

**OFFICE OF THE POLICE AND CRIME COMMISSIONER  
FOR HUMBERSIDE  
DECISION RECORD**

Decision Record Number: **21/2021**

Title: Recruitment of a paid intern role for research purposes

**Executive Summary:**

This is a record of the decision to fund a short term paid intern role to increase our research capability in relation to taking a public health approach to domestic abuse.

**Decision:**

That the request to commit to provide funds of up to £4000 in partnership with the University of Hull (who shall agree to commit up to £1000 contribution toward a full-time intern role over a 12-week period) to be agreed and recorded.

**Background Report: Open**

**Police and Crime Commissioner for Humberside**

I confirm I have considered whether I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with my code of conduct.

Any such interests are recorded below.

The above decision has my approval.

**Signature**



**Date: 19/10/2021**

**POLICE AND CRIME COMMISSIONER  
FOR HUMBERSIDE**

**SUBMISSION FOR: DECISION**

**OPEN**

**Title:** Recruitment of a paid intern role for research purposes

**Date:** Monday 11<sup>th</sup> October 2021

---

**1. Executive Summary**

In order to further our work on taking a public health approach to Domestic Abuse (PHADA) we need to increase the research capability of the project team. Specifically, we are interested in recruiting a paid intern research post to undertake, as a minimum, the following:

- A UK based literature review to identify best practice recommendations on interventions and educational programmes implemented with individual and group cohorts of children affected by domestic abuse; where possible to be collated according to demographic: ideally covering age, gender, ethnicity and socio-economic background.
- A literature review identifying UK and wider adult domestic abuse perpetrator programmes with measurable successful outcomes; taking account of resource required, cohort, re-offending rates and whether mandatory or voluntary requirement (among other potential factors).

**2. Recommendation(s)**

To approve the recruitment of a paid intern research role for the PHADA project.

**3. Background**

The Humber Internships Programme (HIP) runs until June 2023 and offers supported 12-week internship for eligible employers with the aim of giving local employers access to the best of the regions talent through supported internships which will support them to drive their business forward or respond to a short-term business need.

Supporting undergraduates and graduates to develop invaluable experience by working together to match their skills and aspirations with the needs of local SMEs, as a great way to expand experience or help to plan their next step when they graduate: <https://humberinternships.co.uk/>

#### **4. Options**

- 1) Do nothing, do not provide the funding. This option is not recommended as there is a clear opportunity to further inform our work.
- 2) Use existing staff to carry out the research: this would not be timely due to capacity issues and other competing priorities.
- 3) Fully fund the request. This option is supported and recommended as it will provide us with an evidence base for targeted interventions.

#### **5. Financial Implications**

The approximate total cost for the post if employed at 30 hours per week at a rate of £9.50 per hour (living wage) over a 12-week period shall be £3,420 (subject to additional on costs). If the appropriate candidate is recruited at part time hours of 15 hours per week the total cost shall be £1,710 (subject to additional on costs). Up to £1000 has been offered by the University of Hull to assist in meeting the total cost of the post; this amount will be offered on a reduced pro-rata basis for a part-time candidate.

#### **6. Legal Implications**

Applicant will be recruited in line with existing OPCC and University of Hull recruitment and selection policies.

#### **7. Driver for Change/Contribution to Delivery of the Police and Crime Plan**

This research will help progress several key areas of OPCC activity, it addresses the aim of ensuring 'Safer Communities – our aim is to focus activities on interventions that significantly impact on local crime levels'.

#### **8. Equalities Implications**

The successful candidate will be recruited in line with existing OPCC and University of Hull recruitment and selection policies, plus we will extend a trial of anonymous shortlisting in order to reduce any potential bias.

#### **9. Consultation**

This work has been discussed with members of our PHADA Expert Reference Group.

#### **10. Media information**

This research forms part of our long-term approach to tackling domestic abuse and protecting children.

#### **11. Publication**

Open

**PLEASE COMPLETE AND APPEND THE FOLLOWING TABLE TO ALL REPORTS THAT REQUIRE A DECISION FROM THE COMMISSIONER**

This matrix provides a simple check list for the things you need to have considered within your report. If there are no implications, please state

I have informed and sought advice from HR, Legal, Finance, OPCC officer(s) etc. prior to submitting this report for official comments	N/A
Is this report proposing an amendment to the budget?	No
Value for money considerations have been accounted for within the report	Yes
The report is approved by the relevant Chief Officer	Yes
I have included any procurement/commercial issues/implications within the report	Yes
I have liaised with Corporate Communications on any communications issues	N/A
I have completed an Equalities Impact Assessment and the outcomes are included within the report	N/A
I have included any equalities, diversity and or human rights implications within the report	Yes
Any Health and Safety implications are included within the report	N/A
I have included information about how this report contributes to the delivery of the Commissioner's Police and Crime Plan	Yes