**VOLUNTEER 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 Office of the Police and Crime Commissioner or Police Force or a Justice of the Peace or an officer of the Probation Service. | Application |
| 3. | Live or work within the West Midlands Police area. | Application |
| 4. | Need to have been a resident in the UK for at least 3 years prior to the date of application. | Application |
| 5. | Able to communicate well, both verbally and in writing, with a diverse range of people | Application/ Interview/ Reference |
| 6. | Proficient in the use of IT systems such as email and completing online forms | Application |
| 7. | Have a knowledge and awareness of diversity and equality issues. | Application/Interview |
| 8. | Able to work as part of a team. | Application/Interview/ Reference |
| 9. | Flexible, reliable and have enough time to carry out the Custody Visiting role. | Interview/ Reference |
| 10. | Good interpersonal skills. | Interview/Reference |
| 11. | Objective, impartial, non-judgemental and able to constructively challenge when necessary. | Application/Interview |
| 12. | Able to maintain confidentiality in relation to detainees and custody visits. | Interview |

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|  | **Desirable Criteria** | **Measure By** |
| 1. | Have an interest in the rights and welfare of individuals in the Criminal Justice System | Application/ Interview |
| 2. | Have some knowledge of Custody Visiting. | Application/ Interview |