



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

8 September 2016

Citizens in Policing

1. Purpose of Report

1.1 The purpose of this report is to provide Members of the Cleveland Police and Crime Panel (PCP) with an update regarding the progress of the Cleveland Police Volunteers Programme and the Special Constabulary following the previous report presented in September 2015.

2. Background

2.1 The Cleveland Police Volunteers Programme was originally launched by Cleveland Police Authority and focussed on recruiting generic volunteers who were then allocated to a variety of voluntary positions dependent on their individual skillset.

2.2 Although the scheme did achieve considerable success, issues were encountered in suitably allocating individuals and on retaining volunteers.

2.3 As a champion for volunteering opportunities within the criminal justice system, the Police and Crime Commissioner has held annual Criminal Justice Volunteer Fairs since coming into office as a mechanism for promoting the wide variety of volunteering opportunities across the sector.

2.4 Increasing the number of Special Constables volunteering for Cleveland Police was a key priority in the PCC's first Police and Crime Plan, and he has also been a consistent supporter of the Cleveland Police Cadet Scheme for young volunteers.

2.5 Developing a robust and clearly defined Volunteer programme for Cleveland Police has been a key priority for the PCC, which he has worked in conjunction with the Force to achieve.

3. Cleveland Police Volunteers Programme

- 3.1 Engagement with police officers and staff was undertaken to ascertain what possible functions volunteers could undertake which would assist front line staff in maximising their front line effectiveness.
- 3.2 Following this engagement a series of role descriptions were established and agreed with the staff association, UNISON, together with the Cleveland Police Resource Management Group.
- 3.3 Advice was sought from North Yorkshire Police, who have a well established Volunteer programme, led by two Volunteer Coordinators. North Yorkshire Police have recently decided to replace their Volunteer Coordinators with salaried staff, which has enabled the experienced North Yorkshire volunteers to focus on establishing the Cleveland Police Volunteer Scheme.
- 3.4 The Cleveland Police Volunteers Programme was publicly launched on 25th July, with a selection of four different vacancies available:
 - Independent Advisory Group (IAG) Administrator Volunteer to provide administrative support to the IAG by coordinating meetings and ensuring the professional delivery of IAG duties and objectives.
 - Duty Support Volunteers to undertake general tasks across the Force, with successful applicants' duties ranging from calibrating breathalysers, to social media, Police National Database enquiries and property administration.
 - Community Support Volunteers to support police officers and PCSOs with duties which could include helping with crime prevention campaigns, school liaison and engaging with hard to reach groups.
 - Vehicle Checking Volunteers to help check the force's fleet is well maintained. Duties will include ensuring equipment - from spare tyres, to sirens and first aid kits, to fire extinguishers - is in good working order. May also be called on to help with cycle maintenance.
- 3.5 Volunteers must be aged 18 or over and will undergo a vetting process. Recruitment interviews will be undertaken by the Volunteer Coordinators.
- 3.6 The application process was online through the Cleveland Police website. 38 online applications have been received, which are currently being reviewed by the Volunteer Coordinators, who will be undertaking interviews within the next month.

4. Cleveland Police Special Constabulary

4.1 Cleveland Police currently have 52 active Special Constables. The table below shows the current rank structure:

Rank	Number
Special Chief Officer	1
Special Assistant Chief Officer	1
Special Chief Inspector	3
Special Acting Chief Inspector	1
Special Inspector	1
Special Acting Inspector	1
Special Sergeant	1
Special Acting Sergeant	3
Special Constable	40

4.2 An additional 21 new Special Constabulary recruits commence their training with the Force on 1 October 2016. This training programme lasts approximately 4 months.

4.3 In addition to this in January 2017 a recruitment process will take place to increase the number of Specials by up to 24.

4.4 During the period 1 January 2016 – 31 August 2016 the Special Constabulary have committed 11,795 hours to the Police Service. This can be broken down as below:

- Neighbourhood Policing Duties - 3,226 hours
- Response Duties – 4,272
- Roads Policing - 309
- Special Events – 963
- Other (training etc.) – 3,025

4.5 The PCC will continue to support the Cleveland Police Volunteers Programme, and to champion volunteering across the criminal justice sector.

Barry Coppinger
Police and Crime Commissioner for Cleveland