

**Report of the Chief Constable to the Chair and Members
of the Operational Policing Panel
22nd January 2010**

**Executive & Presenting Officer: Mr Sean White, Assistant Chief Constable
(Territorial Operations)**

Status: For information

Special Constabulary and Police Volunteer Scheme

1. Purpose

1.1 The purpose of this report is to update Members as to the present position with regards Cleveland Police Special Constabulary and Volunteers Programme.

2. Recommendations

2.1 That Members note the contents of this report.

3. Background

3.1 The aim of the Special Constabulary is provide assistance to the regular Force, by working alongside Neighbourhood Policing Teams, high visibility patrols, and response assistance where required. The aim of the Volunteers is to provide support to our organisation in back office functions, enabling officers and staff to concentrate on core policing tasks.

3.2 Cleveland currently has 143 serving Special Constables and 68 volunteers in various posts at BCU's and Force HQ.

3.3 Cleveland is not unique in the respect that members of our communities are using Specials and volunteering to gain an insight into policing and gaining valuable life skills that will assist and equip them to join Cleveland as a regular officer. Since the start of the capacity build fund in 2005, 29 individuals have

4. Progress

- 4.1 The National Strategy for the Special Constabulary was launched in March 2008. The aim of the strategy is to enable the Special Constabulary through seven key work streams to strengthen its position as a valuable part of policing provision and to make best use of Specials to increase force performance.
- 4.2 The seven key workstreams are: marketing, recruitment, training and development, HR management, performance management and leadership.
- 4.3 A Gap Analysis of the Special Constabulary has been carried out identifying Cleveland's position in relation to the strategy and the seven work streams. A more detailed copy of Cleveland's Gap Analysis is available for Members should they wish to explore the contents in more detail. This is a living document and reflects our current position in implementing the strategy.
- 4.4 Cleveland Specials submitted an application for this year's Ferrer's Trophy Awards. Redcar & Cleveland Specials won a Highly Recommended award in the Team category for their commitment to Neighbourhood Policing. This award was presented to them in a ceremony in London by the Policing Minister David Hanson MP.
- 4.5 Cleveland submitted an application to the Criminal Justice Awards. Jean Flower won the regional award for Long service, dedication and commitment. Jean was a special constable for forty years and then retired to become a Cleveland Police Volunteer and is still serving.
- 4.6 Members of the Special Constabulary and our community volunteers will be starting an NVQ in Event Volunteering in the New Year – this is in preparation for the possible need to assist with the Tall Ships Race in 2010 and the Olympics in 2012. This is a nationally recognised qualification that was designed by the Olympic Committee.
- 4.7 By the end of the financial year the numbers of our serving Specials and Volunteers will have grown. We currently have 68 volunteers and 143 serving Specials Constables.
- 4.8 Members have previously requested a breakdown of the ethnic mix, gender and age of our Specials and Volunteers. The table overleaf shows this breakdown.

	Specials	Volunteers
Male	91	24
Female	52	44
25 & under	71	24
26-40	40	7
41-55	28	17
55+	4	20
White	135 (89%)	65 (98%)
BME	8 (11%)	3 (2%)

- 4.9 A further 15 volunteer candidates are currently undergoing vetting procedures and will be partaking in the induction course in January 2010. Stockton district will be interviewing for a further 10 volunteers in January 2010.
- 4.10 The Special Constabulary have 48 new officers in training these will be attested in February and May of 2010. The Force has agreed to take on a further 48 officers in the 2010/11 financial year. This will bring the constabulary numbers to their highest ever in Cleveland's History a potential total of over 230 officers serving by March 2011.
- 4.11 23,000 duty hours were performed by the Special Constabulary from April to September 2009. This has resulted in over 250 arrests, 1200 stop checks and over 1000 units of alcohol being removed from the streets, as well as undercover operations, cross boarder operations and high visibility and reassurance patrols.

5. Way Forward

- 5.1 The Force is introducing Dutysheet as a performance management tool for Volunteers and Specials. This system is web based, and allows access via any PC, landline or mobile. It will assist in the forward planning of duties, special events and training. It will also enable the Force to have up to the minute statistics for duty hours, tasks achieved and the available number of Volunteers and Specials in force at any given time.
- 5.2 The Specials yet again are leading the way and introducing management training for ranked officers. This will be an accredited program through Teesside University. This is a first in the UK for Specials and the University has also agreed to give credits to Sergeants within the Force that complete the training.
- 5.3 NPIA have designed an assessment centre for the Special Constabulary – this will possibly be adopted by the Force in summer 2010.

- 5.4 National application forms are being designed by NPIA for the Special Constabulary and these may be available from April 2010.
- 5.5 A new training website for the Specials will be going live on NCALT on the 23rd December – this is based around the Initial Police Learning Development Program (IPLDP).

6. Implications

6.1 Finance

The Force was able to secure £11,000 from the NPIA this financial year. These funds will be available to the Force in January 2010. This funding is to be spent on projects to increase the number of officers within the Force and the implementation of the Specials National Strategy.

6.2 Diversity & Equal Opportunities

There are no diversity or equal opportunities implications arising from this report.

6.3 Human Rights Act

There are no Human Rights Act implications arising from this report.

6.4 Sustainability

There are no sustainability implications arising from this report.

6.5 Risk

The Volunteer Management Team consists of two full time members of staff and 2 volunteers who give 4 hours a week. Due to the demands on the department and the workload, the staff are currently “Fire fighting” to keep tasks and responsibilities in relation to both on schedule. This has been discussed with the Volunteers Project Board and relevant members of the Authority. A business case will be submitted in due course for the recommendation of a Volunteers Co-ordinator post to be created for a period of 12 months to assist with project work and the further embedding of volunteers.

7. Conclusion

- 7.1 The Special Constabulary due to the National strategy are undergoing a period of tremendous change. The aim is to have a Constabulary that meets the needs of a modern police service, and for the Constabulary to consolidate its position as a reliable, trusted and respected member of the policing family, with a role to play in most, if not all aspects of police service delivery, especially community engagement.

7.2 The Force is continuing to embed volunteers within our organisation. An evaluation will be carried out in 2010 to establish how well the program is running.

Sean Price
Chief Constable