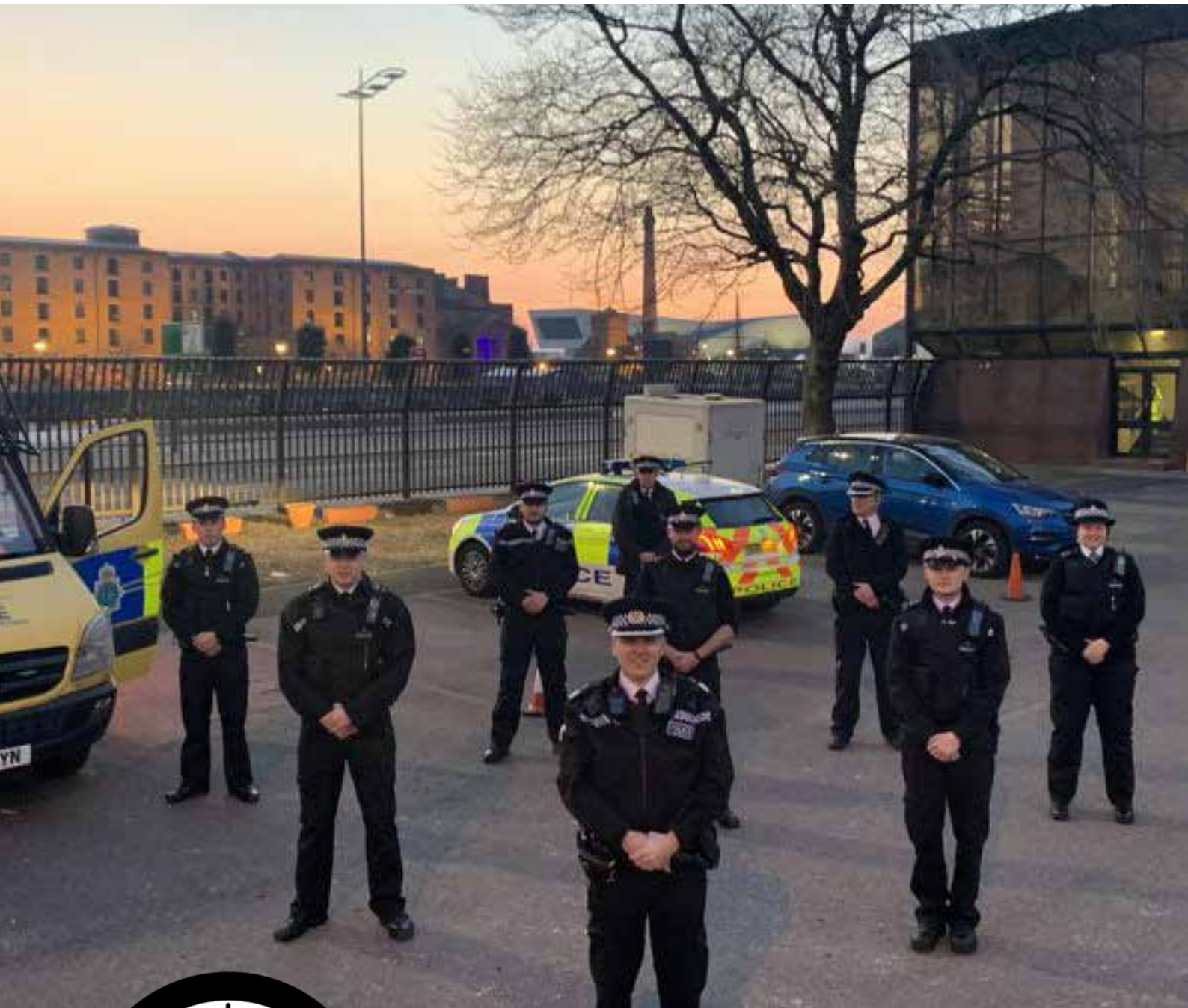


# SPECIAL IMPACT



THE VOICE OF THE SPECIAL CONSTABULARY

**SPRING 2020** | ISSUE 38



**SPECIALS & EMPLOYERS COVID-19 SUPPORT**  
SEE CENTRE PAGES





As a police service, we greatly value our Special Constables for their dedication and commitment day in day out, every week of the year. However, the step up to support at this critical time is overwhelming and I would like to personally thank each and every one of you, as you offer your time to help protect the NHS, and our communities, when they need it the most. I have received so many reports over the past few weeks of Special Constables, up and down the country, going above and beyond, providing crucial support to our Forces, whilst juggling challenges and changes within their own jobs, family lives, as well as various caring responsibilities and studies.

As the NPCC lead for the Special Constabulary, my team and I have been working hard behind the scenes alongside the National Citizens in

Policing lead, Chief Constable Lisa Winward, to pull together guidance and resources, working with partners and stakeholders to assist and support Forces in the mobilisation of their Specials teams in a safe, considered and meaningful way. In recent weeks we have received a number of questions and as a result put together documents, to provide clarity over a range of issues, informed by advice and guidance from the Home Office, the College of Policing, and others key stakeholders. Topics of these documents have include, allowances, ESP, management advice health and safety and of course welfare. These will be continuously refreshed as the Coronavirus situation evolves.

