

SPECIAL

IMPACT



THE VOICE OF THE SPECIAL CONSTABULARY

AUTUMN 2019 ISSUE 36



SEE CENTRE PAGES

CELEBRATING THE NATIONAL LORD FERRERS AWARDS

WELCOME



Welcome to Issue 36 which reports on the wonderful Lord Ferrers Awards hosted by the Home Office at the historic Lancaster House in London – a truly stunning venue. Once again, we were staggered by the fantastic contributions that the finalists had given to Policing – a truly inspiring event.

One of the categories for the Awards is the Employer Supported Policing Category, an area of Citizens in Policing that is very much growing. Pages 16-21 report on the latest ESP stories and this quarter we welcome 16 new partners on the Scheme.

The last couple of editions have featured some overseas articles, and I am pleased to be able to publish our 'International Spotlight' article for this edition, plus report on the recent Volunteer Law Enforcement Officer Alliance (VLEOA) Conference which took place in Florida last month, and had UK Special Constables in attendance again this year. It's great to get an overseas perspective on Volunteers in Policing.

There are currently some 10,100 Special Constables across England and Wales, and I know that I am not the only one who wants to thank you for your continued commitment and dedication to keeping communities safe.

A handwritten signature in black ink, appearing to read 'Tina Shelton'.

Tina Shelton
Editor Special Impact

The Institute of Public Safety Crime & Justice hosted a Special Constabulary Specialist Roles event in July which was attended by many Forces who were able to gather and share good practice.



We look forward to coverage of the recent International Citizens in Policing Conference in the next issue.

Special Impact is supported by Citizens in Policing practitioners, officers and stakeholders. Thanks go to North Yorkshire Print & Design team for supporting artwork & design.

To submit an article or to give feedback, please email: Tina.Shelton@gmp.police.uk



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Hampshire Special Constables Winning Award



L-R: DI Paul Masters,
SC Ben Trethowan



Special Constable Ben Trethowan has won a National Cyber Award for his work on two software programmes which are helping detection of crime in Hampshire and beyond.

Ben, who is a part of the Force's CSCV (Cyber Specials and Cyber Volunteers) cohort, was the winner of the Cyber Law Enforcement Individual Award at the ceremony held in Cheltenham.

He was congratulated for his work on two software programmes – Operation Magnetise (automated website surveillance) and Oxidise (cyber threat detection and log analytics platform.)

Ben worked on Magnetise after becoming aware that internet intelligence research was being performed manually by teams of analysts who had to visit individual web pages, looking for key terms, inspecting images and links. This process was very resource intensive and uncoordinated, resulting in risks of duplication and omission.

He worked out how to automate these searches using a collection of freely-available software tools. By crawling target websites using a small computer program ('spider'), the content for an entire website is systematically retrieved and stored within a local database. This makes the website content easily searchable by indexing the content as it's saved.

Magnetise is being trialled by several units within Hampshire Constabulary and has been viewed by other Forces and the Regional Organised Crime Unit.

Oxidise came about because Ben realised, through his work with the Hampshire CyberCrime Unit (CCU), there was no method for analysing security monitoring artefacts (such as high-volume firewall or web server logs) supplied by victims, which could help with cybercrime investigations. The CCU also lacked a tool to provide near real-time situational awareness of cyber threats.

Having designed and built security analytics systems for commercial industry, Ben worked out how to build a platform, using freely-available software tools, to provide intelligence on threats prevalent within a specific geographical area and monitor their spread.

Detective Inspector Paul Masters, head of the Force's Digital Investigation and Intelligence (DII) unit, says: "Both pieces of software have the potential to revolutionise the way in which law enforcement operates in what can be a resource-intensive method of web capture and log analysis.

"This has already been recognised on a local and regional level with the intention of supporting UK police as a whole.

"These products have the potential of saving agencies significant resources, expenditure and ongoing training costs, while increasing the clarity and number of positive lines of enquiry available to investigating officers."

Essex Volunteer Police Officers Give a Huge Contribution



Volunteer Police Officers gave more than 2,000 hours across bank holiday weekend back in the summer.

There were more than 200 Specials working 309 duties; amounting to a huge 2,420 extra hours policing in Essex. More than 900 of these hours were spent on high-visibility patrol offering reassurance to residents.

During these duties, Special Constables dealt with a number of different incidents. They arrested five people for knife-related crime while supporting Operation Sceptre, with a further 10 arrests for similar crimes across the weekend. Operation Sceptre is dedicated to reducing knife crime on the streets. Sadly, they also dealt with a serious road traffic collision in Loughton and continued to support the investigating officers' enquiries throughout the weekend.

Sarah Wright from the Special Constabulary said: "Bank holidays are really busy weekends for the Force. Our Specials have made a huge contribution in responding to that demand with nearly more than 2,000 hours volunteered by more than 200 officers. They have truly made a difference to the Force and our communities."

As this is the largest Pride event in Wales, Steve was called to duty and supervised more than 20 Special Constables to make sure Cardiff residents and their guests had a fun but safe time.

Additionally, one of the Forces' long-serving Specials, Special Inspector Steve Pipe from Stansted Airport, had a busy weekend out of the County as he represented the Force at the NPCC National LGBT+ Conference in Cardiff alongside 300 other Officers representing all UK Forces. The Conference helped raised awareness of hate crime, LGBT+ rights and discussed how Officers can work to bring communities together. Steve also joined the hundreds of Officers at Cardiff Pride, on the Saturday.



Suffolk Constabulary



I'm old enough to be the grandfather of a couple of colleagues on this training course!

At age 63, Steve Mitchell may be more mature than the average Police Officer in training but he's not letting that stop him from joining the ranks of the Special Constabulary.

Steve passed out of Training in June 2019 and is now continuing his professional development training in and around Bury St Edmunds.

