

OFFICE OF POLICE & CRIME COMMISSIONER	
LEAD CHIEF OFFICER:	Assistant Chief Constable
TITLE:	Annual Volunteers Report
DATE:	4th September 2019
TIMING:	Routine
PURPOSE:	For monitoring
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 volunteering activities across the Force, to include the Special Constabulary, Volunteer Police Cadets (VPC), Mini Police (Heddlu Bach) and Police Support Volunteers (PSV's). Whilst other volunteering schemes such as Crime Prevention Panels, the Independent Advisory Group (IAG) and Community Speedwatch currently sit outside the CiP portfolio brief updates on their activity are also included in this report.
2.2	<p>Citizens In Policing Overview and Key Updates</p> <ul style="list-style-type: none"> • In 2018, the Force developed a new three year Citizens in Policing (CiP) Strategy with support from the <i>Institute of Public Safety, Crime & Justice</i> at Northampton University. This strategy aligns to new national strategies for Citizens in Policing that were launched in 2018/19. The innovative approach in Gwent is strongly engaged with key elements of the national programme for CiP. The Force is participating in two national pilot projects which have been successful in securing Police Innovation Funds: the Joint Response Unit, an innovative collaborative initiative with Welsh Ambulance Service Trust, and the All-Wales collaborative model to develop new recruitment approaches, training models and pathways for the Special Constabulary. • To effectively deliver the new strategy, the Force has invested in a new full time post of <i>Citizens in Policing Coordinator</i>. Following a competitive external recruitment process, an internal candidate was successful and took up the post in November 2018. This new post will ensure that the different elements of CiP contribute to key priorities of early intervention, crime prevention, community cohesion, protecting the vulnerable and tackling anti-social behaviour. • In the last 12 months, a new governance structure has been introduced. A CiP strategic governance board has been established which oversees the development of volunteering within the Force. Chaired by the Assistant Chief Constable, it acts in both an advisory capacity; setting strategic direction for the CiP programme against national and local priorities and a supervisory capacity; scrutinising and supporting delivery, ensuring strong

local governance and the most effective prioritisation of resources.

- The Force has been involved in strengthening collaborative opportunities within CiP across Wales and has led the development and implementation of an All Wales Regional CiP Coordinator. This newly created post which is jointly funded by the four Welsh Forces is employed by Gwent Police. The post holder who is also a member of the Gwent Police Special Constabulary started in January 2020 to oversee and coordinate the development of CiP across Wales.

3. ISSUES FOR CONSIDERATION

3.1 Special Constabulary

As part of the structural changes to the CiP portfolio, a tactical lead who is a regular Inspector has been appointed to work alongside the Special Constabulary Senior Management Team. A new Special Constabulary strategy has been agreed that provides a new focus and vision for the future. A detailed delivery plan on how this vision will be delivered will be monitored through the CiP Strategic Governance Board.

3.2 Special Constabulary Figures and Recruitment Plan

- The Special Constabulary, in line with the national trend has been slowly but consistently shrinking in the last few years, largely due to a number of Special Constables leaving to become regular officers (mostly within Gwent). Furthermore, a piece of work has been undertaken to remove long term inactive Specials who were inflating the establishment strength. The current 'active' establishment is 42 Specials, who have contributed 16,564 hours in the last 11 months.

	31st July 2018	30th June 2019
Headcount	31 active (51 including 20 new recruits who started in June)	40 active officer (42, 1 currently suspended and 1 LOA)
Total Hours	15,200	16,564
Duties (shifts)	2238	2316
Average Hours Per Special/Month (16 hrs requested minimum)	21	31

- In the last 11 months, the Special Constabulary have contributed 16,564 hours of volunteering, equating to 2316 shifts. The average hours contributed by each Special per month is 31 hours (Minimum required is 16 hours). As well as their day-to-day impact with response and neighbourhood policing teams, they have been involved in numerous planned community events such as the Force wide operations, Open Day, Dog Trails, Caerphilly Big Cheese, Colour Clash, Sporting events and many more.
- To ensure that the Special Constabulary has the capacity to contribute

