



## **Role Profile - Independent Member Police Misconduct Hearings and Police Appeals Tribunals**

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### **Role**

- To assist Misconduct Hearing Panels in coming to a fair and evidence based judgement about a particular Police Officer's conduct and deciding on appropriate sanction;
- To assist Police Appeals Tribunals in coming to a decision about whether sanctions imposed at a Misconduct Hearing were fair, reasonable and evidence based;
- To ensure that there is an independent and impartial voice on such Panels and Tribunals;
- 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 Panel Hearings and Police Appeals Tribunals as required;
- To constructively challenge accepted facts and views in these hearings where appropriate;
- To prepare for such Hearings and Tribunals 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 Hearing Panel and a Police Appeal Tribunal;
- To maintain the highest standards of professional conduct and ethics.

## **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 decisions 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