

OFFICE OF POLICE & CRIME COMMISSIONER	
LEAD CHIEF OFFICER:	Assistant Chief Constable
TITLE:	Annual Volunteers report
DATE:	20th July 2016
TIMING:	Routine
PURPOSE:	Monitoring Purposes
1.	<u>RECOMMENDATION</u>
1.1	This report is for monitoring purposes in relation to annual volunteer activities conducted across the Force.
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	This report provides an annual update on volunteer activities across the Force, to include Gwent Police's Independent Advisory Group (IAG), Ethics Committee, Special Constables, Cadets, and Police Support Volunteers.
2.1.1	Independent Advisory Group Gwent Police's Independent Advisory Group (IAG) was formed in response to recommendations included in the Macpherson Inquiry that was undertaken to examine policing issues arising from the murder of Stephen Lawrence. The Macpherson Report had criticised several aspects of policing in relation to the investigation of 'major or critical incidents', in particular where these may have an impact upon public confidence.
2.1.2	Gwent Police's IAG takes on the role of a 'critical friend' in relation to both the development of policing policy and services, and when a critical incident occurs within the Force area that has the potential to have a significant impact on local communities.
2.1.3	The IAG currently has 10 active members, from across the Force area, who have a range of personal experiences, social backgrounds and professions. Members are able to comment on issues relating to disability, gender, sexual orientation, age, gender identity, race, culture and religion.
2.2	Special Constables (SCs) Special Constables are trained volunteers who have the same powers as regular police officers. They volunteer around four hours per week, and form a vital link between their community and the Police Service.
2.2.2	We currently have 110 Specials, who have completed over 29,500 duty hours in the last 12 months. An audit is currently underway to ensure that all SCs are active. We are also awaiting dates for a new training course so plans for recruitment can commence.
2.3	Police Cadets The Volunteer Police Cadets (VPC) is a uniformed voluntary youth organisation, supported by Gwent Police, open to young people aged 13 -18 from across Gwent's communities, irrespective of their background or financial circumstances and including those vulnerable to crime or social exclusion.
2.3.1	Gwent has had a Cadet scheme for a number of years, which had previously been

	run inconsistently across LPUs. Administered by the Partnership Sergeant the scheme had 5 units with Cadets aged 16-18. The introduction of the Cadet Volunteer, Phil Sutton, has resulted in a more centralised approach to managing the scheme and progressing to the national Volunteer Police Cadet model with a lower age range and a standard approach across the LPAs.
2.3.2	There are currently 78 Cadets on the system, but work is underway to establish accurate figures of active Cadets.
2.3.3	There are 5 Cadet units operating in Gwent; Newport, Blackwood, Pontypool Abergavenny & Ebbw vale. These are being run by Police Constable (PC) Angela Jones, PC Laurence Carrington, Community Support Officers (CSOs) Kim Parry and Peter Walker with the help of some Police Staff and Police Support Volunteers.
2.4	<p>Police Support Volunteers</p> <p>Police Support Volunteers, (previously Community Volunteers) were historically used to assist with resourcing front counters at police Stations in rural areas. When several police stations closed their front desks, the force lost a number of volunteers. There are now a range of new volunteer roles in which vary from front counter support to assisting in radio workshops and making referrals into our Hate Crime Support Officer project. A house keeping exercise is underway to ensure that all volunteers are active and volunteering regularly</p>
2.4.1	<p>Community Speedwatch</p> <p>The first Speedwatch site was set up in Llanfair Kilgeddin in July 2014 after funding from the OPCC to set up a pilot scheme. Further funding has been sought and there are now over 20 groups operating in the Gwent area with a demand for further groups. The introduction of Speedwatch has seen our greatest number of recruits in volunteering to over 160 volunteers monitoring speed across the county.</p>
2.5	<p>Ethics Committee</p> <p>Gwent established an Ethics Committee in April 2015, with the inaugural meeting taking place on 8 April 2015.</p> <p>The Committee consists of seven lay members, all of whom are residents within the Gwent Police force area and come from a variety of backgrounds and professions, ranging from a University Lecturer to a Charity Director.</p> <p>The Committee meets on a quarterly basis at Police Headquarters and has discussed key matters within the force from the Voluntary Exit Scheme (VES) to the Force's Positive Action Strategy.</p> <p>The Committee is attended by the Deputy Chief Constable and there is a single point of contact for the Committee within the force. Anyone within the organisation can submit an issue for consideration to the Committee and every issue sent into the point of contact is seen by the Committee, even if they decide that they are unable to deal with the issue.</p> <p>The advice given by the Committee is fed back directly to the Deputy Chief Constable who attends on behalf of the Chief Constable.</p>
3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	<p>The IAG developed an action plan for delivery during 2015/16 and their progress is summarised below:</p> <p>Aligning IAG roles with the New Operating Model:</p> <p>IAG members have now been paired with Geographical Inspectors across the Force and many are actively engaged in local activities, have completed ridealongs with their respective teams and regularly attend events and briefings.</p>

