

ANNUAL VOLUNTEER REPORT 2025 – 2026 CITIZENS IN POLICING

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ATEBOLRWYDD A SICRWYDD*

ACCOUNTABILITY AND
ASSURANCE BOARD

Date	08.07.2026
Author	KATE BURNETT
Responsible Officer	ACC J WADE



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CRYNODEB GWEITHREDOL | EXECUTIVE SUMMARY

This annual report provides a strategic overview of volunteering activity across the Gwent Police Citizens in Policing portfolio for April 2025 to March 2026. It highlights sustained contribution across the Special Constabulary, Police Support Volunteers, Volunteer Police Cadets, Heddlu Bach, Community Speedwatch and advisory group arrangements, demonstrating the continued value of volunteers in supporting operational delivery, community engagement, public confidence and organisational resilience.

The Special Constabulary delivered 15,509 duty hours across 2,081 duties, exceeding the national minimum monthly hours requirement and providing significant support to response policing, neighbourhood activity, planned operations and community events. The report also notes continued progress in recruitment, training and professional development, including enhanced operational capability through driver, public order and Taser-related pathways.

The Cadet and Heddlu Bach programmes continue to support youth engagement, safeguarding, community-based problem solving and the development of trust and confidence with young people. The introduction of accredited Youth Cymru learning, implementation of Safe to Operate standards and development of a more structured Heddlu Bach model provide a clear platform for further growth and consistency.

The report identifies no decision required from the Board. However, it draws attention to the need to maintain strategic oversight, appropriate volunteer support arrangements, sustainable cadet leadership capacity, effective financial controls for expenses and continued alignment with Force priorities, the Police and Crime Plan and the wider Citizens in Policing governance framework.

CYFLWYNIAD A CHEFNDIR | INTRODUCTION & BACKGROUND

This report provides an annual update on volunteering activity across Gwent Police, including the Special Constabulary, Police Support Volunteers and Volunteer Police Cadets, covering the period April 2025 to March 2026.

The Independent Advisory Group (IAG) and Community Speed Watch now sit within Citizens in Policing (CiP), aligning their volunteering activity and reporting arrangements with the wider CiP governance structure. A brief update on their volunteering activity is also included.

Over the past 12 months, there has been a focus on integrating volunteers into Neighbourhood Policing, in line with the Neighbourhood Policing Guarantee. This has been supported through All-Wales CiP governance arrangements and effective working relationships with other Welsh forces to share best practice and develop consistent approaches.

The All-Wales CiP Strategy 2024-2028 (Appendix 14.1) 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.

Gwent has seen changes in volunteering, including changes in the needs and expectations of volunteers. A review was undertaken in June 2023 to identify areas for improvement



across the portfolio (Appendix 12.2). This review focused primarily on the Special Constabulary and how best to integrate Specials into business as usual. This work remains ongoing, alongside activity to ensure Gwent Police continues to meet the requirements of the Neighbourhood Policing Guarantee.

The Special Constabulary sits within the Neighbourhood Policing pillar, supporting increased visibility, reducing abstraction pressures on regular officers and enabling Specials to work more closely with communities. Work to align teams and individuals remains ongoing.

The Volunteer Police Cadets have implemented the Safe to Operate standards with these regularly being reviewed and progressed in Gwent with the development of an implementation plan.

The self-assessment was submitted in September 2025 and returned from the National Team with several areas highlighted for demonstrating good practice. Most notably Gwent is the only Welsh Force to hold an Introduction to Cadets session in August prior to Cadets commencing in September. The first new Cadet session in September is then attended by both parents/carers and new Cadets where the programme and safeguarding measures are explained in detail.

The Volunteer Police Cadet Policy and Safeguarding Policy have been reviewed and brought in line with the 2025-26 Safe to Operate Standards and a separate Data Protection and Health and Safety Addendum created, specific to Cadets.

MATERION I'W HYSTYRIED | ISSUES FOR CONSIDERATION

Special Constabulary

The Special Constabulary is currently supported by a dedicated PC trainer, CiP Co-Ordinator, Chief Inspector, Chief Superintendent Portfolio Lead, ACC strategic lead and a dedicated Recruitment Officer.

During the past 12 months, the Special Constabulary contributed 15,509 hours between April 2025 and March 2026, delivered across 2,081 duties. This represents a 3% increase in hours worked compared with the same period in the previous year. On average, each Special Constable worked 22 hours per month, exceeding the national minimum requirement of 16 hours per month by 27%.

Over the same period, the Special Constabulary recorded 20 resignations, which is 10% fewer than the previous year. Of those who resigned, 35% left to join regular policing, either within Gwent Police or another force. This reflects the quality of training and experience gained through the role and demonstrates the value of the Special Constabulary as a route into a policing career.

Positive recruitment activity continues to increase establishment levels. A full-time Special Constabulary trainer has been in post since summer 2025, delivering the College of Policing

training programme, supported by a Special Constabulary Recruitment Officer who is developing a new recruitment delivery plan.

SCLP Phase 1 is now complete and fully implemented, with the new Professional Development Portfolio issued to all Special Constables. A new intake of 10 Special Constables commenced on 3 March 2026, and the summer school intake begins on 20 July 2026, with a particular focus on undergraduate students and school or college leavers. Ten new recruits will begin their training on 20 July 2026, representing a 100% increase on the number of summer school recruits in the previous year. There will also be a continued focus on recruiting career Specials, with several local visits planned to support recruitment through Employer Supported Policing initiatives. The Gwent Police Employer Supported Policing policy will be reviewed, with consideration given to amending the current eight hours per month provision to one shift per month, which would better support CDO and FCS staff.

Further training opportunities have been introduced to strengthen operational capability. Driver training has progressed and CAT D training has been offered to qualifying Specials. Two Special Constables have received Standard Response training, in addition to the five already trained, and 13 received PSU Level 3 training last summer. Several of these officers have supported Newport County football fixtures and other operations. A further course is scheduled for August to provide opportunities for those unable to attend last year and for newly trained Special Constables. Feedback from Specials has been positive, with continued interest in further training opportunities.

Clear criteria have been established to ensure fairness when Specials are considered for high-value training opportunities. These criteria include length of service, with a minimum of two years; Independent Patrol status, with a minimum of six months; achievement of the average monthly requirement of 16 hours; geographical requirement; and standards of behaviour. A spreadsheet has been developed to monitor these criteria and will be used to determine eligibility for high-value courses such as Initial Response, Method of Entry and PSU Level 2, ensuring value for money for the Force. Independent Patrol Status continues to be encouraged among Specials with several years' service who have not yet achieved this status, with Special Police Sergeants supporting officers to progress.

The Gwent Special Constabulary continues to exceed the minimum requirement of 16 duty hours per month. This small but dedicated team has supported departments across the organisation, including Neighbourhood Policing teams with more than 612 duty hours (4.09%), response teams with 7,703 hours (51%) and pre-arranged events and operations with 1,348 hours (9%).

In addition to providing a valuable response resource, supporting successful operations and assisting at planned public engagement events, the table below provides a summary of activity undertaken by Special Constables over the past 12 months.

Activity Type	Total
1-2-1 or 2-1 (Custody or A&E)	62
Alarm/Premises Check	29
Arrest/Assist Arrest	171



Crimes Recorded	104
Domestic (Crime/Non-Crime)	237
Drug/Alcohol Seizure	12
Fixed Penalty Notice (Traffic)	1
Foot Patrols (Uniform)	102
Licensing Checks	9
Misper (Located)	146
Misper (Search)	211
Mobile/Vehicle Patrols (Uniform)	225
Prisoner Transport	123
Stop and Search	31
Vehicle Check (Moving)	238
Vehicle Check (Roadside)	67
Vehicle Seizure	11

Since the implementation of the Police Crime Sentencing and Courts Act 2022 in 2024, and the subsequent changes to the provisions in place to support Special Constables with the introduction of Federation representation, this has been fully supported within Gwent Police.

All Special Constables have the opportunity to access Federation membership, with financial support provided by the Office of the Police and Crime Commissioner. This has been welcomed by the Special Constabulary, with 100% uptake.

Following the implementation of the Act and the introduction of Federation representation, the National Police Chiefs' Council has also supported the deployment of Special Constables with Taser. Taser implementation for Special Constables has been adopted within Gwent Police, with the application process now embedded. There are currently two Taser-trained officers within the Special Constabulary, with a further two allocated training dates and additional officers approved and awaiting training allocation. However, delays are expected due to the retraining of existing Taser officers on the new Taser equipment.

Volunteer Police Cadets

There are currently 94 Police Cadets across five local authorities within the Cadet Programme, with the annual recruitment campaign underway in preparation for September 2026.

Recruitment is progressing well for the intake in September, with the Newport, Caerphilly and Torfaen units doing well. Applications have been positive across all areas, with the exception of Blaenau Gwent, where application numbers are lower than expected.

An accredited programme has been developed in partnership with the Youth Cymru Achievement Awards for new cadets. The Youth Cymru scheme of work has now been formalised and will be launched in September 2026. The accredited learning will place a strong emphasis on community-based projects, enabling cadets to make a positive impact within their communities while supporting their own personal development.

The 2026 National Volunteer Police Cadet (VPC) Safe to Operate Standards have recently been distributed, with a submission deadline of 30 September 2026. These standards have already been implemented within Gwent Police and have required a significant amount of work from the Youth Engagement and Schools Team.

All staff involved in the Cadet Programme have completed both the Introduction to Safeguarding and Managing a Safeguarding Concern courses, and all staff are DBS compliant.

Staff have also been challenged to ensure all cadet activity aligns with current Force priorities, particularly around developing trust and confidence within communities. As a result, a strong community-focused ethos continues to develop across the programme.

A new Test Purchasing Policy has been developed in collaboration with Trading Standards departments across Gwent to ensure that all related activities are delivered safely and in line with current legislative requirements.

Planning for the Taith-funded trip to Florida is progressing well, with links now being established with the Orange County Policing Department. In line with the Youth Cymru syllabus, which includes a focus on understanding homelessness, engagement opportunities are being explored with the Orange County Mayor's Office, where addressing homelessness remains a key priority. The Taith programme provides funding to enable educational staff and learners to participate in international exchange opportunities that promote Welsh culture while allowing participants to experience the culture of a partner country.

The Heddlu Bach programme is now operating in 121 primary schools, with 758 Heddlu Bach inputs delivered between 1 April 2025 and 31 March 2026.

Work is ongoing to review and restructure PCSO rotas, which is expected to increase capacity within schools by 30% using existing staffing levels. This work remains in progress. The Sergeant for Citizens in Policing has engaged with headteachers across the Force area, and feedback has consistently highlighted a desire for a more structured Heddlu Bach programme with a clear community focus.

Building on the work undertaken within the Cadet Programme, a structured Heddlu Bach programme will be developed over the summer. This will ensure a consistent, high-quality delivery model while also providing opportunities for local Neighbourhood Policing Teams to contribute.

The Heddlu Bach scheme aims to educate young people about core policing principles, community engagement, and community-based problem-solving projects. Schools have actively partnered with Neighbourhood Policing Teams to deliver a range of initiatives, including projects focused on parking outside schools, speeding concerns, litter picking, and intergenerational community work.



A recent example of good practice was seen at Ebbw Fawr Primary School, where staff worked alongside Heddlu Bach pupils, local parking enforcement officers, and local councillors to introduce traffic and parking control measures around the school. This has been an excellent example of how Heddlu Bach units can have a direct and positive impact on their local communities.

Early discussions have also taken place with RPSO regarding the development of a “Llys Bach” scheme, modelled on the PSNI “Kids Court” programme. Links with the programme leads within PSNI have already been established.

Police Support Volunteers

Police Support Volunteers give their time freely to undertake tasks that complement the work of police officers and staff. There are currently 29 volunteers who play an active role within communities and across the organisation. Over the past 12 months, volunteers have contributed 420 hours collectively, supporting officers, victims of crime and communities.

Volunteering roles across Gwent serve both internal and external functions and are as follows.

Crime Prevention Volunteers

There are currently three active Crime Prevention Volunteers supporting the organisation, with one further volunteer less active but wishing to remain involved. During the year, one longstanding and valued volunteer has stepped back due to ill health.

The volunteer role has previously been quite seasonal with the majority of their activities taking place April – October but the volunteers are keen to take on more duties.

Heritage Crime Volunteer

The Heritage Crime Volunteer is in post and will support the Rural Crime Team, enhance the quality of investigations and contribute to reducing crime within this business area. This role provides additional specialist advice directly affecting 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 Heritage Crime Volunteer is an archaeologist with exceptional knowledge of Heritage Crime and has contacts among key stakeholders externally to complement their role.

Chaplains

Our Gwent Police chaplains continue to offer personal, practical and spiritual guidance to all Gwent Police colleagues and their families.

Although the chaplaincy team has experienced some reduced capacity due to illness, the remaining chaplains continue to provide positive and visible support to colleagues across Gwent Police. They regularly visit stations to check in with staff, offering informal wellbeing support and small gestures of kindness, such as seasonal treats or refreshments.

The chaplains provide support to colleagues during both positive and difficult times. They increased station visits following the passing of PC Joe Little during the reporting year, providing visible and compassionate support to colleagues.

When chaplains are not present at stations in person, colleagues are supported through the new-style Off the Beat posters. A leaflet is also being developed to provide further information about the support available.

Retired chaplain Rafi Abbas also continues to maintain links with colleagues in Blaenau Gwent, including through invitations to cultural and Men's Shed events.

The chaplaincy team is now linking with the Wellbeing Team. Chaplains have accessed Mental Health First Aid training and are also exploring the concept of a spiritual word of the month to provide further support and encouragement to colleagues.

Independent Advisory Group

The Gwent Police Independent Advisory Group (IAG) represents a cross-section of communities across Gwent and continues to grow, with new members currently being onboarded from the Kurdish and New Traveller communities.

The reporting year has included a number of challenges for diverse, minority and minoritised communities, with international, national and local events potentially affecting perception, trust and confidence in policing across Gwent communities.

Examples of these challenges are:

- international politics around removal of equality, diversity and inclusion policies, processes and information
- terrorist incidents at Heaton Park, Manchester Synagogue Yom Kippur and Peacehaven Mosque attack in the UK, and attack at open-air Bondi Beach Hanukkah event in Australia
- more local critical incidents such as racially aggravated incident in Newbridge involving a visiting Scout group, and violent disorder in Newport
- the EHRC interim guidance following the Supreme Court judgment in *For Women Scotland Ltd v Scottish Ministers*

As critical friends, the IAG supported Gwent Police during 2025–26 by sharing knowledge, lived experience and community insight in the following ways:

- observing T10 Taser upskill practical sessions and providing feedback on community perceptions of less-lethal weapons
- linking with departments and teams, including the Rural Crime Team, to support engagement and reassure communities of Gwent Police's commitment to reducing and preventing crime
- sharing their thoughts and guiding colleagues in times of Gwent Police critical incidents in Community Tension Group forums, and Gold and Silver groups.



- continued to support Gwent Police senior leader recruitment processes
- attending as valued members of the wider Gwent Police family when officers, police community support officers, staff and police support volunteers passed out or received awards
- continued to support Gwent Police learning and development sessions as guest speakers.
- supporting the newly formed Youth Independent Advisory Group with advice and guidance.

Youth Independent Advisory Group

The Gwent Police Youth Independent Advisory Group (YIAG) was established in 2025 to give young people a meaningful voice in policing and to provide independent challenge on issues that affect them. The first cohort brought together young people from across Gwent with a range of backgrounds and experiences. Supported by Leaders Unlocked, members met with officers and staff to discuss violent crime, hate crime, antisocial behaviour, social media, reporting crime, police visibility, and trust and confidence.

The group operated as a critical friend and sounding panel, enabling young people to question policing approaches and provide direct feedback on communications and service delivery. This included reviewing campaign materials, contributing to the naming and messaging for the community engagement vehicle, and taking part in the Team Gwent event focused on equality, diversity and inclusion. Feedback from the group highlighted the importance of accessible reporting routes, clear updates for victims, inclusive communications and sustained engagement with young people.

Building on the successful first year, the YIAG will continue during 2026–27 and will be aligned more closely with relevant change projects and operational priorities. This will enable the voice of children and young people to inform policy, communications and service improvement at an earlier stage.

Alongside the established YIAG, work is progressing with Youth Offending Services to develop a wider, non-vetted youth scrutiny group of up to 20 young people from across Gwent. Recruitment will prioritise young people with direct or indirect lived experience of policing, including those whose voices may not be represented through established advisory arrangements. Meetings will be held every two months, with a rotating membership where appropriate, to reduce barriers to participation.

The wider youth group will provide independent scrutiny and feedback on key drivers of public confidence, including stop and search, use of force, police complaints and misconduct, neighbourhood policing and other topics identified by young people. It will complement, rather than replace, the existing YIAG and will strengthen the Force's ability to hear from young people who have experience of police contact.

A separate pilot scrutiny panel involving approximately 25 young people from the Pill and wider diverse community met in July 2026. This arrangement will continue quarterly to consider issues particularly relevant to those communities and will inform the development of the wider youth scrutiny model.

These arrangements will support delivery of the Children and Young Persons Policing Charter by embedding the voice of young people within scrutiny, learning and decision-making. Feedback will be captured, assigned to relevant business leads and reported

through established governance arrangements so that young people can see how their views have influenced policing practice.

Community Speedwatch

Community Speedwatch remains within the CiP governance structure in Gwent and reports quarterly to the CiP Strategic Board, although the majority of its activity sits within the GoSafe programme. Gwent currently has five watches operating in Gilwern, Llanfrechfa, Rogerstone, St Arvans and Llanvihangel Crucorney. A group from Newbridge is currently going through vetting, and the team is also meeting a further group in Markham this month. Residents with speed concerns are encouraged to undertake their own speed monitoring, with equipment and training provided by Gwent Police and GoSafe.

During 2025–26, 288 letters were issued by Community Speedwatch groups in Gwent. All groups have also been invited to sign up to Neighbourhood Matters.

CYDWEITHIO | COLLABORATION

CiP Team Collaboration

The Gwent CiP team continues to fully participate in regional and national CiP collaboration groups. These have been used to share information and best practice as well as to inform a recruitment plan, development plans and future proofing of the Special Constabulary, PSVs, and Cadets across Gwent.

The All-Wales Citizens in Policing post is no longer in place, and the All-Wales Safe to Operate Standards and Youth Work Coordinator post will also come to an end in July. However, the Gwent CiP Coordinator developed strong working relationships with both postholders prior to their departure and will remain in contact with one of them, who has taken up the post of CiP Manager for South Wales Police. During their time in post, links were established with staff across the four Welsh forces, and meetings will continue in their absence to discuss common concerns and shared issues.

During 2025-26 they worked closely together to ensure that the Safe to Operate Standards for Police Cadets for Gwent was completed to a high standard. Earlier this year they attended the National Volunteer Police Cadet Conference together in London.

Specials Collaboration

Specials were involved with a Forcewide day of action on the 29/10/25 with all areas of the Force involved, including Response, NPT, CID, RPSO. The day was a big success. In summary 12 persons were arrested for close to 30 warrants/offences with everyone arrested going to court for their warrant or being charged and remanded as per the investigations that followed.

The greatest success was the detention of a male who was found in possession of £3600 cash and £17,000 worth of class A drugs. As the male was on early release from prison and this was his 3rd charge of PWITS, it is expected that he will receive the minimum prison sentence of 7 years.



They were also involved in a plain clothed operation as part of Op Tinsel and which resulted in two people being arrested for possession of a bladed article.

In November 2025, one of our Special Constables was nominated for a bravery award by the Royal Humane Society after rescuing a man from a freezing river.

A select number of Specials have been collaborating with the We Don't Buy Crime team in an effort to offer support with the seizure of stolen assets and the arrest of suspects. This relieves pressure from Response teams as well as ensuring the covert nature of the operation remains intact.

Specials have worked alongside Cadets during two sessions held at Mamhilad, where both the legal and practical aspects of stop and search were explained and demonstrated to young people. This interaction helped to develop confidence and understanding among Cadets.

PSV Collaboration

The **Crime Prevention PSV's** have assisted with several Neighbourhood Matters operations alongside PCSO's in the last 12 months - after Inspectors from all areas of Gwent were made aware of them and their willingness to assist - as well as being asked to assist with community engagement events.

The volunteers have also undertaken training which would allow them to assist in a Casualty Bureau situation in response to a major incident, assisting in a family liaison centre. They have undertaken trauma management training to assist them in this role.

Two volunteers have expressed an interest in supporting safeguarding at Cadet Units. They will complete NVPC safeguarding training and, following evidence of sustained commitment, will be subject to DBS checks.

The **Airwaves Volunteer** has provided significant support and specialist expertise to Radio Workshops and the Airwave Support Office. He accompanies operational Area Support officers on patrol to identify areas of poor network coverage, acts as a point of contact to support accurate specifications for specialist communications equipment, supports BikeSafe events with police motorcyclists, and attends stations outside core hours to repair or replace failed communications equipment, reducing vehicle abstraction from operational use. His contribution has supported improvements in communications capability, particularly for police motorcyclists, without the need for significant additional expenditure.

The two **Cyber Crime Volunteers** will work alongside the dedicated Cyber Crime Unit within Gwent. The unit is responsible for the investigation of reported cyber-dependent crimes, including social media hacking and cyber-attacks, received either directly from the public or through partner referrals. The team also undertakes research and development into emerging threats, new technology and online tools, and supports departments across the Force with digital enquiries including cell site analysis, Wi-Fi router logs, open-source enquiries and cloud data extraction. In addition, the Cyber Crime Unit delivers extensive engagement, crime prevention activity and internal and external training. The unit is developing training for Cyber Crime Volunteers and Special Constables who have expressed an interest in this area, enabling volunteers to support delivery of Protect inputs once trained.

The Cyber Crime Volunteers bring strong technical skills and specialist knowledge that will support the work of the Cyber Crime Unit in a range of ways. They will also support the Regional Cyber Team, Tarian, with ongoing and forthcoming projects, engagement activity and research.

Cadets Collaboration

Cadets have worked closely with a range of external partners and stakeholders through their involvement in community and charitable events, including the St David's Kolor Dash, Newport 10K and Half Marathon, and the Hope Rescue Duck Race.

They have also benefited from extensive collaboration across Gwent Police, with engagement and educational inputs provided by numerous departments. These have included sessions delivered by the Domestic Abuse Safeguarding Team on Clare's Law and Sarah's Law, the Public Protection Unit on Modern Slavery, as well as visits to the Firearms Unit, Dog Section, Mounted Section, NPAS, and the custody suite. Additional inputs have been provided by the Airwaves Team on TETRA radios, a Special Constable who delivered marching practice in preparation for Remembrance Day parades, and PCSOs who facilitated speed camera operations.

In addition, Cadets planned and supported an Animal Interaction Day at Gwent Police Headquarters as a wellbeing initiative for staff. The event was very well received and attracted highly positive feedback from attendees, demonstrating the Cadets' ability to organise meaningful activities that contribute positively to staff wellbeing and organisational culture.

CAMAU NESAF | NEXT STEPS

The Special Constabulary will continue to focus on recruitment, with the latest campaign currently open for applications for the March intake. Interviews are scheduled to take place in September 2026. Retaining career Specials remains a key priority, and although intake numbers have reduced in recent years due to the officer uplift programme, this is expected to stabilise over time.

Specialist training has been identified as a priority to support continuous professional development and enhance the operational capability of Special Constables. Discussions are also ongoing to explore opportunities for Specials with specialist skills and external expertise to be integrated into teams across the organisation, maximising the skills and experience they can bring to policing.

Opportunities will be explored to utilise Special Constables with relevant technological skills within the Cyber Crime Team, while continuing to develop opportunities for statement-taking and interview training. This would broaden the skills and deployment opportunities available to Specials, enabling them to provide greater support and operational value to the We Don't Buy Crime Team.

Work will continue to raise the profile of Police Support Volunteers, both internally and externally. The focus will be on integration, appropriate alignment, effective utilisation and clear line management, supported by a standardised induction process and consistent use



of recording systems. This will improve consistency, strengthen governance and ensure volunteer contribution is appropriately captured and valued.

The CiP portfolio will look to implement specialist volunteer roles over the next 12 months, with support from senior officers, HR Business Partners and Unison. This could include volunteer roles to support Fleet with vehicles requiring servicing, helping to free up officers for other duties, as well as additional volunteer Cadet Leaders.

The NxtGen team will continue to develop the youth engagement programme and utilise new partnerships to create Cadet sessions that are innovative, engaging and relevant. The team will also increase opportunities for Cadets to explore their communities and the wider world, while providing young people with a meaningful voice in policing. Delivery of Social Action Projects is a requirement of the Safe to Operate Standards framework and will be a key area of focus for the Cadet programme over the coming year.

Work will continue to increase the number of schools hosting the Heddlu Bach scheme and to ensure inclusivity for pupils with additional learning needs, Welsh language provision and underrepresented communities. The NxtGen team will continue to develop the Heddlu Bach

During 2026–27, the Force will consolidate its youth engagement and scrutiny arrangements by continuing the established YIAG, developing the wider non-vetted youth scrutiny group with Youth Offending Services, and maintaining the quarterly Pill youth scrutiny panel. Governance and Assurance and Neighbourhood Policing will support these arrangements, ensuring that feedback on stop and search, use of force, complaints, misconduct and neighbourhood policing is captured, translated into organisational learning and tracked through the appropriate governance route. Wider youth engagement will continue through schools, youth services, Heddlu Bach, Cadets, the community engagement vehicle and partner-led diversionary activity, with a focus on trust, confidence, prevention and early intervention.

programme and utilise new partnerships to create sessions that are innovative, engaging and relevant for young people.

YSTYRIAETHAU ARIANNOL | FINANCIAL CONSIDERATIONS

The Citizens in Policing portfolio is financially supported by the Office of the Police and Crime Commissioner.

The largest proportion of expenditure relates to volunteer expenses and subsistence. Following changes to the way volunteers claim expenses, there was a 48% decrease in claims in 2023–24 compared with 2022–23. In 2024–25, 49% of the budget was used, resulting in a £5,000 reduction to the budget in 2025–26. In 2025–26, 60% of the available budget was used.

After speaking with other Welsh Forces, it is noted that South Wales Police currently operate a system previously used by Gwent Police, whereby subsistence payments are made automatically based on the length of a shift worked, without the requirement to submit receipts. However, the Citizens in Policing Coordinator at South Wales Police has expressed concerns that this approach may be open to misuse and does not sufficiently demonstrate that claims relate solely to legitimate out-of-pocket expenses. ACC Dutton, the National Lead for the Special Constabulary, has encouraged forces operating such systems to review their

processes and ensure that expense claims are only authorised where appropriate evidence of expenditure is provided.

Despite ongoing efforts to encourage Special Constables to submit claims for expenses to which they are entitled, uptake remains lower than anticipated, resulting in a continued underspend against the available budget.

During 2025–26, the boot allowance available to Special Constables was increased from £30 to £70. This enhancement was well received and utilised by a number of volunteers across the Special Constabulary. It is hoped that this increased allowance can be maintained in future years to continue supporting officers in meeting the costs associated with their role.

The Chief Constable currently supports Special Constabulary Police Federation subscriptions, and this provision should be maintained for the foreseeable future.

Police Support Volunteer budgets are set by individual departments, with uniforms, resourcing and associated costs managed at the discretion of the hosting department. Departments are able to apply for external funding to support these arrangements; for this reason, budgeting should remain separate.

The current budget for the VPC appears sufficient, with uniforms and additional items provided for in the last financial year. However, as cadet numbers continue to increase and the ambition remains to deliver Heddlu Bach in all schools across Gwent, future budget requirements will need to be considered to ensure sustainability.

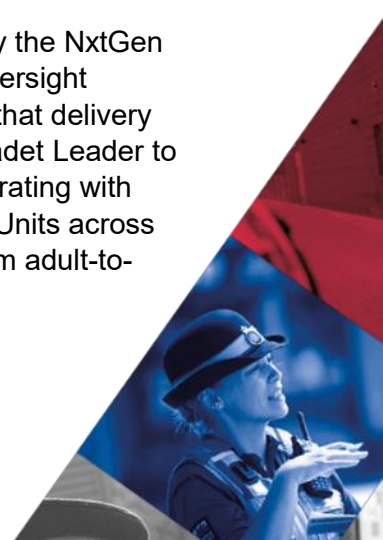
YSTYRIAETHAU PERSONÉL | PERSONNEL CONSIDERATIONS

The Citizens in Policing portfolio requires significant strategic delivery, decision-making and oversight. When wider policing resource pressures are considered, demand on officers force-wide is having an adverse impact on the capacity available to provide oversight across the three main volunteering strands.

The Special Constabulary review highlighted that strategic police staff support is operationally important to the development of the portfolio. Effective management of integration and alignment could support financial efficiency, retention, volunteer satisfaction and public confidence in policing.

Police Support Volunteers need to be well established and supported by departmental management to ensure they are effectively integrated and appropriately supported. This will require continued oversight from the CiP portfolio to ensure compliance, assess key performance indicators and demonstrate value for money.

The Volunteer Police Cadets and Heddlu Bach programmes are now driven by the NxtGen team, which is well placed within the Problem-Solving Hub, with day-to-day oversight provided by the Youth Engagement and Schools Sergeant. This has ensured that delivery aligns with the vision set out in the strategy. Following the departure of one Cadet Leader to take up another role within the organisation, the Cadet programme is now operating with only three Cadet Leaders. These leaders are required to support three Cadet Units across two separate evenings, which is not sustainable while maintaining the minimum adult-to-cadet ratios required to meet safeguarding standards.



The CiP Strategic Board is now aligned to People Board to ensure that infrastructure is in place to implement, sustain and develop the portfolio. This governance structure will support sufficient resourcing for the Citizens in Policing agenda, including continued growth of the Special Constabulary, the introduction of new Police Support Volunteer roles and the ongoing safeguarding development of the Police Cadet and Heddlu Bach programmes.

YSTYRIAETHAU CYFREITHIOL | LEGAL CONSIDERATIONS

There are no legal considerations.

YSTYRIAETHAU CYDRADDOLDEB A HAWLIAU DYNOL | EQUALITIES & HUMAN RIGHTS CONSIDERATIONS

This report 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.

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.

RISG | RISK

There are no corporate risks requiring escalation within this report. Operational and delivery considerations relating to capacity, sustainability and volunteer support are addressed within the relevant sections.

ATODIADAU | ANNEXES

App 1 - All-Wales CiP Strategy 2024-2028

BUDD Y CYHOEDD | PUBLIC INTEREST

In producing this report, has consideration been given to 'public confidence'?	Yes ☒ No ☐
Are the contents of this report, observations and appendices necessary and suitable for the public domain?	Yes ☒ No ☐
If you consider this report to be exempt from the public domain, please state the reasons:	

I confirm this report has been discussed and approved at a formal Chief Officers' meeting 11.08.2026.

I confirm this report is suitable for the public domain for the reasons stated previously.

Signature	
Date	02.10.2026