We have also written to Chief Constables recommending that the capacity and capability of the Special Constabulary be included within their Command and Control Structures at this critical time to ensure we utilise their skills, knowledge and experience.

In addition, ACC Andrew Slattery has written to ESP employers asking them to consider extending their current ESP provision to employees who are Special Constables, to provide additional support to local Forces, as and when required. Forces have also written to

local organisations inviting them to sign up to become an ESP partner.

We are working closely with DutySheet, who have added new features like, Social Isolation and Social Distancing Module, so Forces can quickly and easily identify, those available for deployment and of course, offer support to those in need. The system is also helping us to monitor the number of hours served, to demonstration and report on the enormous contribution that Special Constables are providing to help combat COVID-19.

In such a dynamic and swiftly changing environment, we are working hard at a national level to respond as quickly as possible to the challenges presented, and I'm grateful to all those involved for their input. I think now more than ever there are clear strengths and benefits to an integrated Special Constabulary, a valued member of the policing family as we work collectively to support our communities.

**Deputy Chief Constable Richard Debicki**  
North Wales Police & NPCC Lead for the Special Constabulary

## CHIEF CONSTABLE LISA WINWARD OF NORTH YORKSHIRE POLICE AND NPCC LEAD FOR CITIZENS IN POLICING



I wanted to take this opportunity to thank all those involved in the Citizens in Policing agenda during what I think it's fair to say are some extraordinary times as we all take some unprecedented measures in the fight against COVID-19. I recognise the surge of interest in volunteering at this time with many keen to support which is much appreciated, but also understand the need to do this in a safe and measured way. I know that many Forces are taking a diverse and innovative approach to harness the energy of our Volunteers and Special Constables at this time, adapting arrangements, embracing new ways, as we work to maintain our commitment to keeping everyone safe. This has involved some taking on alternative roles; others supporting partnering organisations and others meeting virtually to help support the national effort.

I want to express my gratitude for the dedication and public-spirited actions of each and every one of you - thank you and please take care of yourselves, your families and each other.

**Chief Constable Lisa Winward**

## MESSAGE FROM EDITOR:



Spring Special Impact is published at a very difficult time for us all. The Special Constabulary are vital as we continue to deal with the challenges that COVID-19 poses. I know that as volunteers in policing you are all doing everything you can to assist our communities at this unprecedented time. I also want to mention the Employers of our Special Constables; not only have our ESP partners stepped up their support, but there are so many organisations that have offered to release their staff that are Special Constables to support policing which is amazing – if you want to share good stories about your employer please email [esp@dutysheet.com](mailto:esp@dutysheet.com)

I hope that you are all taking the precautions to protect yourself, your co-workers and your families. I want to say a personal thank you to you all. I am truly amazed - as always - with your commitment and dedication to policing, particularly at this time, and I am very proud to have connections with the Special Constabulary.

**Tina Shelton**  
*North West Citizens in Policing Coordinator & Editor of Special Impact and Volunteering Matters*



ASCO would like to thank every Special Constable in the UK for their valuable contribution and the support to their communities during this national emergency

ASCO has developed a weekly briefing note which is available freely to any Special Constable. The COVID-19 update is available at [www.asco.police.uk](http://www.asco.police.uk)

Any specific enquiries in relation to welfare or support please email: [covid19@asco.police.uk](mailto:covid19@asco.police.uk)

Special Impact is supported by Citizens in Policing Practitioner's, Stakeholders and Volunteers. Thanks goes to Graham Holmes for supporting artwork and design. To submit an article or to give feedback please email: [Tina.shelton@amp.police.uk](mailto:Tina.shelton@amp.police.uk)

**FRONT PAGE: MERSEYSIDE SPECIAL CONSTABLES**



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## GMP WELCOMES NEW SPECIAL CONSTABLES

Greater Manchester Police (GMP) welcomed 17 new Special Constables at the latest attestation ceremony at Sedgley Park on Tuesday 25 February 2020.

The new recruits were joined by their family and friends, as well as GMP Chief Superintendent Stuart Ellison, Special Constabulary Chief Officer Mike Walmsley and officiating Magistrate Stephen Paine.

The attestation marks the end of the recruits' five-month training programme and the start of their volunteer role. Before being sworn in as a Constable and receiving their police authorities, the volunteers must make a declaration which is known as the Police Oath.

Lily Li-Yong grew up in Manchester and has been posted to Bolton. For the last seven years, Lily has worked as a Biomedical Scientist at Manchester University Foundation NHS Trust, and recently received her specialist status in biochemistry. In her spare-time, she has delivered inspirational talks and workshops on biomedical science in primary schools and at children clubs. She has volunteered as a Special to fulfil her childhood dream and give back to the community. Lily also wants to inspire her three children to follow their dreams and believe in themselves.

Andrew Smethurst has been posted to the City of Manchester Division and will be based in South Manchester. Andrew had a brief career in engineering where he helped work on the set of Strictly Come Dancing and helped to build the machine used on Tipping Point. Andrew applied to become a Special Constable as he wanted to undertake a new challenge. He is looking

forward to getting started and engaging with the community, as well as the opportunity to continue to develop new skills.

James Turner grew up in Tyldesley, and at the age of six he joined the local Scout movement and became a Beaver. Fourteen years later, James is now Assistant County Youth Commissioner for Greater Manchester West Scouts. James cited the friendships he has made during scouting, as the motivation for becoming a Special Constable.

