

**A WEEKEND  
TO REMEMBER**

ROADS POLICING  
INITIATIVES  
HIGHLIGHTED

**04**

**RECRUITMENT  
STANDARDS**

POSITIVE FEEDBACK  
FROM PILOT  
SCHEMES

**14**

**THE SPECIAL CONSTABULARY  
NATIONAL CONFERENCE**

SC2010 – A FULL REPORT ON THE EVENT

**20**



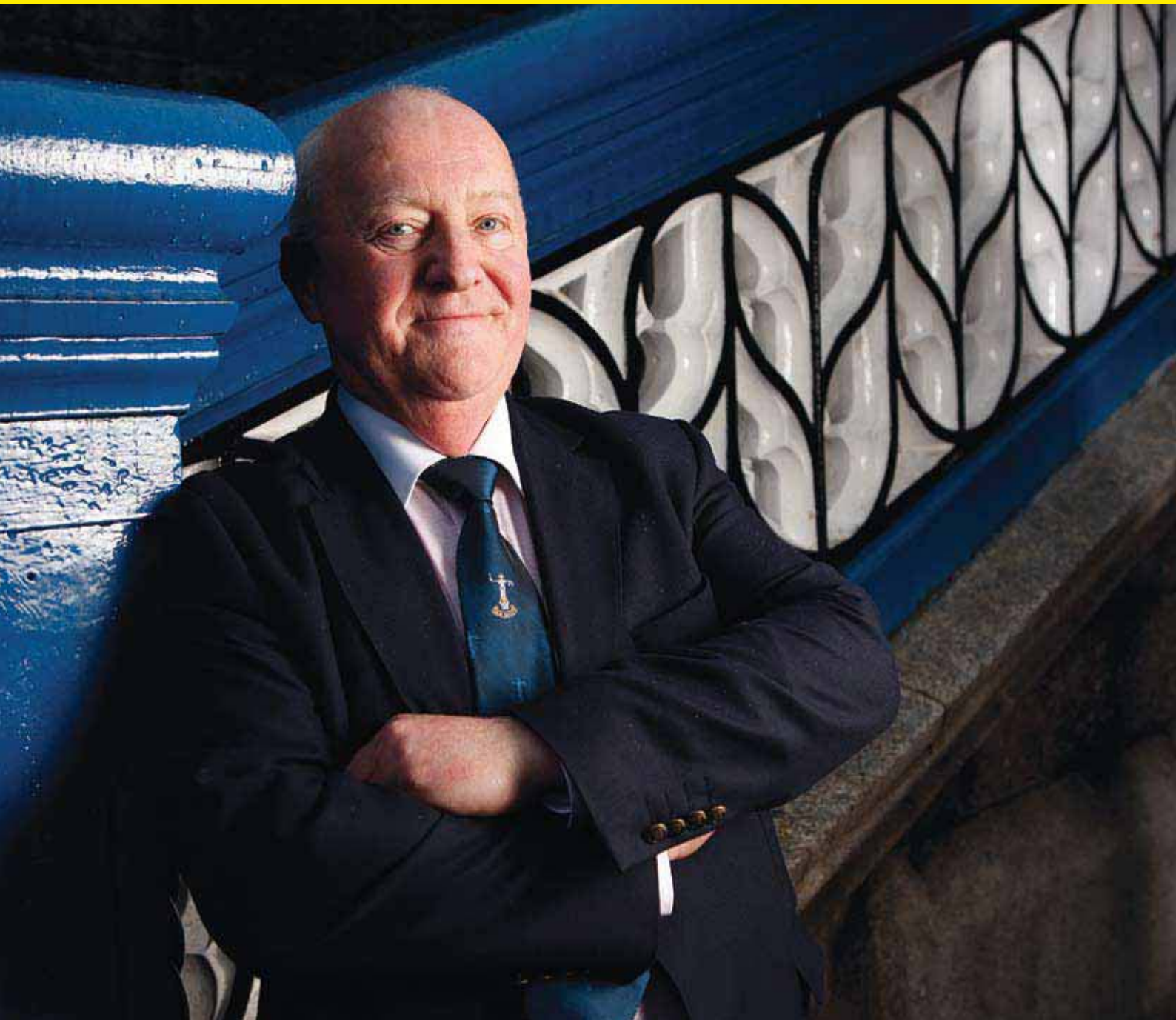
**NPIA**

National Policing  
Improvement Agency

PEOPLE AND  
DEVELOPMENT

# Specials

THE VOICE OF THE SPECIAL CONSTABULARY



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A region by region review of the operations and the events involving and often run by Specials over one weekend in February to highlight the work of Specials nationwide

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# WELCOME



**TRISHA DASH-O'TOOLE,**  
NPIA

Welcome to the Spring issue of Specials magazine. We've gone to press fresh from the success of this year's Special Constabulary National Conference which took place in London at the end of March. Much of this issue is devoted to that event – turn to page 20 for a full report.

This year seems to mark a significant time in the development of the Special Constabulary, many forces are now well underway with implementation of the National Strategy (see page 17) and many of the national standards and procedures set in motion by the Strategy are moving from development into practice. For example, recruitment and training standards (see page 14) and the national Employer Supported Policing scheme (see page 16).

It's also time to say farewell to three leading lights of the Special Constabulary each from a different strand of the policing family but each having furthered the Constabulary's development. They are: Martin Stuart Deputy Chief Constable of Bedfordshire; George Cook chairman of ASCCO and Mick Pepper of the NPIA. It's been a pleasure for me personally to work with all of them and I'd like to add my thanks for their dedication and support in moving the work of the Special Constabulary forward. We pay tribute to their achievements on page 18.

As we look forward to the Summer we also remember a time when the weather wasn't so kind on page 12 and recall the magnificent effort put in across all regions over National Specials Weekend in February, see page 4.

I hope you enjoy this latest edition.

**TRISHA DASH-O'TOOLE**

**HEAD OF THE SPECIAL CONSTABULARY REGIONAL TEAM, WORKFORCE STRATEGY UNIT, NATIONAL POLICING IMPROVEMENT AGENCY**

## WE WANT TO HEAR FROM YOU!

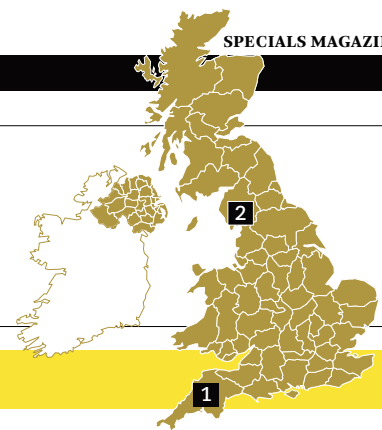
Please send your views and ideas to: [specials@storyworldwide.com](mailto:specials@storyworldwide.com)  
or write to: **The Editor, Specials, Story Worldwide,**  
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[www.npia.police.uk/en/10071](http://www.npia.police.uk/en/10071)



## ROUNDUP

# Roundup



## ALL CHANGE

Michael Banks Assistant Chief Constable for Durham has taken over from DCC Martin Stuart as ACPO representative with national responsibility for implementation of the SC National Strategy.

Michael has always been a strong supporter of the SC and the change of ACPO leadership for the implementation of the SC National Strategy provides a good opportunity to consider what additional central tools should now be developed.

Looking forward to taking on this new responsibility Michael commented: "I am delighted to be assisting in the national role with the Special Constabulary, I have had a career long interest in Specials and, in spite of their 178 year history, I sincerely believe that their finest hour is yet to come."

## IN BRIEF



**TAKE TWO** Even though Chief Officer of Essex George Cook is retiring this year after 47 years in the Special Constabulary (see page 18), Essex will continue to have a Special George Cook. 18-year-old SC George Cook has just joined the Constabulary and hopes to be able to live up to the reputation of his namesake. George the younger said: "I have been in the role for about four months and I haven't been allowed to forget that I share the same name as the CO. It's been really exciting and I've already made five arrests. It's a hands-on role which is different every day and I'm really enjoying it." He also got the chance to meet the CO (see photo) to get the benefit of his experience.

### DEDICATED TRAFFIC SPECIALS

SI Andy Turner heads up a dedicated team of traffic Specials in Devon and Cornwall's Roads Policing Unit. He'd like to know if any other forces also have dedicated traffic Specials. Email him at: Andrew.Turner2@devonandcornwall.pnn.police.uk

### DEVON & CORNWALL (1)

#### LINK WITH FARMERS

Devon & Cornwall has appointed Special Inspector Bob Webb to a new role of rural engagement officer. Bob, who runs his own smallholding, will ensure that neighbourhood policing teams are aware of the issues concerning the local farming communities. He provides advice and security checks for farmers and is currently developing operations to target night-time rural crime.

Inspector Matt Lawler from Mid Devon said: "This is the first time Devon & Cornwall has provided a dedicated role for the farming community. It is still in its early stages but the feedback has so far been excellent. Bob is proving that simple common sense policing is what is needed."

The new role has proved so successful that the force is seeking to expand it with Bob supervising Specials for the rural engagement team in Devon BCU.

### CUMBRIA (2)

#### OFF ROAD POLICING

Another force working hard to cater for remote rural communities is Cumbria. SC Mike Carruthers has recently

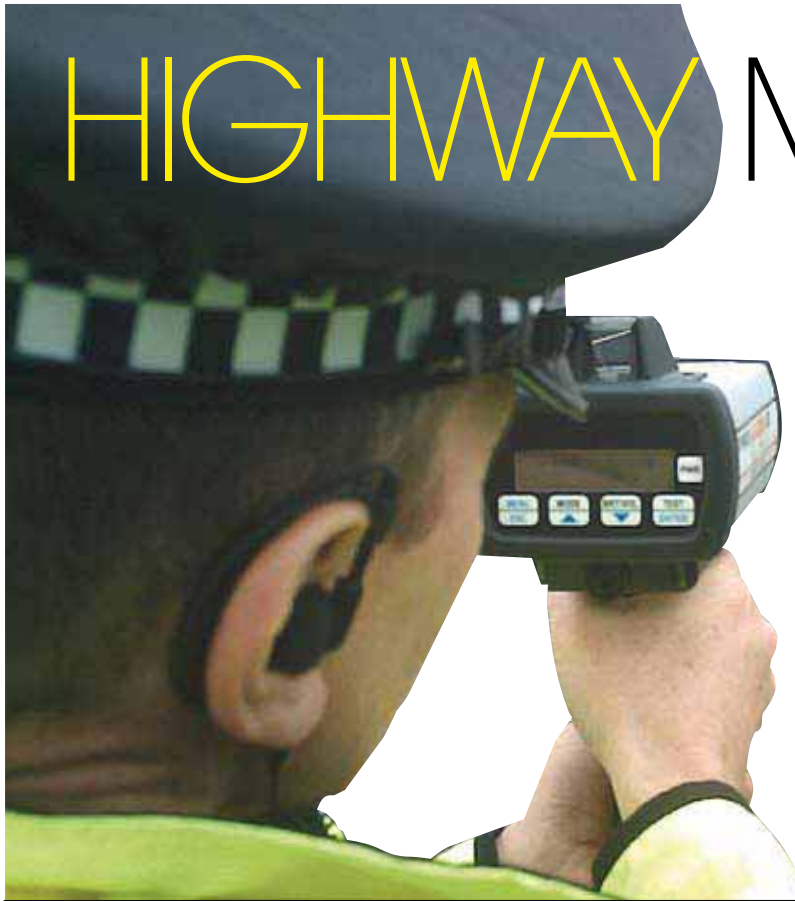
secured the provision of a Land Rover for patrol in hard to reach areas. Specials now run a wildlife crime and rural policing initiative in South Lakes area working together with PCSOs to tackle poaching and rural crime.



