

SPECIAL

IMPACT



THE VOICE OF THE SPECIAL CONSTABULARY

SUMMER 2020 | ISSUE 39



FOCUS ON EMPLOYERS WHO HAVE SUPPORTED SPECIAL CONSTABLES TO VOLUNTEER THROUGH THE PANDEMIC



I know that many Volunteers have also contributed their time to help our officers cope with an exceptionally challenging period. I was heartened to see the number of new Volunteers recruited in my own Force over recent weeks.

I am conscious that the ESP Scheme would not be possible without the dedication and selflessness demonstrated by our Special Constables and Police Support Volunteers, who have continued to step forward to assist despite any personal challenges and pressures that they will have experienced as a result of the Covid-19 virus. Equally, I recognise the significant and far-reaching impact that Covid-19 has had upon the employers engaged in ESP and yet despite this, they have willingly shared their valuable staffing resources to support the Police Service and directly benefit our communities.

The ESP Scheme is vital in enabling the valuable support of Special Constables and Police Support Volunteers to continue, and will undoubtedly allow us to increase public safety and confidence, at a time when our communities need us the most.

I would like to express my personal gratitude to every individual involved in ESP. The importance of this scheme has been recognised by HM

Government in recent months and I am confident that with your help we can continue to expand on our success.

**ACC Andrew Slattery,
Cumbria Police**



*NPCC Regional CiP Lead
for the North West & NPCC
Lead for Employer Supported
Policing*

The Coronavirus health crisis is testing the resilience of our communities and the resilience of the agencies serving our communities in a unique way and on an unprecedented scale. The value that Special Constables and Police Support Volunteers add to the Police Service is beyond measure and has never been more valuable than at this particular time.

As the NPCC lead for Employer Supported Policing (ESP), at the outset of this crisis, I wrote to ESP employers and asked them to consider extending their current ESP provision to employees who are Special Constables, to provide additional support to local Forces. We received a very positive response from employers, for which I am incredibly grateful and I hope that we can maintain this positive momentum, to continue to grow the scheme beyond this immediate crisis.

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

**FRONT PAGE: LANCASHIRE
SPECIAL CONSTABLES**



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FREE MEMBERSHIP

Our exciting news as an Association is our decision to offer free membership to every Special Constable.

These are unprecedented times for us all. The Special Constabulary has risen to the challenge in responding to the pandemic, as we have done so very many times before over our long and proud history.

Special Constables are serving more hours than ever in their communities on the front-line in constant contact with the public, at the forefront of the new and complex policing contexts of COVID-related public engagement and enforcement.

These times require us, as the national professional association run by Special Constables for Special Constables, to rise to the occasion and to ensure that Special Constables receive the support that's needed, and to ensure that the scale of voluntary commitment and contribution of all our volunteer colleagues is appreciated and is championed.

<http://www.asco.police.uk/>



Tribute has been paid to Special Constable Graham Eaves as a 'great mentor' who will be greatly missed after he sadly passed away on Sunday 3 May 2020.

Graham, 65, who has been a Special Constable for approaching 30 years for Norfolk Constabulary, based in the Broadland district for the past 10 years, had numerous recognitions for his tireless work. This includes, most recently, a Norfolk Special Constabulary Chief Officer's Certificate commended for his swift action preventing an assault on his colleagues whilst in custody just last year.

Chief Constable of Norfolk Constabulary Simon Bailey said: "We are thinking of Graham's family at this very difficult time. As a Special Constable he embodied all the traits we look for in our dedicated volunteers; determination, positivity and a drive to help others. He was part of our police family for nearly three decades, we are incredibly grateful for all his time and commitment and he

will be very much missed by all his colleagues and friends."

Special Chief Officer Darren Taylor said: "Our thoughts are with Graham's wife, children, friends and colleagues at this difficult time. The news came as a shock to all of us, Graham was a friend and dedicated officer - his enthusiasm, positive attitude and humour will be remembered by everyone that met him. He was a caring individual who thought of others first and would take the time to support their development and growth, he was a great mentor and the person you would want by your side when attending an incident. He will be greatly missed."

Graham joined as a Special Constable in June 1991 and served at Bethel Street Police Station both as a Special Constable and Special Sgt in response policing as well as a range of proactive shifts on the retail theft unit, public order and community-focused roles.

Passionate about his role to help communities, he tackled anti-social behaviour, building rapport with repeat offenders and agencies and focusing on tackling the root cause of criminality and ensuring support was in place. He worked alongside health workers to help vulnerable and hard-to-reach members of the community such as sex workers to tackle criminality but also provide support.

In 2010, Graham transferred to Sprowston Police station, opting to revert rank to a Special Constable and focus on the aspects of the role he enjoyed of operational policing and coaching and mentoring student officers as well as supporting the local Police Cadet Unit.

Lorne Green, Police and Crime Commissioner for Norfolk, said: "My thoughts are with Graham's family and friends at this difficult time. The tributes from his policing family are testament to Graham's nature, character and dedication to serving the Norfolk public as a member of the Special Constabulary, reflecting the impact he had, not only on his policing colleagues but also on the communities he served.

"People who give of themselves freely in the service of others are special. Graham was a Special Constable; he was also a special man."

Special Chief Officer Darren Taylor said that Graham was very enthusiastic and passionate about his role and that he had a wide range of skills and knowledge and ability to impart knowledge to others.

He added: "He had a very calm and reassuring manner, regardless of the situation he has served the community and nurtured many generations of Special Constables and future PCs over his 29 years of service."



CUMBRIA'S SPECIAL CONSTABLE OF THE YEAR 2020

This year's Force Awards were unfortunately cancelled in person due to the current Pandemic; however the Force still wanted to recognise Citizens in Policing for their

continued hard work and dedication, not just throughout this challenging time, but all year long, day in day out.

This year Special Constable Anna Merrell was recognised with the Special Constable of the Year Award for her outstanding contribution to policing in Barrow and deploying regularly alongside her section whilst managing to juggle her third year at university and a new job as a carer.

Anna became a volunteer for Cumbria Constabulary as part of her second year studying policing at the University of Cumbria in which she was given the opportunity to apply as a Special Constable and undertake a full-time voluntary placement. She began her training in January 2019 with her placement in Barrow ending in April of the same year.

In her role as a Special Constable Anna has worked alongside the same unit in Barrow and completed a police action checklist under the guidance of a tutor Constable, once completed she gained independent patrol status. Following the end of her placement Anna continued to volunteer in Barrow and in September 2019, she began a third year of study for a BSc in Professional Policing and continued to volunteer whenever she returned from university.

This summer Anna will receive her degree from the University of Cumbria and is hoping to progress into the role of a

Police Officer.

Special Constable Anna Merrell said, "I was very happy to hear that I had been nominated and chosen to receive this award. Since I began serving as a Special Constable in January 2019, I have volunteered over 1130 hours and I really appreciate that my contribution has been recognised. Over the past year and a half, volunteering on operational response shifts has allowed me to develop many new skills and meet various people and I have enjoyed the experiences. I have largely worked alongside Unit 4 in Barrow who has made me feel welcome, involved and part of a team and I am very grateful for this."

