



**Lincolnshire
POLICE & CRIME COMMISSIONER**
SAFER TOGETHER

Role Profile

Role: Independent Panel Member of Police Misconduct Hearings

Term: 5 years

Purpose:

- To be a member of police misconduct panels and assist those panels in coming to fair and evidence based decisions about a particular officer's conduct and appropriate outcomes arising from those decisions.
- To provide an independent and impartial voice on police misconduct panels and to provide assurance to the community that conduct matters are treated seriously and that misconduct proceedings are being properly investigated and adjudicated.
- As a member of a police misconduct panel, to consider the impact on public confidence in policing. Dishonest and inappropriate behaviour damages the public's trust in the police service ability to keep them safe.

Main duties and responsibilities

- To attend and participate effectively in police misconduct hearings as required.
- To constructively challenge 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.

PERSONAL SPECIFICATION

FACTORS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications	No formal qualifications required.		Application form
Experience	Previous experience in at least one of the following fields in a	Understanding of employment law.	Application form

	<p>private, public or voluntary sector organisation:</p> <ul style="list-style-type: none"> • HR Management • Legal experience • Complaints, Standards or Discipline • Senior Leadership experience 		Interview
Knowledge and skills	<p>Analytical skills:</p> <ul style="list-style-type: none"> • The ability to absorb, interpret, understand and draw conclusions from large volumes of case material. <p>Judgement:</p> <ul style="list-style-type: none"> • The ability to take a balanced, open minded and objective approach to issues in a case and assist the panel in reaching evidence-based decisions that are robust and will withstand challenge. <p>Communication:</p> <ul style="list-style-type: none"> • The ability to clearly and cogently articulate views while being receptive to the opinions of others. • IT literate. Can send and receive emails / documentation. <p>Independence:</p> <ul style="list-style-type: none"> • The capacity to think independently while being part of a wider panel, demonstrating resilience to external and peer pressure. <p>Time management:</p> <ul style="list-style-type: none"> • An appropriate level of commitment to the process, ensuring that sufficient time is set aside 		Application form Interview

	to both attend and prepare for hearings.		
Personal Qualities	<p>Self-confidence:</p> <ul style="list-style-type: none"> The ability to challenge the accepted view of senior police officers on the panel in a constructive but non-confrontational manner. <p>Integrity:</p> <ul style="list-style-type: none"> Embraces high standards of conduct and ethics. <p>Diversity:</p> <ul style="list-style-type: none"> A commitment to equality and diversity and in particular an understanding of this in the context of policing and employment. 		Interview