

## Core Roles and Responsibilities for Police and Crime Panel Members

### Core Role

- Review and make recommendations on the Police and Crime Plan
- Review and make recommendations on the Police and Crime Annual Report
- Approve the Precept
- Appoint of Chief Constable and senior staff
- Deal with Complaints against the Police and Crime Commissioner
- Scrutinise the work of the Police and Crime Commissioner to ensure that the Commissioner is discharging its functions effectively
- Bring any specialist knowledge, skills, experience and expertise they may have to the scrutiny work of the Panel.
- Ensure that there is an effective independent challenge to the Commissioner and that this challenge is constructive to support the Commissioner in carrying out their role.
- Act as a non-party-political voice for those who live and/or work in the Cleveland Force area.

### Competencies

- **The ability to think strategically** –To have breadth of vision, to rise above detail, and to see problems and issues from a wider, forward – looking perspective and to make appropriate linkages.
- **The ability to make good judgements** -To take a balanced, open-minded and objective approach – for example, in evaluating the priorities of the police and crime commissioner, assessing candidates for top level appointments or considering complaints against the police and crime commissioner.
- **The ability to be open to change** -To be able to challenge accepted views constructively without becoming confrontational, and to recognise and respond positively to the need for change.
- **The ability to scrutinise and challenge** -To be able to rigorously scrutinise and challenge constructively, using appropriate data, evidence and resources.
- **The ability to be analytical** -To interpret and question complex written material – including financial and statistical information and other data such as performance measures – and identify the salient points.
- **The ability to communicate effectively** - To be able to communicate effectively both verbally and in writing – and to interact positively with other members of the Panel, the police and crime commissioner, and the public.

### Personal Skills and Qualities

- **Team working**- The ability to play an effective role in meetings through listening, persuading and showing respect for the views of others.
- **Self-confidence**- The skill to challenge accepted views constructively without becoming confrontational.
- **Enthusiasm and drive**- The ability to be proactive in seeking out learning and developmental opportunities to enhance knowledge and understanding (for example, on financial matters and statutory requirements).
- **Respect for others**- The capacity to treat all people fairly and with respect, to value diversity and respond sensitively to difference.

- **Integrity-** The necessity to embrace high standards of conduct and ethics and be committed to upholding human rights and equality of opportunity for all.
- **Decisiveness-** The ability to show resilience even in challenging circumstances, remaining calm and confident and able to make difficult decisions.