**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. Appointments will be for a 5-year term, with the possibility of a second term. We may consider further terms as approved locally. | |
| **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** | |
| **Person Specification**  **Able to demonstrate the competencies required for the role Independent Member**  **Essential Criteria**   * Be a good communicator with the confidence to voice your own opinions * Have the ability to absorb and analyse a large amount of complex information, quickly and reach objective decisions * Have the ability to participate in decision making as part of a group, while retaining an independence of mind * Have the ability to command the respect of others at all levels * Good understanding of the diverse and complex nature of London and its communities * Be committed to the public service principles of accountability, probity, openness and equality of opportunity * Must be conversant with IT, to be able to converse via email and to receive documentation electronically via secure email and device. * Independent panel members must reside in London   **Desirable criteria**   * Previous experience of participating in disciplinary panels * A understanding of employment law   Candidates must be able to demonstrate either one or both of these desirable criteria  Applicants will be assessed against the following qualities and abilities  **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** | |
| Exclusions from sitting as an IPM are intended to demonstrate independence in the capacity of a lay member which specifies a person who is not, and has never been—  (i)a member of a police force or a special constable,  (ii)a member of the civilian staff of a police force, including the metropolitan police force, within the meaning of Part 1 of the Police Reform and Social Responsibility Act 2011 (see section 102(4) and (6) of that Act),  (iii)a person employed by the Common Council of the City of London in its capacity as police authority who is under the direction and control of the Commissioner of Police for the City of London,  (iv)a police and crime commissioner,  (v)a member of staff of a police and crime commissioner, or of the Mayor's Office for Policing and Crime, within the meaning of Part 1 of the Police Reform and Social Responsibility Act 2011 (see section 102(3) and (5) of that Act),  (vi)a constable within the meaning of Part 1 of the Police and Fire Reform (Scotland) Act 2012 (2012 asp 8) (see section 99 of that Act),  (vii)a member of the Police Service of Northern Ireland or the Police Service of Northern Ireland Reserve,  (viii)a member of the British Transport Police Force or a special constable appointed under section 25 of the Railways and Transport Safety Act 2003, (ix)an employee of the British Transport Police Authority appointed under section 27 of the Railways and Transport Safety Act 2003, (x)a member of the Ministry of Defence Police,  (xi)a person (other than a member of the Ministry of Defence Police) who is under the direction and control of the chief constable for the Ministry of Defence Police, (xii)a member of the Civil Nuclear Constabulary, or  (xiii)an employee of the Civil Nuclear Police Authority appointed under paragraph 6 of Schedule 10 to the Energy Act 2004  To maintain confidence in the process, MOAPC will not normally appoint someone with unspent criminal convictions (with the exception of fixed penalties). Each case will be considered on its merits. IPMs appointed must immediately notify the relevant contact in MOPAC if they are reported, arrested for, or charged with a criminal offence.  MOPAC may also consider it to be inappropriate if there is perceived conflict of interest through relationships (e.g. family or close friends) with a Police and Crime Commissioner or officer of any of the LPBs or a police officer or member of police staff or special constable. IPMs are required to declare any such relationships at any time during their term of appointment.  IPMs must immediately notify MOAPC of any subsequent relationships that may give rise to a perceived conflict of interest with their role as an IPM. | |
| **Additional Information** | |
| Successful candidates will need to be security vetted and to complete a health declaration form prior to sitting on a misconduct panel.  There is no upper or lower age limit for candidates for this post. However, MOPAC aligns our age limits with that set by the Judicial Appointments Commission, as at February 2025 it is 75.  Sitting magistrates are ineligible for appointment. | |