

VISION
THE CHALLENGES
AHEAD FOR THE
SPECIAL CONSTABULARY
10

**REGIONAL
CO-ORDINATORS**
MEET THE NEW TEAM
WORKING TOGETHER
ACROSS ALL 43 FORCES
06

**IN YOUR
NEIGHBOURHOOD**
ON THE MERSEYBEAT
IN LIVERPOOL
14

Specials

THE VOICE OF THE SPECIAL CONSTABULARY



FEATURES

- 06 REGIONAL CO-ORDINATORS** Meet the nine new Regional Co-ordinators who will work with forces to enable inter-force collaborative working, disseminate best practice and support the roll out of the National Strategy
- 10 VISION** Three exclusive interviews: Peter Neyroud, Chief Executive of NPIA; Peter Fahy, ACPO lead for Specials and Mick Pepper, Head of Workforce Strategy unit NPIA all share their vision for the year ahead
- 14 IN YOUR NEIGHBOURHOOD** Specials on Merseyside invite us to spend a Saturday night in Liverpool city centre. Find out what happened and the support they provide for the police service within that force
- 18 STRATEGY** How preparation for the implementation of the National Strategy is already well underway in some forces

REGULARS

- 03 ROUNDUP** The latest news from across all forces plus this issue's roll of honour detailing achievements and commendations
- 09 PROFILES** A visit to Cumbria to talk to Specials who are juggling busy lives and their police service duties
- 13 SPECIALEXCHANGE** Ian Miller, Commendant of City of London Police, shares his views on the differences and similarities between Specials and police volunteers in Dallas, USA
- 17 SPECIAIS WEEK UPDATE** Ripples from last year's Specials Week continue to be felt in Cheshire with an increase in operations run by Specials and an opportunity to visit Westminster
- 20 FORWARD PLANNING** An update on the 2010 Specials National Conference

WELCOME



MICK PEPPER,
NPIA

Welcome to the spring 2009 issue of *Specials* magazine. In this issue we celebrate the strategic changes planned to ensure that the Special Constabulary continues to develop from strength to strength, providing a valuable and essential element of operational policing in England and Wales.

One of the most significant changes at a national level is the introduction of nine new Regional Co-ordinators who will work in partnership with forces to ensure the effective roll out of the National Strategy, sharing best practice whilst encouraging collaborative working across the regions. You can meet them all and find out about their role on page 6.

On page 10 I share my vision for Specials over the next 12 months together with Peter Neyroud, Chief Executive of the NPIA and Peter Fahy, ACPO lead for Specials. And we find out that preparation for the implementation of the National Strategy is already underway in some forces and the difference this is making to Specials on the frontline on page 18.

Talking of the frontline, you can read about a night out in Liverpool when a team of Specials went on duty with a trained drugs dog, page 14.

In fact, this issue is once again packed with stories about the positive work of the Special Constabulary. We hope it will inform you and perhaps inspire you a little as you go about your duties. Thank you for your continuing commitment and hard work.

Mick Pepper, Head of Workforce Strategy Unit, NPIA

WE WANT TO HEAR FROM YOU!

Please send your views and ideas to: specials@storyworldwide.com or write to: **The Editor, Specials, Story Worldwide, 15b St George's Mews, London NW1 8XE.**

SUBSCRIPTIONS Please register with your force Specials co-ordinator. The magazine can also be viewed via the NPIA website at: www.npia.police.uk/en/10071

Thank you to everyone who responded to our reader survey in the last issue. We are reviewing all feedback and will provide a full update on how we'll follow-up on your comments in the next issue of the magazine.



ROUNDUP

Roundup

REMOTE YET READY



Special Constables from South Carlisle, **Cumbria** recently received special training from Langdale and Ambleside Mountain Rescue Team (LAMRT) to help them deal with incidents in remote locations.

PC Paul Burke, who is a mountain rescue team member based in Ambleside, welcomed the officers and started off by showing an informative presentation, explaining the geographical area that LAMRT covers.

Attendees were then given a full, guided tour of the base with demonstrations of some of the equipment needed to carry out everyday rescues and

the specialist kit used for major incidents. The latest additions to this kit are two new Land Rover Defenders, each costing £45,000 and full of “gadgets” bought with the generous donations of local residents.

PC Burke then explained the role of mountain rescue and highlighted the additional capabilities of the team and how they might be called out to assist in adverse weather conditions.

The LAMRT is a volunteer-run organisation – like Special Constables, mountain rescue teams give their time for free – and relies on donations from members of the public and the private sector.

SOUTH YORKSHIRE

YOUTH IN ACTION

An after-school programme, the Dinnington ROC (Redeeming Our Communities) Café, featured in *Specials* summer 2008, has gone from strength to strength since opening in September 2007. Recently, the ROC has set up a project to get the teenagers to look at Distraction Burglaries in the area, and a ROC2 may be formed in Sheffield.

The ROC, which is managed by a rota of Specials and community volunteers, provides facilities and activities for more than 55 pupils from Dinnington Comprehensive School who gain extra achievement points at school for attending the ROC. Extra community awards are also given for work in the community.

CHESHIRE

SPECIAL CARE

In January, Cheshire Specials took part in a corporate health event to encourage life-changing activities and improve health and well-being.

The Corporate Health Initiative Event, which took place at Cheshire police headquarters, attracted local community and partnership groups, each aiming to promote the health and welfare benefits of joining the Specials. These included a description of the health and fitness side of the role and information on the fitness test and the physical fitness side of the initial training course.

TEAM SPIRIT

East Dorset Police force has reported a very successful start to 2009 with several service improvements in place, thanks largely to the help of their special.

“We have a fantastic number of hours given to us in support of frontline policing and indeed SNT work,” says East Dorset Section Commander Mike Darkin, based at Wimborne. “We have about 10-12 very active Specials, some of whom give up to 30 hours a week! One of our Specials was even nominated for SC of the year. Unfortunately, he was not successful but he will receive the County Divisions award in recognition of hours and support given to local initiatives.”

