



DCC Richard Debicki is the NPCC Lead for the Special Constabulary. In 2018 a new 5 year Strategy was approved at Chiefs Council. To facilitate the delivery of the strategy a national working was established.

The primary purpose of this working group is to manage the changes envisaged within the SC National Strategy and support the delivery of the SC National Delivery Plan, and to provide leadership, strategic direction, guidance, assurance and governance whilst working to agreed outcomes and within specified timescales.

The SCNWG is chaired by DCC Richard Debicki and membership includes designated regional representatives as nominated by the 9 Regional NPCC CiP Leads – including members of the Special Constabulary, College of Policing, Home Office, APCC, NCA, Staff Associations – to include Superintendents Association, PFEW, ASCO.

There are 9 work streams in place to support the delivery of the strategy, each with a nominated lead officer. The following provides an insight into the work and outcomes of some of the areas:

Improving attraction and recruitment into the Special Constabulary.

A toolkit is being designed for use by Forces in relation to Specials attraction and recruitment. The Toolkit will contain the best ways of attracting and recruiting people to the SC. It is aimed that the other relevant work streams of diversity and Career Specials will feed their recommendations into this toolkit. The toolkit has been based on the challenges in both attraction and recruitment that were identified in Ian Britton's IPSCJ report dated June 2019 and will incorporate the aims and objectives from the National strategy. An accompanying workshop is planned for February which aims to; provide further details of the tool kit; actively involve forces in its development and identify good practice that can be included to further enhance the final product. Timescales for the launch of toolkit: April 2020

Enhancing the equality and diversity of the Special Constabulary.

Work is at an early stage but it is envisaged that evidence-based models will be identified to help forces enhance the reach and diversity of all Special Constabularies and also improve engagement across the SC in respect of gender, BME, and other protected characteristics. The identified models will help Forces to actively enhance the diversity of leadership across the SC.

Defining national competency requirement and standards & building a national framework for initial training and competency development.

This workstream has focused on the new SC PEQF curriculum that the College of Policing are designing – consultation took place last summer, and two focus groups have been held to discuss and give feedback on the draft curriculum content.

Timescales: The draft SC PEQF curriculum will be presented to the SCNWG for consultation and feedback for the April meeting.

Improving pathways between the Special Constabulary & Regulars.

In November 2019, DCC Debicki wrote to all Chief Constables outlining the result of the National SC bench marking and the SC Strategy. In addition, a questionnaire was also included to find out from forces their SC to PC routes. How the SC will fit into the new National assessment centre and possibilities for exemption for SC's will be examined. The Oleo recruitment system in Wales has gone live in the 4 Welsh forces, exempting successful SC candidates on the system from redoing their application if they apply to be a regular PC.

**Improving the attraction, contribution, experience and retention of ‘career’ Special Constables.**

BTP are hosting a workshop for all forces to share best practice from across a number of forces, highlighting the challenges and opportunities relating to career SC's on London 23rd February. People can register here: <https://www.eventbrite.co.uk/e/workshop-on-specialisms-in-the-special-constabulary-and-career-specials-tickets-87218435689>

Developing a ‘Value Framework’ across the Special Constabulary.

A Value Framework is in the process of being devised and a workshop will be delivered in the near future to share with forces products such as the Valuing Volunteers assessment tool and the cost-value tool. Developing a consistent and effective model of leadership and rank across the Special Constabulary. As part of the wider survey sent around forces, a request was made to share Specials promoted rank role descriptions and current models of leadership training. There have been 28 responses to date, and a lot of material shared particularly in terms of the roles.

This workstream will develop a clear rationale for the purpose of having ranks, and a functional understanding of key elements of leadership requirement (deployment, wellbeing, development, etc.), based on the IPSCJ Leadership Report; Identify ‘ideal’ models for guidance on rank structures and role descriptions, recognising the need for some flexibility of practice within different force settings; Consider again the issue of insignia; Develop guidance on standards, competency, training and development, and proposed models for future leadership and senior leadership training.

A draft report will be produced the next Special Constabulary National Working Group.

Building a model of effective formal representation and wellbeing support for Special Constables.

The Home Office are now starting the procurement process for legal cover 2020/21. PIP cover has been discussed with the current provider who explained they have received very few requests for PIP cover. As the numbers are small and work is already underway on Special Constables’ representation, budgets are currently limited and it’s likely the current model will continue for the next financial year. It is open to forces to provide additional cover if needed and appropriate.

SC Representation: Home Office are pursuing legislation changes re federation membership and continue to engage with the Federation. The Bill this needs to go into is waiting for a time-slot – possibly Autumn.

Long Service Medal: The Home Office consulted on reducing the years from 9 to 5 years. They are taking advice to Ministers where a decision will be made. There is then a further process via the Order of the decoration committee to recommend changes come into force.

The Met raised Special Allowances and expenses guidance and whether it needs reviewing and there is an action for the Home Office to consider this.

The SCNWG next meets in April 2020.

Please be aware that Saturday 1 February 2020 saw the implementation of the new police regulations

<http://www.legislation.gov.uk/uksi/2020/2/made>