Steve originally joined Suffolk Constabulary in May 2018 as a Police Support Volunteer with Transport Services.

"It was this exposure to the Constabulary that made me think about how I could, and why I wanted to, contribute further to the Constabulary," said Steve.

"I was always conscious when commuting to London that the armed police on the streets of the City were there to protect me.

"The fact they hadn't a clue who I was, but were still prepared to protect me, and hundreds of others like me, was a sobering thought.

"Furthermore, I wanted to develop myself, my skills and my knowledge in an environment not really previously encountered, moving well outside my comfort zone in both a physical and mental way."

Steve worked in insurance and reinsurance for 37 years, travelling around the world, before retiring four years ago.

"My retirement has given me the fortunate opportunity of being able to put something back into the community and the Constabulary in a very tangible and meaningful way, off the back of the mass of experience I have gained over the years; from school, through university, and in my work life and personal life."

Following on from his previous work with Transport Services and his keen interest in cars and driving – being a member of the Institute of Advanced Motorists – Steve hopes to qualify as a response driver and to work with Roads Policing.

"I would love to develop my driving skill to a higher level, and use that and the experience gained with Roads to coach and encourage others to drive better and more safely."

While now ready to get stuck into Special Constabulary life, Steve did have some apprehensions before starting.

"One of my concerns was my age, and I discussed this with various colleagues and friends, all of whom were very supportive and very realistic; age is not a prohibitive factor, it is fitness and ability that matter.

"I am fairly fit and, whilst there is no doubt it was the younger members of the group that were breathing normally at the end of the beep test, I certainly held the ground on behalf of the older generation.

"Age is not a prohibitive factor, it is fitness and ability that matter."

"That said, people my age bring with them a wealth of life experience that the younger specials have yet to find and I feel that this is incredibly useful in, for example, developing an empathy and understanding with the community and with other Police Officers.

"It is also essential that there are applicants, like myself, who are 'Career Specials', and opportunity to progress through a rank structure, and to experience the numerous diverse areas of policing, are certainly available.

On the training itself, Steve said: "It is terrific to see how quickly and well the group of us on the course have bonded.

"There is a huge amount to learn, both theoretical and practical, but it is fascinating, highlighting how necessary it is to think in a different way to reflect a world that we're perhaps not used to encountering.

"The trainers at PHQ are absolutely first class, providing a thorough and correct basis from which to go forward, and it is quite humbling to see the evident willingness of staff to encourage and support my journey to becoming a special."

"It is essential that there are applicants like myself, who are 'Career Specials.'"

Lancashire Constabulary

Specials Constabulary Annual Awards

Held at Lancashire Constabulary HQ, the evening of 10 September recognised some truly inspirational officers that have given up their time freely to support policing, going above and beyond what is expected of them, ensuring that the Force gives a quality professional service to the people of Lancashire.

There are currently 274 Specials, who this year so far have volunteered over 57,000 hours by supporting Immediate Response, Public Order at Football, Neighbourhood issues and reduced Road Traffic offences and accidents through a dedicated Safer Roads Team, as well as participating in regular operations on Divisions.

Assistant Chief Constable Terry Woods and the Police and Crime Commissioner Clive Grunshaw presented the Awards. Both are big supporters of the Special Constabulary and have been integral to the progression made over the last couple of years in creating a Special Constabulary that meets the current needs of the Force. Representatives from Divisional Senior Management Teams, Lancashire Volunteer Partnership and the Special Constabulary were also in attendance.

Awards were presented for the following categories:

Student Officer of the Year - SC Adam Bushell

This category recognised the officers who have recently joined us and shown the greatest progress and commitment to policing whilst in their initial probationary period.

Adam comes from a police family and is currently a police control room officer. He has made exceptional progress in the Specials; he attested in the December 2018 intake and achieved safe and legal status six months later. He is authorised to drive A to B, so is now a valuable resource, where regular supervision are happy for him to attend response jobs single crewed.

Adam has volunteered over 450 hours to the end of August this year and has been commended by numerous Regular and Special Supervisors. He is highly competent in police procedures, keen and willing and noted as being confident and prepared to get stuck in, indeed he received mention on the divisional log on his first operational shift.



Runners Up

Special Constable Ben Massam
Special Constable Lydia Manboard

Supervisor of the Year – Special Inspector David Milligan



Special Supervisors are integral to the day to day running of the Special Constabulary. Not only do most have full time busy day jobs, but on top of that, they keep their operational experience up by supporting front line policing, managing teams in the area they are based, looking after probationer officers, linking in with location supervision and planning and managing policing operations.

This was one of the hardest Awards to judge, as the Force is lucky enough to have 11 Special Inspectors and over 20 Special Sergeants who all do an amazing job.

David joined in 2014, became a Special Sergeant in 2015, Temporary Inspector the same year and the Special Inspector at Lancaster, in December 2018. He works as a PCRO, so his understanding of Police Systems means he can assist officers when operating the Connect System.

Lancaster is a tourist destination, has a large local population and two Universities. David arranges numerous duties to support policing operations and events, this requires considerable liaison with regular supervision and he takes personal ownership ensuring jobs are covered and calling in assistance from other areas when required. His dedication was exemplified by his involvement

in organising Special Constables to attend scene guard duties at a recent murder. He also brought officers on duty to support the duties for the moorland fire at Rivington in 2018.

David was prominent in supporting football initiatives in 2018/19 and supports major events, such as the Firework Championships in Blackpool. This year he has brought officers to East Division to support the Beat Herder Music Concert Operation. As a further example of his dedication David funded his own D1 driver training so he can now drive a carrier and lead local operations.