Darkin emphasises this

success is down to team spirit. “We have a really good close working partnership with our Specials,” he says. I am now giving them specific responsibility for policing ASB in our three main towns. This is subject to an operational order and will be measured by patrol time, sec 27 enforcement, sec 59 warnings, arrests, PNDs and so forth.”

East Dorset Police force is committed to increasing speed enforcement and their figures make for impressive reading. At last count, East Dorset had conducted 448 speed checks between 2008 and 2009. According to Darkin, this represents 70 per cent of the County Divisions as a whole and has resulted in a 31.5 per cent increase in operations, far beyond the original target of 10 per cent. A great many of these checks are conducted at core times by Special Constables. »

ROUNDUP

METROPOLITAN POLICE

Recruitment drive

Camden has been chosen to pilot a new local recruitment scheme for Met Specials. Until now, recruitment for the Met has been co-ordinated centrally, with officers being posted to one of the 32 boroughs. But the new scheme will see Camden recruiting individuals who live and work in the borough to join their local MSC unit. The aim is to swell the current 143 officers to around 300 by 2012. Camden's Inspector, MSC Philip Nastroi, said being asked to pilot the recruitment scheme was a great honour. "It is testament to how progressive this unit is perceived to be by THPQ," he added.

ESP

Neil Barrett, national Employer Supported Policing advisor, gives us the latest news on ESP:

- The Met is reminding businesses that ESP is still a fantastic programme for them to get involved in, even in the current economic climate. With no additional cost, employers can develop their staff, protect their premises and be socially responsible, without funding anything over and above the existing paid leave to their staff. National magazines titles *Management Today* and *Human Resources* have supported ESP with features on this topic. The Met advise forces to continue

promoting the programme along the lines described above during this time of economic downturn.

- The ESP Extranet site www.met.pnn.police.uk/esp has been updated to include, as well as an update to the supporting partner database, the latest information packs for senior executives, line managers and potential recruits. These are available for forces to download and customise.
- ESP will be playing a part in SC2010, the National Special Constabulary Conference, building on its well-attended practical workshop session in 2008.

MULTI-FORCE

Working together on warrants

A regional operation, called Operation Surrender ran during February and March to reduce the number of people wanted on warrant for failing to appear at court in the east of England. The cross-force Operation involved Specials from Bedfordshire, Hertfordshire, Essex, Cambridgeshire, Suffolk and Norfolk and was coordinated by Nigel Green, Bedfordshire Chief Officer.

More than 150 valentine's cards were sent out during the first week and resulted in 14 people either voluntarily handing themselves in after receiving the card or being arrested.

Mark Hopkins, ACC of Cambridgeshire Police and regional ACPO lead for the Special Constabulary said: "This an innovative initiative. Failure to answer summonses to appear at court is a real problem. But those who have failed to turn up to respond to the charges against them must understand that there is no hiding place. Specials are a vital part of the law-and-order front line performing key tasks, often in addition to demanding full-time jobs."

KENT

DISARMING BRAVERY

Special Sergeant Ron Stevens has been praised for his bravery in tackling a dangerous offender who was brandishing a 10-inch carving knife. Ron was on duty with PC Brian Reed in Deal when they received a call about the 22-year-old man who had threatened a girl with a knife. Ron was one of the first officers on the scene and shouted at the suspect to drop the knife. When the suspect did not respond Ron hit him behind the legs with his police baton disarming him. The man has since appeared in court and admitted affray and having a knife in a public place.

Detective Inspector Jon Holl praised Ron's actions. "This illustrates not only the dangers all officers face on a daily basis, but also that Special Constables are a valuable part of the police force."

HERTFORDSHIRE

IN TOUCH

Special Sergeant Emil Hovsepyan has supported Hertfordshire police scientific services team by taking over 400 sets of elimination fingerprints within the space of a year. Technicians can spend hours researching a print from a burglary only to find that it belongs to a member of the household. To combat this problem, a Special in each of the 10 Crime and disorder reduction partnerships (CDRPs) in Hertfordshire has been given the responsibility of taking elimination prints. Emil's contribution in this role has been acknowledged by Chief Supt Bob Saunders who recently presented him with a glass tankard engraved with Emil's own fingerprint and a citation of appreciation.

BEDFORDSHIRE

DRUGS HAUL

Two Bedfordshire Specials made a drugs haul and arrested four people following a routine Monday evening operation in January. The Specials were carrying out stop checks when they pulled over a vehicle and noticed a strong smell that aroused their suspicions. When they searched the car they found class A drugs (thought to be crack cocaine) plus a large amount in cash that had been hidden in the vehicle.

Detective Inspector Ged McCarthy, said: "This is a good result for Bedfordshire Police and reflects the dedication given to the force by voluntary members of the service."

CAMBRIDGESHIRE

MAJOR INCIDENT TRAINING

In the event of a major incident, Specials in Cambridgeshire will work alongside emergency teams in hospitals, evacuation and rest centres to record patient details. Cambridgeshire Constabulary Contingency Planning unit has shown great faith in Specials asking that they be trained in Casualty Bureau documentation, a role assigned to detective constables in many other forces.

HAMPSHIRE

PLANE COURAGE

SC Daniel Crickmore got more than he bargained for when he jetted out on his honeymoon last year. A drunken male passenger confronted passengers on the plane, swearing and acting aggressively. He then gestured that he was about to open the emergency door. Daniel made himself known to the airline crew and assisted in dealing with the passenger. Thanks to his courageous actions the plane was diverted and landed without incident.

Awards

AVON AND SOMERSET

BRIDGE BRAVERY

The Clifton Suspension Bridge is one of the great feats of engineering and the most iconic of Bristol landmarks. But for area officer and Special Constable Ricki Lippiatt it's unforgettable for an altogether different reason. Ricki helped to prevent the suicide of a man attempting to throw himself off the bridge; his bravery later being recognised with an award from the Royal Humane Society.

"I was first on the scene and found that the man had climbed over the safety fencing and lowered himself down onto the maintenance cradle," says Ricki. "I joined him there so I could keep him talking and prevent him from jumping. This meant climbing over the safety fencing and going down a ladder with no safety harness – 245 feet above the River Avon.