Natalie Showell became a Volunteer Police Cadet in 2013; having wanted to join the Police from an early age. At 18, Natalie joined GMP as an apprentice and in June 2019, she successfully attained a full-time role as a member of Police Staff working in the Operational Communications Branch. With a passion for helping the community and a desire to learn new skills, Natalie decided to join the Special Constabulary to continue to help communities in Stockport.

Aaron Moss has grown up in Whitefield and has been posted to Bury – his local division. He decided to become a Special Constable in order to give back something and help improve his community. Aaron is now thinking of becoming a full-time Police Officer, after gaining valuable knowledge and experience whilst on the training programme. Aaron said that he has thoroughly enjoyed getting to know his colleagues during the five-month training programme, and would like to wish them the very best of luck moving forwards

Chief Superintendent Stuart Ellison said: "The skills and experience that Special Constables often bring are invaluable to Greater Manchester Police. They play a pivotal role in policing Greater Manchester and helping build relationships, which only makes our communities stronger. "The fact that they volunteer in their own time is commendable and it's great to see their dedication and commitment to supporting GMP. Each recruit has their own personal reasons for joining GMP and I always enjoy hearing the reasons why our Specials choose to volunteer. It's always pleasing to hear how each Special want to make a difference, especially within our local communities, by tackling crime and protecting people. I would like to take this opportunity to thank the recruits and wish them the best of luck on their journeys"

We would like to remember Special Constable 1457 Martin Hovenden MBE, who sadly died on 1st January, 2020.

Martin joined the Sussex Special Constabulary in 1981,



working from Rye Police Station. He then moved to Hastings and would drive the prison van every Friday and Saturday night, providing prisoner transport and support to custody every weekend. Martin joined Sussex Police as a paid member of staff in 2001, and had been working as the Supervisor in Hastings Front Enquiry Counter at the time of his death.

Martin also helped run the Hastings and Rother Volunteer Police Cadets for 10 years.

Martin was recognised for his work with the Police in 2013 when he received an MBE from The Queen.

Martins' funeral was held on 29th January 2020, and there were over 450 people in attendance, including the Chief Constable. The Officers formed a guard of honour up the road

as Martin arrived at the church, with the prison van following the hearse.

Sussex Police state: 'Martin was a true public servant who gave his all as a Special Constable for almost 40 years. He was absolutely devoted to his role and his colleagues he served with. He was much loved and never missed a weekend supporting his colleagues driving the prison van. He was just simply an integral part of our policing family and can never be replaced. As one colleague put it 'He has left a Martin shaped hole that no one can fill.' He is so sorely missed, however his memory will always live on and we will always treasure those many experiences we shared with him. We just simply as a Force loved him. Thank you Martin for your service to us all.'

Rest in Peace Martin



# ESSEX POLICE CELEBRATES INTERNATIONAL WOMEN'S DAY



## The IWD attendees showing their support for #EachForEqual

International Women's Day took place on Sunday 8th March 2020, which is a celebration raising awareness about women's health, striving to improve gender relations, promote gender equality and highlight female role models from various industries and backgrounds.

As part of the celebrations, more than 250 women and men from the Essex Emergency Services came together to take action for equality at Hyland's House, Chelmsford on Friday 6th March at the International Women's Day Conference 2020. The day was a fantastic opportunity to celebrate some of the inspirational women from different areas and roles in the Force.

The Essex Police Women's Leadership and Development Forum (WLDF) worked together with Essex County Fire & Rescue, East of England Ambulance Service and the Police, Fire and Crime Commissioner for Essex to host the conference celebrating the #EachForEqual theme of the awareness day.

The event featured inspirational talks from speakers including Chief Superintendent Una

Jennings from South Yorkshire Police and Group Commander Nicola Lown from London Fire Brigade.

Una Jennings, who has been in policing for 18 years said: "‘Get out of your own way’, that's what my mother would say to me. My mother remains the most inspirational person to me. I put my head down and let the work speak for itself. It takes some maturity and time to realise I belong here as much as anyone else. The people that I get to work with everyday are some of the most exceptional people you'll ever meet. You're all heroes and heroines."

## Chief Superintendent Una Jennings, South Yorkshire Police



Essex Police Officers and staff also hosted informative workshops, including Specialist Operations PC Dawn Wood, telling her tremendous story of her journey to become the second fastest woman to row solo across the Atlantic in 53 days whilst raising awareness of plastic pollution.

Essex Police raised awareness and promoting a gender equal workplace throughout March by sharing stories about their strong female officers and staff members, including the women that inspire them and their advice for women who are thinking about joining Essex Police.



## BIKE LOVING SPECIAL CONSTABLE TAKES TO TWO WHEELS

A Leicestershire Police Special Officer has become the Force's first Volunteer Police Motorcyclist after passing his training.

Special Inspector Jon Mansfield has always been passionate about biking. Since joining Leicestershire Police as a Special seven years ago, he's spent a lot of time and effort working to reduce the number of people killed and injured on our roads.

Jon said: "I've always been a keen motorcyclist, riding on both the road and track and helping motorcyclists train for their Advanced Rider Course with my local IAM RoadSmart.

