

<b>For Information</b>	
<b>Public</b>	
<b>Report to:</b>	<b>Police and Crime Panel</b>
<b>Date of Meeting:</b>	<b>24 June 2013</b>
<b>Report of:</b>	<b>Police and Crime Commissioner</b>
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<b>Agenda Item:</b>	<b>10</b>

## **UPDATE ON SPECIALS, VOLUNTEERS, POLICE CADETS AND APPRENTICES**

### **1. Purpose of the Report**

- 1.1 To update the meeting on current position regarding Special Constables, Volunteers, Police Cadets and Apprentices.

### **2. Recommendations**

- 2.1 That the meeting notes the progress to date and the proposed approach to be taken with these issues.

### **3. Reasons for Recommendations**

- 3.1 The Nottinghamshire Police and Crime Plan 2011-2015 sets out the strategic vision for achieving a safer Nottinghamshire.
- 3.2 In support of strategic priority 7 the Force has made a commitment to plan and shape our workforce of the future, so that we have the right people, with the right skills, in the right place at the right time.
- 3.3 These recommendations will contribute to the outcome of improving trust and confidence by including a wider range of people in delivery of the service, and contribute to the outcome of spending money wisely by making effective and appropriate use of volunteers

### **4. Summary of Key Points (this should include background information and options appraisal if applicable)**

#### **4.1 Staffing Profile**

##### **Special Constabulary**

We currently have 368 Officers, of which 121 (33%) are female and 35 (9.5%) are from BME backgrounds.

## Police Service Volunteers

We currently have 210 Police Service Volunteers (PSV) of which 84 (54%) are female and (11.5%) are from BME backgrounds.

### 4.2 Duty Hours (Emergency Service internet Booking System (ESiBS))

ESiBS went live in September 2012.

#### Key Points:

- 92% of the Special Constabulary have completed their ESiBS training.
- In November 2012 we recorded 3 times the hours we were previously recording using HRMS.
- The table below show the benefit of ESiBS in recording the hours worked by Specials and Volunteers. Previously hours were being worked, but not efficiently recorded. Now they are, we can effectively calculate the benefit to the organisation and can recognise their contribution.

#### Special Constabulary

Month	City		County		Combined	
2013	Hours	Added Benefit	Hours	Added Benefit	Hours	Added Benefit
Jan	1,361		3,138		4,499	£0.066m
Feb	1,260		3,084		4,344	£0.064m
Mar	1,709		3,567		5,276	£0.077m
Apr	1,599		3,281		4,880	£0.072m
May	1,476		3,234		4,710	£0.069m
<b>Total</b>	<b>7,405</b>	<b>£0.108m</b>	<b>16,404</b>	<b>£0.239m</b>	<b>23,809</b>	<b>£0.348m</b>

*N.B. Added benefit is equated at £14.60 an hour, hourly wage for a student constable.*

The hours in the table above are operational hours on Division. In addition to these **7,399** hours of training was undertaken over the five month period with a nominal value of **£0.108m**.

## Police Service Volunteers

Month	City	County	HQ	Total
2013	Hours	Hours	Hours	Hours

Jan	0	0	91	91
Feb	0	11	75	86
Mar	0	7	124	131
Apr	8	71	154	233
May	32	175	194	401
<b>Total</b>	<b>40</b>	<b>264</b>	<b>638</b>	<b>942</b>

#### 4.3 Nottingham Trent University Partnership

Nottingham Trent University is in the planning stages with the force to open up Special Constabulary recruitment to criminology students. The scope of the current planning which will lead to a formal project is:

##### First Year

- 40 Criminology students to be recruited
- Condensed training takes place during the autumn with the University supporting the training delivered by the Police as a requirement as part of their course content.
- As a condition of passing the degree, the student will be required to carry out 200 hours duty time each of the 3 academic years, failure to do so with out good cause will cause the student to fail the degree.