"At one point he attempted to jump but I dragged him back and held him with one arm while I used the other to hold the cable that joins the maintenance cradle to the bridge. I kept hold of him until another officer could climb down to assist me as the cradle swayed from side to side."

On a quieter day, Ricki patrols Bristol's city centre, working with both Response Teams and neighbourhood Specials. Whether his duty is death-defying or run-of-the-mill, Ricki "loves giving something back to the community and leaving a positive message with people."



SC RICKI LIPPIATT

ROLL OF HONOUR



MET ATTESTATION CEREMONY: (L TO R) CHIEF OFFICER LORRAINE WOOLLEY, SPECIAL CONSTABLES ANDREW CARR AND BELINDA LEE AND GUEST ACPO OFFICER, COMMANDER SIMON BRAY

MET

Special Constables from across the capital were recognised at a recent attestation ceremony for new recruits. Andrew Carr and Belinda Lee from Kingston were commended for their part in the arrest of a man who robbed and sexually assaulted an elderly woman. Special Sergeant Tim Rogers and SC Dara Sexton from Hounslow Borough were commended for arresting a suspect wanted for serious sexual assault.

DERBYSHIRE

Derbyshire honoured two long serving Specials at an awards ceremony on 18th March. Philip Ward, who retired in October 2008 after completing 36 and a half years as a Special and Carol Downes who will have completed 30 years in June this year.

STAFFORDSHIRE

Lichfield-based SC Ian Wylie has received a commendation for an outstanding contribution to his role as a Special. Ian has been in the Specials for nine years and regularly puts in up to 80 hours a month. Lichfield Section officer, Leo Swan, praised Ian for his dedication. "He devotes a lot of his time taking new recruits under his wing and teaching them the required skills," said Swan. "He is a key player within our team and is held in high regard by both Specials and Regular Officers."

BEDFORDSHIRE

Chief Officer of Bedfordshire, Nigel Green has been awarded an MBE. Nigel was given the honour in recognition of his voluntary service to the police in the Queen's New Year honours list. He's been a member of the Special Constabulary for 37 years and now oversees a team of around 150 Specials. He has also recently taken on the role as one of the new nine Regional Co-ordinators (see page 6).

NORTHAMPTONSHIRE – IN MEMORIAM

Specials Chief Inspector Tina Benson, who served as a Special with Northamptonshire force, lost her long battle with cancer on 10th February. Her dedication and commitment to the Special Constabulary were greatly appreciated and she will be sadly missed but fondly remembered by all who knew her.

Chief Constable Peter Maddison led the tributes to the popular 48-year-old officer at her funeral service on 27th February, held at Wootton Hall. He said: "If she was a stick of rock and you were to cut her in half, the words would read 'service to others'. Tina was one of the world's doers."

Tina leaves behind a daughter, Zoe, and serving Northamptonshire police officer son Matt.



SPECIALS CHIEF INSPECTOR TINA BENSON

KENT

SC Lloyd Davis was named Kent Special Constable of the year for his work with the Chinese community in the county and his assistance in a serious accident while off duty. The Leadership and Management Award went to Area Officer Alan Watson for his dedication to marketing and recruitment of Special Constables throughout the country. Project Nightsafe, which deals with the antisocial behaviour related to the weekend nightlife in Tunbridge Wells, received a Chief Officer Team Award.



NEAR RIGHT: KENT SPECIAL OF THE YEAR SC LLOYD DAVIS

FAR RIGHT: AREA OFFICER ALAN WATSON



PROJECT NIGHTSAFE TEAM RECEIVE THEIR AWARD

REGIONAL CO-ORDINATORS

MEET THE REGIONAL CO-ORDINATORS

One of the most radical developments in the history of the Special Constabulary has been announced with the news that nine Regional Co-ordinators are to be appointed to raise the profile and recruit more members

TRISHA DASH O'TOOLE: HEAD OF SPECIAL CONSTABULARY REGIONAL TEAM



The nine Regional Co-ordinators will play a key role in promoting the National Strategy to the 43 forces and working towards national standards. They will work with ACPO and the NPIA.

Heading up the Regional Co-ordinators team is Trisha Dash O'Toole. Trisha recognises the new structure represents a "radical approach for the Special Constabulary."

"We have a big challenge ahead of us over the next couple of years to try and raise the profile of the Special Constabulary and increase its numbers to 20,000,"

she explained. "The Regional Co-ordinators will play a pivotal role in making this happen."

"We want to make sure we fulfill the needs of each force. The Regional Co-ordinators will have their finger on the pulse of what is happening in the forces and will feed this back to me to help inform future marketing strategies and other key activities."

Trisha admits that the calibre of candidates for the positions was high and that the successful co-ordinators are "a good mix of gender, age range and experience."

The first tranche of co-ordinators began work following the first Regional Co-ordinators' induction programme in March 2009.

LONDON: THE MET, CITY OF LONDON

JOHN TRUSWELL

TEL: 07795 666501
JOHN.TRUSWELL@NPIA.PNN.POLICE.UK



"There is a lot of good practice going on across the country that all forces can use and learn from"

John is no stranger to the police service having worked as a police officer for 30 years in such positions as force training manager for Dorset Police and head of training at Cwmbran training centre in Wales. He has also worked as customer relationship manager for the NPIA. John describes his new role as "exciting and challenging."

"I will start by building relationships and establishing trust amongst forces," he said. "Once that has been done I will then be able to assist forces in supporting them to implement the National Strategy."

John wants to emphasise that he is not there to dictate policy but, "to encourage forces to look at wider opportunities and learn from each other," he explained. "There is a lot of good practice going on across the country that all forces can learn from."

In terms of recruitment, John believes it's important for forces to consider their internal capacity to support any increase in numbers.

EASTERN REGION: BEDFORDSHIRE, NORFOLK, SUFFOLK, CAMBRIDGESHIRE, ESSEX, HERTFORDSHIRE

NIGEL GREEN

TEL: 07977 486222
NIGEL.GREEN@NPIA.PNN.POLICE.UK



"We must get better at retaining people and improve (where necessary) HR, leadership and deployment options"

Nigel is an agricultural engineer by profession and also set up his own project management and training company before working for Bedfordshire Police where he undertook a scoping exercise against the 1996 Home Office report on the Special Constabulary.