A worthy winner who provides a great service to the Regulars and communities of Lancaster Borough and Lancashire

Runners Up

Special Sergeant Craig Naylor
Special Sergeant Reece Ward

Outstanding Achievement – Special Inspector Allen Evans

This award looks at those who have gone above and beyond what we expect of them. There is definitely a cross over into the other categories, but those nominated for this award have been chosen for their efforts and commitment to the Special Constabulary, Lancashire Constabulary as a whole and to the residents of Lancashire.

Allen joined in 2014 and was rapidly promoted to supervisory roles. He is currently the Special Inspector responsible for Blackburn.

Retired after running his own Motorcycle Import business, Allen brings with him a wealth of knowledge and experience. He has a passion for helping and developing others, spending a fair bit of his time taking other specials out and assisting in moulding them into effective officers. Another passion is roads policing operations and Allen arranges and manages numerous check point operations supporting our roads policing.

Seeing that the CID departments were struggling to manage their caseloads, and some victims of fraud were not getting the service that they deserved, Allen set about working on frauds and getting other Specials involved. Allen investigates the initial allegation, speaks to and reassures the victim and takes detailed statements from them, sends off for financial information, identifies offenders and builds the cases against them. Allen then presents the cases to the local Detective Inspector who then agrees progression of the cases. He has been involved in the arrest of offenders for his fraud cases and offenders are now being convicted of these. Victims of these frauds are often elderly or vulnerable people who are preyed upon by fraudsters and the work that Allen has done definitely deserves recognising.



Runners Up

Special Inspector Sonya Boden
Temporary Special Sergeant Joshua Thompson

Special Constable of the Year – Temporary Special Inspector Stephen Bullock

The winner of this year's Special Constable of the year received a number of nominations from colleagues. Stephen is an extremely enthusiastic officer, who joined the Specials in 2015 and for over two years he served as a Special Sergeant and quite recently he has been appointed as a Temporary Inspector.

One officer describes him as the best supervisor she has ever worked for, another summarises by saying he is 'a good all-round bloke who is always

there and gives support when needed.' Another officer describes Stephen as being 'highly supportive and enthusiastic' and it is noticeable that Stephens's raw enthusiasm spreads to the Special Constables he works with.

Stephen was instrumental in organising proactive operations at Chorley; he supports many operations and neighbourhood events and made a significant contribution at the Moorland Fires at Rivington in 2018.

He recently transferred to West Lancashire and is working closely with the regular Chief Inspector to re-energise the Specials Team and is addressing local policing issues, most notably ASB issues in Ormskirk town centre and maintaining high visibility presence in the rural areas. Stephen is extremely resourceful and will secure the support of Specials from other areas to ensure that operations are a success.



Runners Up

Special Inspector Keith Armstrong
Temporary Special Sergeant Jake Brown.

20 Special Officers were also recognised for three years' service and 3 for five years

Operation Indemnis Team Receive South West Regional Award



Gloucestershire Constabulary's Operation Indemnis Team were honoured for their dedication and outstanding achievements at an awards ceremony in Taunton on Sunday 14 October.

Avon and Somerset Police hosted the South West Region Special Constabulary and Police Support Volunteer Awards at Somerset County Cricket Club.

Operation Indemnis received the Special Constabulary Team of the Year Arthur Ellis Memorial Award for their proactive approach to policing the strategic road network.

In the first six months since its introduction on 1 November 2018, the team committed 1,510 hours, gave educational warnings to 301 drivers, found three individuals positive for alcohol and four positive for drugs, seized 47 vehicles, reported 35 traffic offences and assisted 41 breakdowns.

The Awards recognise the time, effort and invaluable contributions given by those who volunteer in policing across the entire South West Region.

Assistant Chief Constable Julian Moss said: "I was delighted to attend the South West Region Special Constabulary and Police Support Volunteer Awards.

"I am so proud of the achievements of Op Indemnis and the dedication and innovation demonstrated by this fantastic group of volunteers. Well done to all involved."

Andy Marsh, Chief Constable for Avon and Somerset Police said: "It was a pleasure to welcome everyone to my home Force and an honour to host this year's South West Region Special Constabulary and Police Volunteer Awards Ceremony.

"All of our volunteers are integral to delivering outstanding policing. We are immensely grateful for their dedication, skills and enthusiasm and these awards are an opportunity for us to pay thanks for the difference made by their actions."

Specials to Support Navaratri Celebrations



Special Constables volunteered their time to help thousands of people across Leicester to safely celebrate the Hindu Festival of Navaratri.

Navaratri symbolises the triumph of good over evil and means nine nights in Sanskrit; 'Nava' meaning nine and 'Ratri' meaning nights. This year it began on Sunday 29 September and ran until Tuesday 8 October.

On each of the nine nights Leicestershire Police Specials were out providing public reassurance patrols around the city to help reduce burglaries, robberies and antisocial behaviour.

Special Inspector Sam Watson coordinates the Special Constabulary's support and said: "Leicester has a thriving Hindu community and as a result we are lucky in hosting one of the largest Navaratri celebrations outside of India.

"We're proud to be able to provide support to the celebrations and I'd like to thank all of the Specials for their hard work and commitment. It's was a chance for us to really get involved with our communities and I hope everyone had a really good time."

Officers were on foot patrol in residential areas and visiting community centres across the city to offer crime prevention advice.

Special Sergeant Arvind Mistry has been supporting Navaratri for the last 14 years and loves it. He said: "We engage with people and make sure the streets are safe for them to enjoy themselves.

"At the beginning of the shift we will allocate areas and venues between officers, and then we will provide police reassurance and foot patrols in the residential areas to deter thieves, and also attend the celebrations to talk to people about how they can keep themselves and their belongings safe.

"I absolutely love working Navaratri. I always encourage the officers with me to join in and participate with some of the dances. I hope that everyone enjoys the Navaratri Festival and stops to say hello to us if they see us."