SC MIKE CARRUTHERS  
WITH THE SPECIALS' LAND  
ROVER PATROL CAR

## REGIONAL REVIEW

# HIGHWAY MEN



Members of the public will have noticed the increased visibility of police officers on the weekend of the 6 and 7 February, as Specials came out in force for the annual National Specials Weekend

The National Specials Weekend aims to raise awareness of the role of the Special Constabulary and to encourage inter-agency and force working. Held annually, the theme for 2010 was “Road Policing Initiatives that Enhance Operational Delivery and Raise Public Confidence”.

The weekend saw forces across England and Wales conducting various roads policing initiatives, with a strong emphasis on the impact of the five major causes of death and injury on the roads: speed; seat belts; mobile phone usage; driving with excess alcohol or under the influence of drugs; and uninsured or untaxed vehicles.

As well as educating the public about the work of Specials and catching people breaking the law, the event aimed to raise public confidence and promote the Special Constabulary to possible future recruits.



In **South Wales**, Specials opened a mobile police station at one supermarket, and talked to the public about how to keep themselves and their vehicles safe on the road, including showing a DVD which warned of the dangers of texting while driving. At other supermarkets across the area activities included a road safety exhibition, and offers for members of the public to have their vehicles checked free of charge.

In Gwent, ACPO regional lead for Specials, Assistant Chief Constable Jeff Farrar, joined Specials working with licensing officers from Newport City Council in an attempt to clamp down on the illegal use of taxis. Specials dressed in plain clothes posed as customers for Hackney Carriages, and once their fare had been accepted, the Specials directed the taxi to an area where they assisted in carrying out checks.

Over the weekend, 12 Hackney Carriages were stopped and inspected, three drivers were caught “plying for hire” and passed to Newport City Council



licensing department for investigation and two drivers were suspended following vehicle inspections.

In Dyfed Powys, Specials were busy aiding regulars from the roads policing department in Operation Midship, which included a variety of ANPR operations and seat belt checks, and highlighted the dangers of using a mobile phone while driving.

In North Wales, Specials also worked with regulars to carry out initiatives that focused on addressing road traffic issues and assisted with ANPR operations.



## WALES

CLOCKWISE FROM TOP LEFT: SWANSEA SPECIAL JANE MATTHEWS WITH SAM TOONEY FROM THE YOUTH CONNECTION TEAM; SC FAY PARRY OF DYFED POWYS; NEWPORT SPECIALS WITH ACC FARRAR, SECTION OFFICER IAIN RILEY AND AREA OFFICER JAN JONES

# "Special Constables provide us with a fantastic extra police resource to reassure communities and keep local streets safe"

PETER FAHY  
CHIEF CONSTABLE GMP



A joint team made up of Specials from **Greater Manchester** Police (GMP), Merseyside, Lancashire and Cheshire forces visited the Old Trafford Centre to talk to members of the public interested in becoming Specials.

During the joint recruitment event, the Specials were joined by GMP Chief Constable and ACPO lead for Specials, Peter Fahy, who praised their work.

"Special Constables provide us with a fantastic police resource to reassure communities and keep local streets safe," he said.

As well as a recruitment drive, Specials from the area were involved in a roads policing initiative outside of the shopping centre. They were joined by Cheshire's exhibition vehicle and GMP's road policing vehicles, and used the opportunity to talk to members of the public on the subject of road safety.

In Cumbria, Special Constables used the first day of the weekend to take part in a training day which

provided refreshers on roads policing and traffic related legislation, as well as presentations from other agencies including the Fire Service and VOSA.

The following day, more than 40 Specials used their new-found knowledge in a series of operations across the county which targeted road traffic related offences and anti-social behaviour.

Martin McKay, Chief Officer for Cumbria's Special Constabulary, said: "This training day brought everyone up to date and helped to target roads policing issues across the county."



## NORTH WEST

FAR LEFT TOP: CHIEF CONSTABLE PETER FAHY (SECOND FROM RIGHT)  
FAR LEFT BOTTOM: TALKING TO MEMBERS OF THE PUBLIC IN MANCHESTER'S TRAFFORD CENTRE

NEAR LEFT: SPECIALS IN CUMBRIA

In the **Met**, Specials were involved in a recruitment event at London Bridge, as well as visiting Hackney main line station to use a knife arch and conduct a passive drugs dog operation with regular officers. The team made 31 stop and searches with two arrests.

In Haringey, Specials worked with regulars to launch a Lesbian, Gay, Bisexual and Transsexual drop-in surgery to tackle crimes against the LGBT community.

In Hyde Park, Specials worked with regulars to patrol the park, focusing on assaults in the area, while in Kensington and Chelsea, officers attended a briefing on drinking and violence around pubs and clubs.

Specials from Hillingdon Borough held recruitment events in Uxbridge at the college and the Chimes shopping centre. The Specials were approached by over 160 people, around a quarter of whom have progressed their interest.

Specials also worked on a team that works on aggravated vehicle taking,

and their involvement during long shifts led to an arrest for Class A drugs. According to Special Inspector Bob Bowyer the commitment shown by all was impressive. "The dedication of the Specials was second to none, some of them worked 16-hour shifts. But we also had in attendance supportive regulars and some of the Met Special Constabulary senior management team."

The BTP, as the police force for the railway, did not focus the weekend around road traffic initiatives, but on operations which would help highlight the role of the Special Constabulary.

One operation saw Specials working in plain clothes conducting train and station patrols to combat anti-social behaviour. Two further Specials assisted with a drugs operation at Brighton station, where there were several arrests.

A further operation in the Medway area saw eight Specials working with two Specials from Kent to target level crossing hotspots in the area. They were deployed to combat those misusing level crossings as well as patrolling to combat trespass and line of route offences. »

# "The dedication of the Specials was second to none, some of them worked 16-hour shifts"

BOB BOWYER  
SPECIAL INSPECTOR, MET



## LONDON

REGIONAL REVIEW



SOUTH WEST

TOP: STROUD MAYOR ANDY READ (SECOND FROM RIGHT) WITH SPECIALS, PCSOs AND NEIGHBOURHOOD WARDEN

AROUND 100 MEMBERS OF THE PUBLIC WERE GIVEN INFORMATION AND ADVICE



“Over 50 fixed penalty tickets were issued over the weekend”

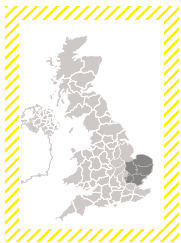
Officers from **Dorset** Police’s Special Constabulary worked on Operation Asphalt, which aimed to combine Safer Neighbourhood Team (SNT) traffic-related priorities with the “No Excuse” campaign (which aims to reduce road casualties by educating road users).

Specials were deployed at strategic locations, focusing on driver distraction, speeding, seatbelts, careless driving and drink and drug driving.

Dedicated Traffic Specials supported the deployed officers on the day by providing specialised support and guidance. In addition the “No Excuse” campaign and the Driver Awareness Scheme was provided with a boost.

Over 50 fixed penalty tickets (FPNs) were issued over the weekend, with the majority of the drivers being eligible for the Driver Awareness Scheme.

In **Gloucestershire**, Specials ran vehicle checks at a number of locations, which resulted in 44 drivers being given tickets for traffic offences. As part of the operation drivers issued FPNs were given the opportunity to complete a road safety package, prepared by the Gloucestershire Road Safety Partnership. Once the driver had successfully completed the educational package their ticket was cancelled.



EASTERN

BEDFORDSHIRE SPECIALS KIMBERLEY GEE AND DANIEL SOUTHAM ON DUTY WITH THE VEHICLE TESTING UNIT

RIGHT: CHIEF OFFICER NIGEL GREEN, MP ANDREW SELOUS AND INSPECTOR MATT THOMPSON



The Eastern region’s focus for the weekend was on ‘education and enforcement’, with operations across utilising ANPR cameras and intercept teams to target illegal use of vehicles.

Specials were on duty in supermarket car parks to provide security advice, number plate fixing



updates and a high visibility presence. Specials also visited local schools to give advice on road safety.

Enforcement operations were mainly targeted at cars causing a nuisance and anti-social behaviour, but in Essex they also highlighted inconsiderate parking and the problems it can cause disabled people.

Specials in Norfolk were joined by members of their ACPO Team and by three Police Authority members. They took the opportunity to consolidate recent training they had received on Speed Guns and traffic offences.

Andrew Selous, MP for South West Bedfordshire, who visited the Specials over the weekend said: “Seeing Specials using the ANPR equipment shows the breadth of work they do. I was very impressed by the way that the Specials planned and led a multi-agency operation involving Specials and regular police officers as well as Vehicle and Operator Services Agency (VOSA), the Department of Work and Pensions, HM Revenue & Customs and the UK Border Agency.”

In **Leicestershire**, teams of Specials were crewed with officers from the Roads Policing Unit (RPU), Tactical Support Group (TSG), Dog Section, Firearms Unit (ARV) and BCU Response Vehicles.

Over 200 officers were involved over the course of the weekend, including 35 roads policing officers, four members of the tactical support group, and nine dog section officers. Twelve firearms vehicles were also deployed.

All Specials were shown around the TSG vans and equipment and given an insight into day to day duties. They were then given a Power Point presentation and practical demonstration on the techniques used for searching people, vehicles and houses.

Initiatives included an automatic number-plate recognition (ANPR) operation, involving two Spectrum vans, members of the RPU, dogs and firearms sections, BCU Staff and Specials. A significant number of stop checks were carried out and a considerable amount of intelligence was obtained as a result.

"I learnt a great deal about traffic legislation, as well as picking up many tips about how to approach people"

**TOM HOOK**  
LEICESTERSHIRE

Another initiative saw 72 vehicles checked and four prohibition notices served. During this shift two arrests were also made at a disturbed theft.

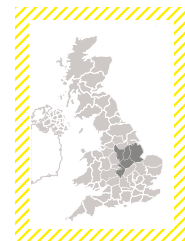
Special Constable Tom Hook turned out for duty on both days of the operation. Having never worked in this way with regulars before, he found the weekend extremely enlightening.

