

## INDEPENDENT OBSERVERS OF THE POLICING OF PROTESTS AND DEMONSTRATIONS

### PERSON SPECIFICATION

<b>Essential Criteria</b>		<b>Evidence</b>
1	Applicants must be at least 18 years of age.	Application
2	Applicants must live or work in Cheshire.	Application
3	Resident in the UK for at least three years prior to date of application.	Application
5	Demonstrate an ability to complete forms accurately, clearly and concisely.	Application
6	Demonstrate excellent oral and written communication skills.	Application and Interview
7	Demonstrate sufficient time, flexibility and commitment to carry out the role of an Independent Observer.	Interview
8	Work with fellow Independent Observers as part of a team to meet the requirements of the Commissioner.	Interview
9	To undertake observations safely and abide by procedures outlined in the 'Memorandum of Understanding' and 'Scheme Guidance'.	Application and Interview
10	The ability to provide appraisal from the perspective of an independent person.	Application and Interview
11	Demonstrate respect for people from diverse communities and be able to communicate effectively with people from a variety of backgrounds in-line with equal opportunities.	Application and Interview
12	Demonstrate excellent observational and listening skills.	Interview
13	Demonstrate an independent and impartial view in relation to all parties involved in a protest or demonstration.	Interview
14	Be able to maintain confidentiality.	Interview
15	Access to appropriate transport to undertake observations as and when required across Cheshire.	Interview
<b>Desirable Criteria</b>		<b>Evidence</b>
16	Demonstrate some knowledge of policing and the criminal justice system.	Interview

Please note that IOs cannot be serving Magistrates, police officers, police community support officers (PCSO), special constables, police staff or OPCC staff. All applications will be considered, however, care will be taken to avoid any potential conflict of interest. Applicants who have previously served as

Magistrates, police officers, PCSOs, special constables, police or OPCC staff and are no longer in this role must allow a 12 month time lapse from their employment prior to applying for the role of IO.