	<p>Marketing:</p> <p>Briefings have been delivered for key members of Police personnel to promote the role of the IAG and increase opportunities for their involvement in Force and local level activities. Individual role profiles have been developed for circulation to local teams and branded marketing material to be used internally to raise awareness of the IAG and its purpose.</p> <p>Recruitment:</p> <p>3 new members have been recruited this year, based on identified gaps in representation – a transgender female, BME female and male with a physical disability.</p> <p>Critical Incidents:</p> <p>Force Incident Managers (FIMs) are now well aware of the Group’s role and function and have ready access to personal profiles and contact details for members. Locally, an increased awareness from Geographic Inspectors has meant that members are engaged on an ongoing basis with incidents that may have a significant community impact, for example, accompanying a local Inspector to visit a dissatisfied victim of hate crime, and shadowing officers carrying out a raid on a local nightclub. IAG members are also contacting their local Inspectors directly whenever they are made aware of an incident or operation that they feel would benefit from their involvement.</p>
3.2	<p>In addition to working towards Plan objectives, the IAG has also been involved, as usual, in Force activities throughout the year. These have included:</p> <ul style="list-style-type: none"> • Acting as a critical friend during the Force’s recent positive action activity to increase BME representation • Judging one of the categories for the Gwent Police Awards • Scrutinising the quality of Gwent Police’s stop and search encounters as part of the Office of the Police and Crime Commissioner’s (OPCC’s) dip sampling exercise • Representing community views at the Force’s Public Confidence, Equality and Stop and Search Boards, Hate Crime and Domestic Abuse Forums. • Supporting Professional Standards to establish a Complaints Committee, reviewing all complaints made to the Force involving allegations of discrimination • Observing and participating in training for new recruits • Using community contacts to support the Force’s work around equality and diversity • Consulting on Force policy and implementation, for example the use of Bodyworn Cameras <p><i>IAG member with a visual impairment:</i></p> <p>“Nathan from Guide Dogs and I had great fun making the short video on the dangers of pavement parking and I think it made a significant impact when screened to the public and police officers. I also helped Nathan deliver a session with officers at Blackwood on visual awareness. I’ve enjoyed visiting Newport Central and having our views discussed and attending the disability hate crime conference in the autumn”</p>