"I am passionate about the Special Constabulary and know that there is much to improve in so many aspects," he said. "The new roles appear to have a huge potential to help make some of those improvements."

Nigel points out that his region has a history of co-operation, developed under Martin Stuart when he was the ACPO Regional Lead for the Special Constabulary. "Against this background we can take the Special Constabulary forward to achieve the growth agenda."

Nigel believes joining the Specials should be seen as a career in volunteering rather than something people do to fill a short gap in their lives. »

SOUTH EAST: THAMES VALLEY, HAMPSHIRE, KENT, SURREY, SUSSEX

JAMES DELLER

TEL: 07967 987532
JAMES.DELLER@NPJA.PNN.POLICE.UK

James has worked as a Special for the past 16 years and has served in three forces – Dyfed-Powys, Humberside and Surrey where he has recently been appointed Chief Officer.

He was also involved with the BTP Specials whilst working as the training manager for London South. He was instrumental in introducing an Employer Supported Policing Scheme with the training company Connex.

“My professional background is in learning and development and therefore I have a number of skills I feel are directly relevant to this new role,” he explained. “This is a superb role and one which I am thrilled to be able to undertake.”

He believes, “recruitment is the number one challenge facing all of the regions as we strive for the 20,000 Specials target. However, as the recession takes a grip priorities may change and I think retention of officers will become equally challenging.”

“This is a unique opportunity to share my experience and passion in a positive and practical way”

EAST MIDLANDS: LEICESTERSHIRE, NORTHANTS, NOTTINGHAMSHIRE, LINGS, DERBYSHIRE

EMILY CARRINGTON

TEL: 07795 685520
EMILY.CARRINGTON@NPJA.PNN.POLICE.UK

Emily brings with her experience of working as a Special Constabulary co-ordinator for Derbyshire Constabulary and of work as a trainee manager at Enterprise rent-a-car.

She has been inspired by how seriously her own force has taken the integration of the Special Constabulary. The force has set up an open forum meeting which includes representatives from among Specials in order to get their input into force policy.

“I think it’s important for me to not only get strategic input from the management but also get input from frontline Specials. I hope to get a feel for how they see the organisation.”

Emily admits to being “really excited” about her new role. “The fact that I will have the opportunity to influence and help promote the Special Constabulary on a regional basis and not just in force is the main attraction for me and I’m really looking forward to getting stuck into this challenging role.”

“I hope to speak to as many Specials as I can to get a feel for how they see the organisation”

WALES: GWENT, SOUTH WALES, NORTH WALES, DYFED POWYS

JULIE LLOYD

TEL: 07795 665385
JULIE.LLOYD@NPJA.PNN.POLICE.UK

Julie has worked for the Civil Service for most of her career specialising in human resources for the past ten years. She joined South Wales Police in August 2006 as the Extended Police Family (EPF) Development Officer as part of the Neighbourhood Policing Implementation Team where she has worked to improve the recruitment and development of all members of the EPF.

Julie says, “I want to ensure that the Welsh forces achieve and maintain a healthy level of motivation, retention and overall effectiveness of their Specials”.

She believes that the biggest challenge ahead is to encourage the implementation of recruitment initiatives and applying corporate policy in respect of the implementation of the national strategy across “four very different forces that have significantly different financial and resource capabilities.”

“I hope to utilise my HR skills and combine them with my citizen focused policing knowledge”

NORTH WEST: MERSEYSIDE, GREATER MANCHESTER, CHESHIRE, CUMBRIA, LANCASHIRE

TINA SHELTON

TEL: 07795 666137
TINA.SHELTON@NPJA.PNN.POLICE.UK

Tina worked as the Volunteers Manager for Cheshire Constabulary before taking up her role as Regional Co-ordinator for the North West region. She believes the opportunity to work on a regional basis will be a “great experience both in terms of development and gaining additional knowledge at a wider level.”

She hopes to use her extensive experience of the Special Constabulary to help increase Specials numbers.

“I am keen to build on the great networking relations the North West already has in terms of Special co-ordinators, sharing good practice and trying to ensure consistency in processes across the region.” »

“I am keen to build on the great networking relations the North West already has in terms of Special co-ordinators, sharing good practice and trying to ensure consistency in processes across the region”

REGIONAL CO-ORDINATORS

NORTH EAST: NORTHUMBRIA, DURHAM, CLEVELAND, HUMBERSIDE, NORTH YORKS, SOUTH YORKS, WEST YORKS

SUSAN BURN

**TEL: 07795 641900
SUSAN.BURN@NPIA.PNN.POLICE.UK**



Susan has been the Academic Registrar at the NPIA Forensic Centre, Harperley Hall for seven years, where she worked with universities and external organisations to attain academic qualifications for forensic science practitioners.

She was attracted to the role of Regional Co-ordinator because "it has such possibilities that will be of benefit to all forces."

The Special Constabulary has such an important role to play in policing and I feel the post will provide an exciting opportunity to be directly involved with what's happening within forces across the north region.

Susan believes the main challenges will be around recruitment as well as defining good practice and standards.

"In first three months I want to build trust and a good working relationship with the forces within my region as well as with the rest of my fellow co-ordinators".

"I want to build trust and a good working relationship with the forces within my region"

NPIA EXECUTIVE PROJECT CO-ORDINATORS

DEBBIE ALEXANDER,

NADINE FAIRWEATHER



Debbie has spent over 20 years as a civil servant previously working in the Cabinet Office and on many Ministerial and Official Cabinet Committees.

She joined the NPIA in July 2007 to work on Special Constabulary policy issues and now works closely with Trisha Dash O'Toole and the Regional Co-ordinators Team on the National Recruitment Standards Board and in partnership with Neil Barrett on Employer Supported Policing.

Nadine has worked in a number of central government departments

as a Personal Assistant. She joined WSU in 2007 working to Mick Pepper, but is now a member of the SC Regional Co-ordinators Team.