	<p>and improve the quality of service to our communities, the Force will commit to two recruitment intakes per year in 2019/20 and 2020/21. Gwent was the first Force in Wales to open recruitment using a new collaborative online platform. Candidates were able to complete the application form and all tests online which has reduced the amount of time from application to start date. The CiP Coordinator and Special Constabulary SMT have held workshops / open events in large employers in Gwent to attract diverse candidates and 'career specials'. Furthermore, an open evening held in HQ in June saw over 100 interested candidates attend. Over 277 applied and 55 were invited for interview. A class of 20 new Specials will start their training in October 2019 with a second class starting in March 2020.</p> <ul style="list-style-type: none"> • All Specials have been issued with personal mobile devices and personal Body Worn Video devices. Specials of Inspector rank and above have been issued with personal issue laptops. Whilst the issue of new Fixed, Field, Flexible (FFF) laptops is not incorporated into the Digital Services Division plan for the Special Constabulary, the Force has consulted with officers and will fund the purchase of FFF laptops should officers want them. • In 2018, the Force adopted and implemented an Employer Supported Policing (ESP) Policy. This national scheme asks employers to release staff who volunteer by giving them paid time off to undertake their volunteer police duties and/or training. This scheme will assist paid employees who wish to become Special Constables or undertake any other volunteering opportunities within the Force.
3.3	<p>Joint Response Unit</p> <ul style="list-style-type: none"> • The Joint Response Unit (JRU) is a collaboration between Gwent Police and the Welsh Ambulance Service Trust (WAST). It was introduced in 2016 with the aim of jointly addressing and reducing demand on both organisations created by incidents attended by the police that required an ambulance and vice versa. The operation consists of an ambulance service vehicle, which is staffed by a professional paramedic and a member of the Gwent Police Special Constabulary. • In May 2019, the Institute for Public Safety Crime & Justice published an evaluation of the JRU as part of Police Innovation Funds that were awarded to the Force. The evaluation highlighted that the JRU was perceived positively, however, there was a strong feeling that it has the potential to be significantly more effective, and there are areas that require improvements if it is to maximise its potential. A series of recommendations were made that require consideration between both organisations at a strategic level.
3.4	<p>Volunteer Police Cadets</p> <ul style="list-style-type: none"> • The Volunteer Police Cadets (VPC) is a uniformed voluntary youth organisation targeting young people aged 14 -18 from across Gwent's communities. • In the last 12 months, a dedicated tactical lead of Inspector rank has been

appointed to oversee the delivery of the cadet programme. The cadet scheme consists of 5 units, located in Ystrad Mynach, Abergavenny, Newport, Pontypool and Ebbw Vale. There are currently 99 cadets with a new intake planned for later this year.

- In July 2019, the Force has agreed with the National VPC Programme to be one of 4 pilot Forces to adopt a new operating model for the cadet scheme. New governance and safeguarding arrangements developed from youth sector best practice, along with a new balanced programme of learning activities will be introduced across the 5 cadet units. This new operating model will be presented to the National Police Chiefs Council Meeting in October.
- A recent national evaluation of the Cadet scheme acknowledged that membership supports young people with the journey into positive citizenship. From September 2019, the scheme in Gwent will be working more closely with the Youth Offending Service, Schools, Partner Agencies and local Neighbourhood Policing teams to increase the referrals of vulnerable young people to the scheme as an intervention and prevention offer.
- The Force has committed to temporarily seconding 5 Community Support Officers (CSO's) to a new force wide youth engagement project. Created to inspire the next generation, the NextGen project aims to develop and enhance the current successful Mini Police (Heddlu Bach) and Cadet Schemes and develop new and innovative early intervention and prevention opportunities. These CSO's will develop and embed the Cadet and Mini Police scheme into everyday Neighbourhood policing. They will work alongside officers from neighbourhood policing teams to develop a strong and sustainable youth engagement programme.
- The NextGen project will also be responsible for delivering a new Junior Cadet scheme. The focus will be to create an intervention and prevention programme for young people aged 11-13 years. 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.
- In the last 12 months, the Cadets have been engaged in numerous community engagement events, law enforcement events and crime prevention initiatives):
 - Ffrind I mi (or Friend of mine), is an 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 collaboration between the Cadets and Friend I Mi has continued to grow. Cadets have been attending various hospitals throughout Gwent to aid in the rehabilitation of patients, engaging with them through digital learning, art projects and generally speaking and interacting with patients. Cadets have also taken part in regeneration projects of community gardens in hospitals to make those areas accessible for patients and visitors. The Cadets will soon be

working on a joint venture in creating a bereavement book with the Ffrind I Mi partnership, one similar to 'Billy the Superhero'.