"I feel very privileged to have been selected to be the first Leicestershire Special to join the Motorcycle Officers. Since passing my test I've already spent many hours out on the bike, engaging with people

and undertaking enforcement duties. I've seen just what an invaluable resource the bikes are to us.

"Leicestershire Police is one of the only Forces in the country to offer motorcycle training to Special Constables, which without doubt increases our capabilities as a Special Constabulary and Police Force as a whole."

Last year Jon helped to form a dedicated specialist unit of Specials, the Safer Roads Team, who volunteer their time to improve road safety and law enforcement.

Special Inspector Stuart Mottershaw, lead for the Safer Roads Team said: "It just made perfect sense to have Jon on a bike. He's an advanced motorcyclist in his own right with decades of riding under his belt, and is an examiner for the IAM, so I can't think of anyone better to do it.

"Motorcyclists are by far the highest demographic of road casualties in Leicestershire and the team have done a lot of work with motorcyclists to try to protect them. Having Jon there to relate from a biking standpoint really does win

hearts and minds and has really helped us to communicate with people.

"Jon's new skill is a big advantage operationally too, as it's easier to spot drivers on mobile phones or without seatbelts from a bike. His skills have extended the flexibility and reach of the Safer Roads Team and I am confident that Jon is a major tool in our bid to reduce the number of casualties on the roads of Leicester, Leicestershire and Rutland."

The Safer Roads Team is primarily lead by Specials with the support of Co-ordinator PC Fiona White. She said: "Inspector Emma Spencer and Traffic Management Supervisor Graham Compton have really supported the Safer Roads Team to work hard to reduce road casualties through community engagement and targeted traffic operations. Jon has proved invaluable in raising the visibility of the SRT by engaging with the motorcycle community and being a vital part of our pre-planned traffic operations, such as cracking down on speeding on routes that we know motorcyclists regularly frequent."

Jon added: "Leicestershire Police's Special Constabulary is in the midst of many changes with a strong focus on the formation of specialist teams to utilise the diverse range of skills that volunteers bring to the Force. The Safer Roads Team is an example of this and we've achieved great results since our formation. There are exciting changes happening and it's never been a better time to volunteer and make a difference."





## HERTFORDSHIRE SPECIAL CONSTABULARY IMMERSIVE TRAINING DAY



Some 35 Specials attended Hertfordshire Special Constabulary's immersive training day at Police HQ, with all who gave feedback saying they found it enjoyable and useful.

Scenarios on the day included:

- Domestic abuse
- Major crime
- Stop Search
- County lines
- Drink driving
- Missing persons
- Sexual offences

Hertfordshire's Specials Development Assistant Manager, Charlotte Baker said: "We were thrilled with the excellent feedback from both participants and the experts who gave their time to help run the testing scenarios. It was even more successful than our previous training day and there was learning to help make future immersive training days more effective."



Lancashire Special Constabulary supported with licencing checks in Chorley recently. With the help of Barney the Labrador they located some illegal substances and dealt with the individuals carrying these accordingly.



## A REALLY SPECIAL DELIVERY!

Two Hertfordshire Special Constables from the Road Policing Unit (RPU) were in for a surprise when they were flagged down to help a mum-to-be who had gone into labour on the back seat of her car.

SC Stuart Murray and SC Matt Henderson were patrolling the A1(M) in slow-moving traffic when an ambulance flagged them down. The paramedics said that there was an issue with the car in front, but they couldn't help because they had a patient on board.

The Specials pulled over to find a heavily pregnant passenger who was in the late stages of labour.

Stuart and Matt escorted the vehicle onto the hard shoulder, and provided an escort away from the congested traffic. Another RPU vehicle met them at the junction 8 turn off to Stevenage, and both vehicles escorted the couple to Lister Hospital in Stevenage.

Stuart said: "We made it with just minutes to spare – after we got the car into the ambulance bay, I ran over to assist to find that the baby was crowning. Luckily one of the ambulance crews was there after dropping off another patient, so thankfully they were able to take over.

"The baby actually had to be delivered in the car park, as the woman was too far along to be moved! The NHS staff really did all of the work, they were absolutely fantastic. We were so glad to be able to help, and it was so lovely for the couple to invite us back to the hospital to take some pictures with their healthy baby boy!"

Welcome to the world baby Levin!





# A VERY SPECIAL CONTRIBUTION



West Yorkshire Police currently provides training to over 120+ new Special Constables per year. The Cohort Training Programme is delivered over 30 weeks at the Force Training School by a team of dedicated Specials Trainers, of which Special Constable Andrew is a senior line manager.

Such a model enables Special Constables to be trained by those with knowledge and experience unique to the Special Constabulary. It provides West Yorkshire Police with over 2,000 hours of additional policing. Prior to the Cohort System a Modular System was in place which differed considerably from the current training model. When the transition took place a legacy existed of some outdated material and gaps appeared which required attention, particularly around technological advancements in training. Practical learning experiences were

also required streamlining to maximise learning potential.

An inspirational and motivated leader was needed to step forward and commit to rejuvenating the training programme and the providing of experienced direction. Andrew was this person, and offered, without hesitation to provide his knowledge and support to the Force training department.

In addition to normal weekend duties, Andrew reviewed the entire training package provided and compared it against standards recommended by the College of Policing ILS4C Programme making adjustments to training material. He also reviewed hundreds of knowledge questions and prepared electronic exams for students as well as reviewing, preparing and organising practical training exercises.

