect the full range of threats we see today.
- broadening the interventions available to people supported by the Channel early intervention programme – in addition to ideological mentoring, we will seek to reflect

the increasingly diverse drivers of radicalisation, by exploring options to support at-risk individuals with cyber skills, family interventions, or practical mentoring.

- undertaking a strategic policy review to identify and drive improvements in how individuals referred into Prevent who are neurodivergent or suffer from mental ill-health are supported and managed.
- strengthening our approach to the monitoring and oversight of referrals that do not meet Prevent thresholds, by launching a pilot in January to test new approaches to cases that are transferred to other services to ensure there is proper monitoring and requirements in place.

As part of these reforms, a new permanent Independent Prevent Commissioner will also be recruited with the specific remit of reviewing the programme's effectiveness, identifying gaps and problems before they emerge.

Role Description

Title: Independent Prevent Commissioner

Roles Available: One

Commitment: 1-2 days per week

Remuneration: £1200 per day (plus VAT), with reasonable expenses also paid.

Appointment: Three-year fixed term appointment as an office holder with the possibility of re-appointment.

Location: Flexible, with regular travel to Central London. The role covers Prevent in England, Wales and Scotland.

Reporting to: Home Secretary

Purpose:

The Independent Prevent Commissioner's role is to provide an independent strategic oversight and review function for Prevent to ensure that it can meet its objectives as effectively as possible. The Commissioner will also provide an opportunity for the public and practitioners to raise concerns about the activity of Prevent by leading the Standards and Compliance Unit.

The Independent Prevent Commissioner will be a high profile, publicly important role. The Commissioner may need to engage with the public, invite challenge from Prevent's critics, capture best practice, and understand the role of the Prevent programme in stopping people from becoming terrorists or supporting terrorism.

This Commissioner will operate independently of the Prevent Directorate, but will report into and be supported by the Home Office. The Commissioner will have secretariat support appropriate to fulfil their responsibilities. This will be a team of at least 3 people including research or analytical support.

It is likely that the Commissioner's reports will inform public policy around how counter-terrorism interacts with integration, public health, faith and communities – and how these policy areas can support counter-terrorism efforts - in the coming years. Their recommendations must be meaningful, proportionate and actionable, with the implications of their implementation rigorously considered.

In addition, Prevent naturally attracts significant attention and it is likely that the Independent Prevent Commissioner may be called upon to take part in public debates, give evidence to Parliamentary Committees and international bodies, consult with communities and comment on Prevent-related issues. When doing so, the Commissioner should take into account the Seven Principles of Public Life (see Terms of Appointment).

The Commissioner will have the Responsibilities as set out below.

RESPONSIBILITIES

The Commissioner's primary responsibilities will be (1) reviewing; (2) oversight; and (3) investigating concerns about Prevent.

1. Reviewing

The Commissioner will review Prevent legislation, policy and implementation to ensure that Prevent can effectively meet its objectives to provide early intervention and stop people from becoming terrorists or supporting terrorism.

- The Commissioner will set their own review work programme, providing progress reports to the Home Secretary. The Terms of Reference for any reviews will be devised by the Commissioner, to be agreed with the Home Secretary.
- Parliament, the Home Secretary or other Ministers may, at any time, require the Commissioner to report on any matter relating to Prevent.
- Interim findings or similar may be provided to the public, the Home Secretary or other partners at the Commissioner's discretion.
- Unless agreed otherwise, the Commissioner will provide any reviews/reports to the Home Secretary before publication or public release.
- The Commissioner may publish an executive summary (subject to security checks), with the publication or disclosure of full reports only as approved by the Home Secretary or agreed in advance.
- Save in relation to the functions of the Standards and Compliance Unit, the Commissioner will not review individual cases or decision making, though may need to gather operational details, case information or Prevent data to understand the impact of policy and legislation, and the processes in place to deliver Prevent. However, the Commissioner may, by exception, be asked to provide independent scrutiny for internal case reviews.

