

Recruitment of Independent Members

The Qualities We Are Looking For

QUALITY	ELEMENTS
<i>Interest in policing & community safety</i>	Positive commitment to enabling policing to improve Interest in how prejudices affect reporting Discriminatory policies re policing Understanding of the broad spectrum of community issues & needs, especially around Outing and privacy Interest in the functioning of the Criminal Justice System Positive commitment to developing the grounds for measured trust and confidence among LGB/T people
<i>Personal Qualities</i>	Understanding of the breadth of difference within and across the varied lesbian, gay, bisexual and trans communities Express self clearly & effectively Demonstrate a positive & enthusiastic attitude Display a commonsense approach Willingness to address community stereotypes and exclusions
<i>Group Working</i>	Positive contribution to the group Encourage & support other group members Respect different views, values & opinions
<i>Dealing with people</i>	Maintain good working relationships Communicate information in a way which is easily understood Display tact & patience Being approachable & open Appreciate the views of others
<i>Seeking & Accepting Responsibility</i>	Demonstrate accountability for decisions Earn the trust of others See the job through to a satisfactory conclusion
<i>Adapting to change</i>	React positively & flexibly to imposed change Participate in planning for change Willing to suggest potential improvements to work-practices Is able to explain reasons for change
<i>Being fair</i>	Respect for different lifestyles, races, ethnic minorities & beliefs

Due for revision and update: June 2007