<p>3.3</p>	<p>Special Constables</p> <p>The Special Constabulary have been involved in a number of operations/ events over the last 12 months including:</p> <ul style="list-style-type: none"> • The National Specials Conference was hosted in Gwent in April 2016. It was attended by over 250 guests from across 41 Forces, British Transport Police, Ireland, USA and South Africa. Gwent Special Constabulary successfully policed the event logging over 600 hours for the weekend. • Assistance with training. Specials have supported by becoming 'rioters' for the day to assist with training regular officers in PSU and have supported with Custody training through a similar role playing. • A number of Special Constables supported the Police Sport UK Basketball finals, hosted by Gwent Police. • Special Constables have been involved in a verity of local events including the Monmouth show, Big Cheese, Monmouth festival, Pontypool carnival and the Eisteddfod. • Special Constables were deployed as prisoner handlers for Category A football matches in Newport. • Over 29,770 duty hours have been completed for the period of April 2015 to March 2016
<p>3.4</p>	<p>Police Cadets</p> <ul style="list-style-type: none"> • A team of Cadets attended their first National Competition in Scotland in August and placed 6th out of 14 experienced teams. They completed a variety of events and showed off their drill skills. • Gwent Cadets also participated in a Gwent Cadet competition with other cadet groups in the area from the Army, Air Training Corp (ATC) etc. run by the Royal British Legion. Gwent took first place. • All of the Cadets have taken part in a number of police campaigns including hate crime, anti-slavery, domestic violence and night time economy in Pill. • Cadets have completed over 1200 hours of volunteering supporting local groups with activities like garden digs, leaflet drops and assisting a children's disabled swimming club.
<p>3.5</p>	<p>Police Support Volunteers</p> <ul style="list-style-type: none"> • A number of our Volunteers were nominated for Volunteer of the year this year and it was won by Dan Cooke, • New Police Support Volunteers have been recruited to assist with the Cadet scheme including Police officers in staff that will be instrumental to the development of new units. <p>Community SpeedWatch</p> <ul style="list-style-type: none"> • Funding was agreed by the OPCC for a total of 21 CSW sites. The equipment for these sites has been purchased. 18 sites are now up and running with more locations keen to start up. This has taken our scheme to over 200 active volunteers • Further work is on-going with Go Safe to review mobile camera sites based on the information collated by Speedwatch groups in Tintern and Usk.

4.	<u>NEXT STEPS</u>
4.1	<p>Independent Advisory Group</p> <p>The IAG's 2016 Development Day has been delayed due to the appointment of a new Chair. Vida Greaux, who has been a member of the IAG for around 10 years, has been succeeded by Nick Lewis:</p> <p>"Over the last few years, it's been great to see the development of the IAG. Members are now engaged with local Inspectors, which has not only enhanced discussions around equality and inclusion at an operational policing level, but has also helped to inform members of the local issues which has influenced discussions at a strategic level. I have been fortunate to work closely with officers and have been involved in a number of local initiatives from drug raids to community events. Over the past few months I have been able to accompany officers on a number of response shifts. As well as seeing the type of work they do on a 'regular shift', I have been able to discuss issues with officers to get their perspectives on a range of topics.</p> <p>Very recently, I have been elected as Chair of the IAG, and I am sincerely looking forward to developing the great work of the group. I am also keen to build the capacity and capability of the group, and I am excited by the potential and opportunities that this will bring. Another priority for me will be to ensure that all officers and staff are aware of the IAG and the work it does, including the support the group can provide in relation to equality and inclusion. I know that the group will go from strength to strength, and I am looking forward to working with as many people across the force to really develop what we do"</p>
4.2	<p>Special Constables (planned activities/priorities over next 12 months)</p> <ul style="list-style-type: none"> • Develop a recruitment plan for Special Constables, focused on recruiting from areas of need. Planned awareness activities to target hard to reach communities. • Development of new specialist SC roles
4.3	<p>Police Cadets</p> <ul style="list-style-type: none"> • Housekeeping exercise to ensure that establishment figures reflect active cadet numbers. • Development of further Cadet Units in Monmouthshire and Blaenau Gwent areas, which would lead to further recruitment of cadets aged 13-18 years. • Recruitment of further officers, staff and PSVs to support the expansion of the scheme.
4.4	<p>Police Support Volunteers</p> <ul style="list-style-type: none"> • Development of further volunteers roles • Establish a recognition scheme for all volunteers to aid retention. Issuing of long service awards and certificates for completing a number of hours. <p>Community Speedwatch</p> <ul style="list-style-type: none"> • Currently each force has its own approach including different forms and letters that go out to all those caught exceeding the limits. Go Safe would look to pull this together so that all letters are sent from North Wales' central ticket office. Work is on-going to get this process established- taking Administration demand away from the Go Safe office. Work currently ongoing with legal on data sharing and the agreed processes. • Go Safe are to launch a CSW page on their website listing/mapping all CSW sites across wales for members of the public.