All this was against a backdrop of being a father to two young children and a busy international businessman. With over 35 years' experience as a Special Constable, he still has the affable and friendly personality, which is a credit to him. His 'can do' attitude and willingness to act for the Constabulary and community as a whole is humbling. Respected by peers and students alike, Andrew is, without doubt the embodiment of a professional Special Constable.

Since its inception the West Yorkshire Police Cohort System has provided 120 officers to districts. Andrew has personally trained over 83 of those officers and worked 760 hours in doing so.



**WEST YORKSHIRE  
POLICE**



## SPECIAL CONSTABULARY COVID-19 SUPPORT





Lancashire's delivery was made to a massive Waitrose warehouse and the bulk pallets had to be broken down; the Officers had to count out the number of packs or items and then assemble each Borough's delivery.

Each Council was then given a collection time and when the vehicles arrived the Officers organised them to reverse into the chilled warehouse, shut the roller shutters then loaded the vehicles by hand.

The Officers were operating in a refrigerated, chilled warehouse with temperature set at 2 degrees; so it was a very cold duty for them all!

## LANCASHIRE SPECIAL CONSTABULARY SUPPORT COVID-19

The Lancashire Special Constabulary were contacted by a regular Sergeant from the Lancashire Resilience Forum and asked to help. The Government had made a purchase of food to be distributed to each County. 10 Special Constables together with 3 Civilian Speed Enforcement Officers helped to sort the food for distribution across the 14 Boroughs of Lancashire



SPECIAL INSPECTOR PETER ALLEN



Waitrose supplied cut daffodils during the Operation to help brighten the lives of isolated people.



Special Constables based at Greenbank, Lancashire spent the weekend deploying on foot into Blackburn; Engaging, Explaining, Encouraging or, as a last resort,

Enforcing the COVID Regulations where applicable. On this occasion, happily no Enforcement proved necessary.



Home Office



The National Police Chiefs' Council have asked partners on the Employer Supported Policing Scheme to consider providing additional leave to their staff that are Special Constables so they can support the Police Service in managing the impact of the Coronavirus.

One of the companies that responded to this is Tesco. Tesco have been an Employer Supported Policing (ESP) partner for almost three years now, and despite being under pressure for them to provide an essential service to the public in these challenging times, they have increased their support for the Special Constabulary during COVID-19.

Tesco have 50 employees from 25 Forces across England and Wales who are Special Constables and have already donated through the National ESP Scheme just over 4800 hours of policing to local communities, as well as encouraging their managers to understand their employees' voluntary role as a Special Constable; last year two Tesco managers went out on observation patrol with Merseyside Special Constabulary.



**Tesco People Director for UK and ROI, Emma Taylor, said: "These are unprecedented times and our colleagues throughout the UK are doing fantastic work in their local communities. We have extended our paid support for Special Constables in Tesco from one week to three weeks to ensure that these colleagues can perform their duties during this important time."**

Special Constable Shane McKinney who volunteers for Lancashire Constabulary has been a Special Constable since September 2018. He says: "Tesco is very supportive of helping the community in many ways, and the ESP leave they provide is another great

example of this. This enables me to give additional support to my community that I work and live in. The skills I have developed as an officer have definitely been transferable back into the paid workplace, so it's a two-way benefit. The increase in confidence is definitely a skill that has increased drastically and the ability to de-escalate a volatile situation in a professional manner using your communication skills is another amazing skill I don't think I could have achieved anywhere else. I thoroughly enjoy being a Special Constable; it is a challenging, rewarding role, particular in these times, where no two situations are the same."

ACC Andrew Slattery, who is the NPCC lead for Employer Supported Policing says: "Employer Supported Policing is an effective partnership between employers, their staff and the Police Service, devised to support Citizens in Policing in their voluntary duties enabling them to increase public safety and confidence.

Despite the difficulties Tesco are also experiencing through this crisis, I am grateful for their generosity and ongoing commitment to our partnership, and thank them for demonstrating a commitment to supporting policing, and ultimately the community, at this critical time.

There are 185 organisations that are registered on the ESP Scheme nationally, and the response that we have received to the request from the NPCC has been overwhelming, both from our ESP partners and new businesses who wish to support their staff that are Special Constables."

If you represent an ESP business willing to extend your existing commitment, or wish to join the Scheme, please contact the ESP National Team on [esp@dutysheet.com](mailto:esp@dutysheet.com) and somebody will be in touch with you to discuss how you can help us to meet this challenge.





## Department for Work & Pensions

Policing partner offering their staff who are Special Constables an addition 12 days leave per annum to undertake their voluntary duties/ training. This is extended to Police Support Volunteers in terms of 3 additional days per annum.

**Let's meet some of the Special Constables who are working within the organisation.**



Mark joined Staffordshire Special Constabulary in July 2019, and attested in November of the same year. Mark, known as GJ, says: "I would

The Department of Work & Pensions have officially become an Employer Supported

love to say that my original reason for wanting to join the regular police service many years ago was because I wanted to make a difference to people's lives and make my community better. It wasn't; it was down to the fact that I would be able to drive round the city with blue lights on and arrest bad guys!

Now I am older and I have children, I decided to actually join as a Special Constable to make a difference to the community and make the streets safer for my children. I volunteer at Longton Police Station as part of the Neighbourhood Team.