Superintendent Sarah Jackson said, "The Special Constabulary are such a vital part of our policing services, bringing with them valuable skills and knowledge. Most of our Special Officers contribute an impressive number of volunteer hours but Anna has really stood out as someone who always goes above and beyond the call of duty. She quickly completed her training requirements and has become a confident independent officer who manages cases just as a regular officer does. Her vocation for public service knows no bounds and she has also trained as a care assistant to increase her efforts during the Coronavirus Pandemic. Her contribution is truly inspirational and she is a worthy recipient of this award and we are grateful for Anna's sterling efforts"



DEVON & CORNWALL
CONSTABULARY

RECOGNITION OF GOOD WORK - KEEPING COMMUNITIES SAFE

Acting Special Sergeant Simon Richardson attended a high risk missing person incident on the 2nd May in Mid Devon. An extensive search was carried out by the officer with his colleagues for the missing female who it was thought had taken an overdose. The search area was narrowed down and the female was located on the other side of a riverbank in the water, which was waist deep. With the help of other officers guiding Special Sergeant Richardson and his colleague, they managed to locate the female who was at this time lying submerged in the water and unresponsive. A decision was made to continue into the water and attempt to rescue the female.

Once Special Sergeant Richardson and his colleague reached the female and pulled her out of the water, she began to fight with officers who were trying to help her, however the female was taken to hospital.

Special Sergeant Richardson's bravery and good work was highlighted by the Critical Incident Manager for this incident.

A SPECIAL DAY TO MARK MORE THAN 7,200 HOURS OF LOCKDOWN SUPPORT

266 Special Constables have worked over 7283 hours during April which is up from 5261 hours in April 2019

Our Specials are working up to 10 hours a month.

Helping to support frontline colleagues

Devon & Cornwall Police

Tuesday May 19, marked National Specials Day to celebrate the support of Special Constabularies nationwide to frontline policing during the Covid-19 (Coronavirus) crisis.

Members of the Devon & Cornwall Special Constabulary had contributed 7,283 hours of support to frontline policing since the beginning of the Covid-19 lockdown.

Devon & Cornwall's 266 Special Constables volunteered 7,283 hours during April 2020 – an increase of 28% on April 2019.

Devon & Cornwall Chief Constable Shaun Sawyer, said: "The Devon & Cornwall Special Constabulary is integral to the delivery of service to the communities we serve. This current national crisis highlights once more the public spirited and professional approach of colleagues within the Special Constabulary. They too place others before self, and without them, we would be a far lesser organisation. Their determination and generosity has a special place in the collective heart of the police family and the hearts of our communities."

DORSET SPECIAL CONSTABULARY VIRTUAL ATTESTATION



On 19th April 2020, due to the COVID -19 restrictions, Special Constable Group 2/2019's Attestation Ceremony became the first of its kind to be conducted remotely by Justice of the Peace Mr Callum Bremner via SKYPE. Training Supervisor Sergeant Dave Moore and Special Constable Trainer Darren Wildman also attended.



Sergeant Moore explained:.... the training team had to think about how the ceremony could go ahead, taking into account the social distancing rules as well as the Magistrate, Mr Callum

Bremner, not being able to attend in person...

The Special Constables were attested three at a time and due to the concerted effort of both trainers and Special Constables alike were able to complete training ahead of schedule. The group of twelve have now been deployed to their stations earlier than expected as a result.

We wish all the officers the very best in their tutor phase working across Dorset.

HIGH RISE EXERCISE DAY HELD AT FIRE SERVICE COLLEGE



On 7 March the Fire Service took a proactive approach in testing the capabilities of operational crews and Fire Control in their response to multiple realistic and pressured high-rise scenarios. The day-long exercise, held at the Fire Service College, was arranged in response to the Grenfell Tower Phase 1 report, which was released last October.



Crews from north and south conurbations, training centres, corporate staff, Dorset Police Special Constables, DWFRS

Volunteers and Fire Cadets took part in three high-rise scenarios throughout the day.



3,399 HOURS VOLUNTEERED BY ESSEX POLICE SPECIALS OVER NATIONAL SPECIALS WEEKEND

It takes a special kind of person to be a Special Constable – and Essex Police are lucky enough to have an abundance of them protecting and serving the local communities.

National Volunteers Week was 1-7 June, which celebrates the work of all those selfless individuals who give up their free time to support their communities. It coincided with National Specials Weekend, from June 5 to 7, which specifically highlighted the work of Special Constables, who are Volunteer Police Officers.

Over the course of the week, 322 Specials

carried out at least one shift each and contributed 5,207 hours – the equivalent to 216 days or around seven months.

Over the weekend alone, 285 were on duty in our communities and worked a total of 3,399 hours – equivalent to 141 days or four months. They attended more than 400 incidents as well as carrying out patrols across the county.

Superintendent Cat Barrie, head of the Essex Special Constabulary, said: "Our Specials really are incredible people and play a key role in working alongside everyone in Essex Police to protect and serve our communities."

Here's just a snapshot of some of their work during the National Specials Weekend:

Special Constables ensured drivers were licensed and insured to drive and that vehicles were in roadworthy conditions, which involved patrols of villages in the Colchester district and vehicle checkpoints in Dedham, Boxted, Birch and Tiptree.

Seventeen Special Constables spent a shift responding to incidents, carrying out patrols and speaking to residents across Southend, giving a total of 148 hours on vehicle patrols.

Special Constables in Chelmsford, Maldon, Braintree and Uttlesford and the Road Crime Team supported an operation to tackle drugs-related crime. They carried out patrols and executed two drug warrants. The Road Crime Specials also attended other incidents including emergency calls. Essex Police offer a diverse mix of roles for Special Constables, including supporting local policing teams, volunteering in the Kent and Essex Serious Crime Directorate, and completing attachments with teams including those based in the Dog Section, Marine Unit, Operational Support Group, Police Online Investigation Team and at Stansted Airport.



'COUNTY LINES'



Special Constable Coates from North Yorkshire Special Constabulary

Constable Coates, who crewed an ANPR car during the Operation and BTP also supported the Operation, which occurred during National Volunteers Week.

Officers were there to engage with members of the public and educate them about the risks posed – particularly by drug dealers who seek to exploit and prey upon the vulnerabilities of young people and get them to do their 'dirty work' – so called 'county lines' offences. Part of the operation looked at the work of partnership working and how everyone plays a part in the safeguarding of vulnerable children.

Detective Inspector Mark Catney is the County Lines Lead for the Yorkshire and the Humber Regional Crime Unit. "Drug dealers who are looking to move into another area need transport just like everyone else – and that helps us to target their movements. The exploitation of children to deal drugs in this way is known as County lines and is a particularly horrible way of committing serious criminal offences.

"Children and other vulnerable people may be groomed or simply forced through the threats of violence to get involved with hardened criminals who will stop at nothing to exploit their young age and vulnerability.

