



**INDEPENDENT CUSTODY VISITOR  
PERSON SPECIFICATION**

**Essential Criteria**

**Measure By**

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|--|-----------------------|
| 1. Must be at least 18 years of age.   | Application           |
| 2. Must live (or work) in the Scottish Police Authority area.  | Application           |
| 3. Must have been resident in the UK for at least three years prior to the date of application   | Application           |
| 4. To demonstrate sufficient time and flexibility to carry out the role of custody visiting.   | Interview             |
| 5. To work with colleagues as part of a team to meet the Scottish Police Authority's visiting programme.                                 | Interview             |
| 6. To be able to communicate well both orally and in writing.  | Application/Interview |
| 7. To be able to communicate effectively with people from a variety of backgrounds and demonstrate a respect for equality and diversity. | Interview             |
| 8. To demonstrate an independent and impartial view in relation to all parties involved in the custody visiting process.                 | Interview             |
| 9. To be able to maintain confidentiality.   | Interview             |

**Desirable Criteria**

**Measure By**

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|--|----------------------|
| 1. Some knowledge of independent custody visiting.                     | Interview            |
| 2. To demonstrate the ability to complete forms clearly and concisely. | Application/Training |
| 3. To demonstrate mobility in relation to undertaking visits.          | Interview            |