2. Oversight

The Commissioner will oversee the government's implementation of accepted recommendations from reports and reviews.

- The Commissioner will provide independent scrutiny of the system's oversight, currently provided by Homeland Security Group Prevent Directorate, wider CONTEST structures, and the Prevent Ministerial Oversight Board.
- The Commissioner will monitor current system oversight structures to ensure they are holding Prevent to account on fulfilling its agreed commitments.
- Findings and recommendations should be set out in regular reports, which may be laid by Ministers before Parliament (subject to departmental clearance).

3. Investigating concerns about Prevent

The Independent Prevent Commissioner will lead the Standards and Compliance Unit, currently based in the Commission for Counter Extremism.

- This Unit provides a clear and accessible route for the public and practitioners to raise concerns about the activity of Prevent.
- Under the direction of the Home Secretary or Home Office Ministers, the Unit can also conduct thorough investigations to assess complaints or concerns regarding Prevent delivery.
- The Unit fulfils a crucial oversight function of Prevent, analysing complaints data and then informing Ministers. It publishes annual reports sharing details on numbers and types of complaints received.

Person Specification

It is essential that you provide in your supporting statement evidence and proven examples against each of the selection criteria in **Part One** of the person specification, in so far as you are able. These responses will be further developed and explored with those candidates invited for interview, together with the other criteria listed in **Part Two**.

PART ONE: ESSENTIAL CRITERIA

- Proven track record in managing relationships with diverse stakeholders who have differing priorities.
- Knowledge and experience of building relationships with statutory bodies, and the capability to conduct challenging conversations.
- An understanding of how to improve strategic delivery and a successful track record in promoting the use of good practice.
- Evidence of strategic leadership at senior levels of government, law enforcement, civil society, the public sector or academia.
- Evidence of representing organisations in public, including in the media and with a range of stakeholders.
- Strong communication, negotiating and interpersonal skills to build effective working relationships with Ministers, policy owners, government departments, the media, and other key stakeholders, including the wider public sector, civil society, law enforcement and local communities.

PART TWO: KNOWLEDGE, SKILLS AND ABILITIES

You should also be able to demonstrate:

- A clear understanding of the role of evidence-based analysis in informing policy in an area of political and public attention and sensitivity.
- Ability to be a highly regarded, credible and confident leader, with the ability to lead effective boards and organisations.
- Ability to provide robust, independent advice, under a high level of public interest and scrutiny, and use a public profile to build consensus.
- Credibility with governments, the sector, industry and the public.
- Experience in one or more sectors related to Prevent is desirable.

As a holder of a public office the Commissioner is expected to follow the Seven Principles of Public Life, as set out by the Nolan Committee on Standards in Public Life.

Due Diligence: Please note that as part of the recruitment process, due diligence, including social media checks will be undertaken on the appointable candidates.

Response Instructions

The closing date for applications is 23:00 on Monday 17 March 2025.

Please submit the following two documents, clearly labelled. In order to apply, you will need to click on one of the links below, depending on if you have already set up an account on the Public Appointment website.

<https://apply-for-public-appointment.service.gov.uk/create-account>

<https://apply-for-public-appointment.service.gov.uk/auth/sign-in>

1. A **concise CV** (maximum two sides A4, minimum 12 font) setting out your career history and including details of any professional qualifications.
2. A **short supporting statement** (maximum two sides A4, minimum 12 font) giving evidence of the strength and depth of your ability to meet the essential criteria for the role. Please provide specific examples to demonstrate how you meet each of the experience, qualities and skill areas identified in the person specification.

Please submit your application documents as two separate attachments and note that short-listed candidates will also be required to complete and return a separate form in relation to referees and nationality information.

Please note the following:

- **We cannot accept applications submitted after the closing date.**
- **Applications will be assessed solely on the documentation provided. Please refer to the advert and checklist to ensure you have provided the necessary documentation.**
- **Applications will be acknowledged upon receipt.**
- **Feedback will only be given to unsuccessful candidates following interview.**

Further Information

If you have any queries about any aspect of this role, or merely wish to have an informal discussion, then please contact PreventandCECommissionerRecruitment@homeoffice.gov.uk in the first instance.