Northumbria Police Recruit Dedicated Traffic Special Constables

The team dedicated to keeping the region's roads safe have bolstered their ranks – with the recruitment of Traffic Special Constables.

Northumbria Police Motor Patrols Department is responsible for protecting road users across the Force area and putting dangerous drivers before the courts.

They are often the first on the scene to a road traffic accident, they tackle criminals who use the road network to commit crime and they promote driving safety.

More than 85 officers currently work in the department but now they have bolstered the ranks with a team of 13 Special Constables who have been hand-picked to work as Traffic Special Constables so they can help support traffic officers in the Force.

They will be put through a driving assessment and equipped with other skills so that they can be deployed to respond to incidents on the roads.

Sergeant Pinner Rana, of Northumbria's Motor Patrols Department, praised the dedication of the men and women who give up their time to support police.

He said: “Our Special Constables are a fantastic asset and play a big part in keeping communities across the Force area safe. They have sacrificed their own time to provide support to their local Police Force. All of our volunteers contribute to policing in the Force and I am excited that we will now have a dedicated team of Special Constables.

“We have already utilised specialist volunteers in our Cyber Crime Department so these individuals will be the latest in those specialist volunteers.

“They will be able to support us with road closures, support traffic officers at the scene of a road traffic collision, carry out checks for speeding and drink or drug drivers.

“Our roads can be a dangerous place but we continue to work closely with partners to make them safer and I'm delighted that these volunteers will now be a part of that.”

Whilst the Traffic Special Constables have the same policing powers as regular officers, they will not be able to take part in any pursuits.



SC Ryan Young is one of the new Traffic Special Constables

Special Constables Takeover Basildon



Fifteen Special Constables volunteered their time recently for a dedicated operation to support the local policing team, responding to incidents and proactively patrolling in Basildon.

The Essex Specials joined a team of local policing officers to provide eight double crewed cars in Basildon over an eight hour period, which enabled some of the local policing team time to investigate their existing cases.

Over the course of the shift, the team attended 28 emergencies in and around Basildon including three suspected burglaries, three concerns for members of the public, a fire and a tree obstructing the road. They investigated a hate crime after they were called by a victim of homophobic abuse, attended four disturbances and helped to preserve two crime scenes. They also helped to find three missing people and found two stolen vehicles.

The Special Constables were also on hand to assist the Criminal Investigation Department in taking victim statements.

Special Inspector Kelly Bingham, who organised the Operation, said: "We run these Operations on a repeated basis to help support our regular officers and of course to protect the community. I love being a Special Constable as we get to lead on Operations like this. It really is a unique volunteering opportunity."

Essex Police have more than 500 Special Constables across the county who have the same police powers, uniforms and equipment as regular police officers but give their time on a voluntary basis, organising their busy personal lives, day jobs and other commitments around police duties.



Hampshire Special Constabulary



SC Steve Hortin, a member of the Band of the Hampshire Constabulary, was invited to participate in a Police Band from across the UK to provide musical support to events around Benouville in Normandy for the D-Day 75 events in France. Benouville is the site of the first allied landing on the morning of 6th June – at approximately 00:05 - to take what is now called the “Pegasus Bridge” (see photo). The Band this year consisted of representatives of 10 Forces, they played at a number of events during 4th-7th June, and the two busiest days were the 5th and 6th June.

On Wednesday 5th June there were 5 events including two concerts, two services and plenty of marching regardless of the weather; at midnight SC Hortin and several other members of the Band attended the site of the glider landings for a commemoration service led by the family of the officer who led the assault – Major John Howard. On Thursday 6th June there were a further 5 events including four services and a Sunset ceremony for the maritime representatives.

Lancashire Special Constabulary

32 Special Constables attended Level 3 Public Order Training at Hutton Police Headquarters recently. Lancashire Constabulary is working towards training as many of their Special Constables in Public Order to increase their capability in this area of policing.



NORTH WEST REGION

Special Constabulary Leadership Training



Nine Special Constables attended the 2-day North West Region Leadership Training for the Special Constabulary over an October weekend. This takes the total to 156 officers being trained since the course inception in 2015.

“I personally found the leadership course very useful. It was very interesting and well organised and delivered by very experienced and inspiring trainers. Also having the opportunity to meet other Specials from different Forces to discuss similar issues the Specials face, has been great. I have really enjoyed the course and feel like I have gained a lot out of it. I feel it will really help me when I apply to become a Special Sergeant in future.”

Special Constable, Lancashire

“What a lovely group to deliver training to; I really enjoy training people when they are enthusiastic and eager to learn.”

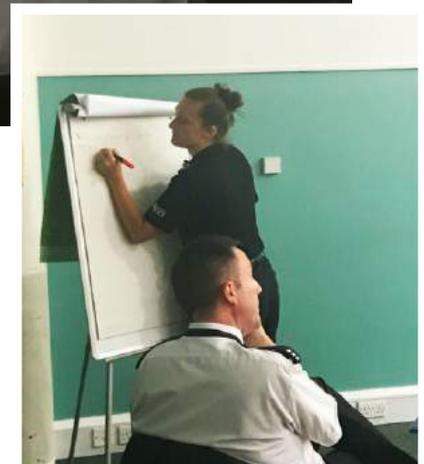
Trainer, GMP



North West Special Constabulary SC PEFQ Consultation

Over thirty Special Constables, trainers and practitioners participated in a consultation session with the College of Policing hosted at Greater Manchester Police in July.

The College of Policing is proposing a new Special Constabulary National SC Policing Curriculum to commence from March 2020 and there was lively debate and discussion around the suggested content. There have been 3 consultation sessions to date, and the College has now formulated a working group who will consider the collated feedback, and discuss the proposed training before a draft curriculum is circulated wider for consultation.



