

<b>For Information</b>	
<b>Public</b>	
<b>Report to:</b>	<b>Strategic Resources and Performance</b>
<b>Date of Meeting:</b>	<b>8<sup>th</sup> November 2018</b>
<b>Report of:</b>	<b>Ch Insp Shaun Ostle</b>
<b>Report Author:</b>	<b>Mrs Paula Goodband</b>
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<b>Agenda Item:</b>	<b>9</b>

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## **Specials, Volunteers and Cadets**

### **1. Purpose of the Report**

- 1.1 The purpose of this report is to update on the work that the Citizens in Policing Department (CiPD) activity in relation to the Nottinghamshire Police Volunteers.

### **2. Recommendations**

- 2.1 It is recommended that the report is noted by members of the meeting.

### **3. Reasons for Recommendations**

- 3.1 To provide the Strategic Resources and Performance meeting with an updated summary of the current position.

### **4. Summary of Key Points**

- 4.1 Citizens in Policing is a national work-stream, each Force having a Citizens in Policing Department (CiPD) to support its work.

Nottinghamshire CiPD undertake start to end recruitment processes for all volunteers including Special Constables.

#### **4.2 Police Support Volunteers (PSV)**

There are 65 PSVs in a variety of roles throughout the Force supporting departments such as Vetting, Media and Communications, Ballistics, Forensics and Business Crime.

The Police Chaplain Service also sits within CiPD. There are currently 13 Chaplains from a range of different faiths to support employees.

CiPD work with Universities around student volunteering and offer roles to students at University of Nottingham and Nottingham Trent University. There are also year placement students that volunteer to work with us in their gap year.

### 4.3 Police Cadets

There is a mixture of Junior Cadets (age 13 – 15) and Senior Cadets (age 16-18). The Junior Cadets are fed through a school and the Seniors through open recruitment to bases throughout the Force area. The programme is delivered to follow the National Cadet Programme and is led by Cadet Leaders. Cadet Leaders are a mixture of volunteers including Special Constables and Police Employees, such as Police Community Support Officers (PCSO) and Police Constables (PC). BAME representation within the Cadet scheme is currently 21.28%. Gender representation is 49% female and 51% male.

Cadets are a Force resource and should be considered to support areas of operational policing that could also support their learning. Cadets can be used for test purchasing of alcohol and knives and can also support local crime reducing initiatives such as cyber fraud and burglaries. We do not, at present, capture quantitative data around the impact of their contribution but this is something that is being looked at nationally around how this could be done.

As part of the Cadet programme, Derby University offers the chance to complete the Foundation in Policing (FiP) qualification. If the Cadet passes the FiP, they receive UCAS points and direct access to one of the Policing Degrees at that University. This enables our Cadets to learn in a University setting, which breaks down the barriers to those that wouldn't have thought it an option and also supports our Cadets into a degree course.

### 4.4 Special Constabulary

The establishment of the Special Constabulary (SC) currently stands at 165 officers compared to 201 in 2017. This shows that the attrition rate has been high over the past 12 months, but the predominant reasons for officers leaving are positive as they have been successful in applying for Police Constable roles within the Force. BAME representation within the Special Constabulary is currently 10.49%. Gender representation is 35% female and 65% male. We also have 50 student SCs who are due to take up their roles in January 2019.

#### Innovation

SCs currently undertake a number of innovative roles to support their regular colleagues. These include:

- **Child Sexual Exploitation (CSE)** team, monitoring and enforcing restrictions on registered sex offenders. This scheme has been recommended for an award.
- **Operational Support Department (OSD)** officers, who support in the area of roads policing.
- **Rural Team** – policing the rural areas and focusing on all areas of rural crime such as wildlife and farming.
- **Parish Constables** – there are a number of Parish SCs that were recruited specifically for are dedicated to areas in the north of the County.

### 4.5 University Special Constables

In the 2018/19 academic year Nottinghamshire Police will be offering 50 student Special Constables places between the University of Derby and Nottingham Trent University for the students on their Policing degrees. This will give them the practical experience they require to complete the degree. These SCs will train and learn within the University setting and then be posted to various stations throughout the County. At present there are 13 SCs who are studying at NTU and 8 at Derby University. It is anticipated that these numbers will start to increase as the requirements of entry into the UK police service change within the Police Educational Qualifications Framework (PEQF). Of the 21 Student Specials working with us at present the gender breakdown is 12 male 9 female with 19% BME officers.

#### **4.6 National Work Streams**

National work streams include Special Constabulary, Police Support Volunteers, Employer Supported Policing, Innovation and Good Practice, Pilots, Value and Impact, Cadets, Communication and Partnerships. These work streams form the agenda for our regional CiP meetings which are held in Derby with ACC Paul Gibson who is the Regional Lead.

Nottinghamshire Police's CiPD newsletter regularly outlines innovation and success and has been shared nationally. This has been particularly recognised outside Nottinghamshire by Forces that have been interested in the University student recruitment scheme. Innovation includes SCs that are seconded to the roads policing function and work within Child Sexual Exploitation investigation.

Employer Supported Policing (ESP) is a focused national work stream that Nottinghamshire Police is keen to progress. This involves developing strong relationships with large local employers that may be prepared to release their staff for a number of agreed hours to perform voluntary public service policing duties.

#### **4.7 Bespoke work undertaken by Volunteers**

- A number of our Volunteers (7) have been successful in applying to the Police Constable Degree Apprenticeship (PCDA) scheme. There is also a significant number of Special Constables that have joined Nottinghamshire Police as regular Police Constables. In 2017, 33 SCs joined Nottinghamshire Police as regular PCs and 13 joined alternative forces. Currently, 2018 has seen 25 SCs joining the regular service.
- Cadets undertake community projects as part of their Foundation in Policing qualification facilitated by the University of Derby. These have included property marking schemes, building social areas for a vulnerable people's accommodation, visiting senior citizens functions and supporting others with learning difficulties.
- The Ride Along scheme and Operation Guardian are supporting the Force around visibility with Stop and Search. In addition, CiPD are supporting the Schools Officers raise awareness of this area of business with the teachers, in order that they understand the issues facing young people in their classrooms.
- A Special Constable has recently been shortlisted for the Ferrers Award for their work in leadership of the Special Constabulary's Child Sexual Exploitation team.

- The relationship with the local Higher Education providers in our region is being strengthened with Widening Participation projects and other initiatives. These seek to encourage not yet reached communities and see us as an employer of choice.

## **5. Financial Implications and Budget Provision**

- 5.1 There is a small budget within the CiPD. This is monitored through the Force Volunteers Board, chaired by the Assistance Chief Constable.

## **6. Human Resources Implications**

- 6.1 The numbers of all Volunteers is determined through the Force Volunteers Board. Recruitment is conducted by staff from the CiPD, which sits separately but works in conjunction with the Force's HR function.

## **7. Equality Implications**

- 7.1 Our volunteer roles are available to all and we manage recruitment processes and events in an inclusive manner. Positive imagery is used to ensure that everyone is welcome and different platforms of advertising are used to reach all communities. Social media is used heavily for recruitment.

## **8. Risk Management**

- 8.1

## **9. Policy Implications and links to the Police and Crime Plan Priorities**

- 9.1

## **10. Changes in Legislation or other Legal Considerations**

- 10.1 With the introduction of the Police and Crime Act 2017 volunteers could be given specific powers around roles that they are working in. This could empower volunteers in areas such as cyber-crime.

## **11. Details of outcome of consultation**

- 11.1 There has been no consultation in relation to this update report.

## **12. Appendices**

- 12.1 There are no appendices linked to this report.