**JOB REMIT**

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| **Role** | Independent Panel Member |
| **Purpose of the Role** | |
| 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 such panels and to provide assurance to the community that conduct matters are treated seriously and that misconduct proceedings are being properly investigated and adjudicated. | |
| **Main Duties and Key Accountabilities of the jobholder** | |
| * To attend and participate effectively as a panel member in misconduct hearings as required; * To prepare for such hearings by considering in advance relevant papers, reports and background information; * To carefully consider all the evidence before the panel and draw appropriate conclusions from that evidence; * To question those giving evidence and challenge constructively accepted facts and views in these hearings where appropriate. * To utilise training offered that is relevant to the role, and to take a proactive approach to considering what additional personal 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 | |
| **Role Requirements** | |
| **Experience and Knowledge**   * Previous experience of participating in disciplinary panels (desirable) * A understanding of employment law (desirable)   **Required Competencies**  You will be required to demonstrate how you meet these competencies as part of your supporting statement in the online application form.  **Analytical skills:**  The ability to absorb, interpret, understand and draw conclusions from large volumes of case material;  **Judgement:**  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;  **Communication:**  The ability to articulate views clearly and cogently whilst being receptive to the opinions of others;  **Influencing skills:**  The ability to persuade other panel members to an alternative viewpoint whilst maintaining respect and integrity; the ability to reach a consensus in circumstances where this might be challenging;  **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:**  An understanding of what is meant by high standards of conduct and ethics and a commitment to demonstrating that in your own behaviour;  **Diversity:**  A commitment to equality and diversity and in particular an understanding of this in the context of policing and employment | |
| **Exclusions** | |
| 1. Anyone with unspent convictions of any description will be excluded.  2. Serving and retired police officers from any police force and current members of the London Police and Crime Panel  3. You must have the right to work in the UK and have been a resident of the UK for at least three years. | |
| **Additional Information** | |
| Successful candidates will need to be security vetted and to complete a health declaration form prior to sitting on a misconduct panel. | |