"We take this issue extremely seriously and I hope this proves to criminals they have nowhere to hide. Through a collaborative partnership approach we can all work to safeguard these vulnerable children."

On the back of that operation Special Sergeant Nadine Slattery from North Yorkshire Police then arrange with me for me to train Special Constables, neighbourhood, response and detective colleagues at Northallerton Police HQ on 21st July 2020. It goes to show that Special colleagues are an integrated part of the police family and can arrange CPD for colleagues.



CRIMINAL ACTIVITY TARGETED

On the 4th June 2020 there was a multi-agency operation (Codename Roadblock) against County Lines Organised Crime Groups led by Yorkshire and Humber Regional Organised Crime Unit with North Yorkshire, British Transport Police (BTP) and Humberside Police in Scarborough, Filey and Bridlington. Sharron Moverly-Holmes, the Chief Officer of NYP Special Constabulary, arranged for support from Special



A GREATER MANCHESTER POLICE SPECIAL HAS BEEN MANUFACTURING THOUSANDS OF FACE MASKS FOR LOCAL CARE HOMES

Specials Sergeant Phil Leonard has been producing face masks for local care home staff at his factory in Salford. Daylight Grip & Textiles usually manufactures textiles for film and TV but since the factory was forced to halt production due to Covid-19, Phil and his staff have been utilising their skills and materials by manufacturing thousands of face masks.

The face masks have then been personally distributed by Phil to local care homes, completely free of charge.

The team has also produced uniform washbags for key workers and adjustable headbands for carers to hook their face masks on and improve the comfort over the course of long shifts.

Phil, who has been a Specials Sergeant since

January 2019 and volunteers across the Bury District, said: "After hearing about the shortage of face masks for care home staff, myself and my brother - who runs the business alongside me - desperately wanted to do something to help.

"We realised that we had the materials and equipment to produce the much-needed face masks for carers on the front line; it was just a case of adapting our day-to-day process.

"So far we have only been distributing the masks locally but we recently received a request from a care home in Telford which we agreed to fulfil because the more people we can help the better.

"As soon as a nurse or carer finishes their shift, they can place their uniform into the washable bag ready for an immediate wash when they return home. This means that the uniform can be taken home as safely as possible and helps limit the spread of the Virus."

Speaking about the production process, Phil added: "We have an exceptional team working in the factory who, like us, wants to play their part in helping support our local communities during these challenging times. I'm incredibly proud of what we have achieved as a team in producing and supplying a product that can help protect the heroic staff in care homes across Greater Manchester.

"I am unable to go out on patrol at the moment due to recovering from surgery so this is just my way of serving the community and doing my part whilst I am out of action. I am privileged to be part of a fantastic police team who are working hard in these challenging times to keep the communities of Bury safe so it is important to me to help where I can.

"We hope that the masks will enable carers to carry on with their vital work, and we will continue with the production of the masks for as long as they are needed."



tourniquet and advanced bandages. They've already been used several times countywide on both the public and officers.

The project was recently recognised by the College of Policing and Special Inspector Townsend received his award from Chief Constable Mike Cunningham, College of Policing Chief Executive, at a ceremony at Durham County Cricket ground on 11 March. His award recognises the work he's done with the Emergency Trauma Pack Project Team in promoting, teaching and evolving tactical medicine into operational policing and his instrumental role in developing and promoting the medical training of staff within the armed response and public order units.

Dr Jonathan said: "I'm really humbled to have received this award and it highlights all the hard work put in by the Emergency Trauma Pack Team. 'It's a great privilege for me to be supported by the Special Constabulary, where I can combine my skills acquired from my day job with those achieved within the Tactical Medicine Unit. I think it is also reassuring for the public to know that Kent Police will do all it can to minimise the impact of injuries when officers attend incidents."

Dr Townsend works in A&E at Kings College Hospital, London. He also volunteers with first aid charity St John Ambulance. As a Special with the Metropolitan Police Service for 10 years before joining Kent Specials three years ago his work with the Specialist Crowd Team and Public Order Units helped inform his role in developing the ETP.

As Special Inspector within Tactical Operations he volunteers hours every month, including volunteering with the Dog Section and Public Order. He said: 'Providing the right kind of equipment, in the right places can make a real difference. Even a small set of the right equipment multiplied across multiple locations, combined with training to use and to direct others to use, will have an impact.

Article credited to Corporate Communications, Kent Police.



IDEA TO SAVE LIVES RECEIVES NATIONAL RECOGNITION

Those called to trauma incidents know that being able to provide immediate medical help at the scene can save lives. An Emergency Trauma Pack and training devised at Kent Police gives first responders that ability. Due for roll out countywide, it's recently received national recognition and an award for Dr Jonathan Townsend, one of the project's developers and also a Force Special Inspector.

Registrar Dr Jonathan Townsend knows the early stages of an incident involving trauma and injury is crucial when it comes to being able to give medical care which saves lives.

As a Special since 2008 and now as an Inspector in that role, he also knows how vital it is for those who are first on the scene to have the equipment they need immediately to hand.

Working with Acting Superintendent Nick Sparkes, East Division, and PC Andrew Miller from the Tactical Medical Unit, a simple idea to provide the training and medical tools necessary to fill the gap between the early stages of the incident and emergency medical teams arriving was developed.

The Emergency Trauma Pack contains simple but effective lifesaving equipment including a

SPECIALS DELIVER PPE ACROSS THE COUNTRY TO THOSE IN NEED



Essex Special Constables travelled across the country to collect and distribute almost one million PPE kits to those in need. From Hampshire to Southampton and Kent, officers have volunteered tirelessly to protect officers, healthcare key workers and the public from the spread of Coronavirus.

Special Constables Howard Rayer, Derek Hopkins, Ross Fenwick, Simon Culling, Guy Lehan and Danielle Grace drove over 200 miles to Hampshire to collect 3,000 face masks and car kits for our officers and staff in key roles. This was one of many trips that the Essex Special Officers have taken in one month to ensure as many key workers are supplied with Personal Protective Equipment as possible. Over 600 hours of voluntary time and 98 duties supported the collection and distribution of critical PPE to both officers and other key workers.

In addition, the Essex Police Special Constabulary worked in partnership with the Military and Essex Fire and Rescue Services to distribute critical PPE to a number of community groups, including NHS major hospitals, local hospices, Independent Ambulance Services and the Local District Council, to name a few.

Chief Constable, Ben-Julian Harrington, said, "Thank you to everyone who has been involved in the procurement, planning and distribution - it's vital work and has such a huge impact on how we are protecting ourselves and the public. I am confident we have the right protective measures and I and other Chiefs have raised this at the highest levels of government."



Superintendent Nick Morris said: "With support from the Special Constabulary more masks were collected from Southampton and on their way back they stopped off at a gin distillery in Kent where 300 litres of hand sanitiser was picked up!"

The hard work and dedication from Essex Special Constabulary is always recognised, with Special Officers continuing to go above and beyond to ensure that they protect and serve their county as best as they can. This is truly remarkable, particularly throughout this unprecedented and difficult time.