- The Cadets have worked in partnership with Trading Standards, deploying as Test Purchasers, targeting underage drinking sales in licenced premises, hotel and taxi operations. They have also started to take part in various shop lifting operations, assisting Neighbourhood Policing Teams with educating employees in the retail industry.
- The Blaenau Gwent Police Cadets were nominated for a National Crime Beat Award, for their outstanding crime prevention work they completed around rouge traders and doorstep crime. They were invited to London as finalists and won third prize.
- In the last 12 months, the Cadets have worked in partnership with the Welsh Rugby Union (WRU), being guard of honour at local and regional rugby events, Glamorgan County Cricket, attending Sophia Gardens and South Wales Fire and rescue Service, becoming a firefighter for a day. Cadet Vocational Qualification Organisation has been supporting many of our Cadets with obtaining qualifications in Btec level 2 in Teamwork and Personal Development in the Community, which sits alongside the WRU qualification in Leadership, which is also available to the Cadets.
- The Cadets have taken part in the Healthy relationship programme delivered by the Regener8 Cymru. This has seen the Cadets receive various inputs on Respectful Relationships, Domestic Abuse, Gender Stereotyping, Sexting, Pornography, Sexual Exploitation and perception.

3.5

Mini Police/Heddlu Bach

- In 2018, The Force commissioned an evaluation of its Mini Police Scheme in 3 pilot schools in Newport. This was carried out by Cardiff Metropolitan University. The promising evaluation findings allowed the expansion of the scheme to 24 schools in September 2018. These schools serve communities where there is considerable socio-economic disadvantage. They are also schools that have had a long commitment to finding community asset-based solutions to overcoming the impact of poverty on their pupils as part of their work to raise the achievement and future aspirations of pupils regardless of their backgrounds. The Mini Police initiative aligns well with the current focus of Welsh Government, education and other public services in Wales in addressing the research knowledge promoted by Public Health Wales on Adverse Childhood Experiences. This scheme has been recognised and praised widely by the Welsh Government and will be expanded in the coming months.
- The CiP Coordinator is developing an online handbook to support new schools who adopt the Mini Police programme. A further 25 new schools will join the scheme from September 2019 bringing the total number

	<p>close to 50 primary schools.</p> <ul style="list-style-type: none"> • The Mini Police have been involved in a number of community initiatives, from engaging with the elderly, problem solving with partners and working with Neighbourhood Policing Teams. They have taken a keen interest in their communities and attended various events to showcase they are Mini Police officers. Remembrance Parades, Armed forces Day and Behind the Badge are some of the events they have attended. The children have been rewarded with visit to Police Headquarters, rugby matches and visits to Glamorgan Cricket ground. Two schools have visited the Metropolitan Police, Houses of Parliament and have donated toys to the Grenfell Tower Disaster. • Fochriw Primary have conducted its own evaluation of the Mini Police scheme. The scheme has allowed the children to take part in a variety of different tasks all contributing to the principles of learning and social skills. The children have volunteered 42 hours outside of school time, working with 22 partners and reaching out to 1,776 people in their community in just 9 months. The school children have reported an increase in confidence when interacting with adults, with 36% of children having improved their skills through collaboration. 91% said they felt useful being a Mini Police Officer and 100% said they are optimistic about their future. Vital for the Mini Police Scheme is how police involvement has had a lasting effect on children and peers around them. In this school year, 32% of Mini Police officers increased their attendance on the previous year and 93% of the pupils have above average levels of oracy with the Mini Police scheme through their volunteering and interaction with adults. The school and children have broken down vital barriers between the local policing team which the children believe is having a wider effect on their community.
3.6	<p>Police Support Volunteers (PSVs)</p> <p>PSVs are 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 CiP Coordinator has engaged with strategic leads to identify roles that could be supported by skilled volunteers. There is a desire to move towards a 'needs - based' model and to attract and deploy volunteers with valuable skills, particularly in cyber crime.</p>
3.7	<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). The Gosafe department now has a dedicated officer in post to support and oversee the administration and monitoring of Community Speed Watch's. There are currently 38 active watches operating across Gwent. Community Speed watch currently has 174 volunteers monitoring speed across the county.</p>
3.8	<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</p>

