



## Join Essex Police Employer Supported Policing

**Employer Supported Policing (ESP)** is a simple yet powerful partnership between employers and Essex Police. It's a great way to enhance your corporate image within the community whilst at the same time playing a big part in making Essex a safer place to live and work



To find out more, please contact our **Specials Development Team** on **01245 452555** or **[specials.command.essex@essex.police.uk](mailto:specials.command.essex@essex.police.uk)**

# WHAT IS A SPECIAL CONSTABLE?



**SAME** powers in law  
as regular officers



Wear the **SAME** uniform



Carry the **SAME**  
equipment



Work from the **SAME**  
buildings



Work **ALONGSIDE** regular officers



Attend the **SAME** briefings



Sent to the **SAME** calls for service



Work on the **SAME** operations



Work **WITH** partner agencies **SOLVING** community issues



Perry works full time as a Commercial Customer Manager with Wave Utilities. In his spare time he is a Special Constable with Essex Police where he is a member of the Roads Policing Team as well as being a police search specialist. His employer is an ESP partner, fully supporting his police volunteer role which allows greater flexibility for his police duties.

Perry says “Wave allow me 10 days a year on top of my annual leave entitlement to undertake police duties This has proved really useful as some training courses are not run over a weekend; they have to be completed with our regular officer colleagues and this additional time has allowed me to attend.

I feel suitably supported and a lot of the senior management, directors included, are genuinely keen to understand what I get up to; obviously some bits I can't mention, suffice to say, they are content with what I can tell them!

The training offered to Special Constables in Essex is identical to that given to the regular police officers and therefore the quality of delivery and subject matter is always guaranteed. Some of the training that I have received over the years is clearly transferable and I would like to think that it also provides my employer with other softer, but equally important skills such as acting with honesty and integrity at all times, listening and genuinely caring for others who, on occasions may need some support. Within my day job, I drive around the country and cover many miles each month; I have been fortunate enough to partake in a 3-week Police Response Driving Course provided by Police instructors and this has up-skilled my levels of observation, anticipation and overall road safety awareness which, clearly I bring back into my day job and social driving.”



**Jane Austin, Director of HR**



Jane says "Wave really cares about its employees and about it's role in the community. We are so lucky to have Perry working for us. Perry has been a special constable with Essex Police for almost 20 years and is a valued senior manager in Wave. Wave became an ESP partner to celebrate and promote the importance of workplaces supporting 'Specials'. We give 10 days' additional paid leave per year for our specials to attend police training and other duties.

The transferrable skills special constables have should not be underestimated, and Perry has supported the HR department on many occasions. Perry is trauma trained and was able to give immediate help when one of our senior managers arrived into work one day in complete shock, having been the first on the scene of a serious road traffic accident on his way to work. No one in our organisation could have dealt with this in the way Perry did and as well as bringing much needed calm, he was able to advise of what to do next and how to get ongoing support.

As a HR Director I deal with many employee cases, including stalking, domestic violence and other difficult situations and on occasion Perry has been able to give me immediate and guided advice on these issues and share the specialist knowledge and training he has. I can't recommend enough the value to the business of supporting this great National programme."

## **EMPLOYER BENEFITS:**

- ✓ The unique experience of being a volunteer Police Officer offers a level of staff development which cannot be bought commercially.
- ✓ As a Special Constable your staff will develop many skills which will transfer to your business, enhancing your organisation and their personal resilience.
- ✓ Special Constables are widely regarded by employers as being more committed, dependable, confident and responsible in the workforce.
- ✓ Employers will have direct links with the constabulary and the communities of Essex, enhancing local community engagement and support.

As a volunteer Police Officer, **your staff will develop** in these areas...



**Conflict Management**



**Prioritisation of Demands**



**Leadership**



**Taking Personal Responsibility**



**Crisis Management**



**Effective Communication**



**Problem Solving**



**An Understanding of the Law**



**Decision Making**



**The Delivery of Objectives**

... and bring them back into your work place!



For more information about ESP and the benefits available to employers and staff, please contact our Specials Development Team on 01245 452555 or [specials.command.essex@essex.police.uk](mailto:specials.command.essex@essex.police.uk)

The team will be happy to discuss a bespoke arrangement tailored exclusively for YOUR organisation.