

## Role Actors Frequently Asked Questions

### **What is the Role Actor initiative about?**

The Role Actor initiative was set up by the Police College of Northern Ireland to allow the local community to participate in its own representations during the training of student police officers.

### **Who do Role Actors work with?**

Role Actors work with Student Officers and Trainers (who will often be wearing full police uniform) and with other Role Actors.

### **How many Role Actors are required?**

There is not an exact number of Role Actors required. We want to retain a bank of Role Actors who are available to perform different scenarios. On certain days in the Student Officer training programme, there will be up to 26 Role Actors working on a variety of role plays.

### **How many Student Police Officers do Role Actors work with at a time?**

Usually only one at a time but on occasion there may be up to four.

### **What does a role play consist of?**

Student Police Officers are placed in a variety of 'scenarios' where they have to converse with Role Actor, e.g. a theft scenario, where the Role Actor has been a victim/witness to a crime. Role Actors are presented with an overview to the scenario and perhaps a short script and they will react according to how the Student Police Officer acts. The majority of the role plays will result in the Role Actors being placed in handcuffs. Whilst this will not be a physical/resisting arrest scenario, all Role Actors **must** be prepared to be handcuffed.

### **Do I have to be an actor?**

No, you do not have to be an actor. The emphasis of this initiative is to engage 'real people' who can role play rather than Role Actors. Whilst the role plays are simulated scenarios, the Role Actors are given direction on how to behave and engage with the Student Officers, e.g. anger, use of language, etc. The Role Actor must stick to the script and direction provided by the Trainers.

### **What qualifications do you need?**

There are no qualifications required for this role.

### **Is there any training involved?**

There is an induction session delivered jointly by the Police Service of Northern Ireland and Grafton Recruitment. Success applicants **must** undergo a Manual Handling Course.

### **Do I need to be security cleared?**

Yes, Role Actors must be security cleared to PSNI Counter Terrorist Check Clearance level and this will be part of the selection process. The cost to the Applicant for this Clearance is £55, this will need to be paid when security clearance is applied for. Please note that this change is applicable regardless of outcome of clearance.

### **How much do Role Actors get paid?**

Role Actors receive an hourly rate of **£12.30** per hour.

### **When are Role Actors paid?**

Role Actors are paid on a month basis, base on time worked the previous month. A payment schedule will be provided at the start of each financial year.

### **What type of contract are Role Actors engaged upon?**

Role Actors are engaged on a Contract for Services.

**How long is this contract for?**

The work of a Role Actor is on an ad hoc basis, there is no guarantee of fixed hours of work. Given the programme of training required for Student Police Officers and the number of planned role players recruited, we would expect that Role Actors average 2 bookings per month. It is our intention to plan the resources out, so that every Role Actor gets a fair share of the available assignments, however this dependant on clients needs.

**How long are sessions?**

Most role plays are conducted between 9am and 5pm of one day of the training programme. However, some will take place over consecutive days and require the same role player to take part in part of the role play. For example, the role player that takes part in an arrest role play on a Monday will be expected to return on a Tuesday for the interview role play. When bookings are being made on a monthly basis, the Grafton Consultant will give full details of linked role plays.

**Where is this role based?**

Most role play assignments are based in the Northern Ireland Police College (PCNI) in Garnerville, just outside Belfast. Whilst the vast majority of role play assignments are in Garnerville, there are a small number based in other Ballykinler (8 miles outside Downpatrick) and Steeple, Antrim

**Are travel expenses paid?**

Travel expenses are not paid.

**How do I apply?**

You must complete an application form and submit before the closing date and time.

**How will I be assessed?**

There will be a registration interview and a short exercise which will replicate one of actual role plays to identify your suitability as a role player. This will take place in Grafton Recruitment's offices in Belfast.

**How much notice is given for work?**

We plan to assign role players to specific role plays on a monthly basis, to enable as much notice for role players as possible. In contingency situations, we may book assignments at short notice. It will be up to the Role Actors to liaise directly with the Grafton Consultant, should any bookings not suit. Given the monthly planning cycle, we would expect to avoid short notice of unavailability.

**What happens if a Role Actor fails to attend work?**

Role Actors who fail to attend on two occasions will be removed from the list and will not be contacted again.

**What happens if Role Actors performance is not of the required standard?**

Guidance and support will be given to Role Actors, however if a Role Actor does not take adequate direction from the Trainer, then the client will ask Grafton not to assign any future role plays to the Role Actor. It is vital that the Role Actor performs as directed, as a poor role play exercise can adversely affect the training/career of Student Police Officers

**What type of dress code will I need to adopt?**

Normal casual clothing is acceptable. Outside role plays will take place throughout the year in various conditions. We will expect the Role Actor to arrive dressed for the weather conditions.

**Can I be employed in other job roles outside the Police Service of Northern Ireland and still be eligible to be a role player?**

Yes, this opportunity is ideal for people looking for ad-hoc work and those that are able to commit to circa 2 days per month. Bookings are made on a monthly basis, so those looking to juggle existing commitments with this wonderful opportunity are welcome.