"I learnt a great deal about traffic legislation, as well as picking up many tips about how to approach people and how to talk to them. It was a very worthwhile exercise for me," he said. A number of non road traffic related

incidents were attended, including those concerning firearms, theft and public order and as a result there were nine arrest or assisted arrests.

The weekend's operations have led regulars to think about ways that Specials could be used in the future, on a more regular structured basis.

Specials Coordinator for Leicestershire, Simon Worthington, said that the weekend had shown the value of Specials. "I am very pleased with the outcome – we adopted a new method for this weekend and it was very successful."



**EAST MIDLANDS**



Specials from **Warwickshire, West Mercia** and the **West Midlands** worked together with regulars from Warwickshire's Operation Task Force, the DVLA and HM Revenue and Customs on a roads policing operation.

The weekend culminated in the arrest of seven people, seven vehicles seized and 70 traffic offences detected, leading to 17 Fixed Penalty Notices. The aims of the ANPR-led operation were to disrupt criminals who travel through the county and detect vehicle crime and

motoring offences. Cameras were placed along key routes and vehicles that were a hit were stopped and taken to a search area. Once in one of three bays, Specials conducted interviews and made checks.

It was the biggest operation of its kind to be led by Specials in Warwickshire and has given many of the officers the opportunity to learn new skills, including training in the use of an ionscan, a device which tests for the presence of drugs.

Special Sergeant Russell Marsh said that although this was the first time

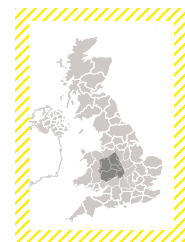
he had worked with Specials from other forces, they integrated extremely effectively. "We all had a different set of skills and experiences, so we complemented each other really well."

Warwickshire Specials Chief Officer Glyn Gardner said: "The weekend provided an opportunity to learn from each other – it's surprising how differently Specials from various forces work."

He added that the weekend was such a success that there are now plans to run a similar operation in the summer. "It has proved the value of cross-border activity."

In **Staffordshire**, Specials promoted road safety awareness to members of the public. Officers were in high visibility uniform and worked alongside regulars and partner agencies, educating drivers and dealing with offences. Numerous stop searches were completed, one of which resulted in nine bags of cannabis being found and the offender charged.

Chief Inspector Phil Fortun, force lead for Specials said: "The weekend generated real excitement, and Specials came up with a variety of creative and effective road policing operations that helped make our communities safer." »



**WEST MIDLANDS**

**INSPECTOR LUCY SEWELL BRIEFS SPECIALS AT ALCESTER**

REGIONAL REVIEW



**NORTH EAST**

SPECIALS FROM SOUTH YORKSHIRE ON PATROL OVER NATIONAL SPECIALS WEEKEND

In **South Yorkshire**, over 60 Special Constables attended the Specials Weekend in conjunction with regular officers from Roads Policing Group (RPG), Roads Crime Unit (RCU) and Safer Neighbourhood Teams (SNTs) for Operation Spearhead.

Specials were double crewed with regulars and deployed across the area, and staffed four static ANPR sites, with RPG safety advisors assisting.

In Barnsley, Specials integrated within SNT and staffed mini operations on the weekend's theme.

The weekend was a resounding success, as it afforded the opportunity for non-RPG trained Specials to experience diverse aspects of policing, not only in their own districts but also in collaboration with others across the county.

Special Sergeant Simon Pickering said the weekend provided a great opportunity for Specials to experience a side of policing they were not used to.

"We were made to feel very welcome by the RPG teams and it helped us to learn not just about roads policing but how it fits into the wider picture of community safety. It was a very enjoyable and valuable experience."

**West Yorkshire** Police's Specials stopped and checked over 1,000 vehicles, with 34 uninsured or untaxed vehicles being taken off the roads. Over 400 fixed penalty notices were issued as well as 17 arrests made for offences relating to drugs, immigration, theft, going equipped to steal and being over the prescribed limit.

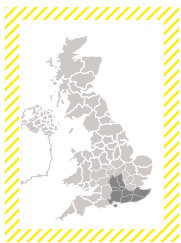
Nine people were summonsed to court for document offences while 19 drivers were ordered to rectify any defects on their vehicles or face court.

Over a hundred Specials took part and worked closely with regulars as well as colleagues from VOSA, stopping in excess of 120 taxis, 52 of which were either suspended or given prohibition notices to address any vehicle faults.



"We learned how roads policing fits into the wider picture of community safety"

SIMON PICKERING  
SOUTH YORKSHIRE



**SOUTH EAST**

SPECIALS ON DUTY IN SOUTHAMPTON DURING OPERATION RING OF STEEL



In **Hampshire**, Special Constables worked on a "ring of steel" operation, which resulted in hundreds of motorists being stopped by police in an effort to identify illegal drivers and suspected criminals and to take them off the roads.

Basing themselves in three areas in Southampton, the Specials joined regulars from the roads policing unit

for a one-day operation, which utilised ANPR to identify vehicles that were known to be involved in previous offences, or that were being driven without insurance and tax.

It resulted in more than 200 cars being stopped and 14 vehicles being towed away and taken off the road. Officers also used sniffer dogs to

search cars – three of which were found to contain illegal drugs.

Special District Officer Steve Perry said the event's success paved the way for similar future operations: "All the Specials involved rose to the challenge."

In **Surrey**, more than 100 Specials took part in a series of operations. Working with regulars and partner agencies, the initiatives focused on tackling anti-social, inconsiderate and dangerous driving. The work tied in with the area's 'Drive SMART' campaign, which was launched by Surrey Police and Surrey County Council to address anti-social driving. The initiative resulted in 28 cars being stopped, 58 tickets issued and 22 warnings given to drivers. In the Tandridge area, Specials issued Fixed Penalty Notices for seat belt offences, speeding, MOT and number plate offences.

Specials in Bracknell, **Thames Valley Police**, used the weekend to personally visit motorists who had broken the speed limits on the local roads, explaining the dangers of excess speed.

# PROFILES

Why do people choose to give up their time to become Specials? What do they get from the role? Who are they? Here we meet four individuals who can provide some answers



GREATER MANCHESTER

## HABIB AHMED

### CHIP OFF THE BLOCK

Habib has inadvertently done his part for police recruitment from the next generation – by buying his three-year-old son a uniform. “At that age they look up to policemen, and he’s really keen on the role-play,” he laughs. “He’s been told off at the nursery for handcuffing his friends a few times. If he sees me lounging around, he expects me to get up and arrest strangers with him.”

Over-zealous toddlers aside, Habib’s wife is very understanding of her husband’s decision, a few months ago, to leave the family roost for four hours a week and tackle public order offences and affray (although she does put his decision down to a “mid-life crisis”).

“I was looking to do some voluntary work generally,” explains Habib, “and looked at charity work, Red Cross and so on, then realised that police work suited my personality and ambitions. Dealing with the public builds your confidence, and you see a side of society you wouldn’t normally encounter.” This, according to Habib, includes some baffling irony at times. “I recently pulled up and arrested a man who was driving someone else’s car, and recklessly, despite being disqualified – and he was in town to visit a friend in court, who had been done for causing death by dangerous driving.”

Spending most of his week as an IT manager for a software support service in Chester, 42-year-old Habib is impressed by the teamwork ethos amongst the Specials, as well as the variety his police work allows.

“My job is office based and chair bound, whereas the police work involves mingling with the public, getting out there,” he says. “I get to apply the people skills I hone during the day at night, on behalf of the force.” »



GREATER MANCHESTER  
POLICE

## PERSONAL PERSPECTIVES

WEST YORKSHIRE

## NIGEL GOOD

## SEASONED PRO

Aged 54, Nigel has witnessed huge changes in the nature of being a Special Constable during his 33 years in the force – not least the technology. “Once, you walked about with a wooden stick,” he laughs. “I can remember the ancient radios with one piece to speak into, one to listen to. You’d have to go to a Doctor Who Tardis to phone the station – and they couldn’t get hold of you. Nowadays it’s body-armour, sophisticated radios, mobiles...”

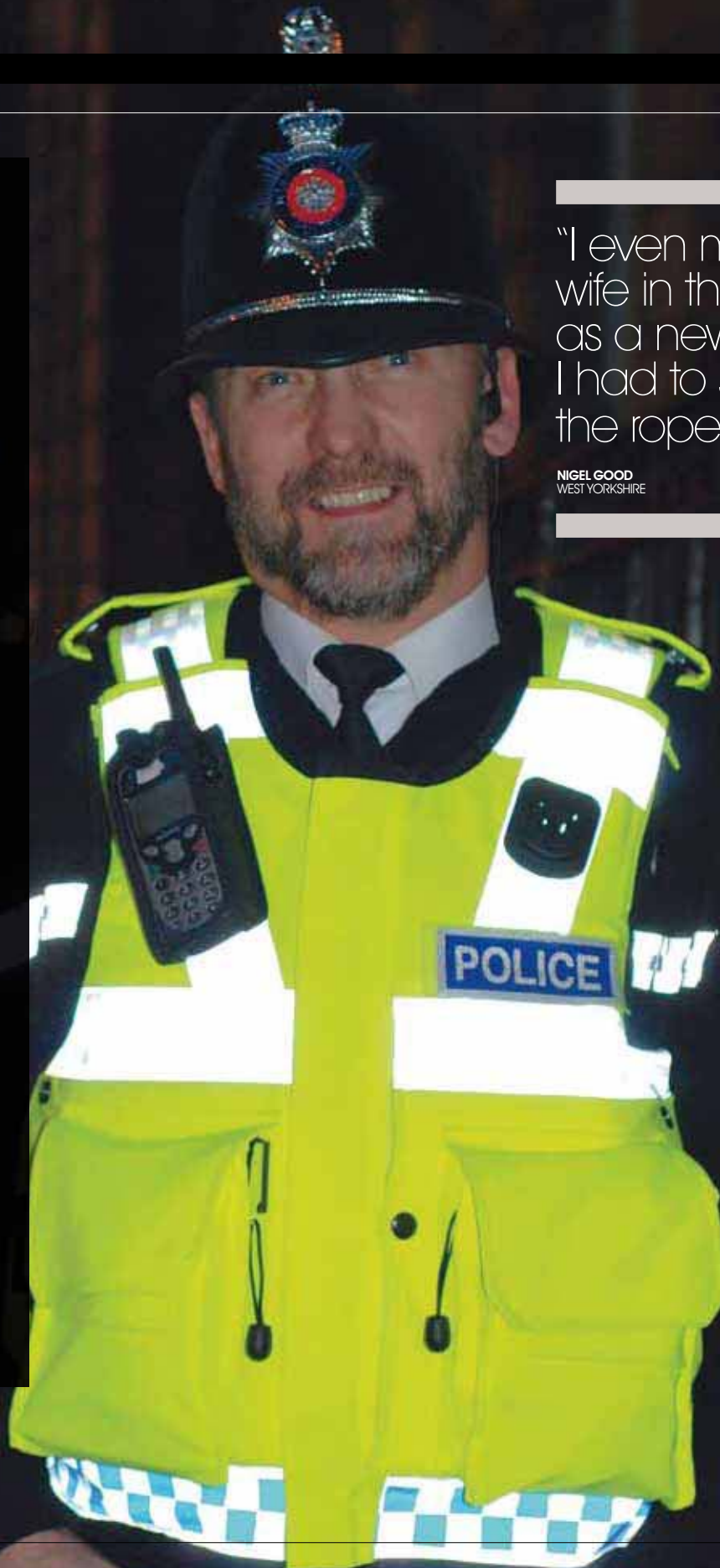
Aside from four to six hours per week with the Specials, Nigel is a police vehicle fabricator. “That entails building the cell vans, horse boxes, dog cages – whatever the force require in the vehicles. I’m an expert on police transport, so I can drive every vehicle the Yorkshire Constabulary own – except the helicopter. They won’t let me have a go on that for some unknown reason.”