The process has generated over 300 enquiries about the roles and 60 plus officers took part in an on-line Q&A session, leading to over 30 officers submitting applications to be considered for the role.

Competition is going to be tough for these roles and the selection process will include a competency based interview and a period of probation with the syndicates to confirm their specialist street skills. Successful officers will be given additional training and be mentored on a team led by a regular Sergeant.

Acting Special Inspector Karim Gouchar who is leading on the project from the Metropolitan Special Constabulary said: "We are really excited about this new role being offered to Specials within the MPS. Not only will they be on the front-line tackling knife crime as well as playing an active part in significant community engagement work, too."

"It is hoped that this first batch settle into their roles as the VCTF are keen to double the numbers by the end of the year."



MET SPECIALS AT CUTTING EDGE OF KNIFE CRIME

With weapons-enabled crime and public place violence being the top priorities for the Metropolitan Police it has taken a bold step and opened up the doors to the Violent Crime Taskforce (VCTF) Syndicates for Special Constables to join. The VCTF was established in 2018 to tackle rising violence in public spaces in London and utilises a number of pro-active tactics to target violent offenders. These include plain clothes Q (unmarked) car patrols, as well as carrying out intelligence led operations, including warrant executions, surveillance operations and targeted stop and search activity.

From July 2020, up to 10 Metropolitan Special Constables will be assigned to one of the five Units based across the Capital.

The former Head of The Violent Crime Taskforce, T/Commander Ade Adelekan, said: "This is an excellent opportunity for pro-active officers to join a team dedicated to reducing all violent crime across the Met. It's an opportunity to gain experience in all aspects of policing, as the selected officers will be involved in planning and executing operations targeted at some of the most violent and prolific offenders in the capital."

STAFFORDSHIRE GOOD NEWS STORY



One week into the Coronavirus lockdown. Special Sergeant Suzanne Green and Special Chief Inspector Sam Rollinson were on duty in Cannock and responded to a request by the local volunteer Facebook Group - Cannock Coronavirus Support Network regarding an elderly gent who they had not heard from in 24 hours. This was very out of the ordinary as they were usually in touch often. Recently the gentleman who was known to suffer from diabetes had been feeling unwell and had a cough for about a week.

Upon arrival there was no reply, all the curtains were closed and neighbours said that he had

been taken to hospital the previous day by ambulance.

The Special Constables contacted hospitals and the ambulance service who after some time confirmed that they did attend the previous day but left him with self-care advice. They contacted the males' sister, who said her brother had not been answering the phone which was unusual

With this new information the officers kitted up in PPE, masks, gloves and gained access to the property. They found the 83 year old male collapsed at the foot of his bed very poorly, confused and struggling for breath. Re-assurance was provided to him and an ambulance was called.

Despite the potential risks the officers had taken they were surprised to find residents from the close nit cul-de-sac giving them a round of applause as they left the bungalow while the male was taken into the ambulance before going to hospital.

The relatives were informed and were grateful to the officers for helping their brother, however the officers were informed that the gentleman had tested positive for Covid-19 and was very ill. The Officers had followed the correct steps to minimise contact at the time, and fortunately neither developed symptoms. The male did make a full recovery and returned home.

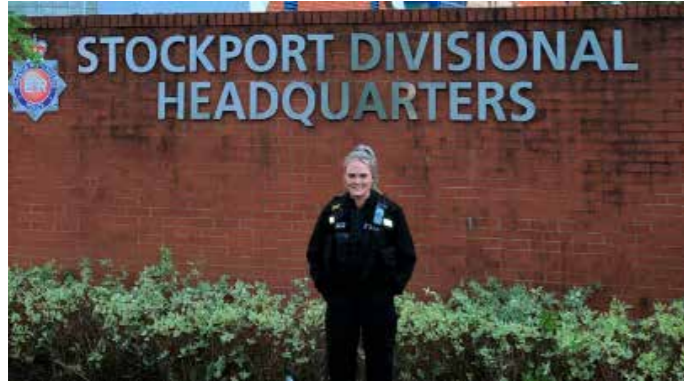


SOUTH YORKSHIRE SPECIAL CONSTABULARY RECOGNISED BY THE COLLEGE OF POLICING

The College of Policing announced seven winners of the College of Policing Awards 2019, at an awards ceremony in Durham on 11 March 2020, and one of the nominees in the Leadership Category were the South Yorkshire Special Constabulary. Operational Police Training Team



SPECIAL CONSTABLES “MEET” POLICING MINISTER



Special Constable Rachel Greenlees of the Stockport District, Greater Manchester Police, is currently furloughed from her job as a Regional Inventory Specialist, and has volunteered over 400 hours since the lockdown commenced. Rachel has been a Special Constable for two years and said: “I always wanted to join the Police, so I signed up as a Special to test the water, before applying to be a regular officer. Since signing up, I started to enjoy my full-time job more and more, so now I get the best of both worlds, working full time and volunteering in my spare time.

“My role as a Special Constable is so rewarding and not one day is the same. I feel really proud when I put on my uniform and know I get to give something back, and volunteering during lockdown especially has really helped give me a reason to get up and allowed me to play my part in helping my local community at these difficult times.”

Chief Constable Lisa Winward, the NPCC lead for Citizens in Policing, was contacted by the Home Office as the Minister of State for Crime, Policing and the Fire Service, Kit Malthouse MP,

was keen to do a virtual engagement session by video-link with four Special Constables from across Forces that have been working to support policing during the coronavirus response. The call with the Minister took place on Tuesday 9 June.



Rachel says: “The call was really good, really positive; the Minister was really lovely and very chatty. The call was with me and 3 other Specials across the country from Scarborough, Wales & Exeter. The whole chat was basically a thank you from him. He asked what sort of jobs I’ve been doing as a Special Constable, if there had been a change in demand since Covid-19 and why I wanted to become a Special Constable. He asked a bit about my day job and how supportive they are with me volunteering as a Special Constable. He is also very keen to double the number of Special Constables so he asked us a bit about what we thought would attract more Specials to the role. It was also interesting to hear from the other three Specials and how demand and opportunities are so different across the country. It was an amazing opportunity which I’m very grateful and proud to have represented GMP.”

The other three officers who ‘met’ the Minister:

ACTING SPECIAL SERGEANT STEVE ASHFORD



Steve is currently employed by Devon and Cornwall Police as a Data Protection Advisor but in his own time volunteers as a Special Constable for Devon & Cornwall Police. He has been an SC now

for over 4 years and is currently an Acting Special Sergeant within Exeter.



SPECIAL SERGEANT ROBSON HARRISON



Robson works as a Sky Broadband Engineer and is a Special Sergeant for North Yorkshire

Police, a role that he finds incredibly rewarding. He attested with the Force in August 2017 and hasn’t looked back since.



SPECIAL CONSTABLE HOLLY WILLIAMS



Holly joined the North Wales Police Special Constabulary in March 2019 and currently holds the position of Temporary Special Sergeant, based at Colwyn Bay.