LORD FERRERS AWARD 2019



The Lord Ferrers Awards – which is in its 26th year – celebrates the contributions of Police Support Volunteers, Special Constables, Volunteer Police Cadets, Employers that support policing and Volunteers supporting the work of Police and Crime Commissioners.

Winners received awards across ten categories at the ceremony at Lancaster House in London, attended by Kit Malthouse, Minister of State for Crime, Policing and the Fire Service, who in his speech set an aspiration to reach 30,000 Cadets and build capacity to support volunteers in policing.

The submissions this year for the Awards collectively demonstrated the huge depth and diversity of the contribution volunteers bring to policing.

The Lord Ferrers Awards, hosted by the Home Office, provides an opportunity at a national level to highlight the huge voluntary contribution to policing and to celebrate some of the most amazing teams and individuals who give freely of their time in service to their local communities.

Sir Philip Rutnam, Permanent Secretary, opened the ceremony and former BBC News presenter Sir Martyn Lewis hosted the event.

“There is more we can do to increase the numbers of volunteers; we have made a commitment to increasing the regular police; we need to make this commitment for volunteers too.”

Minister for Crime, Policing and the Fire Service Kit Malthouse

Runners Up

Special Constable - Individual Award

Ryan Taylor, Bedfordshire

Special Constabulary - Team Award

Hostage and Crisis Negotiators
West Yorkshire Police

Police Support Volunteer Individual Award

Jon Morris, North Wales Police

Police Support Volunteer - Team Award

Cyber Volunteers, Lancashire Constabulary

Volunteer Police Cadets - Individual Award

Katherine Henderson, Derbyshire Constabulary

Volunteer Police Cadets – Team Award

Ewanrigg Mini Police, Cumbria Constabulary

Employer Supported Policing Award

Openreach Supporting Greater Manchester Police Constabulary

Leadership Award

Craig Batham, South Yorkshire Police

Technical Innovation Award

Nathan Selby, Merseyside Police

Volunteers Supporting the OPCC

Stephen Santi,
Durham OPCC

“Volunteers are highly valued members of the policing family. They bring different skills to the police service and give up their time to serve the public and help protect their communities.

This year's winners do a remarkable job, whether it is inspiring more women and ethnic minorities to join the police, supporting the vulnerable or making our streets safer.”

Minister for Crime, Policing and the Fire Service Kit Malthouse

Police Support Volunteer Team Award Winner



Castle Fields Street Watch Group
Northamptonshire Police

Special Constabulary Individual Winner



Special Constable Olaniyi Opaleye
Kent Police

Employer Supported Policing Winner



Civil Service Fast Stream
Metropolitan Police

Volunteer Police Cadets Team Award Winner



Eden Valley Cadets
Cumbria Constabulary

Police Support Volunteer Individual Winner



Claire Hopkins
Avon & Somerset Police

Technical Innovation Award Winner



Special Constable Greg Stevenson
Lincolnshire Police

Leadership Award Winner



Special Inspector Laura Hart
Merseyside Police

Volunteer Police Cadet Individual Winner



Hasan Hussain
West Midlands Police

Special Constabulary Team Award Winner



Central Motorway Patrol Group
West Midlands & Staffordshire
Police

Volunteers Supporting the OPCC Winner



Greater Manchester Combined
Authority



The National NPCC lead for Employer Supported Policing, together with the North West Regional CiP Coordinator, attended an event organised by Emergency Services Career Transition and hosted by QinetiQ in Farnborough, to recognise 4 new companies who are now partners on the Employer Supported Policing Scheme. The organisations; QinetiQ, Ashridge Group, EMW Law and Bolderwood Solutions were presented with their certificates (Pictured above with ACC Slattery) in recognition of their support for policing.

Also present were the CiP Coordinators from Surrey, Hampshire and TVP who will be building relationships with the companies who are based in their area.



Evelyn Thompson, QinetiQ's Resourcing lead, who is also responsible for the organisations community support, received the certificate from ACC Slattery, NPCC North West Regional CiP Lead, and NPCC National ESP Workstream Lead. QinetiQ has a serving Special Constable working for them who serves in Thames Valley Police.

The organisations registered as part of the Emergency Services Career Transition (ESCT) Awards whereby the Silver/Gold Award criteria state that employers must employ at least one individual from the emergency services community category that the nomination emphasises, which includes Special Constable and/or Police Support Volunteer, thus enabling a commitment to the Employer Supported Policing Scheme too.

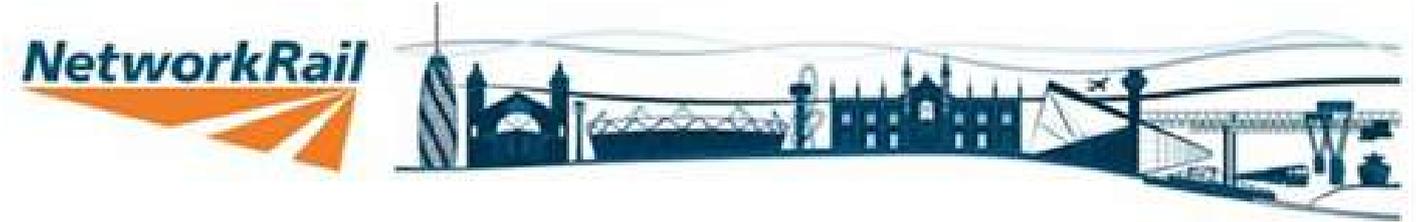
ESCT is a not for profit organisation who believe that all staff working within the Emergency Services should have access to support at every stage of their career, thereby improving the through career experience for those joining, volunteering, serving in, and leaving the Emergency Services.

<https://www.esctransition.org.uk/>

Later in the day, CVQO in Surrey who are a UK education charity providing vocational qualifications to youth group members and their adult instructors, registered on the ESP Scheme and were presented with their ESP Certificate of Participation.