A Dixon Of Dock Green fan as a youngster, whose mother and cousin were also in the police, Nigel first became involved with the force as a teenager. “I joined on 13th June 1974,” he says. “My headmaster was an inspector in the Specials, and he helped me get into the police when I was 18. I even met my wife in Wood Street Cells. Don’t worry, though – she wasn’t a prisoner but a new Special who I was asked to show the ropes to.”

What has kept Nigel motivated for all this time, he says, is the endless variety of the job. “Yes, it has its morbid moments,” he says. “But it’s also unpredictable – I couldn’t tell you what I’ll be up to this Friday – it might be foot patrol, I might be in a car, the cells, the front office: whatever the sergeant wants me to do.”

“I even met my wife in the cells – as a new Special I had to show her the ropes”

NIGEL GOOD  
WEST YORKSHIRE





THE METROPOLITAN POLICE

## VICTORIA ABBOT

## SUNNY-SIDE UP

Few can boast a better temperament for policing than 24-year-old Victoria, who became Westminster's 300th Special on 7th February this year. "I'm really happy to let people verbally vent their frustrations at me, which is often all they want to do," she says of a cheery personality which sees her thrive in her day-to-day job organising exhibitions, conferences and corporate parties. "My boss is great about me doing extra work with the Specials – I think she's keeping me on side in case I need to use my new policing skills at one of our events."

Victoria says that spending most Fridays patrolling London's West End is a valuable insight into society. "Meeting people from all walks of life after they've had a drink is really eye opening," she says. "I was recently confronted in Leicester Square by a gentleman who had had too much to drink, and was looking for an argument with me about drinking in a public place. Then, it turned out the bottle of beer in his hand was a non-alcoholic one he'd bought by accident – he was absolutely horrified!"

Despite, as a child, being attracted to "the whole heroine idea" of being a policewoman, Victoria's top priority now is to be a good ambassador for the force. "What you have to remember is, you could be the only police representative a person ever comes face to face with," she says. "They will remember that meeting forever – you want to give a good impression. I mostly find that a friendly smile and a listening ear go a long way."

"You could be the only police representative a person ever comes face to face with"

VICTORIA ABBOT  
THE METROPOLITAN POLICE

## WARWICKSHIRE

## BRIAN FERRIES

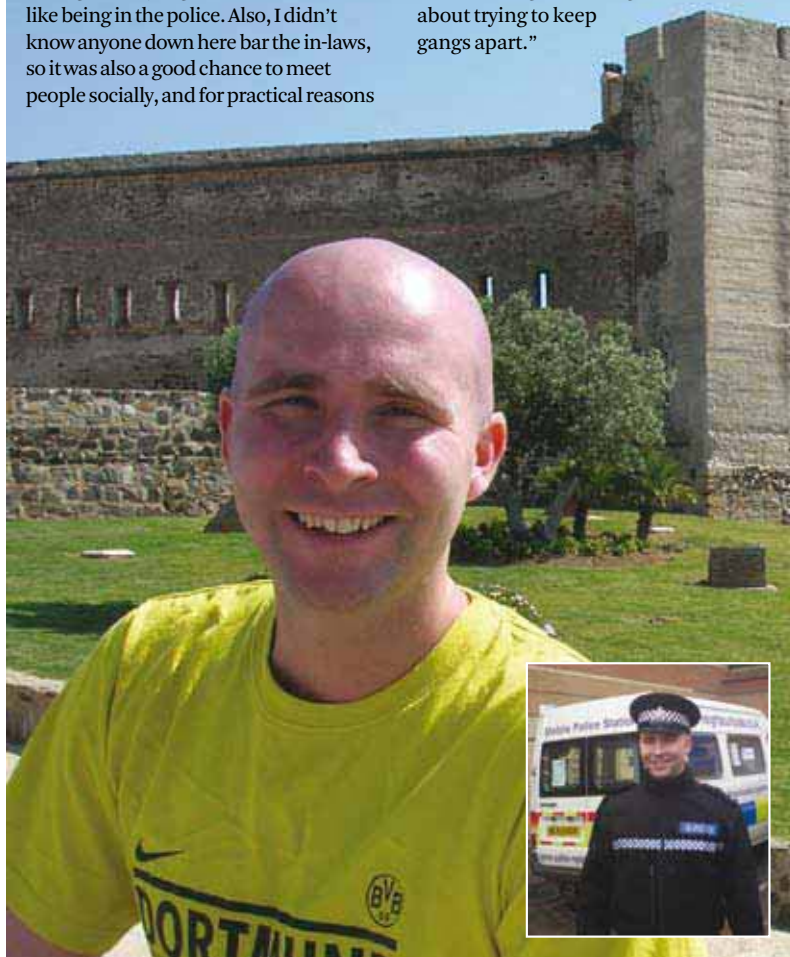
## COMMUNITY ZEST

Brian, 26, is one of a growing number of young people drawn to the Specials by a sense of community responsibility. "I moved down here three years ago from the north-east to be with my partner," he says, "and immediately wanted to find out what the issues were in my new area and see how I could contribute towards solving them."

So it was timely when a police recruitment officer set up a stall in the canteen at the branch of the Coventry Building Society where Brian worked. "She explained how the Specials was casual, and yet formal in terms of training, equipment and support," he says. "It sounded an excellent balance, and a great way to get a feel for what it's like being in the police. Also, I didn't know anyone down here bar the in-laws, so it was also a good chance to meet people socially, and for practical reasons

– you meet people from all sorts of different trades."

In February, Brian joined the Warwickshire Police full-time as an auditor. But, he says, the real action comes with the Specials work – and especially over one particular weekend each year. "Warwickshire is very rural, so low on disorder," he explains, "except when it comes to the Warwick Mop, which is a fair held in the centre of town every year. Then, you've got disorder concentrated in a small place in a short time – people travel in from outlying towns, so there's a lot of explosive mixing going on, teenagers from one area fighting those from others. You literally spend the whole night running about trying to keep gangs apart."



# WATERWORLD

Winter 09-10 will live long in the memory for its severe weather conditions. Specials across the country carried out duties in blizzards and deep snow, however, no region was tested further than Cumbria during days of disastrous flooding

## CUMBRIA

When parts of West Cumbria were hit by some of the worst flooding the area had seen for years, Specials played a major part in the police effort to rescue stricken residents from their homes.

In just nine days, Specials carried out 1,700 hours worth of work with many of them turning out in flood-hit areas straight after finishing their day jobs.

As well as working in the worst flood-hit areas helping to direct the public away from danger and assisting regular colleagues, Specials also supported the force by working with Neighbourhood Policing Teams, enabling extra serving police officers to assist the flood response.

### BUSINESS COMMUNITY SUPPORT

Local employers also rallied round and gave up seven days' special leave to their employees. Companies who took part included Sellafield Ltd, Specsavers, Iron Mountain, Carlisle City Council, British Telecom and Allerdale Borough Council.

Martin McKay, Chief Officer of the Special Constabulary, praised the employers for releasing staff at short notice to enable them to volunteer and aid the flood response.

### COMMITMENT

John Coward, area officer for West Cumbria, who has been a Special for 22 years, immediately mobilised a team of 14 Specials to take part in the initial disaster efforts, helped by





“The event highlighted the vital service we can provide in times of crisis like this”

JOHN COWARD  
CUMBRIA

Special Robert Curwen who rang all the supervisors to ask for as much support as possible.

“Once the Specials were out on duty, it was essential for me to stay in constant contact with the supervisors to monitor the flooding situation as it was changing constantly,” he explained.

“I was also very aware that I had a duty of care to the Specials, many of who had already put in a full day’s work in their regular jobs and who were also going to go back to work the next day with very little sleep.”

#### TRAGEDY

The disaster began unfolding on November 19 last year when a number of towns in West Cumbria

FLOODS DEVASTATED  
A NUMBER OF TOWNS  
IN WEST CUMBRIA LAST  
NOVEMBER

experienced exceptional rainfall over a 24-hour period. Towns worst hit were Cockermouth and Weymouth.

As the severity of the disaster became clear, the Specials became even more determined to help with the rescue efforts and came up with a three-day plan to provide extra cover over the weekend. They helped ease the pressure on regular officers who were working extraordinarily long hours.

Tragically, one regular police officer died during the efforts after Workington’s Northside Bridge collapsed. He died saving the lives of motorists by directing them away from the crumbling bridge when it gave way beneath him.

#### CAMARADERIE

“I was very proud of the way they all pulled together – the teamwork and camaraderie the Specials displayed was fantastic,” said John.

“The event really highlighted the importance of the role of the Special Constabulary within the county and the vital service we can provide in times of crisis like this. It has also encouraged all those who took part to continue working effectively together as a team.”

The local community has also recognised and praised the efforts of the Specials and they have been nominated for a ‘heroes of the floods’ award being run by the News and Star newspaper. The results are due to be announced shortly. |

# CONSISTENT ASSESSMENT

**The Special Constabulary has just rolled out a standardised programme for recruitment, designed to assess the skills and competencies that a Special needs to effectively carry out their role. We find out how the test was created**

As part of the National Strategy for the Special Constabulary in March 2008, a recommendation was made to standardise the recruitment process for Specials. The recommendation has been taken up by the NPIA, and started to be rolled out across participating forces on 1 April 2010.

The Special Constabulary has never before seen a single, consistent process for assessing candidates. This had led to forces across England and Wales following vastly different procedures.

Laura Empey, Senior Psychologist at the NPIA, has led on developing the new assessment process. She said the standardised process will mean that all candidates receive a fair assessment, based on the essential skills and competencies that a Special needs to effectively carry out the role. "We were given direction from the Specials National Programme Board to produce a process that was flexible and cost effective. After consultation with forces, it was ascertained that the process also needed to require minimal resources and be fair and transparent to candidates."

Over 1200 individuals have been consulted during the design process to ensure that it is fair, relevant and robust.