In the day I work for the DWP as a Duty Team Leader and a Work Coach. I support people back into work and help them with life related issues. I guess supporting people is in my blood, volunteering with the police gives me different challenges, but similar goals. 'Help the people that need support and be there when people need you the most.' My "day job" has helped me to defuse situations whilst out with the Police as I have spoken to people that I have supported with the DWP, meaning that they see past the uniform and work with me. I have been able to stop anti-social behaviour simply because they knew me.

ESP has helped me to work different shifts, it also makes me feel valued by my employer as they recognise the importance of Specials within the community; the community that I also support in the day job. I have been able to do shifts that I would not normally have been able to do, like a night shift as they have counted this as my working day, meaning that I could have the following day off.

Sonya joined Lancashire Special Constabulary on 30 March 2007 and is currently a Special Inspector in West Division (Blackpool) working on Incident Response.

Sonya says: "I had always wanted to be a



police officer and applied when I was 21. I wasn't tall enough for Lancashire so applied for GMP but was unsuccessful so I continued my career in the Civil Service."

Sonya married at 23 years of age, had children, and then divorced in her late 30's, and at this point re-evaluated her life; still wanting to be a Police Officer, but unable to do this full time with children to care for, she became a Special Constable. Sonya continues: "Becoming a Special enabled me to give something back to the community which also fulfilled my need to be a Police Officer, but in a way that would fit in with my work and home life."

"I have been a Visiting Officer for DWP for 17 years. Initially the job was just visiting the over 65's; now I visit all ages. I visit the vulnerable - be it elderly, drug/alcohol dependant, mental health or with other disabilities. I don't always know how the person I am visiting is going to be, and I attend alone. However, being a Special has given me more confidence in dealing with confrontation in a customer's home compared with my colleagues. Qualities that

I feel are valuable for both my roles are being more able to defuse situations; I am a good listener and can see the bigger picture."

"ESP has enabled me to attend Court without using my annual leave. Last year I was invited to attend the Regular's Police Senior Management Team building day in Morecambe. ESP support enabled me to attend the day, which I thoroughly enjoyed and got a lot out of attending.."



Steve joined BTP Special Constabulary in September 2016 and for over two years has been a Temporary Special Sergeant in Nottingham, East Midlands, being responsible for the welfare and development of 12 Special Officers, which has been an entirely new, challenging and rewarding role.

He says "During my time with BTP I've learned many, skills, I am still learning now and will



continue to do so. I've always considered myself fairly capable with regard to "conflict resolution" and both the DWP and BTP roles work very well together. My paid role at the DWP is a Fraud Investigator, as well as a Mental Health First Aider (Mental Health England).

During my DWP duties I've also been able to apply my emergency first aid training and experience gained with BTP to medical emergencies. One example included a DWP customer that became unconscious during an interview and another, more severe incident, involved a person that was ran over by a bus in Nottingham City Centre during my lunch break. As one of the first on scene, I attempted life-saving skills and continued to assist the lone paramedic who arrived later. Sadly the person died, but these incidents demonstrate where, through training and experience individuals are given the opportunity to step in and help out where the general public might be unable or unwilling to do so.

The ESP leave allows me to pre-plan and book any "day time events" and on occasion, I've had to leave the "day job" early or take days off at short notice to undertake emergency police work, for example, the fire that occurred at Nottingham Railway Station a few years ago or to provide high visibility policing and public reassurance following terrorist related incidents. ESP has definitely allowed me to offer my policing service.

As a Special Constable you'll frequently have to show resilience, independence, self-motivation and certainly dedication. The rewards are immeasurable however and so far, my police work has been the most rewarding job I've ever had the pleasure of undertaking."

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Steve joined the West Yorkshire Special Constabulary in 2008 and is based in Leeds mainly policing on Response and on Neighbourhood Policing Teams operations. Steve says: "As I'd been working for the DWP for some 30 years and needed to broaden my skill base, add a new dimension to my working life. I also wanted to do something

which would give something back to the public service. I considered many different roles in the voluntary sector but when I narrowed them all down, nothing could beat what working in West Yorkshire Police as a Special Constable could offer. Looking back it's one of the most rewarding things I've done - I've seen and experienced things which I would never had.

I've worked in the Department of Work and Pensions (DWP) since leaving school. They have always been great to work for but the help and support they give to their employees working in voluntary roles is second to none. As an ESP supporting employer, the DWP provide time off for training courses and also for specific Police targeted operations in which we are sometimes able to participate.

The DWP are keen to encourage use of the transferable skills in their workplace as both organisations are public facing and deal with some of the most vulnerable people in society who sometimes has the same issues and problems. Invariably, the solutions to these complex issues cross-over and the skills I have learned from the Police service have enabled me offer better advice and more focused help to our customers. This also works in reverse. I have also seen links in the work both organisations undertake and been able to help save resource, encourage compliance and offer a better informed service to customers. I have been able to undertake my DWP role more effectively as working with the Police has improved my skills in listening, situation analysis, seeing situations from the customer point of view and interviewing."



