

OFFICE OF POLICE & CRIME COMMISSIONER	
LEAD CHIEF OFFICER:	Assistant Chief Constable
TITLE:	Annual Volunteers Report
DATE:	3rd September 2020
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 the Independent Advisory Group (IAG) and Community Speed watch 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 2019, the CiP Coordinator has ensured the work of the portfolio meets the objectives set out in 2018. There has been considerable work completed to ensure the CiP strategy aligns to the 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, due to our close working relationship with the All-Wales Coordinator. Progress has been made within Gwent due to its contribution to 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 Citizens in Policing Coordinator, has been working closely with Senior Leadership Teams to deliver on both the CiP strategy and to progress the key areas. Working with various departments within the force has afforded an insight into the potential volunteering roles that could be developed. The CiP Co-ordinator has also ensured that the different elements of CiP contribute to the key priorities of early intervention, crime prevention, community cohesion, protecting the vulnerable and tackling anti-social behaviour. • In June 2020, the CiP Strategic Board came under the Governance structure of the Operational Performance Board. The CiP Strategic Board is currently chaired by the Assistant Chief Constable. The new Governance structure will help CiP integrate into the wider organisation. It will allow for scrutiny, help support delivery, ensuring strong local governance and effect prioritisation of resources.
3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	<p>Special Constabulary</p> <p>As part of the structural changes to the CiP portfolio, a tactical lead who is at the</p>



rank of 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.

The CiP Portfolio has recently transferred from Supt Michael Richards to Chief Inspector Amanda Thomas. Insp Andrew O'Keefe is the tactical lead and continues to provide support and be a "Critical Friend". The Special Constabulary Strategy has run its first year with majority of the Key Priorities being met.

- Two recruitment intakes per annum.
- All members of the Special Constabulary to be performance managed in line with regular officers.
- To increase the Independent Patrol Status for Special Constable per annum.
- All members of the Special Constabulary to attend mandatory annual training.
- Special Constables to attend regular CPD training when able.
- All Joint Response Unit shifts to be covered by the Special Constabulary.
- Encourage all Special Constables to increase their Volunteering Annual Hours.
- To formally recognize and reward Special Constables for their Contributions to the Force.

Over the next few months the Special Constabulary will be reviewing and revising the Special Constabulary Strategy for 2020/2021.

The Special Constabulary will also be strengthening its relationship with the regular officers building on the support provided during the recent pandemic.

3.2

Special Constabulary Figures and Recruitment Plan

Since last reporting, the Special Constabulary has increased its numbers. This is as a result of a concerted recruitment campaign to meet its objective of two intakes per year. Unfortunately, numbers are still being lost due to Operation Uplift where the special constables are migrating over to the regular force.

The current 'active' establishment from Dutysheet is 64 Specials who have contributed a total of 21,594 hours from Jul 2019 to June 2020 (an increase of 5,050 hours from previous reporting).

	31 st July 2018	30 th June 2019
Headcount	42 officers (40 active, 1 currently suspended and 1 LOA)	66 Officer (64 active, 1 LOA and 1 Non-Operational)
Total Hours	16,564	21,564
Duties (shifts)	2316	3032
Average Hours Per Special/Month (16 hrs requested minimum)	31	28