## JUDGEMENT TEST

One of the new tools established for the recruitment process is a situational judgement test. This is a 75-minute multiple choice test, where candidates are presented with work-based scenarios that they may come across while in the role of a Special. Candidates must use their judgement to decide which of the options is the most or least effective.

"These were developed by asking serving

Specials for real-life scenarios," said Laura.

The 20-minute test presents candidates with a problem and asks them to provide a written response. There is also a structured interview, conducted by one assessor. The assessor has a checklist, against which they can mark the candidate.

"This is a simple and quick way to conduct an interview, meaning that the assessor can mark on the spot and not have to write answers down and classify afterwards." All candidates will be asked the same questions and given the same prompts, to make it standardised.

## PILOT SITES

Three forces – Hampshire, Cheshire and West Yorkshire – ran the initial pilots. Greater Manchester Police (GMP) has also recently piloted the new system, and Leicestershire and Nottinghamshire have also run successful assessments using the new process ahead of 1st April. Forces can decide how best to use the new flexible system, either through assessment centres over one or two days, evenings or weekends.

## IMPLEMENTING THE SYSTEM

Assessors will need to be trained, and the NPIA will provide every force with one free-of-charge assessor course and one free quality assurance and exercise training course, both for 12 delegates.

"Prior to the assessment process we also provide refresher training in the exercises that they will be assessing," said Laura. Assessors are also supported at the first process by a Quality Assurer to assist the force in the delivery of the new process.

The NPIA is hoping that all forces will implement the new system and so is offering these services free of charge for the next



### THE NEW TOOLS

- An optional competency-based questionnaire
- A situational judgement test
- A written test
- A structured competency-based interview
- The same fitness, medical and eyesight standards as apply to regular officers should also be applied to prospective Specials

"It allows a greater number of candidates to be processed"

AMANDA MOSLEY  
SC RECRUITMENT AND MARKETING OFFICER GMP



## CASE STUDY

Greater Manchester Police (GMP) ran its first national assessment process on 27 February. 56 candidates attended, of which 77 per cent were successful.

Mike Walmsley, Acting Specials Chief Inspector, is an assessor. He believes the main challenge is adapting to the new process. "In the past the only involvement that Specials had in the recruitment process is at the divisional interview stage. Our previous interviews were not as structured, with the interviewer able to use probes they feel appropriate rather than ensuring all candidates were offered the same."

He said that the new process provides a standard against which all candidates can be tested. "As we run more assessments, we'll become more skilled and efficient as assessors. The main positive is that the NPIA provides everything from scripts to laminated signs for rooms which assists greatly."

Edward Jackson was a candidate at the event. He felt that the different assessment methods on the day were well organised. "Everyone who attended the assessment sat the exercises in the same conditions and the information pack sent to us beforehand ensured we all had the same information we would need to prepare for the different exercises."

"Being able to attend a half-day session on a Saturday morning meant that I didn't have to book any time off work and it was nice to complete the three exercises in one session as opposed to potentially having them at different times and venues."

"Being able to attend a half day session meant I didn't have to take time off work"

EDWARD JACKSON  
GMP CANDIDATE

financial year. "It will benefit forces to have a standardised, fair and valid assessment process that has been designed specifically for the assessment of the role of Special."

For the candidates themselves, they can see that the assessment is fair and are provided with feedback reports whether they have passed or failed, so that they can all take some development from it.

Amanda Mosley, Special Constabulary Recruitment and Marketing Officer for

GMP, believes that the new process will help the force meet the challenging recruitment targets it has set for the next five years. "We have found that it allows a greater number of candidates to be processed and cuts down on the days that candidates are required to attend tests, as we can run all elements of the assessment in a half-day session."

She added that if all forces adopt the process, it would facilitate the transfer of Specials across forces.

# A YEAR IN THE LIFE OF A REGIONAL COORDINATOR

Susan Burn looks back over her last 12 months in the role of Specials Regional Coordinator for the North East



## NPIA SPECIALS REGIONAL COORDINATOR

A new job can be daunting, but when it's a role that's not existed before and you have to carve out a new niche it's doubly daunting. But not so for Susan Burn whose first year as the NPIA Specials Regional Coordinator for the North East has gone from 'great' to 'fantastic'. Here Susan looks back on an eventful year.

**MARCH 2009** On my first day I met the eight other newly appointed Regional Coordinators and when I listened to the experience around the room I was extremely impressed.

My first goal was to visit all the forces in my region to get to know them and for them to get to know me and hopefully start to trust me. I was keen to make it clear from the outset that my job is to act as a support mechanism to help facilitate their goals and not, as initially thought by some, to keep a beady eye on them. I see myself as someone who can join up the dots between forces helping them through the National Strategy transition phase and providing a central point of contact for queries on things like working time regulations and uniform issues.

**MAY** Over a series of meetings my ACPO lead, Michael Banks introduced me to all the ACPO representatives for my region. This was a great opportunity to meet senior force officers. I have to say that everyone I've met has given me overwhelming support.

**JUNE** My first meeting with Specials to explain the National Strategy and to get to understand their point of view so I can communicate the day to day

benefits of the Strategy more effectively. I was struck by the fact that they needed to be reassured of their value to the service. I was very happy to tell them how the four hours a week they give contributed to a total of 92,000 hours worked in the region during the last quarter.

**JULY** I was trained in how to use the NPIA Specials asset library and was able to pass on this knowledge to my contacts within forces. This has been of huge benefit in helping them generate effective promotional material.

**SEPTEMBER** The Specials Regional Coordinators undertook a GAP analysis of forces using National Strategy guidelines as our baseline. The results were extremely positive and showed fantastic results – in some categories forces are exceeding the guidelines. That month I also attended the Association of Special Constabulary Chief Officers (ASCCO) conference and gave a short presentation on Specials marketing communications within the NPIA.

**JANUARY 2010** I undertook tasking and deployment work for Northumberland at their request.

**FEBRUARY** I attended the leadership conference organised by South Yorkshire.

**MARCH** My favourite part of last year was going out on duty with a team of Specials in Durham over National Specials Weekend.

ABOVE: SUSAN BURN FOR WHOM THE SPECIAL CONSTABULARY WAS SOMETHING COMPLETELY NEW HAVING COME TO THE ROLE FROM A BACKGROUND IN FORENSICS

I feel my job as a Specials Regional Coordinator has enabled forces in my area to work more closely together and more easily share best practice and resources. I've also been able to facilitate closer communication links between forces and NPIA teams. I've built up a good knowledge of products and information which I've been able to share as and when required – for example if someone asks me for a job specification for a specific rank I'm able to pass one along that's already been created by another force.

I never fail to be inspired by the enthusiasm I encounter. It's an extremely positive working environment and has had a hugely motivating effect on me. I'm really looking forward to all the challenges of my second year.

“ I never fail to be inspired by the enthusiasm I encounter. It's an extremely positive environment and has had a hugely motivating effect on me ”

### TEAM ACHIEVEMENTS

- Launch of National Employer Supported Policing scheme
- Gap analysis of forces against established National Strategy guidelines
- Closer integration between regional forces
- Asset library roll out to all forces to use as a marketing resource
- Greater crossover of good practice experience

## EMPLOYER SUPPORTED POLICING

## FOUNDATIONS IN PLACE FOR NATIONAL ESP SCHEME

**Good progress has been made to establish the standard Employer Supported Policing (ESP) scheme at a national level following its launch in October last year.**

During January and February workshops were held across England and Wales. These were extremely well attended with representatives from almost all forces. The workshops were designed to 'dispel the myths' and build on the national launch event by talking through how to put ESP into practice and establishing what the scheme really means at force level.

The key purpose of each event was to deliver standard ESP guidelines and a national toolkit for the scheme. As well as receiving direction on how to use these new tools, delegates took part in practical sessions in which they were required to apply the tools in different case study-based scenarios.

The aim was to give delegates a much clearer understanding of Employer Supported Policing and help them realise that it's not just a method for recruitment and boosting numbers but has great relevance within forces in terms of neighbourhood policing strategy and local community engagement.

The feedback from force representatives who attended the workshops has been extremely positive with many forces seeking further information and support. Most are now undertaking a review at local level to align any existing ESP initiatives with the national scheme.

Two forces forging ahead with ESP agreements based on the new scheme include Hampshire – which has been

**FOR MORE ON ESP PLEASE CONTACT YOUR NPIA SPECIALS REGIONAL COORDINATOR**

**BELOW: JAMES DELLER SOUTH EAST SPECIALS REGIONAL COORDINATOR**



working hard to develop ESP with Gun Wharfe Keys shopping centre in Portsmouth – and West Mercia – which is also looking to develop an ESP agreement with a shopping centre in its area. At a national level work is under way to establish links with organisations that represent the business community.

According to James Deller, NPIA Regional Coordinator for the South East and a member of the NPIA ESP team: "Engaging at the right level is key. Ultimately it's down to each force to take on ESP as they are the ones who benefit from additional officer time and also from the increased engagement with local businesses and communities. The NPIA is keen to see the new approach on ESP become 'business as usual' across all regions."

## SPECIALS NATIONAL STRATEGY IMPLEMENTATION UPDATE

## NATIONAL STRATEGY FIRMLY ESTABLISHED

**Two years ago, the draft National Strategy Implementation Advice was introduced at the 2008 SC National Conference. Now many of the suggestions for good practice presented then have become reality.**

Great steps have been made in raising the profile of the Special Constabulary. Consideration of the role of Specials has now become automatic for many forces with regard to strategic planning, operational deployment and tactical response.

National standard recruitment and training procedures were identified as an important requirement. So it is great to report that there is now a national recruitment process and a national curriculum for initial learning already in use (see page 14).



The effective deployment, tasking and management of Specials is crucial to delivering a return on investment: both indirectly, by providing motivation and supervision to encourage retention and productivity; and directly, by targeting hotspots of public concern where Specials can make a real difference.

A series of case studies that demonstrate the value Specials can add to a broad range of policing issues is being developed. These, with other resources, will be available on the new SC Police On-line Knowledge Area (POLKA) Community, shortly to be launched by the NPIA. Continuing with the theme of a return on investment, a national performance management framework was launched on 1 April

2010. This looks at the contribution the Special Constabulary makes and provides an opportunity to learn from and recognise exceptional performance. It will also support the case for further investment.

In terms of leadership, a pilot of the SC Senior Leadership Programme took place in January and February this year. The delegate feedback was excellent and the NPIA has agreed funding for a further four courses. If the results from the pilot are anything to go by, the positive impact on the officers who attend and the consequent impact within their home forces will be significant.