During a normal week Holly attends Glyndwr University, Wrexham where she is studying the BSC Professional Policing. She normally works as a retail assistant at Bodnant Garden Centre next to the National Trust property Bodnant Garden. Due to the current situation she is on furlough and has been using her time whilst furloughed to go out on patrol as a Special Constable reassuring communities.





Ian pictured on the right with Special colleague on Burnham Beach

ESP CASE STUDY: SC IAN LUCKHURST

Ian Luckhurst is a Special Constable with Avon & Somerset Constabulary; he talks to us about how Covid-19 has impacted on his voluntary role.

"I have been a Special Constable for over 3 years now. As a full-time A-level lecturer in Somerset, Mondays to Fridays have always been college teaching days whereas the weekends are usually reserved for police duty. Up until recently my duties have mainly focussed on providing a high level of visibility on foot patrol in the local town centres and dealing with incidents as and when they occur.

However, in the past few weeks this has dramatically changed. While "traditional" crime of course has not stopped, my Special Constabulary colleagues and I are being tasked with monitoring public movement in an attempt to curb the spread of Covid-19 and educate/encourage those that breach the current regulations. This often means driving out to rural beauty spots and giving words of advice or even fines to members of the public we believe are deliberately flouting the government rules. One such incident involved a report of 20 individuals on Burnham Beach having a BBQ!

I am particularly fortunate as my employer, Bridgwater and Taunton College, are a partner of the national Employer Supported Policing Scheme. This has allowed me to plan and deliver my on-line teaching sessions so that I

can dedicate more time to supporting policing.

Although I have no ambition to change my career, I have to admit that by its very nature, policing is just another way for me to switch off from teaching and focus my energy onto something completely outside my daily comfort zone.

ESP CASE STUDY: SC TONY LEIGHTON



Tony is a Special Constable with Avon & Somerset and in his paid role works for BT as a Major Incident Manager.

BT are already an Employer Supported Policing (ESP) partner, giving their staff that are Special

Constables an additional 10 days per year paid leave to volunteer. However, having received the NPCC letter requesting our partners to consider offering additional support in these unprecedented times, BT have released Tony to support policing full time during Covid-19.

Tony Says: "I have been policing on response now for three weeks alongside Team 1 based at Chipping Sodbury Police Station.

The work is varied as usual, but with a huge amount of Covid-19 breach reports called in by members of the public reporting others for breaching the lockdown rules, all of these require police attendance which is very resource demanding."

"I am really grateful to BT for supporting Avon and Somerset Police at this very unprecedented time by allowing me to support the response teams full time.

Tony's line manager Gareth James, who is Operations Director, says: "Tony is doing a great job and we are all very proud of him."



CLEVELAND POLICE CELEBRATE POLICE VOLUNTEERS WHO PUT PUBLIC FIRST

Dedicated volunteers are giving even more of their time on the frontline of policing as Special Constables, helping to keep people safe during lockdown.

Acting Special Sergeant Liam Burmiston has given over 180 hours of his time to the Cleveland Special since lockdown began.

The Quantity Surveyor, who works for JN Bentley, typically volunteers 50-60 hours a month to policing Hartlepool. Yet lately he has been doing even more.

Liam said: "It's obviously a really unusual time and very busy for policing. Like everyone I've weighed up the risks but I wanted to continue to volunteer and to help at this time when we're needed. I'm still working in my normal job but my employer supports my Special Constabulary role so I've been able to take on shifts."

The 34-year-old, who joined the Special Constabulary last year, says volunteering is incredibly rewarding.

Liam added: "I'd always been interested in policing but 10 years ago when I was looking to start a career there wasn't the opportunity. I've got a career I enjoy but by joining the Special Constabulary I get to do the police job I'd

always wanted as well.

"Every time I put on the uniform I do get a feeling. You think about what might happen that shift and what you might have to deal with, it's always different. It's an interesting hobby to have!"

Liam's recent workload has involved making five arrests and assisting with 13. He was also involved in three incidents involving suspected drunk drivers.

He said: "I think some of the most satisfying jobs have been the drink driving ones. You just can't fathom why someone would do that and you know by dealing with it you're making sure no one is at risk. I also enjoy working with the Medicar, where we go out with a paramedic and we can attend jobs where there's a health element. Sadly we see a lot of mental health issues but we've been able to assist."

Liam's employer is part of the national Employer Supported Policing Scheme. This means they encourage staff to volunteer and release them to the Special Constabulary when necessary.

Rob Lynas, Assistant Chief Officer of the Special Constabulary, said: "Special Constables have public service in their blood and in the 189 year history of the Special Constabulary they have been called upon during world wars, civil unrest and instability and peak times of demand for the police service. Specials do all this without pay and volunteer their time to assist our regular colleagues and to protect the public."

"It is humbling that during a time of global uncertainty that Special Constables are once again stepping up to the plate, putting themselves selflessly in harm's way and providing support and extra resilience to the police service to protect the public.

"Specials during the pandemic have maintained a Medicar function every weekend, have been working with roads policing and alongside our response and neighbourhood colleagues. In total 42 Specials have been available during the Pandemic completing 2,000 hours between them including our cohort that are in training."





some bits I can't mention, suffice to say, they are content with what I can tell them!

HOW HAS BEING A SPECIAL CONSTABLE BENEFITTED YOU AND YOUR EMPLOYER?

The training offered to Special Constables in Essex is identical to that given to the regular police officers and therefore the quality of delivery and subject matter is always guaranteed. Some of the training that I have received over the years is clearly transferrable and I would like to think that it also provides my employer with other softer, but equally important skills such as acting with honesty and integrity at all times, listening and genuinely caring for others who, on occasions may need some support. Within my day job, I drive around the country and over many miles each month; I have been fortunate enough to partake in a 3-week Police Response Driving Course provided by Police instructors and this has upskilled my levels of observation, anticipation and overall road safety awareness which, clearly I bring back into my day job and social driving. It's courses and opportunities like this that money cannot buy and with my ESP 10 day allowance, this has allowed me to complete such training.

WHY DID YOU DECIDE TO BECOME A SPECIAL CONSTABLE?

Volunteering is throughout our family with both my wife and my 2 sons volunteering every week at the local Cub/Scouts pack and I suppose helping others is rewarding by seeing others develop and quite genuinely not focussing on financial rewards being the driver in doing something. As a youngster myself, I attended Beavers, Cubs and Scouts and benefitted from those who volunteered their time for me. I've decided to go down the Police route as I enjoy the variety and over the many years that I have served Essex, the innovation that this county's Police Service has adopted has kept my interest fresh together with the trust and excellent training that allows.

WHAT ADVICE WOULD YOU GIVE TO ANYONE WANTING TO LIVE THEIR OTHER LIFE AND BECOME A SPECIAL CONSTABLE?