	<p>Between 1st July 2019 to 21st June 2020, the Special Constabulary have contributed 21,594 hours of volunteering. In monetary terms this equates to £539,850.00 (based on the average salary of a PC of £25 per hour), equating to 3032 shifts.</p> <p>The average hours contributed by each Special per month is 28 hours (Minimum required is 16 hours). As well as their day-to-day involvement with both response and neighborhood policing teams, they have been involved in numerous planned community events. These include force wide events such as, City Safe, Big Cheese, Bleak Friday and Rural Crime. Since March 2020 the majority of the volunteering from our Special Constabulary has been supporting the pandemic COVID 19 response.</p> <p>To ensure that the Special Constabulary has the capacity to contribute and improve the quality of service to our communities, the force will commit to two recruitment intakes per year in 2020/21.</p> <p>Twenty new Special Constables will start their training in November 2020 with a second class aimed to start in March 2021.</p> <ul style="list-style-type: none"> • All Specials continue to be 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, this issue has been escalated to Chief Officers through the Operational Performance Board where a decision is awaited. • COVID 19 - Since April 2020 the Special Constabulary has undertaken 8,272 voluntary hours (in monetary terms this equates to £206,800.00 (based on the average salary of a PC of £25 per hour). Their support to the Force during this unprecedented time has been invaluable.
3.3	<p>Joint Response Unit</p> <ul style="list-style-type: none"> • All activity on the JRU was suspended late 2019 pending a review by WAST (Welsh Ambulance Service Trust). Due to the current pandemic, a meeting that was due to take place between the Chief Constable and the Chief Executive of WAST has also been postponed.
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. A cadet strategy is now in place together with an EIA. A delivery plan is currently being written to be finalised in September 2020. • There is a dedicated tactical lead of Inspector rank to oversee the delivery of the cadet programme. The cadet scheme currently consists of 5 units, located in Ystrad Mynach, Abergavenny, Newport, Pontypool and Ebbw Vale. There are currently 85 cadets with a new intake planned for September 2020. The Recruitment process for applications has now closed and the force has received in excess of 100 applications. • The Force has committed to temporarily seconding four Community Support Officers (CSO's) to a Forcewide youth engagement project. The team are

referred to as Nxt Gen Officers (Next Generation Officers) and have been created to inspire and work with the youth generation, in particular the Mini Police (Heddlu Bach) and Volunteer Police Cadet Schemes. On a monthly basis they provide a highlight report to the tactical lead that demonstrates and highlights their activity.

- The Nxt Gen Team have developed and implemented several programmes and projects within the communities, to ensure that our Cadet Units are inclusive and represent the communities that we serve.
- **The Interfaith programme** has seen our very first Cadet Unit formed within a mosque. It is believed that this is the very first unit of its kind in the United Kingdom. This gained media attention and it has been seen to be innovative in its approach. There are further plans to open additional Units at other Mosques within Gwent.
- **SEN Schools** (Assisted Needs Schools) - A Cadet Unit has also formed within a Special Education Needs school in Caerphilly. A programme was specifically written by the team to adhere to some of the learning needs of the children. It is aimed to improve their confidence to ensure that they are inclusive and to have an understanding of the police service – it is based upon the programme used for our Heddlu Bach pupils. It will also help them to become more informed and aware of dangerous situations that they potentially will be exposed to as a result of their vulnerabilities. Future plans are to open similar units within the other Local Authority Areas.
- **Junior Cadet Scheme** - 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.
- **Early Intervention Programme** - The Nxt Gen Officers are continuing to identify new innovative approaches to engage with the youth in Gwent. They are developing early intervention and prevention opportunities by working with NEET children (those that are not in education) and working with the Youth Offending Service where pilots are being implemented to address those individuals that are on the cusp of criminality. Working with key partners and organisations will assist in identifying diversionary activities.
- **The Beat Programme** - This was implemented at Ebbw Fawr School for Year 7 pupils. A twelve-week programme was developed and written to interact with children that were identified as having a high number of ACE's. This programme was a success, ten children worked on two projects in the community (Skate Park and Internet Safety). ITV Wales filmed them for one of the projects. Plans are to implement this programme into other schools.
- The Team are also ensuring the engagement with the Cadets and Mini Police continue during the pandemic. They have been running virtual 'google' classroom sessions and liaising with educational staff. They continue to embed this programme into everyday Neighbourhood Policing by working closely with the Neighbourhood Teams to ensure its sustainability.
- All four officers on the Nxt Gen Team have been on Train the Trainer courses and now have the confidence and expertise to write and deliver bespoke lesson plans for all youth engagement programmes, including that of the cadets.
- Training packages are being developed for Senior Cadets so that their skills and experience can be enhanced to incorporate leadership opportunities.

