

## ANNEX 4

### Cleveland Police and Crime Panel

#### Person Specification for Panel Members

For the appointment of panel members, including independent and councillor co-optees, on interview the assessors will consider potential candidates against the following criteria:

#### Abilities/Skills

As well as being of good character, candidates will need to possess most, if not all, of the following 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 supportive:** To be able to support the Police and Crime Commissioner and the other members of the panel in delivering their duties.

**The ability to scrutinise and challenge:** To be able to scrutinise rigorously and challenge constructively without becoming confrontational, 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.

#### Other Requirements and Considerations

- Candidates must be able to attend meetings in the late afternoons or early evenings at varying locations throughout the Cleveland Force area at least four times a year, as well as attend any appropriate training sessions.
- Candidates should have the time, energy and commitment to prepare for and attend regular meetings. We suggest that they would need to allocate a minimum of one day every two months to devote to this role.
- Candidates should have a willingness to learn.

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**Note:** Candidates must be eligible for the role (see eligibility criteria separately listed in this job information pack).

The following personal skills and qualities are also very important:-

**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.

It is also important for candidates to:

**be able to:-**

- Recognise and consider their own biases and prejudices
- work with people from all areas within the police force area
- work with people from diverse backgrounds
- work with people with and without disabilities
- work with people from a variety of faiths and cultures
- work with people who may be gay, lesbian, bisexual or transgender

It would also be useful if candidates:

**have experience of:-**

- working with other people on issues of mutual interest over a period of time (eg voluntary work)
- situations where they needed to compromise
- interacting or working with people of all ages
- interacting or working with people who have different political views and/or religious beliefs
- interacting or working with people who are physically and/or mentally impaired

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### have an interest in: -

- policing issues and current affairs, specifically in respect of the ways in which they affect people locally
- challenging and combating institutional discrimination
- the issues associated with recruiting, promoting and retaining staff from under-represented groups
- engaging with and representing local people and/or specialists within their field of expertise