Nadine will ensure that the Regional Co-ordinators are able to carry out their work smoothly by providing central support services. In addition, Nadine will support Trisha Dash-O'Toole on national marketing initiatives.

Debbie and Nadine are looking forward to their challenging roles and working with the Regional Co-ordinators and ACPO. ●

SOUTH WEST: AVON AND SOMERSET, DORSET, DEVON AND CORNWALL, WILTS, GLOUCS

CAROLINE WARBURTON

**TEL: 07795 667713
CAROLINE.WARBURTON@NPIA.PNN.POLICE.UK**



Caroline graduated from university with a Law and Business degree in 1996. She started working for Gloucestershire Constabulary in 2001 as a recruitment officer responsible for police staff recruitment. She then took on the role of Special Constabulary and Volunteers Co-ordinator in November 2002 where she was responsible for the force's Special Constables, PCSOs and volunteers.

Since July 2008 she has been seconded to a nationally led project for Counter Terrorism Training working in the Gloucestershire Local Planning Team, working closely with regional colleagues, planning a live play Counter Terrorism training exercise.

"I was attracted to the role of because I fully support the aim of the National Strategy and see it as a positive development for the Special Constabulary both on a Regional and National Level," she said.

"Becoming a Special is a big commitment – it will be a challenge to increase numbers in this time of uncertainty"

REGIONAL CO-ORDINATOR DETAILS

JOHN TRUSWELL

TEL: 07795 666501 • EMAIL: JOHN.TRUSWELL@NPIA.PNN.POLICE.UK

NIGEL GREEN

TEL: 07977 486222 • EMAIL: NIGEL.GREEN@NPIA.PNN.POLICE.UK

JAMES DELLER

TEL: 07967 987532 • EMAIL: JAMES.DELLER@NPIA.PNN.POLICE.UK

JULIE LLOYD

TEL: 07795 665385 • EMAIL: JULIE.LLOYD@NPIA.PNN.POLICE.UK

EMILY CARRINGTON

TEL: 07795 685520 • EMAIL: EMILY.CARRINGTON@NPIA.PNN.POLICE.UK

TINA SHELTON

TEL: 07795 666137 • EMAIL: TINA.SHELTON@NPIA.PNN.POLICE.UK

SUSAN BURN

TEL: 07795 641900 • EMAIL: SUSAN.BURN@NPIA.PNN.POLICE.UK

CAROLINE WARBURTON

TEL: 07795 667713 • EMAIL: CAROLINE.WARBURTON@NPIA.PNN.POLICE.UK



PROFILES

There are many reasons for joining the Special Constabulary, some view themselves as career Specials – life long members of the constabulary – and others use their time as a Special to influence their career decisions. Here two award winning Specials from Cumbria tell us what motivates them

CUMBRIA

HEIDI MCCULLA



A TRIAL RUN

Magistrates' court employee Heidi McCulla received a special Christmas present in 2008 when she was named as Cumbria's Young Volunteer of the Year.

"I've always wanted to be police officer," says Heidi. "But I didn't want to go straight in after leaving sixth form. So I thought that being a Special would give me an insight into police work and give me a taste for the job."

This proved to be a wise move as Heidi now has a deep understanding and love for her work and the variety it provides. "No two days are the same," she says. I go out on response patrol in vehicles responding to IRs, I go on foot patrol and I try to get out into the community as much as possible. Being a woman is also useful as I occasionally need to search female suspects."

And Heidi will soon be switching the magistrate's court for the beat in her native



HEIDI (LEFT) RECEIVING HER AWARD AND (ABOVE), ON DUTY AS A SPECIAL IN MARYPORT

Cumbria. "Working as a Special has made me want to be a regular police officer even more, so I'm going to apply to join the force in August."

AUSTEN RAINE

MARATHON MAN

Section Officer Austen Raine manages a team of Specials in Wigton, Cumbria and is also an active member of the Roads Policing Unit in Penrith. Being a Special means he can put "something back into the community and help to make Cumbria a safer place".

Austen recently passed the standard driving course, increasing his skills and adding to the value that the Special Constabulary brings to the county. "Cumbria has many major roads and country roads; casualty figures can be quite high," says Austen. So it's good to be part of the team doing something about that.

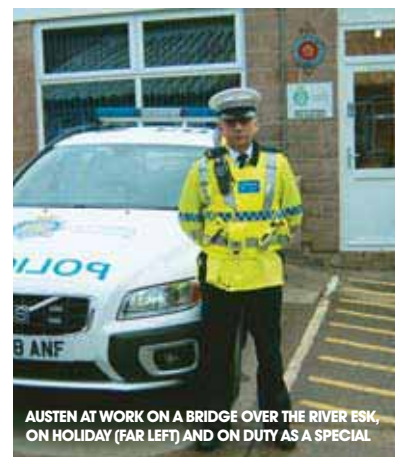
"My work with the local policing team is mixed: we might be dealing with anti-

social driving, carrying out speed checks, attending public order complaints – it varies."

Two of Austen's proudest moments were receiving a special award at Cumbria's annual awards ceremony last year, and a commendation for reacting to major road accident. "The accident was spread over a large road area and resulted in two fatalities," he recalls. "I was the first on the scene and dealt with the immediate situation."

Despite his busy workload, as a project quantity surveyor for a civil engineering firm, Austen still finds time to indulge in other passions such as running and the church, much to the chagrin of his wife. "I run the odd marathon and I'm also a parish councillor so, I'm not at home very often, he says.

"The accident resulted in two fatalities. I was the first on the scene and dealt with the immediate situation"



AUSTEN AT WORK ON A BRIDGE OVER THE RIVER ESK, ON HOLIDAY (FAR LEFT) AND ON DUTY AS A SPECIAL

VISION

CLOCKWISE FROM LEFT:
MICK PEPPER, NPIA'S
HEAD OF WORKFORCE
STRATEGY; NPIA CHIEF
EXECUTIVE PETER
NEYROUD; PETER FAHY,
SPECIAL CONSTABULARY
LEAD FOR THE
ASSOCIATION OF
CHIEF POLICE
OFFICERS (ACPO)



**One year on
Jon Silverman
discusses
the impact of
the National
Strategy
with senior
representatives
of the NPIA
and ACPO**

It's a year since the launch of the Special Constabulary National Strategy, with professionalisation of Specials at its heart. The world – and particularly, the economy – looked very different in March 2008 so it's only natural to wonder what the growing recession might mean for the continuing implementation of that strategy over the next 12 months. But anybody expecting the NPIA's Chief Executive, Peter Neyroud, to be downbeat would be greatly mistaken. He sees many opportunities as he looks forward.