**TO FIND OUT MORE ON NATIONAL STRATEGY IMPLEMENTATION VISIT THE NPIA WEBSITE OR CONTACT YOUR SPECIAL REGIONAL COORDINATOR**

"Consideration of the role of Specials has now become automatic"

## TRIBUTE



# END OF AN ERA

This year the Special Constabulary is to lose the services of three men who have done so much to help develop the professionalism of the Constabulary and to raise its profile and regard not only within the policing family but within the wider community. Here we pay tribute their work

ASSOCIATION OF CHIEF POLICE OFFICERS

## DEPUTY CHIEF CONSTABLE **MARTIN STUART**

Deputy Chief Constable of Bedfordshire Martin Stuart chose this year's National Special Constabulary Conference as the most appropriate time to hand over his ACPO responsibilities for the Special Constabulary National Strategy.

Since Martin took on national responsibility for implementation of the SC National Strategy in October 2006 at the request of Peter Fahy, he has put considerable time, energy and commitment into seeing the strategy rolled out nationally.

In this role Martin has represented ACPO on the SC National Consultative Group and at the National Recruitment Standards Programme Board. He has also chaired the SC National Strategy Implementation Programme Board and Initial Learning Programme for SC Project Board.

Through his constant, enthusiastic and persuasive engagement with the many stakeholders effecting the development of the Special Constabulary, Martin has

pushed it on to and up the agendas of many influential decision makers and budget holders. Throughout, Martin has also been keen to meet with and support Specials, taking an active part in attestations, awards, briefing and training events both locally and nationally. He is always fully conscious of the significant time and effort Specials voluntarily give to policing.

During the last six or seven years, Martin has had to juggle his Special Constabulary responsibilities with his many other demanding portfolios. The time and energy he has given to Specials is a testament to his belief in the Constabulary and it is thanks to his personal drive that so much has been achieved in that time.

As Martin looks ahead to his retirement from the police service he saw the 2010 SC Conference as the perfect point to hand over his national responsibility for the Special Constabulary to Michael Banks, Assistant Chief Constable of Durham.

## COMMENDATION

At a ceremony over the Specials Nation Conference weekend Martin was awarded the Association of Chief Police Officer's Presidential commendation in recognition of his work as ACPO lead on implementing the National Strategy.

Presenting the award, Peter Fahy (pictured with Martin below), paid tribute to Martin for his 'energy and passion' for the Special Constabulary.

Nigel Green, Chief Officer of Bedfordshire Police, thanked Martin for his personal contribution in driving the National Strategy and the Special Constabulary forward, commenting: "He has overseen a real sea change in the Special Constabulary."

Accepting the award, Martin said: "I have done what I have done because I care about you and about the amount of time you give. I would like to thank you for your encouragement and support. In particular, Mick Pepper at the NPIA has been a huge support, as well as a friend and a mentor."



## PERSONAL TRIBUTE

"Martin has shown a huge personal commitment to the Special Constabulary. He took forward the concept of the National Strategy and coordinated the efforts of the Specials Chief Officers. He set up the system of the regional ACPO coordinators and made sure all the matters of detail were dealt with. We have made remarkable progress over the past few years and a lot of this is down to the energy and enthusiasm of Martin. He is a leader of great operational credibility and I personally would want to wish him all the best for the future."

**Peter Fahy, ACPO lead on Workforce Modernisation and Chief Constable of Greater Manchester Police**

ASSOCIATION OF SPECIAL CONSTABULARY CHIEF OFFICERS

**CHIEF OFFICER GEORGE COOK, MBE** – TRIBUTE BY GEOFF KNUFFER

George Cook was appointed Chief Officer of Essex Special Constabulary in 2004, having served in the Essex force and its predecessors for some 47 years. George originally joined Southend on Sea Borough Constabulary in December 1963, making him one of, if not the longest serving Special Constable in the United Kingdom – a quite remarkable record of voluntary service.

Professionally, George worked in the merchant banking and shipping industries from which he retired in 2005 to devote more time to his volunteer role. In the course of his Special Constabulary career, George has held every rank and was honoured with the award of the MBE in 2004 for his services to the police.

While he has had a long and distinguished career as a Special, George's most significant achievement has been his inspiration and leadership in the establishment of the Association of Special Constabulary Chief Officers (ASCCO). It was he who persuaded both the regular service, and indeed members of the Special Constabulary, that this was a desirable and achievable objective and one

which would be a necessary step on the road to the further professionalisation of the Special Constabulary.

The formation of ASCCO has changed the Special Constabulary for the better, providing its members with advice and guidance and influencing the Service as a whole in respect of its future direction and development. It was entirely fitting that George was unanimously elected as founder Chair of the Association in 2008.

In the course of his remarkable service, George has made many friends and his leadership and wisdom will be missed by all. More importantly, however, he leaves behind a unique legacy. The formation of ASCCO is potentially one of the most significant developments in the 179-year history of the Special Constabulary – and it was all due to George Cook MBE.

It only remains for all George's friends and colleagues throughout the UK to thank him and to wish him well for the future. May he have a long, happy and healthy retirement, confident in the knowledge of a job very well done.



NATIONAL POLICING IMPROVEMENT AGENCY

**MICK PEPPER, HEAD OF  
WORKFORCE STRATEGY UNIT,  
NATIONAL POLICING  
IMPROVEMENT AGENCY**

Mick joined the NPIA from its set up in April 2007, moving from the Home Office where he had worked on policy developments and the proposed amalgamations of police forces.

Mick has extensive experience in the public and private sectors and holds qualifications in strategic management, law and employment relations and in social policy. He is also a fellow of the Chartered Institute of Personnel and Development (CIPD) and a committee member of the CIPD Police Group.

For the past few years Mick's wealth of experience and understanding of the police service and policing policy have been applied to furthering the professional development of the Special Constabulary. Mick retires from the NPIA in June 2010 and his work helping to establish solid foundations for the Special Constabulary will be appreciated by many for years to come.

**PERSONAL TRIBUTE**

"I have known Mick since I was the HR director for the CPS and he was in the Home Office. Our common agenda was police mergers. At the NPIA we worked together through the initial turbulent days. Mick has since led the Workforce Strategy Unit to become a highly effective team. Mick is also a member of the senior management team of People and Development.

"His wise words and continual support for colleagues and team members, combined with a wicked sense of humour make him a joy to work with. Mick is dedicated to the support and promotion of Specials and he and his team's work on the National Strategy, Specials magazine and the national recruitment standard is a credit to the police service. I'd like to personally thank Mick for everything he has done."

**Angela O'Connor, Chief People Officer,  
People and Development Directorate,  
NPIA**

# SHARING THE SUCCESS

Specials from across the UK and overseas took part in the largest conference ever organised for the Special Constabulary. Read a full report over the following pages

Sharing the success of the Special Constabulary' was this year's theme for the conference hosted by Metropolitan Police Service Specials.

Over 300 delegates packed the conference hall at the Tower Hotel in London from 19-21 March to listen to speakers share their experiences.



## GREAT PROGRESS

George Cook, Chief Officer for Essex, began the proceedings by recognising the scale of the progress achieved by the Special Constabulary over the last 12 years since the first conference took place, in particular the launch of the National Strategy and the creation of the Association of Special Constabulary Officers (ASCCO) in 2008.

According to George, "a healthy, well-trained, well-equipped, motivated, correctly resourced, professionally led and valued Special Constabulary is a must" if the police service is to continue to deliver high levels of policing. But he urged forces "not to shy away" from making bold decisions and to continue to recruit Specials, reminding them the Constabulary is "not a no-cost option, it is however a low-cost option".

The ASCCO chair also called for a reduction in red tape and for forces to implement the nationally agreed rank structure and insignia.

Deputy Chief Constable Martin Stuart, ACPO lead on the National Strategy, highlighted the advances made since the last conference in Gatwick two years ago. "I am in awe of the progress that has been made. We now have a national recruitment process and a national curriculum for initial learning specially designed for Specials."

Martin also thanked the NPIA. "Their support and influence beyond the funding has been significant. Without them, there would be little for us to talk about." Martin formally handed his ACPO portfolio to his successor ACC Michael Banks who told officers their "finest hour is yet to come". "Let's see the success achieved so far as a platform, not a peak. We now need to build on that. I look forward to working with you all to make that happen." (See page 17)

James Deller, NPIA Regional Coordinator for the South East and a member of the NPIA ESP team, gave an update on the scheme. He urged officers to "pick up the baton" to take ESP forward. "You are ambassadors for ESP. Speak to your employers about the scheme. Be your own case study. The prize is better engagement with our communities." (See page 17.)



ABOVE RIGHT: GMTV'S JOHN STAPLETON, THE EVENT'S COMPERE

LEFT: GEORGE COOK ASCCO CHAIRMAN

BELOW: DCC MARTIN STUART OF BEDFORDSHIRE

## BEST PRACTICE

Delegates were also treated to a series of case studies examining best practice around the country. Ferrers Trophy winner and Cheshire Special Inspector Kevin McHardy told officers how he overcame the scepticism of some of his colleagues to plan and carry out a massive operation to tackle underage drinking.

"We wanted to be recognised and to demonstrate we could be a big part of fighting crime in Cheshire," he said. Over two nights 159 under-age drinkers were picked up, 13 tested positive for cocaine and Class B drugs, 12 were arrested for drugs, and 89 lots of alcohol were seized. The operation was so successful that six further operations have been carried out.

Chief Officer Ellie Acton, also from Cheshire police, stressed the success of the Cheshire Specials was due in part to the support of chief officers and the police authority. "It has enabled us to move forward and encouraged us to drive through best practice," she said.

Special Superintendent Michael Cleasby from Cleveland police then shared his experience of managing the transfer of Specials to neighbourhood policing teams. "Some Specials approached the move with real trepidation. But when they had a clear focus they were more successful than when they were response orientated."

Michael also echoed the main theme: "I would urge you to share good practice. The Specials are making a fantastic difference."

Chief Inspector Simon Dicks from Wiltshire police showed how he managed



ABOVE: DELEGATES AT THE CONFERENCE  
ABOVE RIGHT: DR ROSS WOLF, A RESERVIST WITH FLORIDA'S ORANGE COUNTY POLICE



**DIFFERENT PERSPECTIVE**

Dr Ross Wolf from Orange County, Florida, shone a totally different light on reserve policing. Delegates heard how some of the United States' 80,000 police volunteers, or reservists as they are known, are armed.

But Ross admitted the myriad police agencies and sheriff departments meant standards and practices varied widely and he was impressed by the progress made in the UK to harmonise the Special Constabulary. However, Ross revealed that US reservists are more heavily involved in specialist departments than their UK counterparts, regularly working as police pilots, divers, and dog handlers.

Special Inspector Alan Seldon from the MPS Specialist Crime Directorate offered a UK perspective on how Specials could be used in specialist departments. The Met's art and antiques, E-crime, clubs and vice, kidnap and forensic accounting all deploy Specials, but Alan said there was even greater potential for their use.

"E-crime is an area where Specials can have a fantastic impact. Forensic accounts charge hundreds of pounds a day for their services. But as Specials doing the same work they cost the Met less than £10 a day."