Would I recommend it, absolutely; I think the

years I have done to date and with not being ready to give up yet says it all; the secret is making sure you have a good balance of home life, day job and Police. The more you get involved, and with the greater your skill set develops and attributes increase, there is a tendency to do more but which is great, but remember your family at home and also don't let it impact adversely on your day job. It's totally possible to do all three. Some of the jobs I have been involved in over the years I see as an absolute privilege; effectively as a member of the public, with the excellent training and support you are given, being heavily involved on some in jobs that the majority of the population will never see is unique. If thinking about becoming a regular officer, there are not many jobs that will give you this level of insight in terms of try before you buy. Go for it, you won't regret it – so many unique opportunities are available.



ESP CASE STUDY: SC PERRY WOOLNER

HOW LONG HAVE YOU BEEN A SPECIAL CONSTABLE AT ESSEX POLICE?

17 years

WHO IS YOUR ESP EMPLOYER?

Wave Utilities

HOW DO YOU FEEL ABOUT THEM SUPPORTING YOU AS A SPECIAL CONSTABLE?

Wave kindly give me 10 days a year, every year on top of my generous annual leave entitlement to undertake any Police related duty, which, on many occasions has proved really useful as some training courses are not run over a weekend; they have to be completed with our regular officer colleagues and this additional time has allowed me to attend it.

Wave have also been very flexible in allowing me additional days off, if required, to further assist during the current worldwide Covid-19 Pandemic by supporting quite often, short-notice leave to assist in the delivery of essential PPE equipment to our front-line NHS workers. I feel suitably supported and a lot of the senior management, directors included, are genuinely keen to understand what I get up to; obviously



'Wave really cares about its employees and about its role in the community. We are so lucky to have had 2 Special Constables working for us, and one of those has recently left us to become a full time police officer. Perry Woolner is a valued senior manager in Wave. Wave became an ESP partner to celebrate and promote the importance of work places supporting 'Specials'. We give 10 days' additional paid leave per year for our Specials to attend police training, and have fully supported their release for emergency assistance during this pandemic.

The transferrable skills Special Constables have should not be underestimated, and Perry has supported the HR department on many occasions. Perry is trauma trained and was able to give immediate help when one of our senior managers arrived into work one day in complete shock, having been the first on the scene of a serious road traffic accident on his way to work. No one in our organisation could have dealt with this in the way Perry did and as well as bringing much needed calm, he was able to advise what to do next and how to get ongoing support.

As an HR Director I deal with many employee cases, including stalking, domestic violence and other difficult situations and on occasion Perry has been able to give me immediate and guided advice on these issues and share the specialist knowledge and training he has.

I can't recommend enough the value to the business of supporting this great National ESP Programme.'

Jane Austin
Director of HR
Wave Utilities



Limited, Cumbria Constabulary and I all benefit from this arrangement and it also highlights the responsibility Sellafield displays to the support of the local community as well as extra resources that the Special Constabulary can provide to individual police forces.”

Sellafield Limited proudly support their employees to volunteer as part of the Employer Supported Policing Scheme and over the last 6 months have actively worked with Cumbria Constabulary to encourage their staff to get involved in all aspects of volunteering in policing.

Alan Rankin, HR Transformation Lead at Sellafield, said, “Sellafield Limited are delighted to support Cumbria Constabulary Citizens in Policing, and in particular the incredibly important role Special Constables play in working to keep the public of our area safe. In these unprecedented and challenging times we are proud that Stephen has chosen to step up and agree to be deployed full time as a Special Constable to support the Covid-19 response. He is a great example of our employees who are determined to make a real difference and contribution to their local area. As an employer we are humbled that so many of our employees commit time and energy to their communities and Employer Supported Policing is a critical part of that. Sellafield Limited will continue to provide ongoing support to Citizens in Policing and the ESP Scheme and we would encourage any of our employees to become involved.”

Cumbria’s Police and Crime Commissioner, Peter McCall, added: “I do want to particularly thank our Special Constabulary Officers, who carry the same powers, responsibilities and accountability as their regular counterparts, but are unpaid volunteers.”

EMPLOYER SUPPORTED POLICING PARTNER
Sellafield Ltd are supporting policing by allowing their staff who are Special Constables additional paid leave to support COVID-19

Sellafield Ltd

Home Office **ESP** EMPLOYER SUPPORTED POLICING PS SC

For more details on the ESP scheme please email esp@dutysheet.com

As part of the mobilisation of the Special Constabulary to support the policing efforts during Covid-19, Sellafield Limited have released some of their paid members of staff to volunteer as Special Constables on a full-time basis by extending their current Employer Supported Policing (ESP) provision. Sellafield released Acting Special Sergeant Stephen Berry at the beginning of April to deploy in Workington, Cumbria, alongside regular colleagues. Following a period of self-isolation Stephen has contributed an amazing 437 hours to policing.

Stephen has been a Special Constable with Cumbria Constabulary just over 3 years during which time he has shown commitment and dedication to policing in Workington and is proud to be a Special Constable supporting his community, particularly during this unprecedented time.

Stephen says: “Since being temporarily released by Sellafield to assist Cumbria Police during the current Coronavirus Pandemic I have been aligned with a response section working out of Workington Police Station. My duties over this period have included Covid-19 reassurance foot patrols in Workington both single and double crewed as well as assisting regular officers by double crewing with them on general response supporting a wide variety of jobs. I think all the parties involved; Sellafield

EMPLOYER RELEASE FOR COVID-19

As part of the Force’s Covid-19 response, Derby Special Constabulary has volunteered an amazing 3400 hours in April alone. The Force would like to say a big thank you to them for putting in the work and commitment to help keep us all safe.

As with many others, Special Sergeant Dave Holmes was furloughed from his full-time job, and is now doing additional hours to assist on the frontline in Derby.

In April alone he volunteered 112 hours for the Force. Speaking about his time as a Special Constable, Dave said: “There is great camaraderie in the Special Constabulary and a real sense of team spirit. With the right level of humility and confidence, you can really make a positive impact in helping our regular police colleagues. I have a particular passion for traffic and motorcycles and I enjoy making a positive impact by helping out with roadside operations, high visibility patrols using compliant stops and assisting the Roads Policing Unit (RPU) with things like mobile phone campaigns, drink drive efforts or acquisitive crime initiatives.

“Over the last year, I have been focused on supporting our colleagues in CREST (Casualty Reduction Enforcement Support Team), UpRight & RPU. I attend UpRight engagement campaigns to aid the education of bikers and aim to reduce road casualties through positive educational contact.

“It’s tricky balancing a home, work and volunteering lifestyle, I’m required to commit a minimum of 16 hours per month for duty. It’s fair to say I exceed that consistently! I try to align my police work with my wife’s work pattern as a midwife. I’m also helped by my company who allow me additional paid leave to commit to duty.

“In times of need such as a high-risk missing person or a national campaign such as the recent Whaley Bridge major incident, I will come on duty and support my colleagues. The unfolding Covid-19 crisis has seen my company release me full time to the frontline. As such, I’m working at Derby North Section and enjoy being

a supporting part of a great team.”

