



INDEPENDENT CUSTODY VISITOR

PERSON SPECIFICATION

Essential Criteria

<u>Essential Criteria</u>	<u>Measure By</u>
1. Be at least 18 years of age	Application
2. Not an officer or employee of the Police and Crime Commission or Police Force, a Justice of the Peace, Solicitor or Probation Officer	Application
3. Live or work within the Police Force area	Application
4. Able to communicate well, both verbally and in writing, with a diverse range of people	Application/ Interview/ Reference
5. Have a knowledge and awareness of diversity and equality issues	Application/ Interview
6. Able to work as part of a team	Application/ Interview/ Reference
7. Flexible, reliable and have enough time to carry out the Custody Visiting role	Interview/ Reference
8. A good listener	Interview/ Reference
9. Objective, impartial, non-judgemental and able to constructively challenge when necessary	Application/ Interview
10. Able to travel by private or public transport to undertake visits	Interview
11. Able to maintain confidentiality in relation to detainees and custody visits	Interview
12. Portray a positive image of themselves and the Police and Crime Commission	Interview

Desirable Criteria

1. Have some knowledge of Custody Visiting	Application/ Interview
2. Have an interest in the rights and welfare of individuals in the Criminal Justice System	Application/ Interview