

INDEPENDENT MEMBERS OF POLICE MISCONDUCT PANELS

PERSON SPECIFICATION

- 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.