"First, with the nine Special Constabulary Regional Co-ordinators in place, we're going to see best practice spread around the forces much more effectively than hitherto. And on the recruitment front, I believe that some people whose hours may have been reduced, might seize the opportunity to put something back into the community by signing up as a Special. So, I'm optimistic."

A VISION FOR THE NEXT 12 MONTHS

“Everyone recognises that the role of the Special has to change, in line with shifting priorities”

But Mr Neyroud has no intention of relying on chance in the year ahead. He and his senior staff are developing an innovative plan, which could create several thousand Specials apprenticeships in industry and commerce. He explains his thinking: “If you are an employer and faced with a choice between an applicant who has been trained, vetted, spent time on patrol, and developed important life skills and someone who has gone straight from school into work, who would you go for? This might be applied to someone who is between jobs or considering re-training. There are many possibilities and we are thinking how it can be marketed to employers. The same principle could apply to volunteers. After all, there is a huge amount of customer care involved as a volunteer staffing the front counter at a police station and it is an eminently transferrable skill.”

Building closer links with business and industry is also among the concerns of the Chief Constable of Greater Manchester, Peter Fahy, who is the professional lead for the Association of Chief Police Officers (ACPO) on Specials. “I think there is an untapped potential here. Many employers have a great sense of corporate social responsibility and even if, in a recession, they might be more reluctant to give an employee time off for Specials duty, I would hope they would take a long-term view and see the wider social benefits. I’d also like employers to let us come into canteens to recruit, advertise in company newsletters and so on.”

STANDARDISED FRAMEWORK

Standardising recruitment is a key objective of the professionalisation agenda. Regular warranted officers and PCSOs are selected according to an agreed national framework but, for Specials, the process is more disparate. The NPIA’s Head of Workforce Strategy, Mick

Pepper, chairs the National Recruitment Standards Board: “There has never been a national recruitment process for Specials and it varies considerably from force to force. A large force like the Met will be recruiting every week and has its own dedicated assessment centres. A smaller rural force might take no more than fifty Specials in a year and select them by a variety of processes. The involvement of Special Supervisors in the process also differs greatly. So we are drawing up a framework which will set out core consistent national standards whilst recognising differing local circumstances.”

This principle will also be applied to terms and conditions of Specials, which vary widely across the country. “Issues like the number of hours worked, payments for travel and expenses and so on have, historically, been agreed at local level and in some areas this doesn’t fit with the professionalisation agenda. We have just begun initial research on this with the forces and with our stakeholders – ACPO, Association of Police Authorities, Police Federation, Superintendents Association and Association of Special Constabulary Chief Officers – and at the end of the process we aim to have in place a structure which, where appropriate, fits the needs of forces and applies countrywide.”

CITIZEN-FOCUSED

Everyone involved in policing recognises that the role of the Special has to change in line with shifting priorities. With a neighbourhood policing team in place in every force in England and Wales, the focus over the next few years will be on integrating Specials into those teams. Peter Fahy says: “The neighbourhood teams are all about building confidence and developing active communities. What better way to achieve that than by recruiting Specials who are citizens first and foremost and have those community links? And because Specials are flexible,

committed, high quality individuals, they are in great demand by the neighbourhood teams. The messages we are putting out to the public emphasise this. Where advertising campaigns might once have dwelled on the dramatic, ‘blue light’ element of the job, they are now focusing on working for the local community. I always say that if you looking for excitement, go to Alton Towers for the day!”

Neighbourhood policing is about building public confidence, and the Policing Pledge – adopted by all forces – is a service guarantee to the public. Peter Neyroud believes that Specials have a vital role to play. “One thing that Specials can offer is time. Time to visit victims of crime and inform of them of the progress of an investigation and make them feel they are getting a damn good service from the police. PCSOs are often used in this role and there is scope for Specials, with their strong local links, to do the same. In some rural areas, like parts of West Mercia where I used to work, this can be an especially important function.”

STRUCTURAL CHANGE

The biggest structural change in 2009 is the appointment of the nine Special Constabulary Regional Co-ordinators. They range from a serving Chief Officer to those with strong administrative backgrounds. Peter Neyroud explains how he expects them to make their mark. “The Regional Co-ordinators will be at the forefront of the NPIA’s mission to attract, support, retain and develop Specials. They’ll be our field officers, getting to know the forces in their patch, offering advice and guidance based on best practice and the National Strategy. On recruitment campaigns, for example, this might be reflected in a group of forces getting together to advertise through local and regional newspapers, radio and TV rather than each force doing it separately.” »

“The public does not differentiate between Specials and regulars when they are in need”

But will this weaken the link between potential Specials and their local force? “No, not at all,” says Neyroud. “The badge of a particular force still has a strong cachet when it comes to recruiting. The key message is about serving your local community. But if we can inject greater efficiency and cost-effectiveness into the recruitment process, that will be a

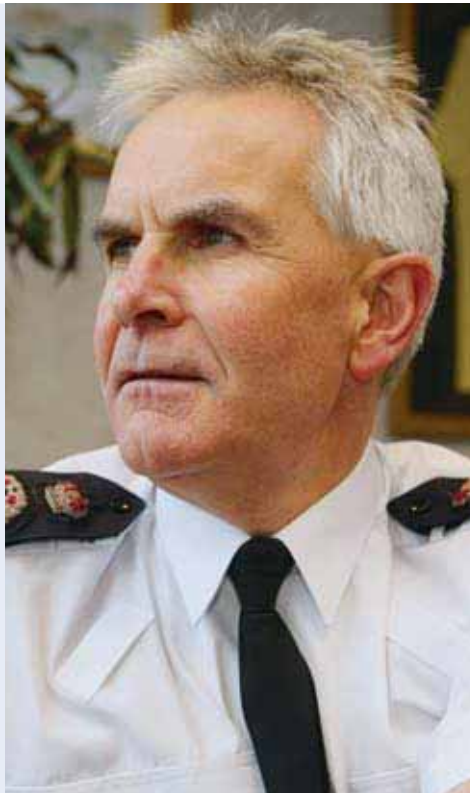
gain. Similarly, given the number of Specials who move into regular policing, there is scope for reform there too. Why require Specials who have already been trained and accredited to go through the same process again? We’re aiming for a new professional service where the same accredited qualifications apply throughout. After all, the training and accreditation of an

auxiliary nurse is accepted if you become a paramedic or a regular nurse. It should be the same in the police.”

