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**INDEPENDENT PANEL MEMBERS OF POLICE MISCONDUCT HEARINGS**

**APPLICATION FORM**

**Notes**:

* All information you want to convey must be contained within this form. Please note that CV's, references or other prepared material will not be accepted with this application.
* The details supplied by you on this form are confidential and will form part of your personnel record if your application is successful.

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| **Personal Details** |
| Preferred Title: (Mr, Mrs, Ms, Dr, etc) |  |
| First name(s): |  |
| Surname: |  |
| Other names you have been known by:(including maiden name) |  |
| Date of Birth: |  |
| Address: |  |
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| Postcode: |  |
| Home Telephone Number: |  |
| Mobile Telephone Number: |  |
| Email address: |  |
| National Insurance Number: |  |
| Current Driving Licence: | Yes **[ ]** No **[ ]**  |
| Occupation: (If retired or unemployed, please state previous occupation) |  |
| How did you find out about this position? |  |

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| **Eligibility to work in the UK** |
| Current legislation means that it is a criminal offence to recruit a person who is subject to immigration control, unless he or she has documentary proof showing an entitlement to work in the UK. If selected for interview you may be asked to provide proof of your work entitlements. |
| Do you have an entitlement to work/volunteer in the UK? Yes **[ ]** No **[ ]**  |

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| **Career History** |
| Please provide details of both your career history and other relevant experience. This might include employment, voluntary experience, involvement in the community, and should include any public appointments held. Please continue on a separate sheet if necessary. |
| **Current or most recent employer / organisation** |
| **Name / address of employer or organisation** |  |
| **Dates from / to (mm/yyyy)** |  |
| **Details (including positions held and nature of work)** |  |
| **Previous employers / organisations** |
| **Name / address of Employer or organisation** | **Dates from / to (mm/yyyy)** | **Details (including positions held and nature of work)** |
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| **References** |
| Please provide details of two referees, not related to you and independent of each other, who have agreed to support your application. Referees will be asked to provide an insight into character and commitment. |

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| **Referee 1** | **Referee 2** |
| Name: | Name: |
| Occupation: | Occupation: |
| Address: | Address: |
| Postcode: | Postcode: |
| Telephone number: | Telephone number: |
| Email address: | Email address: |
| How do you know them: | How do you know them: |

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| **Additional information about your career** |
| Please provide here any relevant additional information on your career, publications and membership of specialist professional associations (No more than one side of A4) |
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| **Qualifications** |
| Please list relevant educational, professional, or vocational qualifications. |
| **Qualification** | **Date Obtained** |
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| **Other information** |
| If there is any other general information you would like to include about your past experience, personal qualities and skills, please do so here (no more than 300 words) |
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| **Personal qualities and experience** |
| Please see the accompanying information pack for details of the experience and competencies required for this position. Please use this section to describe the experience and skills you would bring including in particular:Essential criteria* Previous experience in at least one of the following fields in a private, public or voluntary sector organisation:
* HR Management
* Legal
* Complaints, Standards or Discipline
* Senior Leadership
* The ability to absorb, interpret, understand and draw conclusions from large volumes of case material.
* 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.
* The ability to clearly and cogently articulate views while being receptive to the opinions of others.
* IT literate. Can send and receive emails / documentation.
* The capacity to think independently while being part of a wider panel, demonstrating resilience to external and peer pressure.
* An appropriate level of commitment to the process, ensuring that sufficient time is set aside to both attend and prepare for hearings.
* The ability to challenge the accepted view of senior police officers on the panel in a constructive but non-confrontational manner.
* Embraces high standards of conduct and ethics.
* A commitment to equality and diversity and in particular an understanding of this in the context of policing and employment.

Desirable criteria* Understanding of employment law.

In the space below, please provide evidence against the above-mentioned criteria (No more than 3 sides of A4) |
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| **Why do you wish to act as an Independent Panel Member?** |
| Please state why you are interested in becoming an Independent Panel Member (no more than 300 words) |
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| **Declarations** |
| Have you been convicted by a court of any offence? **Yes [ ]  No [ ]**  |
| Please list below all current and spent convictions in chronological order: |
| Date | Current and Spent Convictions |
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| **Potential conflicts of interest** |
| Please give details of any business or other interests or any personal connections which, if you are appointed, could be misconstrued or cause potential embarrassment to the Police and Crime Commissioner for Lincolnshire. These could include financial interests or shared ownership, membership of societies, associations or employment of a partner or friend in the particular field in which the Commissioner operates.Applications will not be accepted from candidates who are under the direction and control of the Police and Crime Commissioner or Chief Constable in Lincolnshire either as a member of the Commissioner’s staff or as a member of the police force or special constable. |
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| Please provide details if you are related to any serving or retired police officer, serving or retired member of police staff, serving or former special constable in Lincolnshire. In addition, please provide details if you are related to the current or previous Police and Crime Commissioner’s or members of their staff. |
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| **Note**: Any potential conflicts of interest detailed here will not prevent you going forward to interview but may, if appropriate, be explored with you during your interview to establish how you would address the issue(s) should you be successful in your application |

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| **Please sign and date this form** |
| I confirm that the information I have provided is accurate to the best of my knowledge and belief. I understand that any false information, any relevant omission or misleading statements may disqualify me from the recruitment process, or if I have already been appointed, may result in my dismissal.  |
| **Signed:**  |  |
| **Date:**  |  |

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| **Return Email / Postal Address** |
| **Please return this completed application form and the Equal Opportunities Monitoring form to:**E-mail address: John.king@lincs.police.ukPostal Address: FAO John King, Office of the Police and Crime Commissioner,Police Headquarters, Deepdale lane, Nettleham, Nr Lincoln LN2 2LT |

**Equal Opportunities**

The Office of the Police & Crime Commissioner is an equal opportunities employer, and this recruitment process will be guided by equal opportunities principles to ensure a volunteer workforce that is representative of our communities.

**Personal Data**

As part of the recruitment process, you will provide us with personal and special categories data. This information will only be used as part of the recruitment and appointment process. If you are unsuccessful at the shortlisting or interview stages, your data will be retained for no more than 12 months in accordance with our Retention Schedules (Section 5 refers), which can be found on our website: <https://lincolnshire-pcc.gov.uk/media/3757/schedules-v23.pdf>

If you are successful in interview your data will be shared with Lincolnshire Police to enable vetting to be carried out and to progress your application through to appointment.