



ROLE PROFILE

Job title:	Legally Qualified Person (LQP)
Fees:	Full day – sittings of more than 4 hours (excluding meal breaks) - <u>£511.56</u> Half day – sittings of 4 hours or less (excluding meal breaks) <u>£255.78</u>
Location:	Northumbria Durham Cleveland North Yorkshire West Yorkshire Humberside South Yorkshire

Job Purpose

To advise on legal and procedural matters in respect of police misconduct hearings taking place within the North East and Yorkshire region. Specifically: Northumbria, Durham, Cleveland, North Yorkshire, West Yorkshire, Humberside and South Yorkshire. The Legally Qualified Person is appointed to advise on cases under the Police Conduct Regulations.

Introduction

Since 2014 several changes have been made to the police disciplinary system for the purposes of more transparency, independence and justice. On 31 August 2023, the Home Office announced the outcome of its Review of Police Dismissals. Under the new proposals, Chief Constables will be responsible for chairing Police Misconduct Panels (PMPs) accompanied by two Independent Panel Members (IPMs). The Panel will also be supported by a Legally Qualified Person (LQP) to provide independent advice. Planned changes under the new proposals came into effect on the 1st May 2024.

General Background

The PMP will conduct misconduct hearings for officers holding the rank of Chief Superintendent and below. These hearings are governed by the current and earlier Police Conduct Regulations. Northumbria OPCC maintain the list of LQPs for the region.

Nature of Cases

The PMP is likely to be convened to hear allegations of serious cases of misconduct by police officers. The maximum outcome at this hearing would be dismissal from the police service without notice. For example, cases would include allegations of criminal acts or serious breaches of the standards of behaviour expected of police officers such as honest and integrity.

<p>Main duties and responsibilities:</p> <ul style="list-style-type: none"> • Reviewing papers for cases dealt with under the Police (Conduct) Regulations.
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- **Preparing for a hearing:**
 - Reading and assimilating misconduct papers before any hearing commences, including on occasions studying complex documentary evidence.
 - Advising on pre-hearing decisions on whether witnesses are permitted to be called to give evidence at the hearing and whether to require notice of the hearing.

- **Time Commitment:**
 - Misconduct cases are triggered by the officer concerned receiving a notice of misconduct proceedings (Regulation 30). Cases can last from one day to up to a week (or more in some case).

- **Training**
 - LQP's must attend the mandatory training day before being appointed to a PMP.

- **Jurisdiction**
 - The PMP will hear cases governed by the Police (Conduct) Regulations.

PERSONAL SPECIFICATION

FACTORS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications	Candidates must satisfy the judicial-appointment eligibility condition on a 5-year basis.		Application form
Standard eligibility clauses	<p>Candidates must fulfil one of the following nationality requirements:</p> <ul style="list-style-type: none"> • Be a citizen of the United Kingdom • Be a citizen of the Republic of Ireland • Be a citizen of a commonwealth country or; • Hold dual nationality, one of which falls in one of the above categories <p>There is no upper or lower age limit for candidates for this post apart from the statutory</p>		Application form

	<p>retirement age for judicial appointments.</p> <p>Candidates must be capable of fulfilling the particular judicial office they have applied for. If a health condition constitutes a disability within the meaning of the Equality Act 2010, or for Northern Ireland within the Disability Discrimination Act, if appointed, reasonable adjustments will be considered on taking up office and during service.</p>		
<p>Knowledge and skills</p>	<p>Intellectual capacity:</p> <ul style="list-style-type: none"> • Quickly absorbs and analyses complex information with ease. • Knowledge of the police disciplinary legislative framework, case-law and underlying principles, or the ability to acquire this knowledge. <p>An ability to understand and deal fairly:</p> <ul style="list-style-type: none"> • Shows awareness of equality and diversity issues that may arise in policing • Committed to public interest, impartiality, and fair treatment. • Listens with patience and courtesy. <p>Authority and communication:</p> <ul style="list-style-type: none"> • Inspires respect and confidence. • Questions effectively. • Engages constructively in debate and challenges others appropriately. • Excellent presentation skills. 		<p>Application form Interview</p>

	<p>Efficiency:</p> <ul style="list-style-type: none"> • Works at speed, including when under pressure. • Manages time effectively and produces clear reasoned advice expeditiously. • Works constructively with others. • Makes effective use of technology, including computers, video- and telephone-conferencing. 		
<p>Personal Qualities</p>	<ul style="list-style-type: none"> • Integrity and independence of mind. • Commitment to equality, diversity and inclusion. • Sound judgement. • Decisiveness. • Objectivity. • Learns and develops professionally. • Maintains up to date knowledge of issues relevant to the role. • Excellent interpersonal skills involving all members of the Committee. • Maintains authority when challenged. 		<p>Interview</p>