RELEVANT AND UNIQUE

With their different roles and responsibilities, all three of our interviewees are united in their admiration of Specials. As Mick Pepper points out: “It is a far more complicated and litigious world than it used to be and we need to adapt to these changes. The public does not differentiate between Specials and regulars when they are in need.” It’s a view endorsed by Peter Fahy. “The Special in England and Wales is unique. OK, there are places, like Canada, for example, where they have volunteer officers but I don’t know any other jurisdiction where the Special retains full police powers seven days a week, 24 hours a day; and not just when they are on duty.”

It’s a safe bet that the next 12 months look set to be a challenging and exciting year for the Special Constabulary. ●



USA TODAY

Ian Miller, Specials Commandant for City of London Police has spent much of his time working and, at one stage, living in the United States. As a Special he was curious to find out more about police volunteers on the other side of the Atlantic



The use of Police Reserves in the States is just as varied as its policing structure – and that’s varied, believe me. In some forces, reserve officers have exactly the same qualifications and powers as regular officers and are deployed accordingly. At the other end of the spectrum, some forces give their reserve officers very limited powers, don’t allow them to carry firearms (which makes them very restricted in practice in the US) and insist that they act only as observers for regular officers.

Dallas, a place I know well and where I’ve spent time with the reserve officers, is an example of the former, with recruits spending 1,000 hours in training in their first year and having to get the same competency certificate as regular officers to become licensed in Texas. That’s more than 25 weeks’ full-time equivalent in training and shows that dedication to volunteer policing isn’t a UK-only phenomenon. Like us, they aren’t paid, and they have to do the same 16 hours a month minimum to stay in the role.

DUTIES

The work itself is surprisingly similar, and most of us would recognise and relate to the average shift. They get the same domestic disputes, burglaries, robberies, public order and violence that we do and the road traffic workload would be familiar to most of us too. One obvious difference, however, is the way vehicle and person stops are conducted as there’s an automatic assumption

that the person might be armed. For example, stopped vehicles are approached from the rear, passenger side so it’s easier for the officer to see if someone poses a risk. It also makes it far harder for the driver to see the officer and shoot at him or her.

Once people have been stopped, the average US police officer is very polite but firm. Most police cars have sound recording as well as video recording that works both inside and outside the vehicle. This way conversations with suspects are recorded and can provide excellent evidence and protection from false allegations. In the UK we’ve got the opposite – it’s increasingly common for the person we’ve stopped to be recording the conversation without our knowledge. Abusive behaviour in the States is just not tolerated and officers don’t spend time trying to reason with a potential offender. That approach seems to generate more respect even if it doesn’t always improve community relations.

Despite the attention paid to officer safety when approaching a potential offender, the States seems to lack sufficient road safety training

compared with the UK. The average police driving course in the US lasts a week, while ours vary from three weeks to five weeks. High-visibility clothing is not regularly used, except where officers are on traffic control at junctions. There is the argument that hi-vis clothing makes an excellent target, so it becomes a risk-management trade-off.

LOOKING AND LEARNING

For policing in general there seems to be much that we could learn from the US, especially in the use of technology to vastly improve process efficiency and productivity. There are also things the US could learn from us, and that would include road safety and driving standards, and some of the useful legislation that makes us less vulnerable to minor errors in allowing defendants off the hook without proper trial.

One thing that doesn’t change is the universal membership of the police family. Officers visiting the US will find a friendly and helpful welcome (provided the first encounter isn’t as an offender!). If you’re thinking of visiting the US it would be well worth joining the IPA (International Police Association – www.ipa-uk.org) and having this organisation arrange a visit. It’s certainly possible to make such arrangements on your own, but the IPA has lines of communication that make the task far easier. Then you can judge for yourself which system is better for different tasks, and try to bring best practice back to your own force. ●

“The average police driving course in the US lasts a week – ours vary from three to five weeks”

IN YOUR NEIGHBOURHOOD

SNIFFING OUT TROUBLE ON MERSEYSIDE

Specials magazine spent a night on duty with a team on Merseyside to find out more about their work and some of their current operations

MERSEYSIDE

OPERATION
BOND

IT'S THE SATURDAY AFTER PAYDAY, AND THE STREETS OF LIVERPOOL ARE CROWDED WITH REVELLERS DETERMINED TO LET THEIR HAIR DOWN. BUT FOR THE DEDICATED SPECIAL OFFICERS OF LIVERPOOL NORTH BCU, IT'S THE START OF AN EIGHT-HOUR SHIFT ENSURING PARTYGOERS STAY SAFE WHILE HAVING A GOOD TIME.

And after just two minutes, they make their first arrest – a man is picked up on suspicion of possession of drugs thought to be cannabis and cocaine.

Set up by the Merseyside Police Proactive Licensing Team, Operation Bond is staffed and run primarily by Specials from St. Anne Street Police Station, and other stations (Walton Lane and Lower Lane) in Liverpool North, and forms part of the city centre-based Operation City Plan.

An on-going initiative, City Plan uses both Specials and regulars to provide a visible presence around Liverpool's bars and clubs, deterring anti-social behaviour, violence and drug use.

