

## **Person Specification**

Applicants need to possess the following requirements:

### **1. Good Character**

- Respect and trust of others
- Respect for confidences
- No previous conduct incompatible with being a Panel Member (Any applicant unsure as to whether previous conduct (e.g. a criminal conviction, dismissal from work for misconduct) would debar them from selection should contact the Panel Administrators to discuss the matter).

### **2. Understanding and Communication**

- Ability to understand documents, identify and comprehend relevant facts, and follow evidence and arguments
- Ability to communicate effectively

### **3. Social Awareness**

- Understanding of local communities and society in general
- Respect for people from different ethnic, cultural or social backgrounds

### **4. Personal Attributes**

- Ability to relate to and work with others
- Regard for the views of others
- Willingness to consider advice
- Decisiveness
- Confidence
- A sense of fairness
- Courtesy
- Ability to think logically, weigh arguments and reach a balanced decision
- Openness of mind
- Objectivity
- The recognition and setting aside of prejudices

### **5. Commitment and Reliability**

- Reliability
- Willingness to sit on appeals for at least 6 separate days a year
- Willingness to undertake the required training