



**LINCOLNSHIRE INDEPENDENT CUSTODY VISITING SCHEME
PERSON SPECIFICATION**

Essential Criteria	Evidence
1 Applicants must be at least 18 years of age.	Application
2 Applicants must live or work in Lincolnshire.	Application
3 Resident in the UK for at least three years prior to date of application.	Application
4 Demonstrate an ability to complete forms accurately, clearly and concisely.	Application
5 Demonstrate excellent oral and written communication skills.	Application / Interview
6 Demonstrate sufficient time, flexibility and commitment to carry out the role of an ICV.	Interview
7 Work with fellow ICVs as part of a team to meet the requirements of the ICV Scheme.	Interview
8 To undertake visits safely and abide by practices and procedures outlined in the Memorandum of Understanding and Scheme Guidance.	Application / Interview
9 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, using translation support where necessary.	Application / Interview
10 Demonstrate an independent, impartial and non-discriminatory view in relation to all parties involved in the custody visiting process.	Interview
11 Be reliable and punctual.	Interview
12 Demonstrate excellent observational and listening skills.	Interview
13 Be able to maintain confidentiality.	Interview
14 Access to appropriate transport to undertake programmed visits.	Interview

15	Can demonstrate the ability to use problem solving skills, especially in difficult situations.	Application / Interview
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Desirable Criteria

Evidence

15	Some knowledge of the criminal justice system and police custody.	Interview
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16	Basic knowledge of mental health problems, learning difficulties and issues affecting children and young people.	Interview
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Please note that ICVs cannot be serving Magistrates, police officers, police community support officers (PCSO), special constables, police volunteers, police or OPCC staff. All applications will be considered however, care will be taken to avoid any potential conflicts of interest.

Applicants who have previously served as Magistrates, police officers, PCSOs, special constables, police volunteers, police or OPCC staff and are no longer in this role, must allow a five year time lapse from their employment prior to applying for the role of an ICV.