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Report of the Police and Crime Commissioner to the Chair and Members of the Cleveland Police and Crime Panel

21 September 2015

Special Constabulary, Police Volunteers and Cadets Update Report

1.0 Purpose of Report

To provide members of Cleveland Police and Crime Panel with a brief update in regards to the Special Constabulary, Police Volunteer Programme and Police Cadet Programme.

2.0 Background

- 2.1 In the Police and Crime Plan 2015/17 the Police and Crime Commissioner has made a commitment to '*champion the involvement of volunteers as part of a longer-term approach to service delivery across the Criminal Justice System*' and '*to support recruitment and development of Police Officers, Police Staff, Police Community Support Officers and Special Constables*'.
- 2.2 Towards the achievement of these commitments the Police and Crime Commissioner in partnership with Teesside University, hosts an annual Criminal Justice Volunteer Recruitment Fair. These events have proven really successful with over 900 individuals expressing an interest in volunteering opportunities with organisations such as Victim Support, My Sisters Place and Lifeline. The event will be held again this year, on Monday 2 November 2015. Further details will be circulated to panel members once available.
- 2.3 In addition to this the Police and Crime Commissioner has supported the recent recruitment of Special Constables, Police Constables and Police



The Police & Crime Commissioner for Cleveland is an accredited Living Wage Employer with the Living Wage Foundation.

Community Support Officers through promotion of the opportunities via social media.

3.0 Special Constabulary

3.1 Cleveland Police currently have seventy three active Special Constables. This includes fifteen that were appointed from the recent recruitment campaign. The current rank structure of the Special Constabulary can be seen at table one below:

Table One

| Rank | Number |
|---------------------------------|---------------|
| Special Chief Officer | 1 |
| Special Assistant Chief Officer | 1 |
| Special Chief Inspector | 4 |
| Special Inspector | 3 |
| Special Sergeant | 3 |
| Special Acting Sergeant | 1 |
| Special Constable | 60 |

4.0 Police Volunteers

4.1 The Cleveland Police volunteer programme is in the process of being re-launched following a review completed in early 2015. The review highlighted the fact that previously volunteers were recruited and positioned into roles which may not necessarily have suited their interests / skills. This meant that they often became disengaged after a short period of time.

4.2 The importance of having volunteers within the Police Service has been identified as key for a number of reasons. They bring a wide range of skills and experience and also add value to the service that officers and staff are trained to provide. This in turn improves service as a whole.

4.3 Therefore a new model of working has been identified in order to ensure a volunteer programme that is sustainable in the long term and that ensures the right people are in a role that is suitable to them, their interests and their skills.

4.4 The new model will therefore focus on the identification of role profiles from departments across the Force where value can be added from a volunteer. These roles can then be openly advertised meaning that individuals interested in the role can actively apply based on their skills and interests. It is hoped

Cleveland Police will be in a position to launch the new programme in time for the Criminal Justice Volunteer Fair as discussed in paragraph 2.2.

4.5 In addition to the Cleveland Police Volunteer Programme the Office of the Police and Crime Commissioner utilise a number of volunteers. Firstly the Police and Crime Commissioner is statutorily required to operate an Independent Custody Visiting Scheme.

4.6 Currently there are 20 volunteer Independent Custody Visitors in post whose role it is to evaluate the welfare of detainees held in custody. This scheme has successfully been running for a number of years and is managed independently of Cleveland Police to ensure complete independence in the visiting process.

4.7 Secondly, the Police and Crime Commissioner utilise five volunteers as 'Mystery Shoppers'. Their role is to assist the OPCC by undertaking Mystery Shopper checks focusing on:

- Public meetings – are meetings accurately publicised (i.e. right time and place and notice of cancellations), and are officers well prepared and delivering the key messages.
- Website checks – do neighbourhood pages contain up to date information regarding ward meetings.
- Phone calls to Single Point Of Contact numbers – are callers treated courteously and professionally and are call takers able to give relevant information regarding neighbourhood staffing, priorities and meetings.
- Police offices – are front desks clean and tidy, is up to date, relevant information regarding neighbourhood policing displayed, can front desk staff provide verbal information regarding neighbourhood policing, are customers dealt with promptly and professionally.

4.8 The information collated from these checks form part of the Police and Crime Commissioner's quarterly consultation and engagement report.

5.0 Police Cadet Programme

5.1 The Cleveland Police Cadet Programme launched in 2009 with support from Cleveland Police and the then Police Authority. The Programme which is delivered by Safe in Tees Valley on behalf of Cleveland Police is based around three core principles, these being;

- Supporting Policing Priorities
- Social Action
- Personal Development

5.1.1 Supporting Policing Priorities

Over the previous 12 months the Cleveland Police Cadets have worked closely with the Integrated Neighbourhood Teams and taken part in a number of Crime Prevention Initiatives. For example, the Cadets visited allotment holders from across the Cleveland area to provide them with crime prevention advice and to hand out security equipment such as padlocks and alarms to make their plots more safe and secure.

In addition to this, the Cadets have been involved in twelve Neighbourhood Policing Operations and diversionary activities including in the lead up to Mischief and Bonfire night.

Over the next 12 months it is hoped that the cadets can be further utilised and embedded within the Neighbourhood Policing Model to offer further support across the whole of the Cleveland area.

5.1.2 Social Action

It is an important requirement that the Cadets take part in Social Action within the community and at present they are supporting at least one charitable or voluntary initiative per month. An example is The North East Disabled Games whereby Cadets assisted in a number of running events and helped the visually impaired competitors around the events venue. Other examples include litter picks and working with Friends of Hartlepool Cemetery to log and preserve the town's war graves.

Since April 2015 the Cadets have volunteered in excess of 500 hours to Community and Charity based events.

5.1.3 Personal Development

The Cadets curriculum covers a broad and relevant range of subjects designed to equip the young person with the knowledge and understanding to make them socially aware, confident to avoid negative influences and to act as ambassadors to peers and to raise their aspirations.

All Cadets receive a record of achievement which documents their journey through the Cadet Programme. It holds certification awarded and other related documentation including letters of appreciation and commendations.

- 5.2 There are currently approximately 100 young people involved in the Cleveland Cadet Programme. It is hoped this will increase to 120 over the next 12 months. A rolling programme of recruitment is in place and the process has recently been streamlined to ensure some of the most vulnerable deprived young people are not deterred by complicated application forms and wordy explanations as to why they wish to join the Cadets.

6.0 Conclusion

- 6.1 The importance of volunteers within the Police Service and wider Criminal Justice System is seen as key in order to provide support and add value to services that are currently being delivered.
- 6.2 Over the next 12 months the Police and Crime Commissioner will be working closely with the Force to further develop the use of volunteers that will compliment the new Neighbourhood Policing Model.

Barry Coppinger
Police and Crime Commissioner for Cleveland