

Research Fellowship

Applicant Information Pack

Overview: Post summary

The Article 11 Trust, in partnership with the Barry Amiel and Norman Melburn Trust and the Network for Police Monitoring (Netpol) are looking for an exceptional individual to join our team working to defend the right to protest.

Covid-19 restrictions, the proposed Police Crime Sentencing and Courts Bill and ongoing oppression by institutions who disregard their human rights obligations, mean the right to protest is facing the most concerted attack for a generation. To support our work to defend it, we urgently need someone to effectively analyse and document the extent of these converging threats, and communicate their findings to a wide audience that reaches beyond academic and policy spaces.

This is a one-year full time post with a tax free support grant of £18,500, paid by a monthly stipend from the Barry Amiel and Norman Melburn Trust. The post will work primarily with the Netpol team in collaboration with the Article 11 Trust

The successful applicant will conduct research into the factors impacting on the right to protest both now and in recent history, and use their conclusions to identify which groups are facing particularly heightened risk.

The findings will be communicated through a variety of media, aiming to ensure key information reaches our key target audiences. You will be supported in your work by a panel of subject-matter experts, as well as having access to Netpol's extensive network of activists, campaigners, lawyers and researchers, and a generous training and development budget.

In addition, you will have the opportunity to help build and shape the Article 11 Trust's operations, supporting our day-to-day work, supporting the grass roots organisations that defend the right to protest.

About the Article 11 Trust and Netpol

Members of long-standing protest rights groups have come together to form the Article 11 Trust – a UK charity working to defend rights to freedom of assembly and association under the ECHR. We help legal support groups to ensure people at protests know their rights. We facilitate ground-breaking research and education projects to push threats to protest rights into the spotlight. We help to empower the public to push for social justice through action.

Netpol is a coalition dedicated to monitoring public order, protest and street policing, and to challenging policing which is excessive, discriminatory or threatens civil rights. Netpol's team of two paid staff will provide day to day support and supervision For the Research Fellow.

More information about us is available on our websites:

<https://article11trust.org.uk/>

<https://netpol.org/>

About you

- You want to develop strong research skills and already have some knowledge of key issues and legislation related to the policing of protest groups.
- You will have excellent communication skills, including experience producing online communications in the context of research, campaigning or fundraising on equivalent topics.
- You understand the importance of solidarity, and of standing with and amplifying the voices of those oppressed or denied their rights by the state, and are able to network effectively with relevant protest movements and legal support groups.
- You are self-motivated, and able to work autonomously as well as collaboratively with colleagues.
- You are able to multitask, be flexible and diligent and respond quickly to shifting demands and fast-moving events.
- You are committed to the Article 11 Trust's aims and values.

We are open to people of every background – and we particularly welcome and encourage applications from those who have experienced oppressive policing either at a protest or as part of a marginalised group.

Post Details

Job title: Research Fellow

Reports to: Article 11 Trust board of Trustees, through a link person.

Other functional relationships: Article 11 Trust Trustees, Netpol Campaigns Coordinator, Netpol Communications Coordinator.

Working hours: 35 hours per week (full time)

Annual Leave: 28 days

Duration: This post is for one year.

Starting salary: This is not a salaried position. You will receive a tax free support grant of £18,500 via a monthly stipend from the Barry Amiel and Norman Melburn Trust. This is the equivalent of a salary of roughly £22,000. In addition, there is a generous training budget and travel expenses.

We understand that not everyone can afford to pay expenses out of pocket and advances will be available when necessary.

Location: Open to anyone able to work remotely and travel approximately once a month to London and occasionally to other parts of the UK (expenses paid).

Deadline for applications: 10am UK time Monday 2nd August 2021.

Interviews: Early August, date TBD

Start date: As soon as reasonably possible.

This post will be supported by a committee of three experienced researchers. Netpol will provide day to day collaboration and line management.

One day a week will be spent supporting the operations of the Article 11 Trust. This will dovetail well with the research work as this will involve supporting ongoing fundraising activities, managing social

media, communicating with grassroots groups and undertaking administrative tasks to build capacity for the Trust.

Job Description

Key Responsibilities:

Research

Over a period of 12 months, the Research Fellow will conduct research relating to protest rights in the UK as it relates to impacts on social and political movements.