Department  
for Work &  
Pensions

**"I AM DELIGHTED THAT DWP IS SUPPORTING THE EMPLOYER SUPPORTED POLICING SCHEME. PROVIDING PAID SPECIAL LEAVE TO ENABLE INDIVIDUALS TO VOLUNTEER AS SPECIAL CONSTABLES ENABLES DWP EMPLOYEES TO PLAY THEIR PART IN MAKING THEIR LOCAL COMMUNITIES SAFER AS WELL AS DEVELOPING NEW SKILLS WHICH THEY CAN TRANSFER TO THEIR WORK IN DWP."**

**DEBBIE ALDER,  
DWP DIRECTOR GENERAL FOR PEOPLE  
AND CAPABILITY**





**WEST YORKSHIRE POLICE SPECIAL CONSTABLE MEGAN SMITH IS UNABLE TO CONTINUE WITH HER PAID ROLE IN A BAR DUE TO THE CURRENT GOVERNMENT GUIDELINES. HOWEVER, MEGAN ALSO WORKS PART TIME WISHING TREE NURSERY. WITH KEY WORKERS CHILDREN ONLY BEING ABLE TO ATTEND THERE HAS BEEN A DECREASE IN WORK THEREFORE HER MANAGER HAS ALLOWED MEGAN TIME TO VOLUNTEER AS A SPECIAL CONSTABLE ON A FULL TIME BASIS.**

**MEGAN SAYS: "IT IS AN ABSOLUTE PLEASURE TO BE ABLE TO VOLUNTEER AS A SPECIAL CONSTABLE ON A FULL TIME BASIS AND WORK ALONGSIDE MY REGULAR COLLEAGUES. AS OFFICERS WE TAKE AN OATH TO THE QUEEN TO SERVE AND PROTECT OUR COMMUNITIES. WITH THE CURRENT SITUATION I COULDN'T THINK OF A BETTER WAY TO SPEND MY TIME THAN TO BE A PART OF KEEPING OUR COMMUNITIES SAFE AT A TIME OF URGENT NEED."**

## UK HYDROGRAPHIC OFFICE BECOMES ESP PARTNER



UK Hydrographic Office is an outpost of the Ministry of Defence located in Taunton, Avon & Somerset, where 850 employees are engaged in making and marketing marine charts for military and civil use. The photo shows Superintendent Simon Brickwood (far right) presented the ESP Certificate of Participation to Amy Carrillo, Head of People.



## MERSEYSIDE POLICE ATTEND PASSPORT OFFICE



As the 19 Government Departments have now pledged to offer their Civil Service staff 12 days per year Employer Supported Policing leave, Merseyside Police attended at the Passport Office in the city centre to promote the role of Special Constable to its staff. They have also attended an event at VOSA (Vehicle and Operator Services Agency) too.



## DYFED-POWYS POLICE HAS SIGNED UP ITS FIRST LOCAL AUTHORITY FOR EMPLOYER SUPPORTED POLICING

Powys County Council has agreed to support employees who volunteer with the Force as Special Constables or Police Support Volunteers with additional paid leave and training days.

The Council will give employees five days paid leave per year to undertake volunteer duties, as well as an extra 10 days off per year for training.

Dyfed-Powys Police used the services of a Police Support Volunteer to drive the Employer Supported Policing agenda forward for the Force. Dr Martin Wright, an academic and retired Police Inspector who has moved to Powys from the West Midlands area, has been recruited into the role of Employer Supported Policing Support Volunteer.

Pictured is Superintendent Ifan Charles - Divisional Commander for Powys, Councillor Rosemarie Harris, Leader of Powys County Council and Dr Martin Wright, Employer Supported Policing Support Volunteer, Dyfed Powys Police.



## LATEST ESP PARTNERS

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## CAMBRIDGESHIRE ESP POLICE SUPPORT VOLUNTEER

The role of Police Support Volunteers in promoting and increasing uptake of the Employer Supported Policing Scheme

Employer Supported Policing (ESP) is a Home Office sponsored scheme that benefits the police, employers, their staff and the public throughout England and Wales. When they become ESP partners, employers agree to grant staff that are, or become, a Special Constable and/or Police Support Volunteer, additional paid leave to help them meet their duty and training commitments. They also agree to allow these voluntary roles to be promoted within the workplace.

All parties gain from the Scheme and its benefits have to be communicated effectively

to prospective scheme partners, with the aim of getting them to register.

Some Police Forces in England and Wales employ staff whose role includes encouraging local employers to join the Scheme. It has also been demonstrated that Police Support Volunteers with appropriate backgrounds and skills can make valuable contributions in this area, whether undertaking all aspects of the role individually, or working as part of a team. Chris Meakin, who is a Police Support Volunteer in Cambridgeshire Constabulary, is a fantastic example of this.

Chris says: "I wanted to devote some of my free time and expertise to a cause that I considered especially worthwhile and the Police were at the top of my shortlist. I hadn't heard of ESP before being offered the voluntary role, but quickly became familiar with its many aspects, which include identifying suitable target organisations, contacting the people responsible for employee

volunteering and informing them about the ESP Scheme.

The first requirement is to research or obtain accurate data concerning suitable employers and the relevant staff to approach about ESP – these are often at a senior level and are likely to have particular responsibility for volunteering policy, or human resources in general.

They are initially approached by email or telephone, and I take care to present the benefits of joining ESP in an easily understood and engaging way. Nevertheless, I soon learnt that an approach from the Police is no guarantee that I will receive a positive response, or even a reply!"