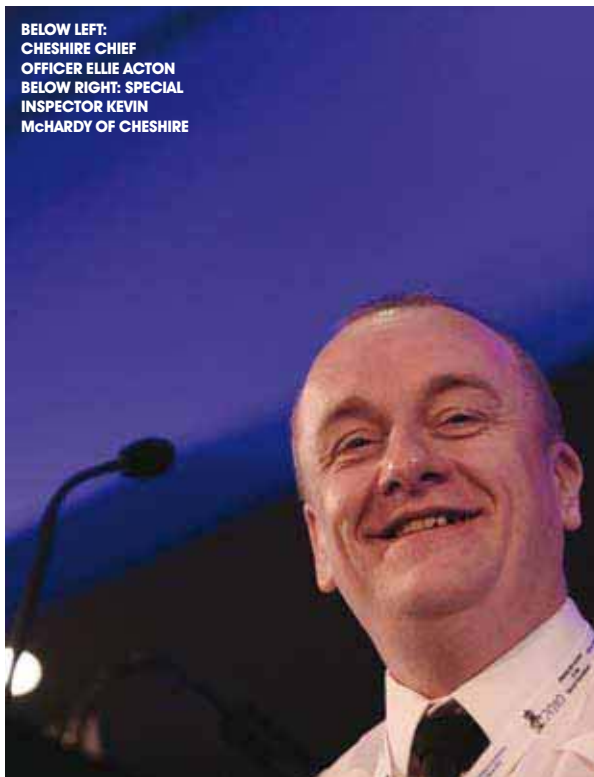
to reverse the fortunes of the Special Constabulary which was sliding into decline in his force. "Decisions were made that affected Specials in our force which lowered morale, lowered effort and lowered hours. People voted with their feet."

Simon, who was tasked with increasing recruitment and retention, said his force "fully embraced" the National Strategy and has now not only reversed the fall in numbers, but boosted their ranks by an additional 138 officers over the last two years.

He told delegates: "Be positive, take the risk, think outside the box, actually take the box apart and re-build it."

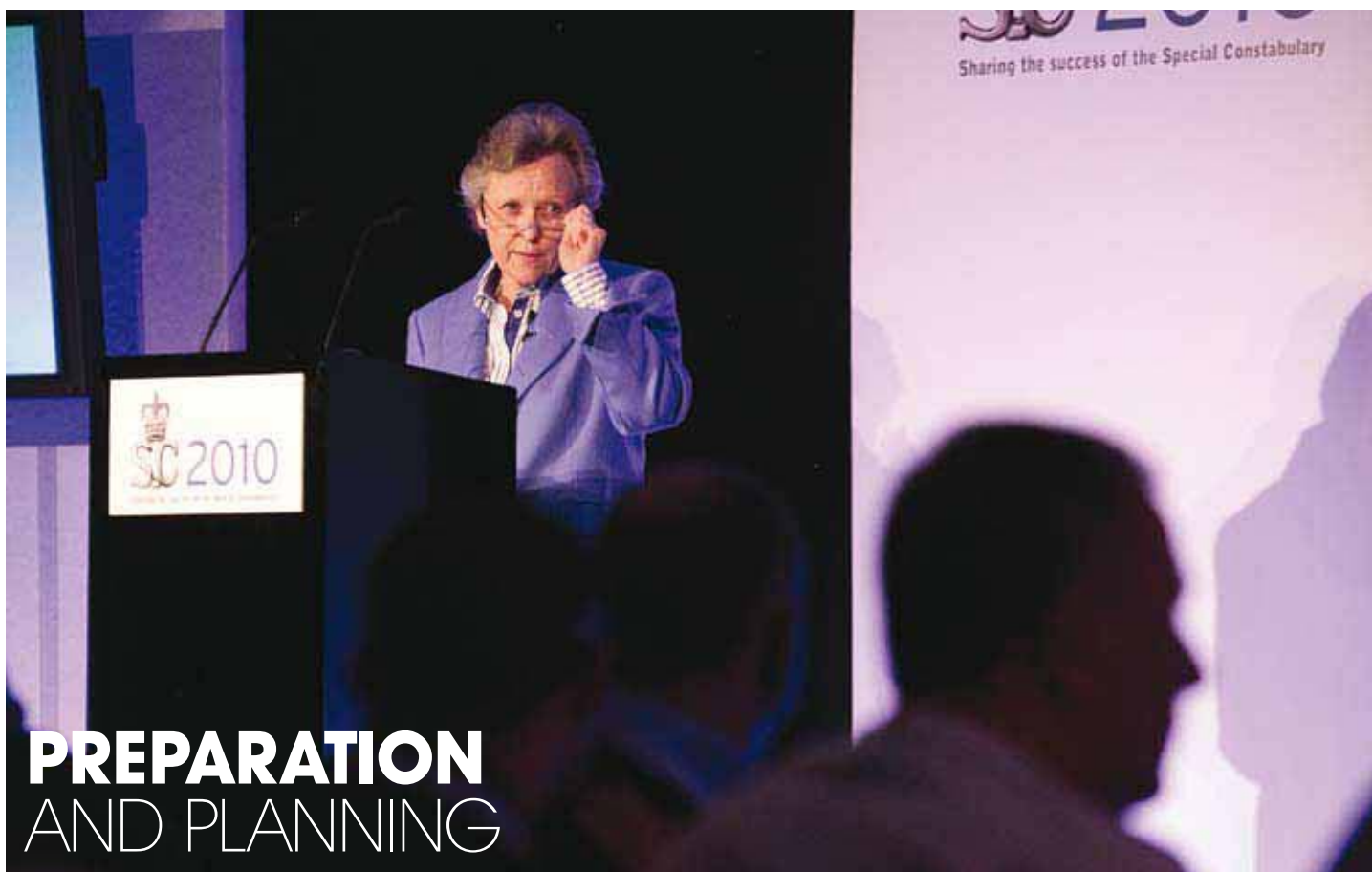


BELOW LEFT: CHESHIRE CHIEF OFFICER ELLIE ACTON  
BELOW RIGHT: SPECIAL INSPECTOR KEVIN McHARDY OF CHESHIRE



"Think outside the box, actually take the box apart and re-build it"

CHIEF INSPECTOR SIMON DICKS, WILTSHIRE



## PREPARATION AND PLANNING

Conferences such as this don't just happen – they take time and a lot of effort to put together as Lorraine Woolley reveals

When Lorraine Woolley, Chief Officer for the MPS, and her team began planning the sixth Specials conference two years ago, their aim was to stage a conference that would not only showcase the best of the Special Constabulary, but allow everyone to share their achievements.

As a result, the team chose 'Sharing the success of the Special Constabulary' as this year's theme. According to Lorraine: "The Special Constabulary has celebrated many great achievements, selfless responses to challenging situations and acts of bravery. For this year's conference we wanted the theme to be around best practice. We felt Specials would gain from looking at what other forces are doing and hopefully think 'we should be doing that'."

Lorraine and her team also wanted to inspire this year's delegates and enlisted

the help of blind adventurer Miles Hilton Barber and four-time Paralympian Dervis Konuralp. "I felt Miles and Dervis would inspire officers to overcome barriers they may be experiencing in their own forces." She also said that the team wanted to move away from workshops and offer delegates as many networking opportunities as possible.

It is the first time the MPS has hosted the Specials conference and Lorraine admits it has taken a lot of hard work. "The first challenge was to find the venue that could accommodate 300 people. For the first time we also have international delegates."

At a time when the world is experiencing an economic downturn, sponsorship was also difficult to find. "It was really tough. One of the planning team spent four days writing letters asking for sponsorship. I am grateful to BT and the NPJA. I don't know what we would have done without them. We

also had sponsorship from unexpected quarters such as the US Reservists. It doesn't matter if the sponsorship is large or small. It is all really appreciated."

Lorraine said she was also honoured to be a part of the team hosting the conference. "We've been able to draw on our expertise not only as Specials, but as people with day jobs. One of our Specials is in event management, another is a TV director. But most of all, it has been about their enthusiasm and their staying power. They were all totally committed and they have worked extremely hard."

So how will Lorraine measure the success of the conference? "My message to everyone attending was to 'get what you can out of the conference. Do the networking, enjoy the conference'. I hope people came away with something that they can look at in their own force."

"My measure of the success of the event is the number of people leaving the venue on Sunday who said that they had a good time."

**LORRAINE WOOLLEY,  
CHIEF OFFICER OF MPS,  
TAKES THE PODIUM AT  
THE CONFERENCE**

# AIM HIGH

Keynote speakers highlighted reasons to be proud of achievements and provided a source of inspiration to build on the successes of the Special Constabulary



MPS DEPUTY ASSISTANT  
COMMISSIONER  
LYNNE OWEN

## APPRECIATION OF COMMITMENT

Metropolitan Police (MPS) Deputy Assistant Commissioner Lynne Owen paid tribute to the contribution made by the Special Constabulary towards the roll out of neighbourhood policing teams.

According to Lynne: "When you are properly integrated into policing teams the force gets a tremendous amount, the community gets a tremendous amount and I hope you get a tremendous amount. The rollout of neighbourhood policing would not have been as successful as it has been without the contribution of the Specials." She also said Specials played an important role in reminding regular officers that 'the police are the public and the public are the police'.

"As regulars we sometimes forget that. It is very important for you to remind us. You give up your time to work as police officers, but you are also integrated into the community through your day jobs."

Standing in for Commissioner Sir Paul Stephenson, who was called away at the last minute, Lynne said she was privileged to open the conference. "This is an opportunity to showcase the dedication, highlight the good practice which I encourage you all to share. You've given up your weekend to ensure the messages and the themes are shared with your colleagues."

"When was the last time you tried something new? Try one new thing this year"

A CHALLENGE FROM MILES HILTON BARBER

## MINISTERIAL SUPPORT

In a video message specially recorded for the conference, the Policing Minister the Rt Honourable David Hanson MP expressed his gratitude for the work of the Special Constabulary.

David said: "I would like to thank you for the tremendous contribution you have made and continue to make to operational policing in this country."

He said that one of his first duties as policing minister was to attend the Ferrers Awards. "I am always impressed by the professionalism and the dedication of the Special Constabulary, but the Ferrers Awards demonstrated to me the outstanding personal, individual and team commitment shown by the Specials."

David said that he believed the National Strategy had addressed areas of concerns



DAVID  
HANSON, MP

for Specials and he called it a "consistent management model for the future".

He also told officers they must meet the same expectations placed on regular officers: "The public does not differentiate between a Special and a regular officer."

## GOALS AND DREAMS

Start with your dreams and you'll be amazed at what you can achieve, blind adventurer Miles Hilton Barber stated in a humorous and emotionally charged presentation.

Miles related how his own dreams to become a pilot were dashed when he went blind in his teens. Then at the age of 50, his life turned around when his brother, who is also blind, told him his problem was not his blindness, but his attitude to his blindness.

