

## SPECIAL CONSTABULARY NATIONAL STRATEGY



### ACPO Briefing – Special Constabulary Essentials – July 2009

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)

### Facts & Figures – England & Wales

31 <sup>st</sup> March 09	14,253	Force Estimates	
30 <sup>th</sup> September 08	14,459	Home Office	
31 <sup>st</sup> March 08	14,547	Home Office	← 33% Female & 9% Minority Ethnic

### SC National Strategy Implementation Programme (SCNSIP)

- ❑ The Implementation Programme is led by DCC Martin Stuart, Bedfordshire, on behalf of CC Peter Fahy, GMP and funded by the NPIA.
- ❑ The Implementation Programme is focused on delivery of ten core products to support individual force activity to implement the SC National Strategy.
- ❑ Key objective: force ACPO teams decide to increase numbers and invest in effective leadership and deployment of the Special Constabulary.
- ❑ The Implementation Programme reports into the ACPO SC Regional Leads Group, chaired by Peter Fahy.
- ❑ The work of the Implementation Programme is supported by a team of Special Constables.
- ❑ The NPIA SC Regional Coordinators work to the ACPO SC Regional Leads and NPIA to meet Regional and Government priorities in respect of the Special Constabulary. The NPIA SC Regional Coordinators also support the Implementation Programme in development and implementation of the programme's core products.

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### Implementation Programme – Core products

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1. Quarterly 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.
2. Case Studies of force marketing strategies.
3. Knowledge Bank, providing on-line access to good practice and other relevant information.
4. National Recruitment Process [delivery ownership = NPIA]
5. National Initial Learning Programme for the Special Constabulary.
6. Case Studies of force SC deployment and tasking approaches.
7. Case Studies of force SC HR management approaches.
8. National Performance Management Framework for the Special Constabulary
9. Case Studies of force SC Performance Management.
10. National SC Leadership and Change Management Programme

### Summary of current status

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Since publication, take up by forces of the Special Constabulary National Strategy and the associated Implementation Advice is being progressed as follows:

- Individual forces establishing and delivering against action plans, informed by their gap analysis results where appropriate, with style, content, governance and timelines that suit that particular force.
- Implementation Programme developing and delivering the core products for use by individual forces as appropriate.
- The conduit between Individual force progress and core product progress being the NPIA SC Regional Coordinators and the ACPO SC Regional Leads.

### Live issues

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- National Recruitment Process: NPIA are finalising arrangements for a pilot in September / October 2009.
- Initial Learning Programme for the Special Constabulary: An initial consultation event with forces took place on 19 June. Further consultation events are being planned for July and September 2009.
- Work to identify a simple set of national measures and develop force guidance on performance management of the Special Constabulary is underway, particularly looking at how the SC contribution to public confidence could be understood. It is anticipated proposals will be ready for ACPO review in September / October 2009.
- Discussions are taking place with the NPIA Leadership Academy on development of a two-day weekend programme for SC leaders, covering Leadership and Change Management. It is hoped to confirm the viability of such a programme by end of July 2009.

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### Further detail & Contacts

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

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### Regional ACPO Leads & Co-ordinators

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Region	ACPO Regional SC Lead	NPIA SC Co-ordinator
Eastern	ACC Mark Hopkins, Cambridgeshire	Nigel Green <a href="mailto:Nigel.green@npia.pnn.police.uk">Nigel.green@npia.pnn.police.uk</a> 07977 486222
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North East	ACC Michael Banks, Durham	Susan Burn <a href="mailto:Susan.burn@npia.pnn.police.uk">Susan.burn@npia.pnn.police.uk</a> 07795 641900
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