



## Legally Qualified Person Police Misconduct Hearings

The Police and Crime Commissioners for the North East and Yorkshire region are seeking to appoint Legally Qualified Persons to join the list of people able to sit on police misconduct hearing panels. These hearings preside over serious misconduct cases in what is an important aspect of the disciplinary rules that govern the police in England and Wales.

Police and Crime Commissioners have the challenging role of ensuring that the people of their respective region are served by an efficient and effective police force. Transparent, fair and robust arrangements for police officer discipline are an important way of inspiring public confidence in the high professional standards and ethical values of our police.

Successful candidates will join the Panels for the Police and Crime Commissioners of Northumbria, Durham, Cleveland, North Yorkshire, West Yorkshire, Humberside and South Yorkshire. The work will therefore be varied across the entire region.

An important principle is for misconduct processes to build trust and confidence in policing both for our communities, but also for the staff working within policing. A commitment to fairness and transparency, with a particular emphasis on understanding the issues that are important to our diverse communities is critical in this role.

Applicants must satisfy the judicial appointment eligibility condition on a 5-year basis as set out in section 50 of the Tribunals, Courts and Enforcement Act 2007

Applications are sought from qualified lawyers who can demonstrate integrity and independence of mind, commitment to equality, diversity and inclusion, analysis, sound judgement and an objective approach to issues presented. Applications from candidates who have current or previous experience of regulatory law are actively encouraged

We are looking to increase the diversity of our current panel to make it more representative of our communities. Applications from under-represented groups, particularly BAME, LGBTQ and female colleagues, are particularly welcomed.

This role will be a contract for services and rates of pay are set nationally. The contract will run on a four-year term, with the potential to be renewed for an indefinite number of terms.

Attendance at training events is a mandatory condition of appointment for these posts.

Successful candidates will be required to undertake training.

Candidates should complete the application form listed on our website ([www.northumbria-pcc.gov.uk](http://www.northumbria-pcc.gov.uk)). Applications should be submitted to [enquiries@northumbria-pcc.gov.uk](mailto:enquiries@northumbria-pcc.gov.uk)

The North East and Yorkshire is a vibrant and diverse part of the country and we are committed to equality and diversity. Applications from individuals of all backgrounds are welcomed. Applicants must be able to demonstrate a good understanding of diversity and human rights, and a personal commitment to promoting diversity and racial equality.

### **Don't meet all parts of the Job Description?**

We are dedicated to building a diverse, inclusive and authentic workplace that reflects the communities of the North East and Yorkshire. Studies show that women and people of colour are less likely to apply for roles if they believe they do not meet each item of the criteria. So, if you are passionate about this role we encourage you to still apply. You may be exactly who we are looking for.

Please note we do not accept CV's. To download an application form and further information please visit [LQP Recruitment North East and Yorkshire](#) or telephone 0191 221 9800

Recruitment is completed in line with safe recruitment practices. You can find our Safeguarding policy here: [Northumbria OPCC / VRU Safeguarding Policy](#)

For more information about the Office of the Police and Crime Commissioner visit: [Homepage - Northumbria PCC](#)

For an informal confidential conversation about this post, please contact Scott Duffy by emailing: [scott.duffy@northumbria-pcc.gov.uk](mailto:scott.duffy@northumbria-pcc.gov.uk)

The closing date for applications is 17:00 on 30/04/2025. Interviews to take place in person or on teams mid to late May 2025

**Please note CV's will not be accepted.**