Supporting the Communities That We Work In



At Network Rail we actively encourage our staff to support the communities we work in. Sometimes that is by volunteering within schools, litter picking or increasing awareness of our safety campaigns. For others, they use their volunteering days as a Special Constable.

Mark Fenton, Assistant Section Manager has been a Special Constable for 17 years, Richard Norman, Workforce Health Safety and Environment Advisor has been a Special Constable for 15 years and Steven Kaye, Section Manager has been a Special Constable for 19 years. Their reasons for joining the Special Constabulary vary from being recommended to join, to wanting a fresh challenge after being an Army Cadet, but the common thread to all three men is their desire to give back to their local communities. This desire to help people is common amongst all Network Rail staff.

We support our staff who serve as a Special Constable with an extra five paid days (plus five unpaid days) volunteering leave to enable them to get involved in activities that develop their leadership and communication skills. Mark has acted as protection for The Queen and the President of the United States, Donald Trump. Richard has been in numerous operations that have reduced crime in his local area whilst Steve has helped prevent a suicidal woman from taking her life. The parts these people play in helping protect and help our communities, without pay, are astounding. Network Rail is incredibly proud to enable them to give back to their local community.

Robyn Shane

Resourcing Business Partner at Network Rail



Network rail currently have 29 Special Constables who volunteer across England & Wales. You can meet John – a Special Constable for GMP via <https://www.youtube.com/watch?v=i65bh06uqvo>

Metropolitan Police Awards Home Office with Employer Supported Policing Certificate



The Metropolitan Police Service (Met) has recognised the Home Office's commitment to the Met Special Constabulary (MSC) with the Employer Supported Policing (ESP) Scheme Certificate of Participation.

This follows an event held at Home Office on Tuesday 17 September 2019, where Home Office Permanent Secretary, Sir Philip Rutnam announced that Civil Servants volunteering as Special Constables will get up to 12 days paid special leave a year to spend more time supporting their local Police Force.

The Met also has the Civil Service Fast Stream signed up to giving their employees special leave to carry out their voluntary policing duties.

Employee Supported Policing Lead, Jas Samra says, "We're currently working closely with the Civil Service Team. I am very excited about this partnership with the Civil Service." "For the first time, a new central guidance has been published to support Civil Servants who want to become Special Constables. The guide sets information on how to apply, who is eligible and the types of roles available as well as detailing what support the Civil Service offers Special Constables."

In Manchester, there was also a Civil Service event promoting the employee volunteering leave at the Department of Education premises.



Pictured above is Special Constables Martin Ainsworth from Greater Manchester Police, who works for the Environment Agency, and Special Inspector Caroline Powney who serves in Cumbria Constabulary, and works for the Department of Education.



Home Office Reward

The Met formally acknowledged the Home Office increasing its Special leave allowance for employees volunteering as Special Constables in November 2018, recognising the department's commitment to the Special Constabulary.

Supporting the volunteering initiative, Assistant Commissioner Mark Simmons says, "It was a pleasure to present the certificates to Sir Philip Rutnam and Jacqui Toogood.

"The MSC are a hugely important part of the Met and this is a reflection of the good work by the Employer Supported Policing Team in promoting the opportunities in the Civil Service.

"I met a highly committed and enthusiastic group of Special Constables from the Home Office and Fast Track Team and I look forward to seeing more of them joining this great organisation."



ACC Simmons presenting Certificate



Kit Malthouse MP (left), Minister of State for Crime, Policing and the Fire Service, with Home Office colleague.

openreach



Openreach have been an ESP partner since 2015, offering its employees who are Special Constables an additional ten days per year to undertake their voluntary duties/training.

Openreach were runners up in the recent Home Office Lord Ferrers Awards in the Employer Supported Policing Category; their nomination demonstrated how they had expanded this partnership further into new areas of policing business.

The National ESP Impact Report was launched in May this year, and Openreach participated in the telephone surveys to ESP organisations; their views were recorded and contributed to the evaluation project. They also provided a positive statement within the Impact Report showing their commitment to the ESP Partnership. Their Director of Security & Resilience, Bernie Auguste, delivered an engaging and positive talk to the audience at the ESP Conference in May where the Impact Report was launched. He stayed throughout the event and contributed valuable feedback at the plenary session which has helped formulate the new ESP National Strategy.

One of the most innovative initiatives to have happened within the ESP Scheme to date is that Openreach have lent a business mentor to Greater Manchester Police to assist them with a specific piece of work. The Force

were keen to gain input from the private sector into a business case that was being written to support development in the Economic Crime and Cyber area of policing to further develop the Prevent/Protect Strategy. Openreach “donated” a Senior Finance Partner who undertakes business investment in Openreach who became a mentor in Force to help produce the business case.

Going forward, Openreach and GMP are formulating a “Leading in the Digital Age” initiative. First line supervisors from Openreach and Sergeants from Cyber/ECU will learn from each other – so in essence this “cross pollination” will develop leadership skills in this business area for the future. Openreach are offering HR support for this initiative.

Bernie is a true ambassador for ESP, offering to speak to other companies about ESP which gives credibility to the Scheme and influences other businesses in terms of them becoming partners. He has recently linked in with John Lewis Partners, who have made an approach to join.

The national ESP Impact Report states that the concept of ESP should be developed with support beyond the traditional paid leave option, and that national trials of new approaches should be considered to build on existing foundations with partners – and Openreach take us on the start of this journey.

Wigan Council Become New ESP Partners



Wigan Council has recently become partners on the Employer Supported Policing Scheme and were presented with their Certificate of Participation at the Special Constabulary attestation in July by ACC Russ Jackson

Sonia Halliwell, Director of Customer Transformation at Wigan Council said, "Thank you for inviting me to attend the Special Constabulary Attestation evening last week. I thoroughly enjoyed the event listening to the stories from the new Specials on why they have joined.