Ordinarily, Dave works for Edge PS Limited, a construction company based in Sheffield as a senior project manager for the construction sector, alongside volunteering - something he has done since 2016.

Edge PS said: “We are proud to support Policing by releasing Dave Holmes to serve as a Special Sergeant for Derbyshire’s Special Constabulary during the current COVID19 crisis. Dave is making a valuable contribution to his community by supporting front-line officers during this difficult time.”

Assistant Chief Constable Paul Gibson said: “At any time our Special Constabulary never knows what they will face when they come on shift – but to have stepped up in the way they have in the face of a new and unseen danger has been truly inspirational.

“Our Special Constables have come together efficiently and effectively to mobilise and offer an additional resource from the very start of the pandemic, without the need for us to ask for additional duties as they are motivated, committed and led by a very strong Specials management structure who lead from the front.

“We would also like to say a special thanks to Special Inspector James Hopkinson from North Division and Special Chief Inspector Arron Kirkham, as throughout the Pandemic they have been instrumental in pulling together teams to assist the Force wherever there has been a need.”

The majority of Special Constables do this role voluntary alongside their day to day jobs. The Force can’t thank them enough for the work they do and sacrifices they make.

Special Sergeant David Holmes
112 hours volunteered to COVID19 response

#ThanksToOurSpecials



LINCOLNSHIRE POLICE STRATEGIC PARTNER, G4S SUPPORTS LOCAL POLICING THROUGH ESP

Lincolnshire Police has been working in partnership with G4S since 2012 and the company delivers many of the support functions on behalf of the Force, such as HR, IT, Support Services, Criminal Justice Administration, Control Room staff, Custody Detention Officers and a variety of other business areas.

Alongside the Lincolnshire Police Employer Supported Policing (ESP) Scheme, G4S introduced a bespoke time off scheme that gives G4S staff who work for Lincolnshire Police paid leave to perform voluntary roles in support of the Force, as Special Constables, Police Support Volunteers or Volunteer PCSOs.

When Covid-19 arrived G4S offered to release some staff to support local policing meet pressing demands, by releasing staff on full pay to perform Specials duties. Special Constable Josh Shield was one of those members of staff being attested as a Special Constable in April 2019. In his day job he is a Custody Detention

Officer at Grantham Police Station, having started his role in September 2019

Josh says, "I am really enjoying being able to commit full-time to the Specials. I am volunteering alongside the group I was attached to and they have been fantastic. I have been an extra pair of hands when they most needed it. I enjoy my job, but as there were fewer prisoners coming into custody during lockdown, it made sense for me to assist the regular officers. This has only been possible through the support of my employer, G4S."

In the first month since the middle of April, Josh has clocked up over 200 ESP hours and has also done another 30 hours over and above his normal working hours.

Fiona Davies, Service Delivery Director for G4S Policing Services says, "Our strategic partnership approach enables our continued commitment to supporting Lincolnshire Police to focus on quality of service to the public of Lincolnshire. We are absolutely delighted to be able to support Josh to undertake his SC duties for an extensive period to meet the current demands the Force are facing."

The response from G4S in Lincolnshire, together with other employers who had signed up to the Home Office ESP Scheme, either prior to or as a result of the Coronavirus Pandemic, has helped Lincolnshire Police to achieve a threefold increase in ESP hours since the lockdown began.



HIGHWAY WORKERS GIVEN TIME TO MAKE THE STREETS SAFER

Police numbers could soon be boosted thanks to a new partnership between policing and employer Highways England.

Any employee from the road traffic organisation who volunteers as a Special Constable can now get 18 days paid leave a year to carry out their volunteer duties thanks to the Employer Supported Policing (ESP) Scheme.

Highways England have over 6000 employees working nationally and this new agreement between Highways and ESP could be a significant development for Specials recruitment across the country.

Highways England have already got some Special Constables among their ranks including Special Inspector Paul Jenkins who has been part of the Cambridgeshire Special Constabulary since 2006 and loves the

voluntary role.

Paul said "I work as part of the national compliance team within the road user safety group at Highways. As a team we work closely with enforcement officers to ensure the roads are kept safe."

"Highways are very pro-police and supportive of my work within the Constabulary. I joined the Specials because I love all aspects of policing and I am lucky that I can balance Highways alongside it."

"Being a Special Constable is a very enjoyable role as no two days are ever the same. I can begin my day working on speed watch issues and keeping the roads safe and then be called out to a murder and deal with a whole new investigation by the end of it. As a Special you can be called to anything and everything, no shift is ever the same.

"I have worked on very interesting cases including human trafficking and I led a very successful operation into counterfeit items which concluded in 20 arrests.

"The benefits of working as a Special Constable are endless. I get the best of both worlds; a well-paid job within the road traffic industry I love, but at the same time I can get the buzz out of policing. Both roles complement each other nicely with similar values and standards.

"The Home Office Employer Supported Policing Scheme is a partnership that benefits employers, their staff and the police service by releasing Special Constables to volunteer in their communities, and this certainly helps me balance my work and policing commitments. I am also lucky I have the support of my wife; she even supported me when I was called in to a 12 hour duty shift at Papworth Hospital guarding Prince Phillip on Christmas Eve."



"I decided to become a Special Constable to make our communities safer and challenge myself both mentally and physically."

David Chappell
Special Constable

#VolunteersWeek
Become a special constable in your community and help keep Essex safe

love every drop
anglianwater

ESSEX POLICE
Protecting and serving Essex

David Chappell has been a Special Constable for 3 years with Essex Police and works for Anglian Water who is an ESP partner. David tells us about his experience as a Special Constable and the support he receives from his Employer.

"I decided to become a Special Constable for various reasons, such as to make our community's safer, reduce road offences, and to challenge myself both mentally and physically.

Working a full-time job can prove difficult, let alone trying to find 16 hours to volunteer for a Constabulary. However, these hours don't have to be all at once, they can be four 4 hour shifts one every week on a Friday evening perhaps. The policing family have made me very welcome and its never left me thinking I shouldn't have joined shift. Every shift is different, and you get to meet and help a variety of interesting people.

For myself before Covid-19 arrived I was working four-day weeks with Anglian Water which enabled me to volunteer on my rest day with Essex Police which meant I could fulfil my hours and still enjoy a full weekend with my family. Anglian Water is very supportive and as an ESP partner they credit me with 12 ESP days per year which covers 8 hours of my 16 monthly hours. They are also flexible where they can be with policing.

I have gained masses of confidence as a Special Constable, which I have transferred into my full-time role within Anglian Water. The people skills I have gained have provided me with a foundation to be able to assist colleagues, customers and even the general public with a variety of issues."

"Here at Anglian Water, we love to hear about our fantastic staff who are volunteering out in the community and really helping to make a difference. Voluntary work is a great thing to do and something that we actively support and encourage our staff to get involved in.

On National Volunteers Week, we were able to reflect and give thanks to those who dedicate their spare time to help others, and in this case, we're so pleased to hear how valued David is by the Essex Police Force. His contribution to the local community has not gone unnoticed and we're really proud that he is a member of our excellent team."