It is expected that this work will include detailed analysis of the Police Crime and Sentencing Bill, as well as other policy threats, triangulating this with first-hand reports from public assemblies. The research will be undertaken from a critical perspective, aiming to test our own assumptions and hypothesis and build up a rigorous framework for further study and popular education around the issues raised.

Methods will include desk based research as well as primary research including FOI requests, surveys, interviews, focus groups, and attending public gatherings as an observer. Expenses are included, and where possible reasonable adjustments and relevant accessibility support is available.

Over the course of the year, you will be expected to research, analyse, write and produce a range of short, informative outputs for public and policy audiences in a range of media. In addition, you will support the production of the following, in cooperation with other researchers in our network:

- The design and execution of research to test and validate our assumptions
- A single briefing paper for publication (15 – 20 pages) including policy recommendations
- A detailed literature review
- A rigorous framework for future study

This Fellowship is intended to provide an opportunity for the fellow to develop their research capability; we do not expect these skills to be fully developed from the outset and encourage those without academic experience to apply. We will offer training in research skills, supported by a generous professional development budget.

In addition, the Article 11 Trust will establish a working group of relevant academic and legal specialists for the Research Fellow to draw on for additional mentorship and support. The Research Fellow will also be able to take advantage of the Article 11 Trust's wide-ranging relationships to engage with grassroots activists, legal observers, legal professionals and academics with relevant specialisms, and NGO staff.

External Communication, Social Media and Dissemination

The Research Fellow will be responsible for ensuring that key information is communicated to a wide audience, with a particular emphasis on ensuring key information reaches those outside traditional academic and policy spaces.

This will include:

- Creating short accessible pieces such as blogs, infographics and video explainers to communicate key research outcomes.
- Drafting press releases and appropriately communicating research outcomes to the traditional media.

- Utilising social media to drive public engagement and understanding
- Uploading content to the Article 11 Trust website.

General and Administration

The Research Fellow will be expected to spend an average of one day per week supporting the day-to-day operation of the Article 11 Trust. This may include:

- Liaising with the groups we support, recording and reporting on their activities
- Assisting with drafting and administration of the Article 11 Trust's funding applications
- Identifying new projects for the Article 11 Trust to support
- Attending events organised by the Article 11 Trust
- Contributing generally to the Article 11 Trust's social media presence.
- Taking on other responsibilities at the discretion of the Steering Group.

Person Specification

Knowledge: Essential

- Strong knowledge of policing of protest and marginalised groups including a clear understanding of structural racism within policing in the UK, as well as the use of surveillance, harassment and other tactics to suppress protest.
- Strong knowledge of UK politics and political processes including a clear understanding of current issues relevant to the Article 11 Trust, particularly surrounding the Police Crime Sentencing and Courts Bill 2021.

Knowledge: Desirable

- Some knowledge of the UK legal system and protest law in particular.
- Knowledge of trusts and foundations fundraising processes

Experience: Essential

- Experience communicating complex ideas in an impactful and accessible manner to those outside of academia, for example through blogs, social media or other digital communications.
- Experience of working within a social justice movement, for example as a volunteer or activist for a grass-roots campaign.

Experience: Desirable

- First-hand experience of heavy-handed policing, either at a protest or as part of a marginalised group or as a legal observer.
- Experience of working within a small charity or NGO
- Any experience of undertaking desk and field based research in a related subject area
- Any experience using qualitative research methods such as surveys, interviews and focus groups

Attributes and Skills: Essential

- Will derive significant benefit from the opportunity offered by the fellowship.
- Demonstrable commitment to the Article 11 Trust's work, aims and values

- Demonstrable commitment to equality and diversity
- Excellent research and analytical skills, including accuracy and attention to detail
- Strong communication skills across different forms of media
- Must be able to build trust through adaptability and empathy when dealing with marginalised communities impacted by poor policing.
- Self-organising and accountable, with proven organisational and time-management skills and the ability to manage multiple projects and deadlines.

Attributes and Skills: Desirable

- Advanced design and multimedia capability (designing infographics, producing short videos etc)
- Advanced technical ability in relevant digital tools such as Wordpress, Mailchimp, Tweet Deck etc.