	<p>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 9 Crime Prevention Panels across Gwent including a new panel that was established in Newport Pill in 2018. Plans are continuing to grown this partnership scheme in the wider areas of Gwent.</p>
3.9	<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>
3.10	<p>Gwent Police's IAG takes on the role of a 'critical friend' in relation to both the development of policing policy and services, providing advice on local and national issues and when a critical incident occurs within the Force area that has the potential to have a significant impact on local communities.</p>
3.11	<p>The IAG currently has 11 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>
3.12	<p>The IAG have identified key priorities that they wish to work towards in partnership with Gwent Police:</p> <ul style="list-style-type: none"> • 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 <p>To achieve this, the IAG have set a number of objectives:</p> <ul style="list-style-type: none"> • 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

	<ul style="list-style-type: none"> • To ensure IAG members receive appropriate training, learning and development opportunities <p>To ensure that IAG membership is reflective of the demographics of Gwent's communities</p>
3.14	<p>To support work towards meeting their objectives, the IAG has been involved in Force activities throughout the year. These have included:</p> <ul style="list-style-type: none"> • 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 • 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 • Facilitating engagement with the wider community, for example, the delivery of Prevent training • Undertaking visits to Departments across the Force to better understand our business. • Participating in Force campaigns throughout the year, including the delivery of workshops • Regularly visiting local Neighbourhood Inspectors to build better local awareness of the IAG • One IAG member has also been involved in a recent documentary released on S4C around transgender

3.15	<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	<ul style="list-style-type: none"> • The CiP governance board will be responsible for overseeing the delivery of all volunteering activity. In the next 12 months, the Special Constabulary will see a significant expansion in numbers and the Force will be required to have the capacity within Learning & Development to deliver this growth. • National evaluations of both the Cadet and Mini Police Schemes have demonstrated the positive impact and value to young people and their future. The demand for both is high with many young people keen to get on board. This will inevitably put pressure on local policing teams and a sustainable model with investment in developing these schemes will need to be considered. A model of youth engagement apprentices employed by the police has seen success in Durham where the roles are used to develop Mini Police and Cadets. This is a model that will be explored in Gwent in the next 12 months. • The Policing and Crime Act 2017 enables chief officers to make the most efficient and effective use of their workforce by giving them the flexibility to confer a wider range of powers to volunteers, enabling volunteers to be designated with powers in the same way as staff. The reforms have for the first time, enabled volunteers to be given powers without becoming a Special Constable. The Force recognises that this approach to designating police powers will help the Force be more flexible when it comes to attracting and deploying volunteers with valuable skills, especially in situations where the full powers of a constable are not necessary. • It is recognised that volunteering in Gwent is much wider than the existing strands under CiP. Consideration should be given to greater collaboration between the CiP Coordinator and other volunteering roles that sit in other departments, i.e. Interventions & Prevention & Diversity & Inclusion.

5.	<u>PERSONNEL CONSIDERATIONS</u>
5.1	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 ongoing developments round Police Cadets, Junior Cadets and Mini Police a Business Case has been approved for the creation of the 'NextGen' posts. These posts will ensure the existing and new developments around early intervention with young people are sustainable and integrated into the heart of local policing models.
6.	<u>LEGAL IMPLICATIONS</u>
6.1	Close consultation and engagement will be maintained with Staff Associations regarding further use of volunteers.
7.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
7.1	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.
7.2	In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.
8.	<u>RISK</u>
8.1	There are no risks to highlight in this paper.
9	<u>PUBLIC INTEREST</u>
9.1	There are no restrictions on this document and it can be made available to the public.
10.	<u>CONTACT OFFICERS</u>
10.1	Superintendent Mike Richards & Laura Ellis
11.	<u>ANNEXES</u>
11.1	None

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Office of the Chief Constable

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

It is now forwarded to the OPCC for **approval/monitoring purposes**.

Signature:

P.C. Kelly

Date: 07/08/2019

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:

Jeff Cook

Date:

4/9/19

