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| Annual  Volunteer Report |
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| Citizens in Policing  2024 |
| 1. PURPOSE AND RECOMMENDATION   The purpose of this report is to highlight the past 12 months volunteering activity within the Gwent Police Citizens in Policing (CiP) portfolio.  There are no recommendations requiring a decision.   1. INTRODUCTION & BACKGROUND   This report provides an annual update on Gwent Police volunteering activities, including the Special Constabulary, Police Support Volunteers and Volunteer Police Cadets covering April 2023 – March 2024. Whilst the management and overall work of schemes such as the Independent Advisory Group (IAG) and Community Speed Watch do not currently sit within Citizens in Policing (CiP), they are still requested to align themselves to the CiP governance, with regards to their volunteering activities and numbers. A brief update on their volunteering activities is also included.  Over the past 12 months there has been a focus on integration of volunteers into business as usual and this has been successful with the support of the All-Wales CiP governance and working relationships with other Welsh forces for best practice initiatives and support.  The All-Wales CiP Strategy 2024-2028 (Appendix 12.1) is being utilised for strategy development within Gwent and this will be further developed over the coming months under the guidance of the strategic lead. The Gwent strategy will not only align to National CiP objectives but to policing in Wales and will allow for local variances to meet community needs in line with the Police and Crime Plan once new priorities are set.  Over the past 12 months Gwent has seen a change in volunteering and the needs and requirements of volunteers which has led to a review, to identify areas of improvement across the portfolio (Appendix 12.2). This review was heavily focused on the Special Constabulary and how best to integrate them into business as usual. Considerations around the governance structure in Gwent are included within areas of improvement and all volunteering portfolios will continue to be supported by the Assistant Chief Constable.  The Volunteer Police Cadets have implemented the Safe to Operate standards with these regularly being reviewed and progressed in Gwent. Gwent has previously been successful at gaining Quality Mark Bronze (however this is due for renewal) for their safeguarding processes for Cadets and a policy review has been completed to include further safeguarding measures.   1. ISSUES FOR CONSIDERATION    1. Special Constabulary   The Special Constabulary is currently supported by a dedicated PC trainer, CiP Co-Ordinator, Superintendent Portfolio Lead, ACC strategic lead and a dedicated Recruitment Officer.  Within the past 12 months the Special Constabulary has successfully contributed a staggering 17,529 hours between April 2023 and March 2024, this has been delivered across 2,398 duties, with an average of 23 hours per month, per Special Constable, exceeding the nationally asked minimum of 16 hours per month. Our headcount of Special Constables has remained one of the most consistent across Wales and has been the least affected by the National Uplift Programme to date, our current headcount is down by 12% in comparison to last year.    Over the past 12 months the Special Constabulary has seen the resignation of 34 officers with 55% leaving to join the regulars of both our home force and others. This is a testament to the training and experiences received as Special Constables and that valued officers wish to continue to use skills gained towards a career.    We are still progressing with positive recruitment campaigns to increasing our establishment. We have a full-time trainer in post to deliver the college required training programme with support from an SC Recruitment Officer who is focussing on a new recruitment delivery plan. This will focus on undergraduate students on key courses and career Special Constables via Employer Supported Policing initiatives.    **New leadership structure**    There have been several changes to the leadership structure this year. The force has undergone a review of the Special Constabulary and as a result, have made changes to the SMT structure. There is no longer a ranking position higher than Special Sergeants. The need for additional support has been identified and the Special Constabulary has been integrated to response policing to focus on core duties and responsibilities. Along with promoting better management, enhancing performance, focusing on operational demands, and allowing wellbeing to be supported.    **Changes to SC Training**    SCLP Phase 1 is now completed and is in full implementation with the new PDP now issued to all SC’s. Work on the upcoming bespoke ‘Summertime Course’ is fully under way. This course will be attended by students who will attend SC training full time for 6 weeks in the summer then go operational alongside their university studies.  Further training opportunities have been implemented to improve operational capabilities; all officers are now up to date with Niche training. Driver training has been progressed for A to B, small van awareness and compliant stop. Three SC’s have also completed Standard Response training, with opportunity for further course later in the year.  **Operational effectiveness**    The Gwent SC team go above the minimum requirement of 16 hours per month. This small but dedicated team have continued their support across all departments. They have supported Neighbourhood Policing teams with over 833 duty hours (4.7%), response teams with 9,431 hours (53%) and prearranged events / operations with 810 hours (4.6%) and 923 hours specialist negotiation (5.2%).    As well as providing a valuable responsive resource, running successful operations, and assisting at planned public engagement events, below provides a condensed snapshot of several activities the SCs have undertaken in the past 12 months*:*     |  |  | | --- | --- | | **Activity Type** | **Total** | | 1-2-1 or 2-1 (Custody or A&E) | 46 | | Alarm/Premises Check | 26 | | Arrest/Assist Arrest | 237 | | Crimes Recorded | 62 | | Domestic (Crime/Non-Crime) | 165 | | Drug/Alcohol Seizure | 8 | | Fixed Penalty Notice (Traffic) | 4 | | Foot Patrols (Uniform) | 66 | | Licensing Checks | 32 | | Misper (Located) | 49 | | Misper (Search) | 79 | | Mobile/Vehicle Patrols (Uniform) | 311 | | Prisoner Transport | 121 | | Stop and Search | 30 | | Vehicle Check (Moving) | 354 | | Vehicle Check (Roadside) | 79 |     Special Constables have been included in a number of operations across the LPA’s including Operation Lumley. The Special Constabulary are also leading on LPA operations targeting no bail warrants, with support from LPA SMT.   Additional work has been carried out by the SC with the licencing team and trading standards to test licenced premises, neighbourhood policing week of actions and Operation Harley deployments. As a result, some special constabulary officers are now able to carry and deploy SmartTag in partnership with the We Don’t Buy Crime Team.    **Federation Representation and Taser**    On the 28th of April the Police Crime, Sentencing and Courts Act 2022 was enacted. This act effectively made changes to the provisions in place to support Special Constables, with the introduction of Federation Representation. The Federation representation has been fully supported within Gwent police with all SC’s having the opportunity to sign up with financial support from Gwent Police and Crime Commissioner. This has been welcomed by the SC and we have one of the highest saturation rates within Wales at 93%.    As a result of the implementation of the Act and Federation Representation, the National Police Chief Council has also shown full support for Special Constables to be deployable with Taser. As a result, taser implementation for Special Constables has been embraced by Gwent Police with the application process now embedded into the constabulary. There is an initial cohort of 3 SC’s attended taser training in August 2023, with further applications approved and waiting training allocation.    **Regional and National Engagement**    The Gwent CiP team continues to fully participate in regional and national CiP collaboration groups, this includes All Wales SC recruitment, All Wales SC working group and further working groups. These have been used to inform a recruitment plan, development plans and future proofing of the Special Constabulary, PSVs, and Cadets across Gwent. The All-Wales Development officer and programme has now been integrated into the All-Wales Collaboration board to help recognise and develop the programme.   * 1. Police Support Volunteers (PSV)   Police Support Volunteer are individuals who give their free time to perform tasks which complement the duties performed by Police Officers and Staff. We currently have 38 volunteers, playing an active role within our communities and organisation. Volunteering roles across Gwent serve both internal and external functions and are as follows.  **Community Crime Prevention Volunteers**  There are currently 9 volunteers supporting the organisation. The volunteer role has recently been reviewed, the review identified the volunteers would be best placed within the We Don’t by Crime team where they can be utilised within the community, supporting officers with crime prevention initiatives and public engagement events. The volunteer role is very seasonal with the majority of their activities taking place April – October. The volunteers have provided support taking part in property marking initiatives, ‘Safer Streets’ projects, Neighbourhood Watch recruitment, items on view and much more. They will continue to support the department promoting crime prevention.  **Heritage Crime Volunteer**  This year has allowed up to explore specialist opportunities within the volunteering sector and with support and guidance we have created and developed a Heritage Crime volunteer position. The volunteer role will support the Rural Crime Team, enhancing the quality of investigations and reducing crime within this business area. This role offers additional specialist advice directly effecting heritage crime.  This volunteer will assist with promoting knowledge and understanding of Heritage Crime amongst community groups and the general public, utilising their specific knowledge and skills. They will support the Rural Crime Team with knowledge of Heritage Crime and in turn support investigations, they will assist Crime Reduction Staff, Force Property and Exhibits Department to identify property relating to heritage crime.  The person who undertakes this role will have exceptional knowledge of Heritage Crime and have contacts among key stakeholders externally to compliment their role.    **Chaplains**  Our chaplains offer personal, practical, and spiritual guidance to all Gwent Policecolleaguesand support extends to families too**.**  This year, one of our Gwent Police chaplains went on a personal retreat, and we are very glad that they are back with us, though we do also now find ourselves down by two chaplains - one is unfortunately stepping away due to ill-health, and another retiring.    However, we also have a few prospective new members currently going through the application process, so we should be back to full complement soon.  Covering the whole of Gwent, chaplains are present in different areas of the force supporting colleagues having conversations over a cup of tea and slice of cake or alternatively a favourite chocolate bar and sweetie, and on hand for community events and engagements.  As well as offering personal guidance, our chaplains assist in building links with our communities and can advise on operational religious matters, co-ordinating and leading services where appropriate. This includes weddings, funerals, and official services for police employees.  Our chaplains took part in the All-Wales International Day of Prayer for Emergency Services event and brought cheer to all at Christmas with Santa selection boxes, and shared Easter eggs.    **Gwent Police Sports Association**  Gwent has 1 individual Gwent Police Sports Volunteer who has regular commitments for Police Sports Gwent and Police Sports UK events, PSG events, accounting etc.  **Airwaves**  1 airwaves volunteer oversees the management of Airwave radio fleet map, programming of Airwave terminals, Installation, and management of Mobile ANPR vehicle systems, Advanced car, and Motorcycle installations for ANPR and Airwave terminals, Assistance to fleet for programming and technical support on Vehicle electronic control systems, Motorcycle safety checks.  The role also provides support for RPSA with target operations such as UTAH and TISPOL and also assists in the running and tasking of RPSO Bikesafe courses.  **Independent Advisory Group (IAG)**  The IAG are independent from Gwent Police Support Volunteers however they have oversight from the CiP governance structure.  We currently have 13 active IAG members in both the East and the West of the force. IAG members represent the diverse communities of Gwent, across a range of protected characteristics including disability, race, religion and belief, and sexual orientation.  Gwent Police’s IAG takes the role of a ‘critical friend’ in relation to the development of policing policy and services, whether by sitting on various force Boards, engaging with chief officers, or meeting with owners of new policies to provide guidance through the Equality Impact Assessment process.  The group provides practical guidance on local and national issues impacting the communities of Gwent. Senior officers regularly contact IAG members to seek advice and share information where there are community tensions. Members of the IAG are also engaged with during critical incidents to assist the force’s response and feedback on community concerns.  A core part of governance, IAG members sit on several boards and committees, including but not limited to:   * Hate crime scrutiny panel. * Ethics committee * Legitimacy board (Stop and Search, Use of Force) * Custody disparity * Violence against women and girls, serious organised crime, and vulnerability Board * People and Culture Board   The group are governed through their terms of reference and supported by the Diversity and Inclusion team. They meet quarterly. The current Chair is Vida Greaux and Deputy Chair is Edward Watts.  In 2023-24, the IAG:   * Observed officer training, including Taser training. * Provided advice on several new policies and procedures, including the new Strategic Equality Plan, station opening hours policy, and proposals around the use of digital face recognition software. * Attended the Gwent Police staff awards to support our officers and staff. * Met with neighbourhood policing teams in both East and West LPAs to introduce themselves to new leadership teams. * Joined a research exercise run by the Hydra Foundation at the University of South Wales, to develop a training scenario for officers around cultural competence.   **Youth IAG proposals**  The work of the IAG, as discussed, is very valuable to Gwent Police and the Office of the Police and Crime Commissioner (OPCC). However, due to the commitments of IAG members and police colleagues, the activities in which the IAG are involved with usually take place in the week, in the hours where many people are in work or school. This is recognised as a barrier to young people participating in Gwent Police’s decision making and scrutiny processes and increased youth participation is an area of interest to both Gwent Police and the OPCC in our respective Strategic Equality Plans. Therefore, Gwent Police’s EDI team, Cadets leaders and the Office for the Police and Crime Commissioner have been in discussions around proposals to create a Youth IAG.  The Cadets already have a Youth Panel in place which is proposed to be reestablished in September 2024. This panel is diverse, with around 25% of members from various groups which are usually under-represented in policing. In addition, there are various existing community forums where young people from across Gwent have an input in decisions affecting them, such as the Caerphilly Youth Forum, supported by the OPCC. These established panels give a framework for how a Youth IAG could be run and the kinds of activities panel members could undertake.  In order to set up the Youth IAG, there are several steps still to undertake:   1. Benchmarking with other police forces/PCCs 2. Agreement of a Terms of Reference, support, and governance structure for the Youth IAG 3. Agreement of the level of vetting needed for panel members. 4. All Youth IAG facilitators to complete safeguarding training, if not already done so.   It is proposed that the youth IAG be developed by the end of financial year 2024-25.  **Cyber Crime Volunteers**  The Cyber Volunteers will be working alongside the dedicated Cyber Crime Unit within Gwent. The CCU is responsible for the investigation of all reported cyber dependent crimes such as social media hacking and cyber-attacks! These come to us either from direct reports from the public or disseminations from our partners. We also conduct research and development into new and emerging threats, new technology and online tools. The Cyber team assist many other departments across the force with digital enquiries such as cell site analysis, Wi-Fi router logs, open-source enquiries, and cloud data extraction. On top of this, we undertake a significant amount of engagement, crime prevention work and internal and external training.  We have been extremely fortunate with the calibre and specialisms of our new Cyber Volunteers. They are an incredibly talented and skilled group of people, and they will assist us in many ways, utilising their own specialisms. They will also assist out Regional Cyber Team (Tarian) with ongoing and upcoming projects, engagements, and research.  Samaritans  14 volunteers are accessed via the Samaritans organisation, and they have overall responsibility for the management, training, and wellbeing of the volunteers. Samaritans attend custody suites and provide support and signposting to individuals in custody who may require it however due to the nature of the role no figures or information is shared with Gwent Police*.*  PSV Summary  Over the past 12 months, the volunteers have contributed over 500 hours collectively, supporting officers, victims of crime and communities.  The CiP portfolio will be looking to implement specialist volunteer roles over the next 12 months, with support from Senior Officers HR Business Partners and Unison.  We have been successful in implementing a volunteer induction processes, including a standardised induction package using online platforms, mandatory training packages and a welcome to Gwent video from the Chief Constable. This induction will be complimented by the Line Manager tool kit and policy for oversight and management.  The Valuing Volunteering Framework has been completed, we are currently showing an overall rating of 78.8%, this has decreased by 4% on our previous assessment. This could be due to a range of factors including lack of volunteer recognition and reward and connectivity with partner agencies in the community. However, with the implementation of the induction process, improvements to line management consistency, accountability, and the introduction of new roles this should significantly improve over the assessment.   * 1. Volunteer Police Cadets (VPC)     There are currently 159 Police Cadets, across 5 LPA units within our Cadet programme, with the annual recruitment campaign is underway in readiness for September 2023, recruitment is going well in certain areas of the force (Caerphilly and Newport proving popular units), we have so far received 60 applications.  The Cadet Programme has a working two-year strategy which outlines the focus and ambition of the programme, this strategy falls in line with the National VPC strategy launched in 2020, this is due for renewal in line with Youth Work Quality Mark.  In March 2022 and following NPCC approval, the National VPC Safe to Operate Standards (UK Youth Safe Spaces framework) was launched. These standards have been implemented within Gwent Police, our recent assessment (January 2024) has seen elements of Gwent’s work recognised as best practice and adopted nationally.  All staff involved within the Cadet programme have undertaken several Safeguarding workshops, and are fully DBS compliant, through our partnership with Vibrant Nation. They have also completed several Youth Work practitioner qualifications to support their youth engagement work and continue to ensure their compliance and explore further development opportunities.  Gwent is due to renew its Bronze Quality Mark status for youth work, which is a Welsh Government endorsed standard for youth work in Wales. The Quality Mark is linked to the Welsh National Youth Strategy, National Occupation Standards for Youth Work in the UK. All relevant statutory and regulatory policies and procedures, workforce development plans and national youth work policy ensures full alignment to devolved and UK governance.  The NxtGen Team have worked closely with internal and external partners to improve the service available to Cadets and the communities with oversight of the Problem-Solving Sergeant in the Problem-Solving Hub. This guidance and direction have provided direction for the team with streamlined tasking and development. This summer will see a review of the Cadet delivery programme, looking at the curriculum as a whole, to ensure we are delivering awareness on current crimes effecting young people and communities.  The Volunteer Police Cadets have been a visible resource within our communities supporting initiatives such as test purchasing, Dementia Friends support local hospitals, Animals interactive, Remembrance Parades and the annual White Ribbon Vigil at the Senedd. They have also supported Neighbourhood teams with several community engagement events.  The Cadets applied and have been awarded several grants throughout the year, most noticeably they were granted £2,500 by Inspire Youth Cymru, for localised Anti-Social Behaviour and community initiatives, the funds were used in North Caerphilly for a street art project.  The Cadet programme were also awarded a £21,000 grant by ‘Taith Cymru’. Taith provides funding to enable educational staff and learners the opportunity take part in an exchange programme to promote the Welsh culture, whilst experiencing the culture of the country of choice.  The Cadets were fortunate to collaborate with Sarasota Police Cadets and attended Florida for 10 days. They attended the National Police Cadet Championships and took part in several volunteering opportunities, with the ‘Boys and Girls Club of Florida’ (young people from underrepresented groups) and ‘Give Kids the worlds’ (young people who are terminally ill).  The trip was completed with a once in a lifetime educational tour of Walt Disney World, where the Cadets spent the day with ‘Micky’s Security Team.’ The Cadets were exposed to the functions of one of the world’s largest public facing security team and how they keep 50 million visits safe every year.     * 1. **Mini Police/Heddlu Bach**   The Heddlu Bach programme has continued growth, in schools across Gwent with the programme now being hosted in 142 Primary Schools, this has been a 7.5% growth on the previous year. This growth is however, down 12.5% on the year 22/23 due to staff capacity and delivery of the scheme.  The Heddlu Bach scheme is in full swing with all 5 staff members busy in their respective schools, educating young people on core policing, building relationships in communities, and working on community-based projects. The schools have actively partnered with Neighbourhood teams to undertake a number of community initiatives, many focusing on parking outside schools, speeding, litter picks and community intergenerational work. The Heddlu Bach workbooks has continued to be utilised, with young people positively engaging in many areas of policing.    The programme has been successful in securing several grants, this time from Inspire & Youth Cymru. This funding has supported Heddlu Bach schools in the Caerphilly borough, with the purchasing of 14 sets of ‘Parking Buddies’ for Schools that participate in the scheme.  This year has seen the programme reach out to new schools in some of our most deprived areas of Gwent. They include Maesglas /Gaer, Tir-y-birth, and Glyn Gaer. The programme is working with young people from many diverse backgrounds to break down any potential barriers between the community and police.  The Heddlu Bach has been collaborating with many departments across the force on several crime prevention initiatives. Along with achieving the pillars of their educational curriculum, namely Ethically Informed Citizens, and Creative and Ambitious learners. This has proved a massive success with the pupils and staff and allows them to continue their Heddlu Bach journey between visits by the NxtGen team and local CSO’s. This was introduced in stages throughout the years, with Newport and Blaenau Gwent Schools piloting the collaboration and Caerphilly following*.*  3.5 Community Speed Watch  Community speed watch still sits under the CiP governance structure within Gwent and reports to the CiP strategic board quarterly, even though the majority of its work sits with in the Go Safe programme. Gwent Currently has 14 watches in the Gwent area with 103 members who complete approximately 1 hour speed watch sessions to increase road safety within Gwent.  These watches are in the following areas, Usk, Magor, Goytre, Pwllmeyric Hill Chepstow, At Arvans and Llanishan are all based in the Monmouthshire wards.  New Inn and Llantarnam both Torfaen, Western Avenue, Queensway and Glan Llyn, St Brides/ Peterstone all feature across Newport wards.  There is a newly established watch in Cascade/Hengoed Caerphilly.  There are also multiple expressions of interest for further watches in Malpas, Bishton and Langstone in the areas of the A48 and B4245. Interested individuals have all been contacted and sent force application and vetting forms.  Work is continuing across the department with the recently introduced 20 mph changes to roads across the force, with communication and engagement continuing with all watches.   1. NEXT STEPS-   The Special Constabulary will continue to focus on the recruitment and retention of career Specials, whilst there has been a decrease in intakes due to uplift this should begin to even out. Whilst implementation of SCLP Phase Two is not underway this would require a larger supportive infrastructure to be able to deliver correctly. Specialist training has been identified to increase continuous professional development and SC capability. Conversations are ongoing to explore opportunities for specialise SCs with external skills to integrate into teams across the organisation.  We will work on raising the profile of Police Support Volunteers, both internally and externally. We will focus on the integration, correct alignment and utilisation and line management across the PSVs with the support of the standardised induction process and usage of the same recording systems. This will allow for consistency and volunteer value.  The NxtGen team will continue developing the youth engagement programme and will utilise new partnerships to create cadet sessions that are innovative, engaging, and current for Cadets. They will increase opportunities for Cadets to explore their communities and the world and give young people a voice in policing.  Work will continue to increase the number of schools hosting the Heddlu Bach scheme and ensure inclusivity for SEN, Welsh Language, and underrepresented communities. The NxtGen team will continue developing the Heddlu Bach programme and utilise new partnerships to create Heddlu Bach sessions that are innovative, engaging, and current for young people.   1. FINANCIAL CONSIDERATIONS   The Citizen in Policing portfolio is financially supported by the Officer of the Police and Crime Commissioner.  The largest proportion of spending is volunteer expenses and subsistence, due to changes made in how volunteers claim expenses, there has been a 48% decrease in claims, in 2023/24 compared to 2022/23.  Due to cost of living and the increase in travel and subsidence prices, this should be examined for amendment in line with national guidance, to ensure volunteers are not financial disadvantaged when volunteering.   The PCC is supporting all SC Police Federation Subscriptions so this needs to be upheld for the foreseeable future.  Police Support Volunteer budgets are being set by the individual departments and uniforms, resourcing and costing is at the discretion of the hosting department. Departments are able to apply to external funding sources to support with this and for this reason budgeting is to be kept separate.  The current budget for the VPC appears sufficient with uniforms and additional items catered for in the last financial year. However, with cadet figures steadily increasing and the ambition to deliver mini police in all schools across Gwent the budget will need to be considered in line with this for future proofing*.*   1. PERSONNEL CONSIDERATIONS   The Citizen’s in Policing portfolio incurs a significant amount of strategic delivery, decision making and consideration. With policing resources considered, demand placed upon officers’ force wide is having an adverse effect on the ability to have oversight of the three volunteering strands.   As part of a special constabulary review, it has been highlighted that strategic police staff support is operationally critical to the development of the portfolio and correct management of integration and alignment could reap financial, retention and volunteer satisfaction rewards whilst building public confidence in policing.  The Police Support Volunteers need to be well established and supported by departmental management to ensure they are nurtured and integrated. This will require further oversight from the CiP portfolio to ensure compliance and to be able to assess KPI’s and value for money.  The Volunteer Police Cadets and Mini Police is now driven by the NxtGen team who are well placed in the Problem-Solving Hub, with oversight of day-to-day tasking by the Problem-Solving Sergeant. This has ensured the work meets the vison set out in the strategy.  The CiP strategic board is now aligned to the People and Culture Board to ensure infrastructure is in place to implement, sustain and develop the portfolio. This governance will ensure there are sufficient resources in place to develop the Citizens in Policing agenda. This will allow us to support the ongoing developments of growth with the Special Constabulary, the introduction of new Police Support Volunteer roles and to develop the safeguarding of our Police Cadet and Heddlu Bach programmes.   1. LEGAL CONSIDERATIONS   Close consultation and engagement will be maintained with staff associations and people services regarding further use of volunteers.   1. EQUALITIES & HUMAN RIGHTS CONSIDERATIONS   This report has been considered against the general duty to promote equality, as stipulated under the Joint Strategic Equality Plan and has been assessed not to discriminate against any particular group.  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.   1. RISK   No organisational risks are raised within the report. However, the difficulties of appointing volunteers to policing was considered during the force scrutiny of the report.   1. FORCE SCRUTINY   At Formal Chief Officer Team Meeting on the 15th August 2024 Chief Constable Hobrough expressed his support for the introduction of a Youth IAG and that this was a positive step in engagement and would bring added value to the organisation.  The difficulties in attracting and retaining volunteers was also noted and the work of the recruitment teams in successfully recruiting a small number of Special Constables currently in training.   1. PUBLIC INTEREST   In producing this report, has consideration been given to ‘public confidence’? Yes  Are the contents of this report, observations, and appendices necessary and suitable for the public domain? Yes   1. REPORT AUTHOR   CiP Co-ordinator Laura Ellis  Supt Michael Richards   1. LEAD CHIEF OFFICER   Assistant Chief Constable Nicola Brain   1. ANNEXES    1. All Wales CiP Strategy 2024-28      * 1. SC review Paper   [Gwent SC Review Paper June 2023 - Final](https://gbr01.safelinks.protection.outlook.com/ap/w-59584e83/?url=https%3A%2F%2Fgwentpolice-my.sharepoint.com%2F%3Aw%3A%2Fg%2Fpersonal%2Fmichael_richards_gwent_police_uk%2FEY_f8LkQKmxDiX2si-P8Y3MBIlsuNLQZQeahDxisz3M3lA%3Femail%3DLaura.Ellis%2540gwent.police.uk%26e%3D4%253abYJ8GJ%26at%3D9&data=05%7C01%7CLaura.Ellis%40gwent.police.uk%7C02bf58699bdc4014654008db97f7931c%7Ce46c8472ef5d4b63bc744a60db42c371%7C0%7C0%7C638270861796354657%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=XW6RvL6%2FRgYZke3Lx0FLl5NYAVaJzT6z32fTVc6KIf8%3D&reserved=0)   1. CHIEF OFFICER APPROVAL    1. This report has been presented to the following board:   Formal Chief Officer Meeting  Meeting chaired by: Chief Constable Hobrough  Meeting date: 15 August 2024  Actions and amendments arising from meeting:  N/A   * 1. I confirm this report has been discussed and approved at a formal Chief Officers’ meeting.   Meeting chaired by: Chief Constable Hobrough  Meeting date: 15th August 2024   * 1. I confirm this report is suitable for the public domain.   Signature:    Date: 21st August 2024 | | |
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