If you have any queries about the recruitment process for this role, please contact the Public Appointments Team at: publicappointments@homeoffice.gov.uk

If helpful to you, there is guidance available on writing a supporting statement on the public appointments webpages [here](#).

Indicative Timetable

Please note that these dates are only indicative at this stage and could be subject to change.

Closing Date	23:00, Monday 17 March 2025
Short-list Meeting	Expected w/c 31 March
Candidate Interviews	Expected w/c 28 April
Meeting with Ministers (if required)	Expected post interview (TBC)

Selection Process

This recruitment is being competed in the spirit of the [Governance Code on Public Appointments](#), which sets out the regulatory framework for public appointments processes. The Code is based on three core principles – merit, openness and fairness.

An Advisory Assessment Panel (Panel) will sift applications, assessing each application against the essential criteria, to produce a shortlist. Subject to Ministerial consideration, they will then conduct interviews to ascertain which candidates are appointable to the role.

The Panel will be chaired by Chloe Squires (Director General, Homeland Security Group), and comprise Kate Dixon (Director School Curriculum, Pastoral Care and Safeguarding, Department for Education), and Peter Gross as Independent Panel Member

At the short-listing meeting the selection panel will assess each application against the essential criteria and decide who to invite for interview. If you are shortlisted, you may be asked to take part in a series of assessments which may include a staff engagement exercise. These assessments will not result in a pass or fail decision. Rather, they are designed to support the panel's decision making and highlight areas for the panel to explore further at interview.

The final decision to appoint to this role rests with Ministers. Appointable candidates may be invited to meet with Ministers before a final decision is made. As a result, there may be a delay in informing candidates of the outcome of the competition.

We encourage a diverse workforce and welcome applications from all suitably qualified people.

Please note: Expenses incurred by candidates during the recruitment process will not be reimbursed except in exceptional circumstances and only when agreed in advance with the Home Office Public Appointments Team.

Terms of Appointment

Nature of Appointment: The successful candidates will not be an employee of the Home Office or the Office of the Independent Prevent Commissioner. Accordingly, nothing in this document shall be construed as, or taken to create, a contract of employment between the successful candidate and the Department or His Majesty's Government.

Appointment Term: The successful candidate's appointment as Independent Prevent Commissioner will be made by the Home Secretary. The appointment will be for a fixed period of three years.

Re-appointments can be made at the end of the period of office for a further term of up to three years at the discretion of Ministers, subject to a satisfactory appraisal of performance and mutual agreement. It should be noted that this post is a public appointment, appointments may be terminated prior to the conclusion of the period of appointment.

Remuneration and Time Commitment:

- This is a part-time position.
- Remuneration will be £1200 per day (plus VAT). No additional fee is paid for any time spent in preparation or travelling. The remuneration is taxable through the Home Office payroll, but the appointment is not pensionable.
- Applicants should note that the successful candidate cannot be remunerated for this role if they are being paid for an existing full-time role from the public purse.

Location: Flexible, with regular travel to Central London.

Security clearance: **The successful candidate will be required to have or be willing to obtain security clearance to Developed Vetting (DV) level.** The role will be offered on a conditional basis until the successful candidate has passed all checks. The successful candidate will be encouraged to take up this appointment as soon as possible, subject to the successful completion of all pre-appointment checks. Further details about the vetting process can be viewed here: [United Kingdom Security Vetting: clearance levels - GOV.UK](#)

Confidentiality: The successful candidate will be subject to the provisions of the Official Secrets Act and required to exercise care in the use of official information acquired during official duties, and not to disclose information which is held in confidence.

Disqualification for appointment: There are circumstances in which an individual will not be considered for appointment. They include:

- people who have received a prison sentence or suspended sentence of three months or more in the last five years;
- people who are the subject of a bankruptcy restrictions order or interim order;
- in certain circumstances, those who have had an earlier term of appointment terminated;
- anyone who is under a disqualification order under the Company Directors Disqualification Act 1986, or Part 2 of the Companies (Northern Ireland) Order 1989; and
- anyone who has been removed from trusteeship of a charity.