Steve Reddin
Head of Employee Relations
Anglian Water



GOVERNMENT SPECIAL CONSTABLES SUPPORTING POLICE FORCES DURING COVID-19

Between 23rd March, when lockdown begun and 30th April, members of the Government Special Constabulary Network (SCGovNet) provided 1,874 hours of policing in their local communities. Officers attended over 380 incidents, made 13 arrests, attended 10 road traffic collisions and spent much of their time dealing with Covid-19 related incidents. Nearly 670 hours were Employer Supported Policing.

In September 2019, a cross-Whitehall policy supported by 18 Government departments increased the Special Leave allowance for Special Constables to 12 days per year. 669

hours in this period were made possible by this new policy.

Officers spent much of their time dealing with Covid-19 related incidents, breaches and duties distributing vital PPE, dealing with excuses for travel and being out of the house included exercising on the tube and being out to buy cannabis. Some Special Constables have been solely on foot patrol, covering new areas of their beat and engaging with communities and businesses.

BTP officers have continued to patrol the UK's rail networks, assisting rail staff with disruptive passengers, ensuring travel is necessary and carrying out level crossing enforcement.

In London, Special Constable Holding came across a homeless lady whilst on patrol who had lost hope for finding accommodation after many failed attempts. A referral to StreetLink by the Officer resulted in the lady being housed a few days later.



In Avon and Somerset, Special Sergeant Wiltshire and Special Inspector Uppington stopped a vehicle for a traffic offence, only to discover the driver had been wanted for 8 years on a European Arrest Warrant.



Home Office

ESP

EMPLOYER SUPPORTED POLICING



Policing Officer (RPO) on the Central Motorway Police Group (CMPG).

WHAT DOES YOUR ROLE ON CMPG ENTAIL?

The Central Motorway Police Group (CMPG) is a Specialist Roads Policing Team which is made up of officers and staff from West Midlands Police and Staffordshire Police. The focus of the group is to stop crime on the region's roads and make them safer. We are responsible for policing some of Britain's busiest roads, including the M5, M6, M6 Toll, M54, Aston Expressway, the M42 and the A500.

The role of a Roads Policing Officer is varied; one minute you could be helping someone who is broken down and the next, providing tactical options for a pursuit! It's interesting, exciting and challenging, but I think that's why I enjoy it so much.

We're fortunate to have the backing of the CMPG Leadership Team and regular officers, which has enabled the team to attend the same training as a full-time RPO officer; some of the team are even advanced drivers.

WHAT NEW SKILLS HAVE YOU LEARNT AS A SPECIAL CONSTABLE AND HOW DO YOU THINK THESE HAVE HELPED IN YOUR PAID ROLE?

In my day job, I work on a busy IT Service Desk and unfortunately, sometimes things do go wrong. The communications skills I have learnt and developed as a Special Constable have enabled me to remain calm, listen and communicate clearly in order to quickly resolve issues.



I'm very lucky that my employer recognises the skills I have gained and have signed up to the ESP Scheme. This has enabled me take additional paid leave to perform duties and key training.

HOW HAVE YOU AND YOUR EMPLOYER SUPPORTED POLICING DURING COVID-19?

SIPS became an ESP partner in January 2018, pledging an additional 5 days per year paid leave for staff who volunteer as Special Constables. Since Coronavirus they have allowed me extra days off work to support the policing response to Covid-19. This has massively aided the response to the Pandemic, allowing me to cover full-time officers who were self-isolating or shielding.

Since the lockdown on the 23rd March, I have volunteered over 200 operational policing hours.



You can find out more about CMPG by following us on Twitter - @CMPG

EMPLOYER SUPPORTED POLICING PARTNER

SIPS Education are supporting policing by allowing their staff who are Special Constables additional paid leave to support COVID-19



For more details on the ESP scheme please email esp@dutysheet.com



"SIPS Education is a schools' owned public-service organisation and we're delighted to support the Special Constabulary, through Employer Supported Policing. We are immensely proud of our Special Constable colleagues; they're local people, supporting their local communities and this resonates with our own company ethos. It is our duty as good corporate-citizens to support policing not only through these unprecedented times, but for the longer term too."

Brian Cape
Chief Executive
SIPS

ESP CASE STUDY

Sam works for SIPS Education as an IT Technical Analyst and in his spare time is a Special Constable with Staffordshire Police.

WHY DID YOU JOIN THE SPECIAL CONSTABULARY?

I joined Staffordshire Police in April 2012 because I always had an interest in the police and originally wanted to join the police full time. However, after gaining a new job, I decided that I was going to pursue a role in IT instead. For the last 2 ½ years, I have been a Roads



says: “The ESP hours in our Force have increased by 160% compared to this time last year – we have 49 of our Special Constables supported by 24 companies who give employee volunteering leave – which both policing and the volunteer officers truly appreciate.”



Companies supporting Cheshire Special Constables with ESP leave

Richard Hankins, who is a Special Constable with Cheshire Constabulary, works for the General Medical Council as Head of Assessment.

General Medical Council The GMC are an ESP partner, and subsequently at the point of lockdown, issued guidance allowing volunteers (including Special Constables) unlimited paid time off for volunteering during the duration of the current crisis. (with the caveat that the individual must be able to complete all the critical areas of their work.)

Richard says: “As the GMC is responsible for the Medical Register we are ourselves key workers and are extremely busy implementing Temporary Emergency Registration. As I am one of the Registrars I am pretty busy adding doctors to the medical register as a part of the response. However, even I have been able to get a day or so a week off to police and have converted some of my upcoming annual leave to Special leave for policing.”

Police Sergeant Richard Deakin, who oversees the ESP Scheme in Cheshire Constabulary,

- AstraZeneca
- BAE Systems
- Bentley Motors
- British Airways
- BT
- Cooperative Group
- Dixons Carphone
- EE (EverythingEverywhere)
- General Medical Council
- HellermannTyton
- Honeywell
- Lloyds Banking Group
- M&S Bank
- Manchester City Council
- National Crime Agency
- Nuclear Decommissioning Authority
- Openreach BT
- Police - Cheshire Constabulary
- Police - Warwickshire Police
- Reaseheath College
- Ringway Jacobs
- Tech Data
- Tesco

IF YOU HAVE ANY QUERIES REGARDING ESP OR WANT TO KNOW MORE PLEASE CONTACT YOUR REGIONAL ESP REPRESENTATIVE:

EAST MIDLANDS



jackie.rowe@lincs.pnn.police.uk

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SOUTH WEST



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LONDON



Jasbir.Samra2@met.pnn.police.uk

ESP CAPABILITY

There are currently 1086 Special Constables supported via 187 ESP Partners.

There are 125 Special Constables supported via 41 Covid-19 ESP companies.

There are 365 Special Constables in 172 companies that have an internal employee volunteering policy giving paid leave to Special Constables.

85 companies (ESP/In-House) support Police Support Volunteers with employee leave.



POLICE INSURE

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TO **40%**

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