	<ul style="list-style-type: none"> • Revamp of existing policies/ procedures will be required inline with the above changes in Administration should they be agreed. • Development of new CSW sites and recruitment of further volunteers.
4.5	<p>Ethics' Committee</p> <ul style="list-style-type: none"> • A number of the issues discussed are brought to the Committee by Senior Officers / Managers within the force. The Committee would like to see this widen so that staff and officers at all levels of the organisation are submitted issues to them; • The work of the Committee needs to be published more widely. This work is ongoing in conjunction with the Office of the Police and Crime Commissioner (OPCC). There will be a link on the internal intranet site and the external OPCC site to the agenda and minutes of meetings, both past and future.
5.	<p><u>FINANCIAL CONSIDERATIONS</u></p>
5.1	<p>IAG</p> <p>The IAG receives an annual budget of £7203. During 2015/16, total expenditure was around £1500. A key part of this year's Development Day will be considering how to better utilise the IAG budget in supporting members' personal development and supporting the Force effectively.</p> <p>Police Support Volunteers</p> <p>PSVs are working towards recording the hours the volunteers complete over the year by using a system called Dutysheet (a duty management system), so the force is not in a position to carry out The volunteer investment and Value audit (VIVA). VIVA is a measurement tool that assesses the 'outputs' of volunteer programmes (the value of volunteers' time) in relation to the 'inputs' (the resources used to support the volunteers). It also discusses how to account for employment overheads. The end result is the VIVA ratio – for example a total value of £50,000 and expenditure of £10,000 yields a ratio of 5 (i.e. 'for every £1 we spend on volunteers, we get back £5 in the value of the work they do', a five-fold return on the organisation's investment in volunteering).</p> <p>It is planned that this calculation will be used to measure the value of volunteers including speed watch for the forthcoming year (2016/17).</p> <p>Spend against the cost centre was £201.15</p> <p>Special Constables</p> <p>Special constables completed over 29,770 duty hours during the last financial year. Costs against their cost centre including staff overtime for training. Total expenditure against their cost centre is £51,352.25 (not including salary of co-ordinator post). The majority of this spend covered travel, meal allowances, overtime and attestation/hospitality costs. This year Specials Conference hosted in Gwent was a notable success.</p> <p>The staffing costs for training/recruitment and uniform cost are not included in this figure. It is planned, that work will be carried out in the area to find the total cost/ return on SCs.</p> <p>Community Speedwatch</p> <p>Community Speedwatch has received a total of £45,000 from the OPCC to set up 9 speed watch sites in the Gwent area, starting within in Monmouthshire. The majority has been spent on new speed monitoring devices, signs and Hi Viz jackets.</p>

	<p>Monitoring of volunteer hours on the Speedwatch scheme has become difficult now that the number of groups has increased to 18. The force is exploring the use of Dutysheet (a duty management system) to monitor the hours going forward so that estimated savings on police time can be established.</p> <p>Cadets</p> <p>The Cadets have been given £1,500 from Youth united on top of the £25,000 they received last year to set up new schemes across Gwent. A further £29,000 has been allocated by the OPCC. Spend will cover any venue costs, mini bus hire and event costs. Cadets (that can afford to) will be asked to pay subs on a termly basis which will be used to cover local group costs such as items needed for lessons or instructor hire. Subs are currently charged at £25 per term.</p> <p>Ethics Committee</p> <p>The Committee currently receives no direct funding and there is no anticipated requirement for future funding at present.</p> <p>The sole cost to the force is providing a buffet on a quarterly basis for Committee members. Meetings take place between 6pm – 10pm and the provision of a buffet allows members to meet earlier and deliberate for an extended period where required.</p> <p>The cost of providing a buffet is approximately £250 per annum.</p>
6.	<u>PERSONNEL CONSIDERATIONS</u>
6.1	<p>The IAG is managed by the Community Cohesion Co-ordinator (Community Safety) with overall strategic responsibility held by ACC Williams. As there is no longer any administrative support available within the Community Safety Team, there is now a nominated IAG secretary to take minutes.</p>
6.2	<p>Specials, Police Support Volunteers and Cadets are managed by the Specials and Volunteers Co-ordinator, Community Safety. ACC Williams is currently the strategic lead for Gwent. CI Jo Bull has the portfolio for Specials, Volunteers and Cadets.</p> <p>Day to day management of the Cadets is supported by volunteer, Phil Sutton. Organisation consideration needs to be made over resilience should the volunteer no longer continue. Locally, units are supported by a mixture of officers and staff. It is becoming increasingly difficult for officers to commit to supporting the units due to duty demands. Considerations to providing CSOs to support the groups in duty time would allow groups to run smoothly.</p> <p>Employer supported policing has historically supported police staff who are Special Constables to have paid time off from work duties to carry out Specials duties. Considerations should be made to expand the scheme to include police support volunteers/ Cadet scheme.</p> <p>The Specials and Volunteers Co-ordinator post is a part time post and growth off all schemes would require investment in all areas, including staffing.</p> <p>Local management/ involvement in managing the volunteers as numbers expand is essential to ensure volunteers are engaged and active.</p>
7.	<u>LEGAL IMPLICATIONS</u>
7.1	<p>Although the IAG has no statutory driver the role of Independent Advisory Groups has evolved directly from the Macpherson report and has been recognised by an example of good practice by ACPO. College of Policing is currently finalising renewed guidance on IAGs for Police Forces.</p>