	<p>The aim of the cadet journey is to ensure they become good citizens and to provide them with the tools to enhance their confidence, engagement and leadership which will hopefully benefit them when they become young adults.</p> <ul style="list-style-type: none"> • In the last twelve months, the Cadets have been engaged in numerous community engagement events, law enforcement events and crime prevention initiatives. They have taken part in key crime messages that have been delivered by the Force around Internet Safety, Twelve Days of Christmas and Operation SCEPTRE. They have also been recognised by Welsh Government in relation to the training that they have received from White Ribbon. They are currently youth ambassadors of Domestic Violence. • Future opportunities for our Cadets are to identify opportunities for them to gain recognised qualifications. This is currently being progressed by the CiP Co-ordinator. • The Nxt Gen Team are also mapping out all Youth provision across Gwent to allow for opportunities for further engagement. This work will also be shared with the Diversity and Inclusion Team.
3.5	<p>Mini Police/Heddlu Bach</p> <ul style="list-style-type: none"> • Heddlu Bach E-handbook was completed and launched at an event at the Parkway Hotel in September 2019. This handbook was designed in consultation with schools who are part of the programme to support and guide them in the daily running of the programme. The Handbook provides guidance on activities, enables the sharing of best practise and other learning and gives consistency to participating schools in the form of procedures and documentation. The handbook has promoted the relationship of the Heddlu Bach within Gwent Police and ensured that schools and organisations are supported throughout their Heddlu Bach journey. • Gwent Police have invested in the Heddlu Bach by appointing a cohort of Next Generation (NxtGen) officers. These officers are spread throughout the county to ensure that all local authority areas and organisations are supported. They co-ordinate the early interventions and preventions programme by providing an essential link between organisations and their local policing teams, offering advice and guidance. • The NxtGen officers have worked to build relationships with local communities in Blaenau Gwent. This work has enabled Gwent Police to establish the first Heddlu Bach unit at a Mosque, working with the Berea Mosque in Blaenau Gwent. Culminating with the launch of the unit in January 2020, the first of its kind in the UK, gaining National recognition. • The Heddlu Bach activity and sticker book is in development. This resource will be offered to all organisations to encourage engagement with police departments to increase their understanding of roles and responsibilities. The template is nearing completion with accompanying stickers to follow. • The Caerphilly Heddlu Bach are continuing in the development and production of a Heddlu Bach book. The book has been developed in consultation with a number of schools to promote community cohesion and used young people's experiences as a foundation for the content.

	<ul style="list-style-type: none"> The Heddlu Bach programme has continued to develop – fifteen additional schools had been agreed for the forthcoming year. Due to demand an additional five schools have had their applications approved. This means that the scheme will now encompass seventy schools across the force area.
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 financial crime and crime prevention.</p>
3.7	<p>Community Speedwatch</p> <p>The Gosafe department has a dedicated officer in post to support and oversee the administration and monitoring of Community Speed Watch’s. The GoSafe team has 20 active speed watches across Gwent with 185 active members. Due to the present health pandemic all watches are suspended until further notice. As soon as volunteering continues in Gwent Police, the Gosafe team will be reviewing its members, with a view of re-vetting active members to progress the watches visibility and community engagement over the next 12 months.</p>
3.8	<p>Crime Prevention Panels</p> <p>During the previous 12 months a large amount of CPP’s disbanded, as a result the CPP’s were consulted in October. They outlined the following issues;</p> <ul style="list-style-type: none"> Lack of clarity and understanding if they worked for the police or with the police as part of the constitution saw them directly linked and other areas not. Issues with lack of funds. Issues with lack of access to volunteers with reasons given around people not wanting to be police vetted. Lack of consistency to how they linked in with the Neighbourhood Teams and their involvement with Neighbourhood Teams. <p>Issues were also raised by the Intervention and prevention coordinator around lack of ability to measure impact, control to ensure efforts were targeted in line with crime trends, and safety around the use of Force ID badges. As a result, a new model was proposed, and the crime prevention panels agreed to a format where Gwent police would employ a cohort of crime prevention volunteers across the force to support Neighbourhood Teams with crime prevention activity.</p> <p>Crime Prevention Panels would become self-governed groups who still worked with Gwent police but also sat on the community wellbeing boards coordinated by GAVO. These boards would also have Gwent Police representation present. These boards would allow the voice of the community to be heard through the CPP’s. It will assist in identifying trends of criminality and help direct their efforts. CPP’s would be able to have support through GAVO with access to their volunteers, training and they will be supported with funding applications.</p> <p>The PSV role profile has been approved, the role has been risk assessed and a</p>