Since then Miles has taken part in numerous extreme events such as climbing Kilimanjaro, desert and polar ultramarathons and flying a micro-light aircraft halfway around the world.

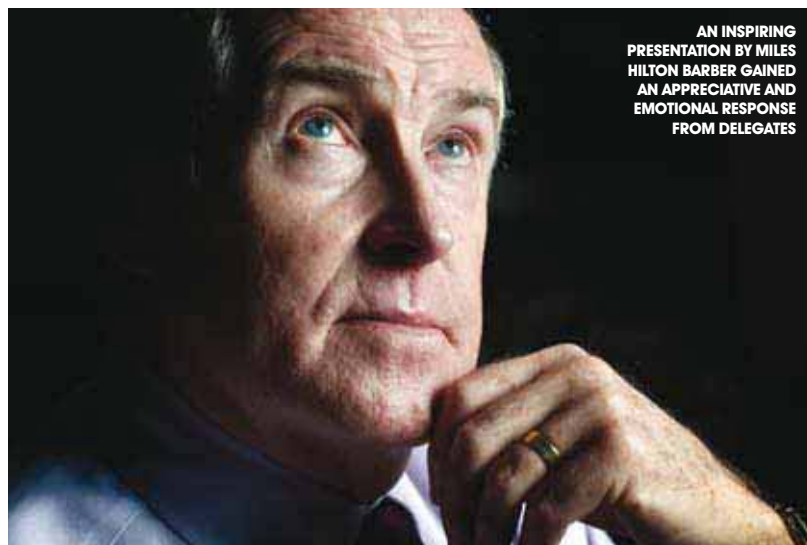
He told the audience, many of who were visibly moved by his story: "I lost my

confidence, my dignity, and my quality of life, but 47 years later, I am happier, more fulfilled and more successful. All that's changed is my attitude."

Miles told delegates that as Specials they "must dream big": "If you start with your dreams you would be amazed at what you can achieve. See what you can do for your community. It's not what happens in life, it's how you deal with what happens."



AN INSPIRING  
PRESENTATION BY MILES  
HILTON BARBER GAINED  
AN APPRECIATIVE AND  
EMOTIONAL RESPONSE  
FROM DELEGATES



## CONFERENCE 2010

BELOW: PARALYMPIAN  
DERVIS KONURALPLEFT: HUMAN RIGHTS  
LAWYER PAROSHA  
CHANDRAN

# OLYMPIC CHALLENGE

The Special Constabulary can expect to play a significant policing role in the forthcoming 2012 London Olympics

Ian Levitt, Assistant Chief Constable Olympic and Paralympic Security Directorate, said the 64-day police operation needed 9,000 officers in London alone to police the nine million people expected to attend.

While 70% of the Games is based in London, 30% will take place at venues outside the capital requiring a mammoth policing effort, he said. "I expect the Specials to be a significant part of the policing operation. They will be involved in Games-specific events, but also parallel events providing support to sustain us during the Games.

"I am confident we will deliver on time and within budget. I want people to go away saying it was a magnificent sporting event, but also that they felt safe. That's what we do and that's what we do best," said Ian.

In her presentation, human rights lawyer Parosha Chandran revealed a darker side to major sporting events, which can lead to a rise in human trafficking.

She said that during the Athens Olympic Games there was a massive increase in trafficking. However, in Germany during the FIFA World Cup, the police launched a targeted operation which resulted in only five reported cases.

She urged the service to consider anti-trafficking efforts such as public awareness campaigns, advice to visitors regarding the UK's prostitution laws as well as proactive law enforcement.

Four-time Paralympian Dervis Konuralp, gave an athlete's perspective on the Games. Dervis went blind at the age of nine, but he also took up swimming. Just six years later he became the youngest ever paralympian.

He stressed that the success of the 2012 Olympics depended on all those involved pulling together. "There will be people listening to me who are going to be a part of those games. It's a team effort. We all work together as a key part of that team. As a competitor, I would like to thank you in advance."

"There will be people listening who are going to be a part of the Games"

DERVIS KONURALP

RIGHT: IAN LEVITT,  
ASSISTANT CHIEF  
CONSTABLE OLYMPIC  
AND PARALYMPIC  
SECURITY DIRECTORATE

# DELEGATE DIARY

Ed Barnard, Specials and Volunteers manager within the NPIA, shares his thoughts on his first Specials conference

"It has been a really enjoyable weekend and very useful. There's a lot of positivity about the Specials.

"My role relates more to the development of national policy in respect of Special Constables and Police Support Volunteers and I don't normally deal with Specials at an operational level, so watching the case studies from Wiltshire, Cheshire and Cleveland gave me an opportunity to get an idea of the operational side of the Specials' work. It was also good to speak to international delegates for a totally different perspective on what a Special Constable (or their equivalent) means to them.

"Overall the conference provided an excellent forum for networking. On Saturday I was sitting with officers discussing local operational issues as well as ideas on the opportunities for cross border work."

"The Q&A session was also a valuable experience as it gave delegates the chance to raise issues with senior policing figures that weren't necessarily covered in the agenda, but were affecting them.

"For me, the conference was about meeting people, discussing what our respective roles entail, and the ways in which I may be able to assist them within my role."

BELOW: FIRST TIME DELEGATE, ED BARNARD, GATHERS HIS THOUGHTS ON THE CONFERENCE



## DELEGATE VOXPOPS



**MICHAEL CLEASBY, CLEVELAND**

The conference is a great opportunity to share good practice.

At the dinner we sat with people from different forces, which was also really useful. I believe we need to do more around marketing. We don't recognise our successes or our good practices.



**ALAN HAM, AVON AND SOMERSET POLICE AUTHORITY**

I came to the conference two years

ago and it's interesting to see the development there's been since then. A lot of those embryonic ideas have now come to fruition.

I was particularly interested in the ESP presentation. It is certainly something I will take a closer look at.



**RACHEL CRAGG, HEAD OF DESIGN AND DEVELOPMENT, NPIA**

This is my first conference and I've found it really interesting. I'm impressed by the delegates' enthusiasm and the interest they've taken in the new training programme.



**JANET RILEY, STAFFORDSHIRE**

For me the highlight was Miles Hilton Barber. The case

studies were interesting. Even if we are doing the work already in our own forces, I've picked up tips and I have ideas around ESP which I plan to explore.



**JOHN BAGLEY, STAFFORDSHIRE CHIEF INSPECTOR**

We are doing a lot of what we have seen

this weekend, if not more, but what has come across is that we are not really marketing ourselves.

## CONFERENCE 2010



DAVINA MCCALL RECEIVES  
A CHEQUE FOR HER  
CHARITY FROM  
LORRAINE WOOLLEY

# CHARITABLE SUPPORT

Despite the packed conference programme, delegates still found time during the weekend to raise a considerable amount of money for charity

**O**n the Friday evening a lively charity auction hosted by Commander Nick Bracken OBE of the MPS generated just over £800. Fifteen lots went under the hammer including a cricket bat signed by both the winning England Ashes team and the losing Australian side, which fetched an incredible £400. A jersey signed by Olympic gold medallist Chris Hoy also netted £300.

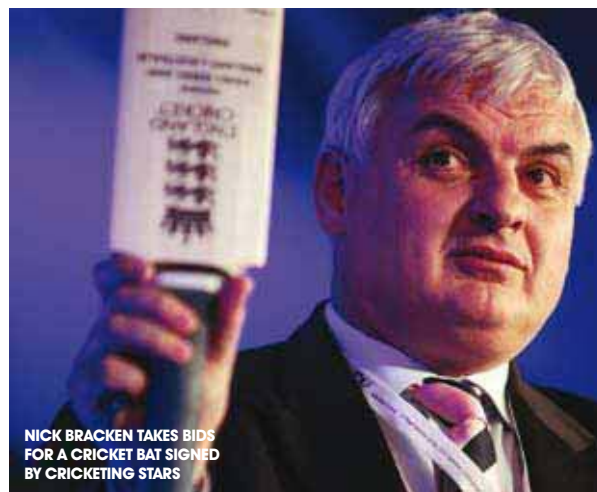
TV presenter Davina McCall was the special guest of honour at the gala dinner on Saturday evening and helped to raffle prizes, all of which had been donated.

Davina talked about her pride at discovering her great-grandfather had been a police officer who had been awarded a medal when she took part in the TV programme 'Who Do You Think You Are?'

"What came across was the word integrity. That's the most important quality that a person can have. To be a Special, everyone has to have that feeling of integrity of doing the right thing at the right time. I want to thank you all. You really are doing a special job and I really appreciate it."

Lorraine Woolley presented Davina with a cheque for £1,750 for her charity Focus 12 which provides drug and alcohol rehabilitation programmes. Over the weekend a staggering £5,677 total was raised for Macmillan Cancer Support and The Trigeminal Neuralgia Association UK.

The entertainment was provided by Fil Straughan and the Strong Sensation Band. Delegates were also given time to explore London, including a specially arranged visit by the marine police unit.



NICK BRACKEN TAKES BIDS  
FOR A CRICKET BAT SIGNED  
BY CRICKETING STARS



TOP: TIM REASON  
BOTTOM: NEIL BARRETT  
- BOTH OF THEM  
MEMBERS OF THE  
MPS CONFERENCE  
PLANNING TEAM



THE GALA DINNER

“£5,677 was raised for Macmillan Cancer Support and The Tregeminal Neuralgia Association UK”



MEMBERS OF THE MET'S MARINE POLICING UNIT MOORED CLOSE BY SO DELEGATES COULD TAKE A CLOSER LOOK

BACK PAGE



CLOCKWISE FROM LEFT: ON DUTY IN WEST YORKSHIRE.

DO STEVE PERRY IN SOUTHAMPTON.

ALAN SELDON OF THE MET'S SPECIALIST CRIME DIRECTORATE.

MP DAVID HANSON VISITS SPECIALS IN NORTH WALES.

MPS CHIEF OFFICER LORRAINE WOOLLEY.



# GALLERY

Images from this year's National Specials Weekend and the Specials National Conference



CLOCKWISE FROM TOP LEFT: CHIEF INSPECTOR SIMON DICKS OF WILTSHIRE AT THE SPECIALS NATIONAL CONFERENCE.

ACTING CHIEF CONSTABLE FOR DURHAM MICHAEL BANKS, THE NEW ACPO REPRESENTATIVE FOR SPECIAL CONSTABULARY NATIONAL STRATEGY IMPLEMENTATION.

SPECIALS FROM WARWICKSHIRE AND WEST MERCA GATHER AT THE EDDIE STOBART DISTRIBUTION CENTRE AS PART OF AN OPERATION TO MARK NATIONAL SPECIALS WEEKEND.

BOTTOM LEFT: MILES HILTON BARBER, BLIND ADVENTURER.



## SPECIALS MAGAZINE IS PRODUCED FOR THE NPIA BY

Story Worldwide  
15b St George's Mews  
London NW1 8XE  
Tel: 020 7449 1500

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