

SPECIAL CONSTABULARY NATIONAL STRATEGY



ACPO Briefing – Special Constabulary Essentials Issue 3 – January 2010

Timeline	
October 2006	National Strategy for Special Constabulary endorsed by ACPO
August 2007	ACPO Regional Leads for Special Constabulary established
March 2008	Association of Special Constabulary Chief Officers established
July 2008	National Strategy Implementation Advice published
July 2008	Policing Green Paper: from the national to the neighbourhood published with aspiration for 20,000 Special Constables by 2011, supported by £2.25m funding
November 2008	Baseline gap analysis of all forces against National Strategy Implementation Advice completed
November 2008	Ten core products for delivery by SC National Strategy Implementation Programme identified
March 2009	NPIA Regional SC Coordinator role established (using part of £2.25m funding)
October 2009	Refresh of November 2008 gap analysis completed
October 2009	First pilot of National Recruitment Standards run
November 2009	Curriculum for National Initial Learning Programme agreed

Facts & Figures – England & Wales (Source: Force Estimates)

30 th September 2009	14,234	Strength
1 st June – 30 th Sept 2009	576,000 Hrs	In duty hours terms this equates to 1300 regular Police Constables*

*Based on a Full Time PC undertaking 436 hours of duty per quarter

Facts & Figures – England & Wales (Source: Home Office)

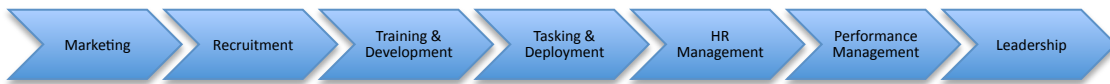
31 st March 2009	14,251	Strength (33% Female, 9.6% minority ethnic)
30 th September 2008	14,459	Strength (no breakdown)
31 st March 2008	14,547	Strength (33% Female, 9% minority ethnic)

SC National Strategy Implementation Programme – Core Products

National Recruitment Process [delivery ownership = NPIA]

The proposed national recruitment process consists of four assessment tools: competency based questionnaire; written exercise; situational based judgement test; competency based structured interview. Pilots of the new process have taken place in three forces with very positive results. A pilot evaluation report is due in February 2010.

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National Initial Learning Programme for the Special Constabulary

A standard core syllabus for the initial training undertaken by Special Constables has been agreed and training material developed for Early Adopter forces. The first wave of Early Adopters is due to start Feb/Mar 2010. The IL4SC is being developed in a way that, at some point in the future, it should be possible for the training to be recognised as Accredited Prior Learning for Specials joining the regular service or as PCSOs.

National Performance Management Framework for the Special Constabulary

A National Balanced Scorecard for the Special Constabulary has been developed and is currently being reviewed with key stakeholders to ensure the measures provide real benefit and there is no unnecessary data collection burden on forces.

National SC Leadership Programme

The business case to the NPIA National College of Police Leadership for provision of a SC senior leaders programme as part of their core delivery from April 2010, is still under review by the NPIA. A pilot course, with delegates representing all nine regions of England and Wales is being run January / February 2010.

Quarterly Presentation

A short PowerPoint presentation aimed at force senior management and police authorities, highlighting the business case for the Special Constabulary and providing updates on the delivery of the other core products is being produced each quarter. First developed for June 2009, the third quarterly presentation is due to be released in January 2010.

Case Studies

Force marketing strategies, deployment and tasking approaches, HR support and performance management.

Case studies in each of these areas will look at individual force good practice and will evidence the force benefits delivered by that good practice. Case studies relating to SC restructuring exercises for Cheshire and Wiltshire are available. Other case studies, along with 'points for consideration' are under development to support a deployment & tasking 'handbook', aimed primarily at BCU commanders. This work is using results from the Gap Analysis refresh completed in October 2009.

SC Knowledge Bank

This will provide on-line access to good practice and other relevant information. Currently information and documents are being made available solely through the public NPIA SC web pages. It is intended to use the new NPIA POLKA system to provide this facility. Content and usage will depend on the POLKA functionality, but much greater ability for information sharing is anticipated. Work on this is planned to commence in January 2010, but may not be available until post March 2010.

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Live issues

- SC National Conference 19-21 March 2010
 - www.specialsconference2010.com.
 - Showcase for National Strategy programme and examples of good practice from forces.
 - Tower Hotel, London
- Early versions of the national products for recruitment and initial learning are available to forces to use directly or to assist in planning of take up once pilots and early adopter forces experiences have been evaluated.
- Special Constabulary are included in the scope of the HMIC 'Working for the Public' inspection. The HMIC are represented on the SC national Strategy Implementation Programme Board and are aware of the central products and guidance being delivered under the SC National Strategy.
- ACPO Lead for the SC National Strategy is moving from DCC Martin Stuart, Bedfordshire, to ACC Michael Banks, Durham from March 2010.

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Further detail & Contacts

NPIA Special Constabulary web-pages: <http://www.npia.police.uk/en/10040.htm>

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Regional ACPO Leads & Co-ordinators

Region	ACPO Regional SC Lead	NPIA SC Co-ordinator
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