



Home Office

**ESP**   
EMPLOYER SUPPORTED POLICING



INTRODUCTION TO  
**EMPLOYER  
SUPPORTED  
POLICING**

FOR THE SPECIAL CONSTABULARY  
& POLICE SUPPORT VOLUNTEERS



# WHAT IS THE EMPLOYER SUPPORTED POLICING?

**EMPLOYER SUPPORTED POLICING (ESP) IS A NATIONAL SCHEME OWNED BY THE HOME OFFICE.**

*It is a partnership benefitting employers, their staff and the police service by releasing Special Constables and Police Support Volunteers to volunteer in the communities they serve.*



*Mustaq works for Openreach and is a Special Constable for Lancashire Constabulary. Openreach supports their employees who are Special Constables with an additional 10 days per year to volunteer.*

*"I enjoy helping victims of crime and being able to make a difference in my community. My employers are partners in the Employer Supported Policing scheme which is really supportive to me and they actively encourage volunteering. I have definitely increased my confidence since becoming a Special Constable, and have developed my listening skills, as well as the ability to remain calm under pressure, all of which have transferred back into my workplace."*



*Special Constables are volunteer police officers, with full police powers, that have the same uniform and equipment as their paid officer colleagues and attend the Initial Learning for the Special Constabulary training course. They undertake patrol duties, attend calls from the public and investigate reports of crime. Special Constables provide an additional uniformed presence on the streets, reassuring the public, supporting crime reduction and help to make communities safer.*



*Amanda is the Apprenticeship Coordinator with Greater Manchester Police (GMP) and is also a Police Support Volunteer within the Neighbourhood, Confidence & Equality team who have responsibility for the Citizens in Policing programme. GMP supports Amanda with an additional three days of paid leave under the ESP scheme to carry out her volunteer duties.*

*"Having worked for GMP for over 20 years, I became a Police Support Volunteer as I wanted to use my knowledge, skills and experience to support the wider team. This role allows me to contribute to a different area of policing and support colleagues including volunteers."*



*Police Support Volunteers undertake roles to support and enhance the day-to-day work undertaken by police officers and staff. By offering their time and energy in this role they help address policing issues, enhance service delivery and strengthen links between policing and the community.*

*Police Support Volunteers can also offer other capabilities to policing, such as cyber and fraud specialist skills.*

# THE EMPLOYER SUPPORTED POLICING SCHEME EXPLAINED

## HOW CAN ORGANISATIONS BE INVOLVED?

Organisations are asked to consider releasing their staff that are Special Constables and/or Police Support Volunteers by giving them paid time off to undertake their volunteer police duties and/or training.

Once an organisation agrees to give employee volunteering leave, and have completed the Employer Supported Policing registration form, they will become a Partner on the Scheme, and will receive a Certificate of Participation.

As well as allowing additional paid leave for employees to volunteer as a Special Constable and/or Police Support Volunteer, organisations can also promote ESP by actively encouraging staff to volunteer in policing.

## WHAT ARE THE BENEFITS?

*Employer Supported Policing is an effective and powerful way to invest in people as well as the local community.*

### AS A POLICE VOLUNTEER YOUR STAFF WILL DEVELOP IN THESE AREAS:



EFFECTIVE  
COMMUNICATION



PROBLEM  
SOLVING



UNDERSTANDING  
OF THE LAW



DECISION  
MAKING



THE DELIVERY OF  
OBJECTIVES



TEAMWORK



CONFLICT  
MANAGEMENT



PRIORITISATION  
OF DEMANDS



LEADERSHIP



TAKING PERSONAL  
RESPONSIBILITY



CRISIS  
MANAGEMENT



CONFIDENCE

# BENEFITS FOR ALL

*The Employer Supported Policing (ESP) scheme increases the diversity of knowledge within a workforce, offers a rewarding scheme to participate in, as well as supporting the ethical, social and community aims of many organisations. The ESP scheme contributes to a safer, more resilient and empowered society which leads to community well-being through volunteers who enhance the connections between different sectors such as industry, public sector, enterprises and employers as well as promoting active citizenship and engagement within policing.*

## BENEFITS TO THE EMPLOYER

- Being a responsible business by supporting employees and the local community
- Supports the organisations corporate social responsibility objectives
- Enhanced reputation and profile with local community
- Positive marketing opportunity
- The unique experience of being a police volunteer offers a level of staff development which cannot be bought commercially
- Contributes to morale, well-being and retention of employees
- Can help employees career progression and the transferable skills they gain will enhance your organisation

## BENEFITS TO POLICING

- Increased police visibility increasing public reassurance
- Wider pool of resources available to help reduce demand
- Improved recruitment and retention of police volunteers
- Closer partnerships with business

## BENEFITS TO THE COMMUNITY

- Increased direct engagement with local police
- Increased reassurance due to more visible policing on the street
- Increased public confidence
- Greater resources for reducing crime
- Connecting businesses to the community

## BENEFITS TO EMPLOYEES

- Increased participation, volunteer hours and confidence
- Enhanced skills and training, valuable for career progression
- Giving back to the community with support
- Feel supported – leading to fulfilment and improved relationship with employer
- Sense of wellbeing within the workplace
- More flexibility to attend training/ police duty which supports further development

We see the ESP programme as an effective partnership between us as an employer, our people, and the Police Service to increase public safety and confidence. This brings benefits not just to the employer, but also the individual and the community that we serve. I wholeheartedly encourage our employees to consider becoming Special Constables and support this with an additional 10 days employee volunteering leave per year. They are not just Special Constables, they are special people.

**Bernie Auguste**  
Director Security & Resilience

**openreach**  
a BT Group business



To find more out about Employer Supported Policing please contact:

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