

## 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 about 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 and meeting their responsibilities.

**The ability to be open to change:** To be able to challenge accepted views constructively, without becoming personal or confrontational and to recognise and respond positively to the need for change.

**The ability to scrutinise and challenge:** To be able to scrutinise rigorously and challenge constructively without becoming personal or 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 to identify the salient points.

**The ability to communicate effectively:** To be able to communicate effectively both verbally and in writing - and to interact positively and proactively with other members of the panel, the Police and Crime Commissioner and the public.

#### Other Requirements and Considerations

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- 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 or so to devote to this role.
- Candidates should have a willingness to learn.

**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 personal or 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 to respond sensitively to differences.

**Integrity:** The necessity to embrace high standards of conduct and ethics and be committed to upholding human rights and equality of opportunities for all.

**Decisiveness:** The ability to show resilience even in challenging circumstances, remaining calm and confident and to be 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 helpful 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 re-assess or compromise
- interacting or working with people of all ages

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- 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

### **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