

Person Specification – Lay Magistrate 2026

Intellectual Capacity

- Quickly absorbs and analyses information and extracts the relevant facts.
- Inspires respect and confidence through the application of their experience.
- Takes the necessary steps to maintain and enhance their knowledge so as to act with a high degree of competence.
- Learns and applies new processes and has the ability to learn and apply unfamiliar rules and procedures.

Exercising Judgement

- Demonstrates delivery of just outcomes and the equal treatment of all.
- Demonstrates integrity, objectivity and independence of mind.
- Acts ethically, displaying propriety, competence and diligence.
- Displays confidence in making difficult decisions, doing so effectively and whilst under pressure.

Collaborating Effectively

- Adapts to and deals effectively with a wide range of organisations and people.
- Works effectively with others to resolve problems and achieve consensus.
- Displays sensitivity to the influence of diverse ethnic and cultural backgrounds on the attitudes and behaviours of those they encounter.
- Displays diligence in the effective discharge of their own responsibilities as part of a collective effort.

Communicating Effectively

- Listens with patience and courtesy to a wide range of people and representatives.
- Asks concise, relevant and readily understood questions
- Makes appropriate and respectful contributions in an appropriate manner.
- Makes accurate and informative records so as to aid future decision making.

Commitment to the Role

- Displays diligence in being prepared for their duties by remaining informed and aware.
- Dedicates the appropriate time and resources to discharge their own responsibilities
- Recognises that with responsibility, comes expectation with regard to your own conduct in public and private.
- Acts as a role model, consistently demonstrating required standards of conduct.