##### Subsequent years:

- 40 Criminology students recruited each academic year.
- Special Constabulary training integrated into 1<sup>st</sup> year of degree, delivered by the University with some assistance from the force.
- Condensed tutor period, resulting in the Special Constable being at independent status at an earlier stage.
- Condition of passing the degree, the student will be required to carry out 200 hours duty time for years 2 and 3. Failure to do so with out good cause will cause the student to fail the degree.
- With training time the students will undertake in excess of 700 hours each over 3 years, with a strong incentive to complete this as it will form part of their final assessment towards their Degree.
- On completion of the degree, the student will be credited with a policing studies certificate which would count as approximately 80% trained as a regular officer and be accredited as prior learning.
- On application to Nottinghamshire Police, the student would be treated the same as any other applicant, however, if successful they would require less training time therefore this route would provide a more experienced officer sooner and at a lower cost to the force.

#### 4.4 Football Support Officers

A Football Support Officer Package has been implemented for Special Constables to work Nottingham Forest home games. Once fully accredited, these Officers will be used to release regular officers to return to core policing duties. Income generated from policing football matches will be reduced slightly as the chargeable rates are less.

Football Support Hours will be in addition to the 16 hours a month required on division, ensuring that local policing does not suffer as a result of this project.

In January Special Constables contributed 157 hours to policing 2 matches.

They will be involved with all home games next season.

#### 4.5 Gedling Specials Initiative

Twenty additional Special Constables have been recruited for Gedling in partnership with the borough council.

Gedling Council have funded £20K towards the initial start up and uniform costs for the 20 additional officers who are to be placed across Gedling working on local policing issues.

The first 9 officers to become fully operational following training have already contributed over 1,600 hours of policing.

The final officers for placement on the scheme attended the May attestation ceremony at GBC attended by ACC Fish, John Clarke and Michael Payne.

This initiative is to be repeated by support from Nottinghamshire County Council who are aiming to support the placement of 32 additional Special Constables into Partnership Plus areas around the county.

#### 4.6 Police Cadets

Following the very successful launch event at the Ice Arena in Nottingham, attended by the Commissioner and ACC Fish, applications from young people were invited.

The closing date for applications was Friday 31<sup>st</sup> May. 97 applications have been received, and candidates are being invited to interview. Of the 97 applicants, 16% are from BME backgrounds.

Interviews will take place throughout June to select up to 90 Cadets who will commence their programme in September, followed by a joining ceremony in

October which will be their first uniformed public appearance in front of Civic Dignitaries, Senior Officers, families and friends.

Cadets will attend one of five venues around the force area on one evening a week and one Saturday morning per month to undertake a programme of activities to educate them about how to be a good citizen, promote good habits and to allow them to learn about, and support their local police. A number of potential venues (not Police Stations) have been identified and will be confirmed once the demographic spread of selected Cadets has been determined. All the venues have been put forward free of charge and all can demonstrate promotion of community links via the Cadet Service.

Cadets will be lead by Police Service Volunteers; these have been identified and are all associated with the 'police family'. We have representatives from serving officers, PCSO's, Specials, Police Staff and retired officers and staff.

Work continues on the programme of activities and includes life saving, first aid, cycle safety, policing history and current issues, inputs from Police specialists in all areas of business. There will be physical activities, marshalling public events, assisting with local policing initiatives (eg leafleting for NPT, surveys etc.). All of the activities will be appropriate and safe for the young people involved and will be appropriately risk assessed.

#### 4.7 Apprenticeships

Nottinghamshire Police are determined to invest in the future of the young people of Nottingham and Nottinghamshire and therefore will offer apprenticeships.

It is government policy to increase the number of young people accessing Apprenticeships, and we have a significantly high number of 16 to 24 year olds living in Nottinghamshire who are not in education, employment or training, with 18,710 16-24 year olds claiming job seekers allowance in Nottinghamshire (Nomis stats. January 2013).

By undertaking an Apprenticeship young people will achieve an accredited qualification in a supported work placement (whilst employed on an Apprenticeship contract). It is not mandatory for the employer to provide a substantive job at the end of an apprenticeship, but it is envisaged that staff turnover in these roles is likely to provide that option to those apprentices who successfully complete their apprenticeship.

