

## **JOB DESCRIPTION**

### **Position**

Independent Member of Police Misconduct Panel

### **Role**

- To assist misconduct panels in coming to fair and evidence based judgements about a particular officer's conduct and deciding on an appropriate sanction.
- To ensure that there is an independent and impartial voice on such panels.
- To provide assurance to the community that conduct matters are treated seriously and that misconduct proceedings are being properly investigated and adjudicated.

### **Responsibilities**

- To attend and participate effectively in misconduct hearings as required.
- To challenge constructively accepted facts and views in these hearings where appropriate.
- To prepare for such hearings by considering in advance relevant papers, reports and background information.
- To take advantage of any training offered that is relevant to the role, and to take a proactive approach to considering what additional development would be appropriate.
- To keep abreast of general developments affecting policing, both locally and nationally, that may have an impact on the role of independent member of a misconduct panel.
- To maintain the highest standards of professional conduct and ethics.

## **PERSON SPECIFICATION**

### **Independent Member of Police Misconduct Panel**

- Analytical Skills            the ability to interpret and question material relevant to the case under consideration.
- Judgement                    the ability to take a balanced, open minded and objective approach to the issues and come to evidence based conclusions that are robust and will withstand challenge.
- Communication              the ability to clearly and cogently articulate views while being receptive to the opinions of others.
- Independence                the capacity to think independently while being part of a wider panel, demonstrating resilience to external and peer pressure.
- Self confidence              the ability to challenge the accepted view of senior police officers on the panel in a constructive but non-confrontational manner.
- Time management            an appropriate level of commitment to the process, ensuring that sufficient time is set aside to both attend and prepare for hearings.
- Integrity                        embraces high standards of conduct and ethics.
- Diversity                        a commitment to fairness and equality.