It was lovely to see so many supportive family and friends as well as GMP staff.

I was honoured to be given the certificate of recognition for Wigan Council's commitment to the Special Constabulary and look forward to working closely with you in my new role as Director of Transformation."

Wigan Council are supporting the Scheme by allowing staff who are Special Constables and Police Support Volunteers an additional 3 days paid leave per year to undertake their voluntary duties.

Merseyside Police Engage with Santander

Merseyside's Citizens in Policing Team attended at Santander in Bootle to promote volunteering for the Police to their employees. Santander are partners on the Employer Supported Policing Scheme, supporting employees who are Special



Constables with an additional 10 days leave per year, and staff who are Police Support Volunteers benefit from an additional five days per year. There was much interest on the day, and the team are returning again in next month.

NCVO National Forum on Employee Volunteering



NCVO's Volunteering Development Unit and a panel of experts came together at a National Volunteering Forum in Leeds – focusing on Employer Supported Volunteering.

The North West Regional Citizens in Policing Coordinator was invited to speak on the Employer Supported Policing Scheme. There was a packed agenda with lots of discussion and sharing of good practice.

New ESP Partners

Birketts LLP

Cross Keys Homes

Wave

Government - Home Office

Team London Bridge

Ashridge Group Limited

Tameside Council

Bolderwood Solutions Limited

UK Power Networks

Wakefield District Housing- WDH

Kerry Group - Tenbury Wells Site

CVQO

Network Rail

South Cambridgeshire District Council

QinetiQ

EMW Law LLP

INTERNATIONAL SPOTLIGHT



Auxiliary Sergeant Paul Elms of the Ontario Provincial Police (OPP) is the first member in the history of the OPP (900 Auxiliary Members currently) to reach 50 years of volunteer service.

His former colleague Richard J. Brennan, Ontario Provincial Police Auxiliary Constable, and a retired veteran political reporter for the Toronto Star, tells us Paul's story of a remarkable voluntary contribution to policing.

When you drop in to see Paul Elms you'd better be prepared to stay a spell.

After 50 years on the Burlington Ontario Provincial Police (OPP) Auxiliary, Paul, 77, has lots of stories to tell. And Bettyanne, his wife of 56 years, is there to fill in any gaps because, after all, it was a big part of her life too.

After making several trips to the basement to get boxes of awards, mentions in dispatches and commendations, it's not hard to tell that five decades later Paul is as proud now as the first time he donned the uniform complete with Sam Brown.

Among his many awards, Paul was named auxiliary member of the year and Commissioner for a day. And by

the way, it seemed only appropriate when the new auxiliary badges were awarded, he was the first to receive one – from the then Commissioner himself, Vince Hawkes.

Let's take a walk back through time back to 1968.

Paul was working for Stelco – where he stayed for 44 years – when he finally got in as an Auxiliary Constable - after a year of waiting.



But how did he get there. Well, Paul has got a story about that.

“It's a little bit of a story. Marianne Schuett was kidnapped up in Kilbride (now part of Burlington)” and Paul was part of the volunteers searching for her. Paul was with the Emergency Management Organization at the time of the search.

According to an InsideHalton.com story, the disappearance of the 10-year-old girl while walking from school in 1967 still haunts the picturesque village in Burlington's north end.

“I went up on my days off to help out with the search an (OPP) Corporal came up and asked me which detachment I was from and I said I'm not from any detachment ... and so he said 'have your ever thought about the auxiliary police' and I said 'what's that'?

“He explained it to me and I went down to the Burlington detachment and put my application in and I kept going down about every two weeks

seeing how things were going," he said.

He bugged the officers there so much they said he could come to the bimonthly meetings until someone left, which happened soon after in 1968.



"I got sworn in at the downtown (Hamilton) federal building by Judge Fairfield," he recalled.

Back then the Burlington detachment was not just responsible for highways, but rather a general duties posting.

"We had the townships, Glanbrook and Binbrook, Waterdown, Flamborough and on occasion I would do some patrols out of the Oakville detachment, which was strictly highways" Paul said.

Strangely enough, the Burlington detachment only patrolled half of the Burlington Skyway Bridge – the Fort Erie bound side and Oakville the other half. There were not two spans back them.

"We got to know a lot of people in the township while patrolling and they would invite us in for coffee."

The regular officers and the auxiliary members were a close knit bunch back in the day, playing hockey together, going to parties

and dances together and even hunted and fished together.

It wasn't unusual for Paul to come home from a shift at Stelco and find a cruiser parked in the driveway with an officer waiting to take him on a ride along.

"I was always one of them," he said.

"I can remember we had the best hockey team. Nobody could beat us ... we used to play all over the place."

Paul was even a member of the Auxiliary Shooting Team and competed against several other Auxiliary Teams.

Paul never considered applying to the OPP as a Regular because the Stelco job was far more lucrative than an OPP officer's paycheque at the time.

Like it happened yesterday, Paul remembers his first fatal - a horrific double fatality in front of the former E.D. Smith factory on Highway 8 in Winona. "It stuck with me for five or six days. I couldn't sleep.

During his years, he helped to provide security at an Air Canada plane crash in Toronto in 1970 and the Mississauga train derailment in 1979 and Pope John Paul II visit to Midland in 1984.

Basically, when he wasn't working as a crane operator at Stelco he was the second man in the cruiser.

Speaking of cruisers, the Burlington detachment used to have a VW bug, which Paul used to drive to special events. Of course, the sign on the car said Officer Paul.

"We did so many things back then. For example, I would go with (the late) Sgt. John Mason to St. Joe's Hospital at Christmas, cars show, you name it," he said.

There is no question that Paul was dedicated. He received his first fitness pin in 1997 and only missed one year after that with a broken knee. (The fitness pin program was established across the Force in 1989.)