	<p>training menu and induction plan has been drafted. Due to COVID – 19 this process has been postponed but it is anticipated that this will take place in October 2020.</p> <p>A transition fund has been agreed by the OPCC where CPP's can bid for money to support them in obtaining their own insurance if needed as they will no longer be covered by Gwent police. They will also be supported in obtaining DBS checks if needed as they would no longer be police vetted.</p>
3.9	<p>Independent Advisory Group</p> <p>Gwent Police's IAG takes on the role of a 'critical friend' in relation to both the development of policing policy and services. The group provide practical 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, the group are consulted with in order to maintain and build the trust / confidence between the Police and Communities.</p> <p>The membership of the IAG is currently under review and being refreshed. A new Terms of Reference is currently being prepared and ratified with the Task and Finish Group that has been formed to implement the changes. The review is to ensure the group represents our diverse communities across Gwent.</p> <p>The top tier of the Independent Advisory Group is involved in activities which include; holding their own portfolio of work such as Custody, Control Room or Response Teams.</p> <p>They also look at issues such as hate crime or critical incidents, review bodycam footage and scrutinize Police policy and procedure with the aim of improving the quality of service provided to our communities across Gwent.</p>
3.10	<p>Community Cohesion Groups</p> <p>The Community Cohesion Group will look at trends and patterns of crime across Gwent. They will analyse community tensions and make suggestions as to how relationships can be improved between Police and our communities across Gwent.</p> <p>The Youth Community Cohesion Group made up of members who are under 18 also analyse trends and patterns in crime and incidents across Gwent.</p>
3.11	<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

	<p>all volunteering activity, which will now fall in line with the Operational Performance Board, giving the portfolio strength and direction. This will enable the board to escalate impacting factors to senior teams. In the next twelve months, the Special Constabulary will have challenging times to retain its Officers with the increased emphasis on 'Operation Uplift'. The continuation of two intakes a year will require continued support and capacity from Learning & Development to deliver this.</p> <ul style="list-style-type: none"> • National evaluations of both the Cadet and Mini Police Schemes have demonstrated the positive impacts and value to young people and their future. The demand for both is high with many young people keen to get on board. The introductions of the NxtGen Officers have seen our youth engagement demand increase. The next twelve months will see the introduction of a Junior Cadet Programme, bridging the gap between Mini Police and Cadets. As well as unique targeted engagement programmes designed to reach out to our hard to reach groups and young people on the cusp of criminality. This will inevitably put pressure on our increased engagement and collaborative work with partners, sustainable investment in developing these schemes will need to be considered, along with increased neighbourhood involvement. • 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.
5.	<u>PERSONNEL CONSIDERATIONS</u>
5.1	<p>Our approach to developing Citizens in Policing needs to be well managed, with the infrastructure required to make it a success. The CiP strategic board is now aligned to the Operational Performance Board to ensure the infrastructure is in place to implement, sustain and develop the portfolio.</p> <p>This governance will ensure there is sufficient resources in place to develop the Citizens in Policing agenda. This will allow us to support the ongoing developments of growth within the Special Constabulary, the introductions of new Police Support Volunteer roles and to develop and drive youth engagement through our Police Cadets, Junior Cadets and Mini Police programmes.</p>
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 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.
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, which can be made available to the public.
10.	<u>CONTACT OFFICERS</u>
10.1	Chief Inspector Amanda Thomas/CiP-Coordinator Laura Ellis
11.	<u>ANNEXES</u>
11.1	None

For OPCC use only

Office of the Chief Constable

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

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



Signature:

Date : 12/08/20

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: