HUMBERVPP
Violence Prevention Partnership

BOARD MEMBER RECRUITMENT PACK

Help shape a safer Humber

NOVEMBER 2026

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TWO OPPORTUNITIES. ONE SHARED PURPOSE.

We are recruiting new Board members from the **education sector** and the **voluntary, community and faith sector** to help lead our collective work to prevent and reduce serious violence.

Bring your knowledge, connections and perspective to decisions that matter to children, young people and communities across the Humber.

At a glance

Vacancies: Education sector representative; voluntary, community and faith sector representative.

Term: Up to three years.

Remuneration: These are voluntary roles that are unremunerated. For the voluntary, community and faith sector representative, reasonable travel expenses may be claimed if these cannot be covered by an employer.

Area: East Riding of Yorkshire, Hull, North East Lincolnshire and North Lincolnshire.

Closing date: 6 January 2027, 12 noon.

Informal enquiries and applications: humbervpp@humberside.police.uk



WELCOME FROM THE CHAIR



Thank you for your interest in joining the Humber Violence Prevention Partnership Board. I am delighted that you are considering bringing your experience, insight and commitment to our shared ambition: preventing violence and helping children, young people and communities across the Humber to thrive.

I am proud of what the VPP has achieved in bringing partners together around this purpose. Our strength lies in our shared commitment to prevention: drawing on evidence, listening to communities and working across organisational boundaries. There is much more to do, but we have a strong foundation on which to build.

These appointments are an exciting opportunity to help shape our next chapter. Education and voluntary, community and faith organisations bring knowledge, relationships and perspectives that are essential to effective prevention. As a Board member, you will help turn that insight into shared priorities and decisions, strengthening the connections between our partnership and the people it serves.

If you share our belief that violence is preventable and that we can achieve more together, I encourage you to apply. I look forward to welcoming new voices to the Board and building on our progress together.

Police and Crime Commissioner Jonathan Evison
Chair, Humber Violence Prevention Partnership

ABOUT THE PARTNERSHIP

A shared approach to prevention

The Humber Violence Prevention Partnership (Humber VPP) brings partners together to lead and co-ordinate the local response to preventing and reducing serious violence through a public health approach.

That means understanding the causes of violence, listening to communities, using data and evidence, and working across organisational boundaries to develop both immediate and long-term solutions. Prevention is a shared responsibility, not something any single organisation can achieve alone.

The partnership works across East Riding of Yorkshire, Hull, North East Lincolnshire and North Lincolnshire, connecting Humber-wide leadership with local delivery through the four Community Safety Partnerships.

Established in 2022, we are one of 20 Violence Reduction Units across England and Wales with core funding from the Home Office. Our work supports the delivery of the Serious Violence Duty, a statutory duty which requires authorities to work together to prevent serious violence. Education providers are a "relevant authority" under the Duty, while community representation is key to the VRU approach, so both are important partners in our work.

The Humber VPP is supported by a multidisciplinary team hosted by the Office of the Police and Crime Commissioner, which works alongside colleagues from across partner agencies.

How the Board makes a difference

The Board is the VPP's primary decision-making body. It provides strategic direction and oversight, agrees priorities, monitors delivery and impact, and seeks opportunities to align partners' resources and activity. It brings together senior representatives from the partnership's member organisations and is chaired by the Police and Crime Commissioner.

These two appointments are an opportunity to strengthen the connections between strategic decisions, educational settings and community experience.

Why join?

- **Influence shared priorities: help shape the partnership's strategy, delivery and use of evidence.**
- **Connect practice and policy: bring insight from your sector into Humber-wide decisions.**
- **Build collaboration: identify opportunities for organisations to work together and make better use of their collective resources.**
- **Strengthen community influence: help ensure communities' and young people's views inform the partnership's work.**

This is a non-executive strategic partnership role, rather than a post delivering services. The formal responsibilities of Board members and the Board's terms of reference are included later in this pack.

THE OPPORTUNITIES

We are seeking senior representatives who can contribute beyond their own organisation, understand wider sector perspectives and help make connections across the Humber. Applicants should have appropriate strategic decision-making authority within their organisation or substantial relevant experience.

Education sector representative

You will bring a strategic understanding of education and the contribution educational settings can make to prevention, early intervention and positive opportunities for children and young people.

Your contribution could include:

- Bringing insight into the challenges and opportunities facing schools, colleges and other educational settings.
- Helping the Board understand issues such as attendance, inclusion, transitions and engagement with learning.
- Connecting the partnership with education networks and helping share evidence and learning.
- Identifying opportunities for education, community organisations and statutory partners to work more closely together.

Relevant experience may come from school or academy trust leadership, further education, alternative provision or another educational institution. You do not need to directly represent every type of setting, but should be willing and able to engage with wider education perspectives. Established connections and participation in local networks would therefore be advantageous.

Voluntary, community and faith sector representative

You will bring a strategic understanding of the voluntary, community or faith sectors, their strengths and pressures, and their relationships with communities.

Your contribution could include:

- Bringing community knowledge and insight into the experiences of people affected by, or at risk of, violence.
- Helping the Board understand the contribution of community-led prevention, trusted relationships and local organisations.
- Strengthening links with sector networks, including smaller grassroots organisations.
- Helping community insight and young people's views influence the partnership's decisions.

Relevant experience may come from leading a charity, community or faith organisation or sector infrastructure body. You should be able to bring a wider sector perspective, rather than focusing only on your organisation's interests. Established connections and participation in local networks would therefore be advantageous.

WHAT WE ARE LOOKING FOR

We are interested in the perspective you bring, your ability to work collaboratively and the contribution you can make to the partnership's purpose.

For both appointments

- **Relevant leadership:** Leadership experience in the sector you are applying to represent, with appropriate strategic decision-making authority in your organisation.
- **Commitment to prevention:** A commitment to preventing and reducing violence through a collaborative public health approach, and willingness to develop your understanding of it.
- **Connection to the Humber area:** Knowledge of communities, institutions or networks in the Humber area, and an ability to consider needs across all four local authority areas.
- **Strategic judgement:** An ability to consider complex issues, ask constructive questions and contribute to shared decisions in the interests of the local population.
- **Evidence-informed thinking:** Willingness to engage with data, research, evaluation and community insight, including where these challenge existing assumptions.
- **Collaboration and influence:** Experience of working across organisations, building relationships and helping translate shared priorities into action. Ability to advocate for violence prevention and the VPP's work.
- **Wider representation:** Ability to draw on sector networks, listen to different perspectives and communicate the VPP's work beyond the Board.
- **Integrity and commitment:** Capacity to prepare for meetings, participate actively, follow through on agreed actions, respect confidentiality and declare relevant interests.

Additional contribution for each role

Education: Understanding of the education sector's role in supporting children and young people vulnerable to being drawn into violence or entering the criminal justice system, with the ability to connect the Board to educational leadership and networks.

Voluntary, community and faith sector: Understanding of community-led activity and the sector's operating environment, with the ability to connect the Board to a range of organisations and community perspectives.

ROLE OF A BOARD MEMBER

The Humber VPP's Governance Framework describes the role of a Board member as being:

1. To provide their knowledge, skills and experience to steer the VPP's work and ensure it makes informed decisions in the best interests of the local population.
2. Where applicable, to make commitments and take decisions on behalf of their organisation in the context of a collaborative multi-agency approach.
3. To engage with, and seek to build understanding, of the evidence base supporting the VPP's work, ensuring decisions are evidence-based.
4. To offer their organisation's resources, where appropriate, in support of the VPP's work.
5. To champion multi-agency working and the public health approach.
6. To act as an ambassador for the VPP in their organisation, their networks and the wider community.

Board members may agree to take on leadership portfolios of key thematic or functional areas of the VPP's work, which could mean (for example) leading specific pieces of work or convening groups to explore an issue. This will bolster the VPP's systems leadership capacity as well as provide for greater sustainability beyond the funded period.

BOARD TERMS OF REFERENCE

The purpose of the Humber VPP Board is: *To provide strategic direction and oversight of the Humber VPP*.

The Terms of Reference of the Board are:

1. To lead and co-ordinate the local response to serious violence through a "whole system", public health approach.
2. To champion the development and use of the VPP's evidence base, including commissioning and providing final approval of the Strategic Needs Assessment, agreeing the VPP's local definition of serious violence, and ensuring decisions are evidence-based – whilst identifying opportunities to innovate and build the evidence base through evaluation.
3. To agree the VPP's priorities through the Response Strategy and Delivery Plan, informed by the Strategic Needs Assessment, evaluations and evidence of "what works".
4. To monitor implementation of the Delivery Plan and the VPP's impact, including against the success measures set by the Home Office.
5. To identify and consider opportunities for aligning resources, capacity and powers in support of the Serious Violence Duty.
6. To establish effective data sharing agreements and pathways with key partners, and monitor the VPP's progress in accessing and sharing data.
7. To secure the long-term sustainability of the VRU approach, including by developing a Sustainability Plan.
8. To set and monitor the VPP's budget, including the required partner match-funding and in-kind contributions.
9. To ensure the VPP embeds the views and voices of the communities and young people it serves into VRU operations and delivery.
10. To establish and oversee sub-groups and task and finish groups as required to carry out the VPP's work.
11. To elect the VPP's Vice Chair and allocate portfolios to Board members.
12. To direct and oversee the work of the VPP's Core Team through the VPP Director.
13. To ensure the VPP acts in accordance with Home Office guidance and grant conditions.
14. To receive other reports and consider other issues and opportunities linked to the VPP's purpose as necessary.

FURTHER READING

Further information about the Humber VPP is available on our website. Here are some links to key documents:

Background

- What is a public health approach?
- Serious Violence Duty

Humber VPP Board and governance

- Current Board membership, previous minutes and Governance Framework

Strategy

- Humber Serious Violence Response Strategy (currently being refreshed)
- Annual delivery plans

Current and previous work

- Latest Annual Report
- Projects
- Case studies

HOW TO APPLY

Help us understand the contribution you could make.

Please submit a current CV or brief summary of your career and community experience, together with a supporting statement of no more than two sides of A4. In your statement, please explain:

1. Which role you are applying for: education, or voluntary, community and faith sector.
2. Why you want to join the Humber VPP Board and contribute to preventing violence.
3. How your experience meets the criteria in this pack (as set out on Page 7), using examples of strategic leadership, partnership working and the use of evidence.
4. How you would engage with wider sector networks and bring their perspectives into the Board's work.
5. Your connection to places within the Humber and your capacity and organisational support to undertake the role.

Please identify any relevant interests, including any current relationship between your organisation and the VPP, so these can be considered transparently. Please do not include identifiable information about people using your services.

Send applications to: humbervpp@humberside.police.uk

Email subject: Humber VPP Board application – [Education / Voluntary, community and faith sector].

Closing date and time: 6 January 2027, 12 noon.

Informal discussion: For an informal discussion about the role, please contact Richard Kendall or Pip Betts at humbervpp@humberside.police.uk.

What happens next?

Applications will be considered against the published criteria. Shortlisted applicants will be invited to a discussion with the recruitment panel about their experience and potential contribution. The panel will recommend appointments to the Board.

Recruitment panel: 19 January 2027.

Anticipated appointment and start date: February 2027, with the first Board meeting expected to be on 7 May 2027.

Practical arrangements

Meeting commitment: Four scheduled meetings per year, each lasting for two hours. Additional meetings may be called if necessary. Agendas and papers are circulated a week in advance.

The scheduled dates for 2027/28 are 7 May, 16 July, 15 October and 28 January, all at 10.00-12.00.

Location and participation: Ordinary meetings are held in person at a central location.

Expenses: Reasonable travel expenses may be claimed by the voluntary, community and faith sector representative, where these cannot be covered by the employer.

Induction and support: Prior to your first Board meeting, you will have a full induction and briefing on the Humber VPP's work. Ongoing support will be provided by the Humber VPP's staff team.

To request an alternative application format or discuss adjustments, contact humbervpp@humberside.police.uk.

Handling your information: Applications will be treated in confidence. Details will be shared with the recruitment panel and relevant members of the Humber VPP staff team supporting the process. A summary of the preferred candidates' details will be shared with the Humber VPP Board for decision. The names and organisations of Board members are listed on the Humber VPP website for transparency. Our privacy policy can be viewed on our website.