At this stage, the objective is to initiate a conversation and arrange a meeting with the employer at which the Scheme can be

presented, any misconceptions addressed and objections overcome. In most cases, the decision whether or not to join will be taken at a high level, so an instant result is unlikely. Organisations with established volunteering policies are often more receptive to the concept of ESP and the benefits it offers for all involved.

Overall, meeting face-to-face is helpful in moving the process on, although reaching the point where an organisation completes the registration form can be achieved via email and/or phone calls alone. This is especially the case when dealing with national organisations with head offices elsewhere in the country. In general, getting organisations, especially private sector companies, to become ESP a partner is far from easy, but the satisfaction to be gained from signing up a new partner more than makes up for it!"

## CASE STUDY

Local councils and other community-facing organisations are generally very suitable ESP candidates, as they empathise with its objectives and benefits and have established relationships with their local Police Forces. This has recently been borne out by South Cambridgeshire District Council which, along with some 20 other Local Authorities throughout England and Wales, has become an ESP partner.

The Council was recruited by a Cambridgeshire Constabulary Police Support Volunteer, who specialises in ESP. He contacted a relevant senior council official by email. At a subsequent meeting, it was clear from the outset that the official was

very enthusiastic about the scheme, and, once some specific points had been resolved, she took it forward and was soon able to register South Cambridgeshire District Council as an ESP partner. This covered staff living in Cambridgeshire and the neighbouring county of Bedfordshire who are, or may become, members of the Special Constabulary.

An ESP Partnership Certificate was presented to the Council by the Assistant Chief Constable of Cambridgeshire and Specials recruitment events are now being organised at the Council's HQ in Cambourne, near Cambridge.





## SOUTH YORKSHIRE POLICE SPECIAL CONTRIBUTION CONTRIBUTION TO FORCE COVID-19 RESPONSE



South Yorkshire Police are always proud of their fantastic Special Constables, but over the last few weeks recognise the incredible contribution they have made to the Force COVID-19 response.

Hundreds of Special Constables, all volunteers, have continued to give up their time to support the regular officers across South Yorkshire. In Rotherham alone, Special Constables carried out 1,101 hours of duties in March, including response shifts and proactive patrols alongside our neighbourhood teams.

They have provided vital support for engagement work, encouraging communities and businesses to practice social distancing and advising the public on how to adhere to government guidelines.

Not only that, they've continued to secure some fantastic results, with two Barnsley Special Officers seizing a significant amount of drugs and cash from a vehicle whilst carrying out 'social distancing patrols' last week.

T/Special Sergeant Jamie Jackson is running his business from home in the day, and then putting in extra hours with the Force in the

evenings: "Things are definitely different, but lots of us want to give more than ever. We want to be here, and we want to be part of it. We're still attending incidents such as collisions, burglaries and searching for missing people, but we're also speaking to people about COVID-19, ensuring people are staying safe and being responsible."

Special Deputy Chief Officer Craig Batham said: "In the last few weeks our Officers have really stepped things up a gear. They've done long shifts and some have worked full six-day rotas with regular colleagues due to being furloughed from their day jobs. This is a massive commitment and speaking personally, I can't thank our Special Constables enough for what they have given so far, and what they will no doubt continue to give over the coming months."

"Our Special Constables continue to attend serious incidents, supporting vulnerable victims and their colleagues, whilst also balancing commitments from their day jobs and family life.

They have also taken the time to develop community relationships at what is a stressful time for so many people, with one Special Constable simply lending a hand with a dog walk.

We couldn't be prouder."

Assistant Chief Constable David Hartley said: "I cannot stress enough how thankful I am to have such dedicated and passionate people within our Force at this time. The Special Constabulary are a vital asset as we continue to deal with the challenges COVID-19 poses, and are a hugely significant support to our regular officers. I think it's important that the public are aware of the volunteers we have amongst our ranks, not just at the moment, but throughout the year."

"At a time when people are acknowledging the work of our frontline services, those who volunteer their experience, skills and time should certainly get recognition. I would also like to acknowledge employers who support our Special Constabulary, by being flexible and just as passionate as those who volunteer."

## LOCAL EMPLOYER SUPPORTS WEST YORKSHIRE SPECIAL CONSTABLE

Special Constable Stephanie Kovrlja is a Special Constable serving at Bradford East District, West Yorkshire. Steph attested as an officer on the 21st July 2019.

Steph's full time employment is as a store manager for SportsBike Shop Leeds. As part of her Specials duties she also assists as a Cadet Leader with the Bradford East Volunteer Police Cadet Unit on a weekly basis.

As well as working full time, Steph is also Mum to a teenage son, and she became a Special Constable because she wanted to be a positive role model for her son and wanted him to grow up seeing the Police as people he could trust and respect - and also because Steph also loves a challenge.

As a result of the current COVID-19 situation Steph has been furloughed from her full time employment. With her employers full support Steph is now supporting her policing team at Bradford East full time, completing the full range of shifts.

Steph says "It's the best decision I've ever made to become a Special Constable. I am part of something that is striving to make a difference and I have made



so many great friends. I see my colleagues and friends struggling at this awful time and staff numbers fall that I feel I have a duty to step up and help where I can. I am fortunate to have amazing

support from my Company - they are not only supportive of my role - but are very proud of me for doing what I do."





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