To apply: Cover Letter, CV & Equal Opportunities Form

Please send the following to recruitment@article11trust.org.uk

- A cover letter (2 page maximum) telling us about yourself, your relevant experience and outlining how you meet the person specification criteria (word or pdf file).
- Your CV (2 page maximum) (word or pdf file).
- A completed Equal Opportunities Form (voluntary)

When writing your cover letter, we'd like you to aim to address both the essential and desirable competencies listed in the person specification. The shortlisting panel will rely on this to shortlist and therefore determine who to invite to interview. Please use tangible examples to exemplify relevant skills, experiences, knowledge, and achievements gained through past employment, pro bono work or any other activities. We recommend using the Situation, Task, Action, Result model to do this for each competency.

Successful applicants will be invited to an interview via Zoom. Ahead of the interview, you will be asked to complete a short task to assess your research and communication abilities.

Interview Accessibility Information

Adjustments

In keeping with our inclusivity commitment which you can find at the end of this document, we can make the following 'reasonable adjustments' to support disabled interviewees.

- Provide information in alternative formats such as audio, large print
- Add image descriptions, transcripts or subtitles to any visual media shared
- Conduct the interview at a time convenient to you if you are not available during working hours

This is not intended to be an exhaustive list and if there are any other adjustments that would make participation easier, we will do what we can to make them.

Venue: Zoom

The interview will be conducted over Zoom. It has the following accessibility options:

- Customisable font sizes for chat
- Keyboard accessibility
- Screen reader support
- Automatic transcripts available after the meeting

Tools: Google Documents

We will ask you to submit your task through Google Documents. It has the following accessibility options:

Works with screen readers including VoiceOver, JAWS, NVDA and ChromeVox on desktop

- Has a braille display option
- Offers screen magnification
- On Chrome browsers, it offers the option to type with your voice

Our Inclusion Commitment

Article 11 Trust is committed to equitable, fair, and inclusive hiring and recruitment practices. We understand that there are institutional and structural barriers that prevent many people from holding positions in the charity and activism sector.

We ask all our applicants to fill in our Equality & Inclusion form with their applications. This is so we can identify any gaps in our recruitment processes. The form is optional, and any data shared will be held in compliance with GDPR requirements.

Accessibility

We strive to create an accessible and inclusive environment that's rooted in solidarity and supports the social model of disability. We believe that society creates barriers that prevent people from participating equally and that it is our responsibility to remove those barriers. While our society utilises the medical model of disability, we do not believe in asking any disabled applicant or team member to medically prove their disability.

We are committed to supporting disabled members of the team with 'reasonable adjustments', auxiliary aids and services, support provisions and beyond, that are within our capabilities. While not an exhaustive list, we are able to:

- Provide information in alternative formats such as audio, large print
- Adapt relevant physical features for in person events organised by us (such as signposting, lighting, utilising a ramp)
- Utilise flexible working hours
- Add image descriptions, transcripts or subtitles to any visual media shared
- Utilise additional relevant tools, platforms, communication apps or ways of working that would remove additional barriers

We frequently work remotely and use the tools and platforms for our meetings and work:

Zoom

We use Zoom as our main meeting space. It has the following accessibility options:

- Customisable font sizes for chat
- Keyboard accessibility
- Screen reader support
- Automatic transcripts available after the meeting

Signal

Signal is our primary communication channel due to its high level of data security. It currently has only anecdotal and user generated accessibility information. The Signal app developers are highly receptive to feedback and there are further updates in the works. It currently offers the following accessibility options:

- Has voice messaging options
- Works with screen readers including VoiceOver

WhatsApp (Apple/Android)

WhatsApp is currently our alternative channel of communication. It has the following accessibility options:

- Works with Talkback and VoiceOver
- On iOS devices, Siri will read your messages aloud.
- On newer iOS devices, you can dictate messages through Siri
- Adjust the display or text size, including temporarily magnifying the screen and adjusting the contrast and colour

Google Documents

We use Google Docs to collaborate and share information. It has the following accessibility options:

- Works with screen readers including VoiceOver, JAWS, NVDA and ChromeVox on desktop
- Has a braille display option
- Offers screen magnification
- On Chrome browsers, it offers the option to type with your voice