Although he retired from the Auxiliary earlier this year, you can still see Paul showing up to events in his civvies because he can't help himself.

[Paul has recently been awarded an honorary place on the Volunteer Law Enforcement Officer Alliance Board in recognition of his policing contribution.](#)



West Midlands Police Volunteers Scoop Two National Awards



West Midlands Police (WMP) celebrated a double win at the National Lord Ferrers Awards for Central Motorway Police Group (CMPG) Special Constables and Volunteer Police Cadet Hasan Hussain. The awards recognise outstanding contribution to volunteering in policing.

CMPG Specials won the Ferrers Special Constabulary Team Award - recognising Special Constables who have demonstrated a significant contribution to policing their local communities.

CMPG Specials are a team of 34 Special Constables from WMP and Staffordshire Police who collectively have volunteered a total of around 15,500 hours over the past year. They have supported the seizure of millions of pounds worth of stolen property, cash and drugs.

Inspector Damian Shave, CMPG investigations manager, nominated the CMPG Specials Team for the Award.

He said; "Their contribution to national road harm campaigns is enormous. The Specials dealt with a third of the total offenders in a recent National Police Chiefs Council (NPCC) campaign around seat belt use.

"As part of their duties they have assisted in tackling Force priorities around violent crime, burglary offences, and have had a massive impact on our car key crime operation.

"They show great flexibility in their willingness to change duties to be involved in these operations. The work carried out by the Special Constables team is hugely appreciated by all of their regular colleagues and the leadership teams they work with."

WMP Cadet Hasan Hussain also won the Ferrers Volunteer Police Cadet Individual Award for his dedication to his Cadet Unit. Hasan has been a role model to the younger Cadets and has now been appointed as a Cadet Leader at the Unit.



The 2019 International Volunteer Law Enforcement Officer Alliance Training Conference



Photo Credit: OCSO Reserve Deputy Mike Vincent

The 2019 International Volunteer Law Enforcement Officer Alliance Training Conference



This year's Volunteer Law Enforcement Officer Alliance (VLEOA) Conference, celebrating the 10th Anniversary of the VLEOA, took place in Orange County, Florida from 9-12 October, with 200 delegates in attendance.

The Conference began with a Reserve Roundtable activity which consisted of an open discussion about the state of volunteer policing in the United States and around the world, topics were discussed in an open format with expert speakers available to provide input.

Key note speakers included Mayor of Orange County Jerry L. Demings, Congresswoman Val Demings who represents Florida's 10th District, Sheriff John W. Mina from the Orlando Police Department, and Colonel Gene S. is the 14th Director

of the Florida Highway Patrol.

The Opening Ceremony took place on Thursday with keynote addresses from Florida dignitaries, and continued with training events across the day. Training on the first day included the "Below 100 Initiative" which intends to reduce annual police deaths in the USA to below 100 per year, Police Pursuits, "Stop the Bleed" which encourages law enforcement and civilians to become trained and equipped to help in bleeding emergencies, Police Canine and Criminal Interdiction Unit training and demonstration, Aerial Drone demonstration, and an Emotional Intelligence training session for first responders. During the evenings there were opportunities to participate in a ride-along for delegates.

Friday brought along training options for the delegates including the Orange County Sheriff's Office

Operations Center tour highlighting AIM (Analytics, Intelligence, and Monitoring) real-time crime analysis and intelligence center, the Forensics Crime Scene Unit, Criminal Investigations Division, and a visit to the OCSO COP Shop for souvenirs.

Conference delegates were given an opportunity to participate in Law Enforcement Vehicle Operations (LEVO) to learn about Law Enforcement driving techniques and collision avoidance, as well as getting to drive OCSO Police vehicles through various exercises for real life experience. Other opportunities included a tour of the Orange County Communications Center, and a tactical training simulator at the Police Academy and School of Public Safety where conference participants were able to train for decision making in firearms scenarios in a 300-degree immersive training environment.

A UK Perspective of the VLEOA Conference

By Avon & Somerset Police' Special Inspector



Five Special Constables from the United Kingdom (UK) attended the 2019 Volunteer Law Enforcement Officer Alliance (VLEOA) Conference in Orlando, Florida, USA, from Avon & Somerset Police, Metropolitan Police Service and City of London Police.

The Conference continued the VLEOA focus on international linkage of volunteers in policing. Participants attended from around the world including the Bahamas, Canada, Cayman Islands, Singapore, UK and the remaining from across the USA.

It was very clear that the volunteer officers in Florida are very much integrated with their full time "career" colleagues and greatly appreciated, especially at the senior level. This was demonstrated by the attendance of, and speeches from, the Sheriff of Orange County, the Colonel in charge of the Florida Highway Patrol, the Mayor of Orange County, who was previously the

Sheriff and has a long career in policing, and Congresswoman Val Demings, who was previously the first female Chief of the Orlando Police Department.



The event provided attendees with the opportunity to share experiences and learning. Topics covered Trauma First Aid, the use of unmanned aerial vehicles (Drones), Canine and Specialist Vehicle Crime Units, Law Enforcement Vehicle and Driving Tactics, the response to active shooter events, operations centre tours, and ride-alongs. One of the highlights was the opportunity to learn vehicle tactics by actually driving the police vehicles at their training site and being given demonstrations of the Pursuit Intervention Technique (PIT)

Manoeuvre.

The group were also given an insight into the Pulse Night Club Shooting which took place in Orlando on 12th June 2016, claiming the lives of 49 people and injuring 58. They heard of the incredible bravery of officers, including several of the Orange County Reserve Deputies, some of whom were awarded medals for their actions on that night. The delegates also visited the site, which is being preserved as a memorial/shrine.

Membership information can be found on the VLEOA website <https://www.policereserve.org/>



