**INDEPENDENT CUSTODY VISITOR**

**PERSON SPECIFICATION**

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| **ESSENTIAL CRITERIA** | | **MEASURE BY** |
| 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 |
| 5. | Have a knowledge and awareness of diversity and equality issues. | Application & Interview |
| 6. | Have basic IT skills. | Application & Interview |
| 7. | To be able to pay close attention to detail. | Application & Interview |
| 8. | To be able to view information presented to you through a critical lens. | Application & Interview |
| 9. | To be able to work as part of a team. | Application & Interview |
| 10. | Flexible and reliable with enough time to carry out the role. | Application & Interview |
| 11. | Objective, impartial, non-judgemental and able to constructively challenge when necessary. | Application & Interview |
| 12. | To be able to travel by private or public transport to undertake visits and/or review sessions. | Application & Interview |
| 13. | To be able to maintain confidentiality in relations to detainees and custody visits. | Application & Interview |

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| **DESIRABLE CRITERIA** | | |
| 1. | To have some knowledge of custody visiting. | Application & Interview |
| 2. | To have an interest in the rights and welfare of individuals in the criminal justice system. | Application & Interview |