Within Nottinghamshire Police we have identified that the roles of Customer Service Advisor and Front Counter Clerk are appropriate roles for apprenticeships and it is therefore proposed that up to 20 apprentices are recruited. Evidence in other organisations shows of an apprentice programme increase in:

- Career Progression
- Employee retention
- Productivity.

- 4.8 Options are being explored for working with the Futures Apprenticeship Agency. Futures is a 'not-for-profit' company that offers a complete, all-age, careers and employability advice service.

## 5. Financial Implications and Budget Provision

### 5.1 Special Constabulary / Nottingham Trent University scheme

The Policing Pathway Scheme could provide 700 duty hours for each of 40 students across the time of their course, which equates to a benefit to be netted off against training and equipment costs.

The Certificate of Knowledge Scheme demonstrates the savings achieved from future officers not having to attend training and be fully operational in shorter term.

	Year 1 £m	Year 2 £m	Year 3 £m	Year 4 £m	Year 5 £m
<b><u>Policing Pathway</u></b>					
Training	0.009	0.009	0.009	0.009	0.009
Equipment	0.040	0.040	0.040	0.040	0.040
Benefits	(0.168)	(0.280)	(0.392)	(0.392)	(0.392)
<b>Net Benefit</b>	<b>(0.119)</b>	<b>(0.231)</b>	<b>(0.343)</b>	<b>(0.343)</b>	<b>(0.343)</b>
<b><u>Certificate of Knowledge</u></b>					
Training	0.000	0.000	0.000	0.210	0.210
New Officer Training Costs	0.000	0.000	0.000	(0.035)	(0.035)
Hours not operational due to training	0.000	0.000	0.000	(0.358)	(0.358)
Hours not operational due to mentoring	0.000	0.000	0.000	(0.112)	(0.112)
Benefits				(0.505)	(0.505)
<b>Net Benefit</b>				<b>(0.295)</b>	<b>(0.295)</b>

### 5.2 Apprenticeships

Costing scenarios are currently being modelled to reflect the cost and impact of recruiting up to 20 apprentices from the ages of 16-21 year olds.

### 5.3 Police Cadets

The scheme is estimated to cost £0.034m for year 1, with subsequent year costs of £0.052m. This is an estimate based on:

- 50 / 50 split of male and female Cadets
- Each Cadet submits travel expenses of £10 a month (9 months active)
- Of the 15 Cadet leaders, 6 will be paid members of staff, with the remainder being either Specials or PSV's.

## **6. Human Resources Implications**

- 6.1 HR Implications have been incorporated into our overall recruitment and training plans.

## **7. Equality Implications**

- 7.1 Both Special and Cadet recruitment presents an opportunity to create a positive effect on recruitment and future retention of BME police officers, and police staff.
- 7.2 Engaging with minority groups at a younger age may develop a better understanding of the policing role in the community and potentially encourage young people in considering a future career within policing.

## **8. Risk Management**

- 8.1 All work is under the auspices of Force project management systems. Risks are monitored and raised for action as necessary through regular highlight reports to the Local Policing Board.

## **9. Policy Implications and links to the Police and Crime Plan Priorities**

- 9.1 All the issues in this report support all 7 strategic priorities and specifically Priority 7 of the Police and Crime Plan i.e. to spending your money wisely, to 'recruit, manage, train and develop a diverse workforce so that we have the right people, with the right skills in the right place at the right time'. Recruitment of Specials is governed by the College of Policing National Guidance.
- 9.2 The recruitment of the Cadets has been developed in line with the Force Recruitment Policies.



<b>10. Changes in Legislation or other Legal Considerations</b>
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10.1 None

<b>11. Details of outcome of consultation</b>
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11.1 None. The report is for information only.

<b>12. Appendices</b>
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12.1 None

<b>13. Background Papers (relevant for Police and Crime Panel Only)</b>
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13.1 None