

INDEPENDENT CUSTODY VISITING SCHEME

INDEPENDENT CUSTODY VISITOR PERSON SPECIFICATION DESCRIPTION

SUMMARY: To observe, comment and report on the conditions under which persons are detained in police custody in accordance with scheme guidelines issued by the Policing and Crime Team of the West Yorkshire Combined Authority. Provide an independent check on the way Detention Officers and Police Officers carry out their duties with regard to detained persons and therefore increase public confidence in these matters.

| Attribute | Essential | Desirable | Measure |
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| Communication – written and verbal | Uses language and a style of communication that is appropriate to the situation and people being addressed. To be able to communicate information effectively, both verbally and in writing using basic IT (emails) and handwritten material. | To demonstrate an ability to complete forms clearly and concisely. | Application/ Interview |
| Understanding of the role | Some knowledge of Independent Custody Visiting. | Fully understands the role and the benefits to the police service and the community. | Application/ Interview |
| Attitude | Maintain strict confidentiality and adhere to policies and procedures. Have a commitment to continued development. Able to be resilient even in challenging circumstances. Acts in an assertive, professional, and appropriate way when challenged. | Demonstrates a positive and mature attitude. | Interview |
| Reliability | Demonstrate sufficient time and flexibility to carry out the role of Custody Visitor. Flexible, reliable and has sufficient time to carry out the role of including attendance at meetings and training events. | Willing and able to undertake visits during unsocial hours. | Interview |
| People | Hold diversity and equalities in high regard, showing respect for the opinions, circumstances and feelings of colleagues and members of the public regardless of background, status, ethnicity, gender, sexuality or religion. To work with colleagues as part of a team. Demonstrates the ability to | Demonstrates the ability to support colleague ICVs and newly appointed ICVs. Has an interest in Human Rights and the welfare of those involved in the Criminal Justice System | Application/ Interview |

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| | support colleagues. | | |
| Independence/ impartiality | Demonstrate an independent and impartial view in relation to all parties involved in the Custody Visiting process. | Demonstrates an understanding of the need for independence and impartiality. | Application/ Interview |
| Circumstances | <p>Be 18 years of age.</p> <p>Live, study or work in West Yorkshire.</p> <p>Willingness and ability to travel across West Yorkshire to visit all custody suites across West Yorkshire.</p> <p>Pass Non-Police Personnel Vetting (NPPV) Level 1.</p> <p>Must not currently or have previously received contact restriction under West Yorkshire Combined Authority's Unreasonable Behaviour policy.</p> | Demonstrate a flexible approach to fulfilling the requirements of the role. | Application/ Interview |