Further advice about disqualification for appointment can be given by contacting the Public Appointments Team on publicappointments@homeoffice.gov.uk

Standards in public life: You will be expected to demonstrate high standards of corporate and personal conduct. Candidates will be expected to abide by the “Seven Principles of Public Life” set out by the Committee on Standards in Public Life (see below, page 12). Failure to do so may result in sanction up to and including dismissal.

Registration of interests: The purpose of these provisions is to avoid any danger of a public appointee being influenced, or appearing to be influenced, by their private interests in the exercise of their public duties.

Public appointments require the highest standards of propriety, involving impartiality, integrity and objectivity, in relation to the stewardship of public funds and the oversight and management of all related activities. This means that any private, voluntary, charitable, or political interest which might be material and relevant to the work of the body concerned should be declared. It is important, therefore, that you consider your circumstances when applying for a public appointment and identify any potential conflicts of interest, whether real or perceived.

There is a requirement to declare any actual or potential conflict of interest you may have in being appointed as the Commissioner in a separate form. Any actual or perceived conflicts of interest will be fully explored by the Panel at interview stage.

Political Activity: Members will need to show political impartiality during their time as Commissioner and must declare any significant party-political activity they undertake in the period of their appointment. Details of the successful candidate’s declared political activity must be published by appointing departments when the appointments are publicised.

The Political Activity Declaration will be kept separate from your application and will only be seen by the Panel prior to interview – the Panel may at that stage explore with candidates any potential for conflict of interest. It is appreciated that political activities may have given you relevant skills, including experience gained from committee work, collective decision making, resolving conflict and public speaking. If, therefore, you have had such experience and you consider it relevant to your application for this post, you may if you choose include it separately in the main body of your application.

Equal Opportunities Monitoring: The Home Office is committed to providing equal opportunities for all, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

As part of the application process, we ask candidates to complete equal opportunities monitoring information. This will help us to monitor selection decisions to assess whether equality of opportunity is being achieved. The information on the form will be treated as confidential and used for statistical purposes only. The form will not be treated as part of your application.

Disability Confident: The Home Office is an accredited user of the government’s “Disability Confident” disability symbol, which denotes organisations which have a positive attitude towards disabled applicants. Applicants who meet the minimum criteria in the job specification are guaranteed an interview (GIS). Selection will be on merit. If you wish to apply for consideration under this scheme, please complete the form on the Public Appointment website. It is not necessary to state the nature of your disability.

Whether you choose to apply under the GIS or not you can still ask us to make particular arrangements for you when attending an interview. You can also contact us if you want to discuss the criteria for the role or have questions regarding your application.

Centre for Public Appointments Database: If you consent, we will retain your CV and contact details for the purposes of alerting you to any opportunities that may arise in future. We will also share your CV and contact details with the Centre for Public Appointments in the Cabinet Office who may use it for this purpose. They may also share it with other Government Departments so that they can contact you about such opportunities. You may withdraw your consent to your information being processed for this purpose at any time by contacting dpo@homeoffice.gov.uk

Complaints: If you are not completely satisfied with the way your application is handled at any stage of the competition, please raise any complaint in the first instance with the Public Appointments Team at: publicappointments@homeoffice.gov.uk

We will reply to your complaint within 20 days.

ANNEX A – THE SEVEN PRINCIPLES OF PUBLIC LIFE

The principles of public life apply to anyone who works as a public office-holder. This includes all those who are elected or appointed to public office, nationally and locally, and all people appointed to work in the civil service, local government, the police, courts and probation services, NDPBs, and in the health, education, social and care services. All public office-holders are both servants of the public and stewards of public resources. The principles also have application to all those in other sectors delivering public services.

Selflessness

Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

Objectivity

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the public interest clearly demands.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

Holders of public office should promote and support these principles by leadership and example.