8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	This project/proposal has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been assessed not to discriminate against any particular group.
8.2	In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.
9.	<u>RISK</u>
9.1	There is potential risk to the organisation if IAG members are not security vetted and have access to restricted material or deal with sensitive incidents, particularly where those incidents have the potential for significant impact on wider communities.
9.2	Members have completed appropriate security and counter terrorism checks, although a number of members are currently being re-vetted to NPPV level 2. In line with ACPO IAG Guidance, a negative indicator on a vetting form will not automatically exclude a person from becoming an IAG member. Each case will be individually assessed and risk managed in order to avoid unnecessarily losing valuable community experience.
9.3	There are clear risks to the Force should they not consult effectively with communities in the event of a critical incident, or in designing or changing service delivery. These include reduced public confidence, services which do not meet community needs, mistrust of the Police and a negative impact on Police/community relations. IAG members are one of a number of ways that Gwent Police should continue to involve communities appropriately and effectively.
9.4	Retention of the Special Constabulary as greater numbers leave to become regulars in other forces. Gwent's latest internal recruitment drive saw 6 very active SCs start regular training in May with a further 2 starting in July. Over the year there has been a large number of leavers to join other Forces and with limited recruitment due to training resourcing issues SC numbers have decreased.
9.5	Gwent is currently losing more SCs than recruiting. A planned approach to recruitment needs to be implemented. Current recruitment windows seem to be opened last minute which doesn't allow for a targeted strategy to encourage recruits from different cultures and communities. This approach has reduced the number of recruitment events attended or organised by the force.
9.6	Work is on-going to contact inactive Specials, Volunteers and Cadets to ensure that all uniform, kit, warrant and ID cards are returned to HQ and systems are updated accordingly.
9.7	Police officer Volunteers to assist with Cadet scheme
10.	<u>PUBLIC INTEREST</u>
10.1	There are no restrictions on this document which can be made available to the public.
11.	<u>CONTACT OFFICER</u>
11.1	Heather Powell, Community Cohesion Co-ordinator Emily Godsell, Specials and PSV Co-ordinator

12.	<u>ANNEXES</u>
12.1	None

For OPCC use only

Office of the Chief Constable

I confirm that the Volunteers report has been discussed and approved at a formal Chief Officers' meeting.

It is now forwarded to the OPCC for **information**.


Signature:

Date: 05.07.16

	Tick to confirm (if applicable)
Financial The Chief Finance Officer has been consulted on this proposal.	√
OPCC The Chief of Staff has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities.	√
Legal The legal team have been consulted on this proposal.	n/a
Equalities The Equalities Officer has been consulted on this proposal.	n/a

Chief of Staff:

I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report.

I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent.


Signature:

Date:13.07.16

Police and Crime Commissioner for Gwent

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.

The above request has my approval.

Signature:

Date: