

DECISION NUMBER: PCCG-2018-048	
<u>OFFICE OF POLICE & CRIME COMMISSIONER</u>	
LEAD CHIEF OFFICER:	Assistant Chief Constable
TITLE:	Annual Volunteers Report
DATE:	October 2018
TIMING:	Annual
PURPOSE:	Briefing
1.	<u>RECOMMENDATION</u>
1.1	This report is for information purposes and details annual volunteering activity within the Force's Citizens in Policing (CiP) portfolio.
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	This report provides an annual update on volunteer activities across the Force, to include the Special Constabulary, Volunteer Police Cadets (VPC), Mini Police, Police Support Volunteers (PSV's), Crime Prevention Panels and the Independent Advisory Group (IAG).
2.2	<p>New Citizens in Policing Strategy 2018 – 2021</p> <p>During 2018, a new three year Citizens in Policing Strategy has been developed which sets out the Force's intention to grow and enhance the contribution that volunteering and community involvement brings to policing in the communities of Gwent. This strategy will focus on building Citizens in Policing for the long-term, with an emphasis on quality, and building strong foundations for a sustainable model in the future. In growing the contribution of volunteering and community involvement, the force recognises that volunteering should not replace the roles of regular police officers, community support officers and police staff. Volunteering and greater public involvement will bring considerable added-value to policing in Gwent. The various strands of Citizens in Policing will contribute significantly to some of our key priorities such as early intervention, crime prevention, community cohesion, protecting the vulnerable and tackling anti-social behaviour. The strategy will engage people of all ages, drawing in a wide range of experience and skills sets to maximise what can be delivered.</p>
3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	<p>Special Constabulary</p> <p>Following an independent review of the Special Constabulary in 2017, the force has implemented a new streamlined structure which is more aligned and integrated with the regular constabulary and more responsive to the demands of modern policing.</p> <p>The strategic direction of the Special Constabulary is now overseen by a new Special Chief Officer who was appointed in the summer of 2017. The Chief Officer is supported by a new Senior Management Team consisting of a Special Chief Inspector and two Inspectors who are embedded into the regular Senior Management Teams in both Local Policing Areas.</p>
3.2	<p>Special Constabulary Figures</p> <p>The Special Constabulary, in line with the national trend has been slowly but</p>

consistently shrinking in the last two years, largely due to Specials leaving to become regular officers (mostly within Gwent). The current 'active' establishment is 31 Specials, who have contributed 15,200 hours in the last 12 months. Although this number is slightly lower than the same period last year, the Special Constabulary establishment has reduced by 38 officers from 69. It should be noted that much of this attrition has been due to robust housekeeping in removing officers from the establishment who no longer wish to commit to volunteering.

	31 st July 2017	31 st July 2018
Headcount	69	31 active (51 including 20 new recruits who started in June)
Total Hours	17,500	15,200
Duties (shifts)	2294	2238
Average Hours Per Special/Month (16 hrs requested minimum)	21	21

- The current establishment is 51 Specials which is lower than the numbers in formal national statistics for Gwent Police. 20 new Specials are currently in the training school;
- The Force interviewed over 100 students from the University of South Wales Police Sciences Degree during 2017/2018. The successful candidates started in June and are now in training school.
- There are plans in place to recruit another 25 new Special Constables in the remaining months of 2018/2019. There will be two intakes of new recruits every year;
- In the last 12 months the Special Constabulary have contributed 15,200 hours equating to over 2238 shifts. The average hours contributed by each Special per month is 21 hours (minimum required is 16 hours). As well as their day to day impact with response and neighbourhood teams, they have been involved in numerous planned community events such as the Caerphilly Big Cheese, Armed Forces Day, Music Concerts etc.;
- A new Sergeant post has been created in Learning & Development and part of the role is to oversee the delivery of training to new Special Constables. It has been a busy year of training and the Force has created a new bespoke driver training course allowing Specials to use blue lights to stop compliant vehicles;
- Specials have also been issued with mobile devices and will be issued with personal use Body Worn Video devices later this year;
- The Force will be funding a teaching qualification for two members of the Special Constabulary to assist with the delivery of some of the required training.

3.3

Joint Response Unit

The successful Joint Response Unit (JRU) with Welsh Ambulance Service Trust has continued to grow in the last 12 months. This innovative collaborative initiative has been recognised at numerous national and regional awards. This includes a Lord Ferriers Award, a national iESE Public Sector Transformation Award and a Pride of

	<p>Gwent Award for volunteering. Following a successful Police Transformation Bid in 2017, the JRU was awarded funds to develop this model to a potential second vehicle. A multi-agency Strategic Steering Group has been established to explore opportunities to further develop this initiative.</p>
3.4	<p>Volunteer Police Cadets</p> <p>The Volunteer Police Cadets (VPC) is a uniformed voluntary youth organisation, open to young people aged 13 -18 from across Gwent's communities.</p> <p>In the last 12 months, the Cadet Coordinator retired from this voluntary post. The Force has experienced difficulties in filling this post but a Community Support Officer has now been temporarily seconded to the VPC programme to develop the scheme. The Cadet Scheme consists of five Units which are located in Ystrad Mynach, Abergavenny, Newport, Pontypool and a newly formed unit in Ebbw Vale. The current establishment is 120 cadets with a new intake planned for later this year.</p> <ul style="list-style-type: none"> • In the last 12 months, the Cadets have been engaged in numerous community engagement events, law enforcement events and crime prevention initiatives (below are some examples): <ul style="list-style-type: none"> - Ffrind i mi (or Friend of mine), a new initiative that Aneurin Bevan University Health Board has developed to ensure that anyone who feels lonely or isolated are supported to reconnect with their communities. The Force has established a memorandum of commitment to this scheme to deliver community events for Ffrind i Mi in partnership with the Cadets and Mini Police programmes; - Worked in partnership with Trading Standards, deploying as Test Purchasers, targeting underage drinking sales in licenced premises; - The Cadet Scheme has recently become a member of CWVYS (the Council for Wales of Voluntary Youth Services). This is the independent representative body for the voluntary youth work sector in Wales. The aims are to represent, support and give a collective voice to its membership of national and local organisations in their work with over 250,000 young people in Wales. CWVYS works in partnership with agencies promoting good youth work practice; - In the last 12 months, partnerships have been established with many organisations including, the Welsh Rugby Union (WRU), Glamorgan County Cricket, Leonard Cheshire Disability. In June 2018, the WRU delivered leadership training to cadets.
3.5	<p>New Junior Cadet Scheme</p> <p>In line with the Force's new Citizen in Policing Strategy which has a focus on early intervention and prevention, plans are at an advanced stage to implement 5 new Junior Cadet Schemes across Gwent. The Force was awarded a small amount of Police Transformation Funds for the establishment of this new scheme. The Junior Cadet Scheme is part of the national Voluntary Police Cadet Scheme and the scheme will be based at school venues suitable for young people to attend.</p>
3.6	<p>Mini Police</p> <p>In October 2017, Gwent Police launched a Mini Police Scheme in 3 pilot schools in Newport. This scheme which has been locally branded as 'Heddlu Bach' is targeted at 9-11 year olds in year 5 and 6. The scheme was launched using Police Transformation Funds and has been a huge success with aims to build confidence,</p>

	<p>character and resilience amongst young people. The Mini Police officers have been involved in numerous community problem solving activities and a highlight of the year was a visit to the House of Lords in May 2018.</p> <p>The Force has invested in an evaluation of the pilot scheme which is being conducted by Cardiff Metropolitan University and a report will be published later this year. The early findings are very positive around strong partnerships being developed with police and education. A further 20 new schools have signed up to the Mini Police Programme from September this year.</p>
3.7	<p>Police Support Volunteers</p> <p>PSVs are citizen volunteers who give their time freely to perform tasks which complement the duties performed by police officers and staff. This helps free up officers and staff to perform key operational duties. Traditional volunteer roles within Gwent have predominantly involved providing front counter services, administration support and community speedwatch schemes. The Force has identified the huge potential that PSVs can bring to police reform and to the delivery of policing objectives. There is a desire to move towards a 'needs - based' model and to attract and deploy volunteers with valuable skills, particularly in cybercrime.</p>
3.8	<p>Community Speedwatch</p> <p>The first Speedwatch site was set up in Llanfair Killgeddin in July 2014 after funding from the Office of the Police and Crime Commissioner (OPCC). Further funding has been sort and there are now over 20 groups operating in the Gwent area with a demand for further groups. The introduction of Speedwatch has seen the Force's greatest number of recruits in volunteering to over 180 volunteers monitoring speed across the county.</p>
3.9	<p>Crime Prevention Panels</p> <p>Crime Prevention Panels are volunteers who help, educate and promote activity, and raise awareness by publicising Crime Prevention initiatives in the community. They work in partnership together with the Neighbourhood Policing teams, Local Authorities, places of education and other community groups and partners to reduce the fear of crime and criminal opportunity.</p> <p>There are currently 8 Crime Prevention Panels across Gwent including a new panel that was established in Magor and Undy in December 2017. Plans are underway to grow this partnership scheme with 2 new panels in Newport in the coming months.</p>
3.10	<p>Independent Advisory Group</p> <p>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.</p>
3.11	<p>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.</p>
3.12	<p>The IAG currently has 13 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.</p>
3.13	<p>The IAG have identified key priorities that they wish to work towards in partnership with Gwent Police:</p>

- **Building trust between communities and the Police**
- **Challenging assumptions (of the Police and communities)**
- **Remaining informed of policing activities**
- **Communicating with communities**
- **Managing community expectations**
- **Developing understanding of diverse communities**
- **Promoting and publicising the work of the IAG**

To achieve this, the IAG have set a number of objectives:

- **To ensure IAG members are known to, and engaged with key personnel within the Force**
- **To improve the accessibility and profile of IAG members to and within local communities**
- **To share best practice and lessons learned with IAG members on a regional basis**
- **To ensure policy and procedure is fit for purpose and aligned with current IAG remit**
- **To ensure IAG members are fully engaged with the Force's process of managing Critical Incidents**
- **To ensure IAG members are suitably briefed on Force activities in order to provide informed strategic advice**
- **To ensure IAG members receive appropriate training, learning and development opportunities**

To ensure that IAG membership is reflective of the demographics of Gwent's communities

3.14

To support work towards meeting their objectives, the IAG has been involved in Force activities throughout the year. These have included:

- **Supporting positive action initiatives which have formed part of recent recruitment campaigns**
- **Raising community concerns with Gwent Police from communities that may experience barriers to engaging with us, for example, refugees and asylum seekers**
- **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 OPCC's dip sampling exercise**
- **Representing community views at the Force's Engaged Communities, People and Diversity, Operational Tactics and Vulnerability meetings**
- **Observing and participating in training for new recruits, offering students opportunity to discuss and understand the experiences of people with Protected Characteristics**
- **Consulting on Force policy and implementation**
- **Participating in the four Welsh Forces' Peer Review exercises, examining the police's approach to hate crime and disability matters**
- **Sitting on Gold Groups relating to critical incidents, for example, the Police response to the 'Punish a Muslim' letters**

	<ul style="list-style-type: none"> • Conducting quarterly reviews of the quality of FPOC response to domestic abuse calls • Attending national events and conferences, including the National Black Police Association annual conference • Undertaking case reviews of Gwent Police's response to disability hate crime • Facilitating engagement with the wider community, for example, the delivery of Prevent training to local Scout leaders • Undertaking visits to Departments across the Force to better understand our business, for example, Firearms Ilcencing and the Collision Investigation Unit • Participating in Force campaigns throughout the year, including the delivery of workshops to staff during LGB&T History Month, and featuring in our personal profiles that we promoted during National Volunteers Week • Regularly visiting local Neighbourhood Inspectors to build better local awareness of the IAG
3.15	<p>This year the Police & Crime Commissioner and Deputy Police & Crime Commissioner have attended several IAG quarterly meetings which has been welcomed by the group. We also celebrated one of our members, Daniel Biddle, being voted as GAVO's Volunteer of the Year and Edward Watts being awarded an MBE and appointed as a Deputy Lord Lieutenant for Gwent. Later in 2018 the work of the IAG will also feature in an S4C documentary which followed one of our members as she shared her experiences of being a transgender woman with a group of student officers.</p>
3.16	<p>Ethics Committee</p> <p>The Ethics Committee is responsible for enhancing trust and confidence in the ethical governance and actions of Gwent Police. The Committee, which consists of volunteers from the IAG seek to provide assurance, advice and guidance, and make recommendations to the Chief Constable around decisions, policies and processes. The Committee will operate with openness, honesty and integrity, adhering to the Nolan Principles and good governance principles.</p> <p>The objectives of the committee are to:</p> <ul style="list-style-type: none"> • To promote the highest standards of ethical conduct • To provide insight into ethical issues • To be a source of support for all members of the organisation and ensure compliance with organisational values • To be an advisory body for any ethical dilemmas
4.	<p><u>NEXT STEPS</u></p>
4.1	<p>Special Constables</p> <ul style="list-style-type: none"> • Establishing an Employer Supported Policing Scheme within Gwent Police - The Employer Supported Policing (ESP) Scheme is an initiative to help employers understand how they can support their staff who work for them to volunteer as a Special Constable or Police Support Volunteer. This involves asking organisations to consider releasing their staff who are Special Constables and Police Support Volunteers by giving them paid time off to undertake their volunteer police duties and/or training. • Develop a plan to recruit 50 specials during 2019/20 and 2020/21 to achieve

	a target of around 150 Specials. Particular attention to target the recruitment in large employers to attract more 'career specials' to avoid large attrition rates of specials who leave to become regular officers.
4.2	<p>Police Cadets</p> <ul style="list-style-type: none"> Recruitment of further officers, staff and PSVs to support the expansion of the scheme, particularly the new Junior Cadet Schemes.
4.3	<p>Police Support Volunteers</p> <ul style="list-style-type: none"> Develop more creative volunteer roles in line with the Police and Crime Act 2017.
5.	<u>FINANCIAL CONSIDERATIONS</u>
5.1	<p>Special Constabulary</p> <p>The expenditure of the Special Constabulary during 2017/18 was £47,000 of an annual budget of £67,000. The majority of this spend covered travel expenses and meal allowances. The Special Constabulary received £26,000 Police Transformation Funds for the development of the Joint Response Unit.</p>
5.2	<p>Cadets</p> <p>During 2017/2018 total expenditure was £12,300. The National Voluntary Police Cadet Scheme awarded the Force £21,000 Police Transformation Funds. £6,000 was for the development of the Cadet Scheme and £15,000 allocated to Mini Police.</p>
6.	<u>PERSONNEL CONSIDERATIONS</u>
6.1	<p>Our approach to developing Citizens in Policing needs to be well managed, with the infrastructure required to make it a success. The Force will ensure that sufficient resources are in place to develop the Citizens in Policing agenda. In particular this includes the organisation and infrastructure required to design, implement and sustain new initiatives, and to support and develop those who volunteer and engage. To support the delivery of this work, a Business Case has been developed for the creation of a new post of <i>Citizens In Policing Manager</i>. This post will ensure the existing and new developments are sustainable and integrated into the heart of local policing models.</p>
7.	<u>LEGAL IMPLICATIONS</u>
7.1	<p>Close consultation and engagement will be maintained with Staff Associations regarding further use of volunteers.</p>
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	<p>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.</p>
8.2	<p>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.</p>
9.	<u>RISK</u>
9.1	<p>There are no risks to highlight in this paper</p>
10.	<u>PUBLIC INTEREST</u>
10.1	<p>There are no restrictions on this document which can be made available to the</p>

	public.
11.	<u>CONTACT OFFICER</u>
11.1	Superintendent Mike Richards
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: 07.08.18

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:

21/1/19