Tonight, nine Specials are joined by two proactive licensing team officers, Leo, a trained sniffer dog, and his two handlers. A pair of plain-clothes Specials scour queues looking for suspicious behaviour, another pair observe, four perform searches, and Sergeant Brian Farebrother, a Special of eight years' service, staffs the mobile police unit.

At 10pm, the streets are already thronged with people. The Specials start funnelling punters towards Leo, who sets to work sniffing out anything suspicious.

Special Sergeant David Jones says drugs are commonplace. "We find anything, from cannabis, to cocaine, to ecstasy. We have picked up heroin,

and weapons can be quite common. The likelihood is that if you have got something, we will find it."

Despite being only 24, David, an employment law solicitor from Wirral, has six years of service with the Specials, joining when he was a law student at Sheffield University. He does around 12 hours a week, normally patrolling on a Saturday night.

His commitment to the Specials means he is barred from practising criminal law. But he hopes to join the Crown Prosecution Service (CPS) – where he says his time with the Specials will be invaluable. "I actually think that all CPS staff should do a shift with us – rather than just seeing what goes on in court, it would give them greater experience."

People seem happy to cooperate, and even form queues. If anyone acts suspiciously then individuals are searched. Some are less compliant, and David spends time questioning a man after he gives a series of false addresses.

Suddenly, SC Liam Fitzpatrick notices someone running away – they had spotted Leo, the sniffer dog. He gives chase and, together with four other officers, wrestles the man to the ground to stop him. The man is led off for questioning by Liam, and later pleads guilty to possession of crack cocaine.

Like most of tonight's team, Liam is in his twenties. Constable Andy Martin, of Merseyside Police Proactive Licensing Team, says their age can be an advantage for the type of work they do.

"I started when I was just twenty and I found it difficult talking to people. It is

"Suddenly someone runs away – they had spotted Leo"



TOP: SPECIAL SERGEANT BRIAN FAREBROTHER

BOTTOM: SPECIAL SERGEANT DAVID JONES



not that easy for them but they just get on with it. To all intents and purposes, they are police officers. It's more available manpower for us. We wouldn't be able to do this without the support they provide. They're dead keen, and seem to find these operations really interesting. I think they like coming out late."

Plain clothes SC Taylor, says her youth makes her task easier. "No-one is going to suspect me, I just don't have that look about me. I've got a baby face."

SC Taylor, who does around 50 hours a month – well over the minimum of 16 – eventually wants to join the police force. Although she regularly deals with the public, she says nothing prepares you for the front line of policing. "There is no real substitute for the experience and the pressures that you can find yourself under.

"When you are in the police you have powers to do things, whereas when I am working, I can't really let people know what I do. If they found out I was in the police, they would probably cause trouble."

One final arrest – again, on suspicion of possession of a class A drug – takes the »

STAY SAFE

AS well as the mean streets of LA and Rio, Ross Kemp's recent Sky One series on gangs also took him to Liverpool.

Focussing on the turf war between the NoggaDogz Norris Green gang and the Croccy Crew of Croxteth, Kemp highlighted the work of Operation Stay Safe, an initiative where Specials from Liverpool North contributed to get vulnerable young people off the streets.

Operating from neighbourhood police stations in Walton Lane and Lower Lane during last year's summer holidays, Stay Safe covered Anfield, Norris Green and Clubmoor.

Specials patrolled streets and parks late at night, taking any vulnerable children to a local church hall, where they were met by social workers. Parents were then contacted and asked to collect their children. Parents would then be spoken to by the social workers about their children's welfare.

Special Constable Liam Fitzpatrick, 24, from Northern Ireland, is a support worker with Mencap, and volunteers around three days a week with Liverpool North Specials. He worked on Stay Safe.

He says: "We found some kids aged around 11 and 12 walking around in the parks at night, and some of them were with known drug dealers. We actually found one 13-year-old girl at 1.30am with a bottle of vodka. She was drunk out of her head.

"Most kids were resistant – they didn't see how what they were doing was wrong. They didn't know they were vulnerable because they do it all the time.

"We explained our powers to them, and they did have a certain respect when we said we wanted to take them to a place of safety. When they came to the church hall and saw the social workers, they realised their behaviour isn't appropriate.

"Some parents break down in tears when they talk to the social workers. They didn't actually understand that their behaviour is a crime. Some weren't aware that their kids are on the streets. They didn't know what they were getting up to out there."



"There is no real substitute for the experience and the pressures that you can find yourself under"



IN YOUR NEIGHBOURHOOD



SC LEANNE BINNS ON DUTY IN LIVERPOOL CITY CENTRE AS PART OF OPERATION BOND

final tally to three. At around midnight, the team moves to patrol queues in a bar recently found to be in breach of its licensing conditions for failing to provide CCTV footage.

Special Constable Leanne Binns, 25, from Liverpool, is nearing the end of her shift. The hairdresser normally does around eight hours a week, and tonight is one of her first occasions on duty with Operation Bond.

"It definitely helps me at work," she says. "You are just out there with the public. I wasn't really a very confident person, but now I have noticed I am much more confident in myself. I've really enjoyed it tonight."

Sophie Shepherd, 21, from Sheffield, has enjoyed herself too, albeit for slightly

different reasons. Chatting away to the Specials, she seems glad they're around.

"They are fantastic," she says. "They are looking out for us all. If there is any trouble, they are there to sort it out."

A quick chat with the door staff, and the team are on their way back to St Anne's Street Police Station to catch up with paperwork. Although clearly tired, Special Sergeant Jones faces another three hours on the streets, dealing with the most difficult period of the night – closing time.

Doesn't he resent sacrificing his weekend? "I am used to it now. I enjoy it," he says. "I do go out on Friday, but this just gives me the chance to give something back. A lot of us work and go out in the city centre. It's good to make it a little bit safer and help people out." ●

TOP RIGHT: THE FULL TEAM AFTER THE BRIEFING SESSION

BELOW: SC LEANNE BINNS



MAJOR INVESTIGATIONS

LIVERPOOL has seen some high-profile murders in recent years, with the death of 11-year-old Rhys Jones in August 2007 and the October 2008 stabbing of 16-year old Joseph Lappin capturing headlines.

During such major investigations, Specials from across Merseyside have been involved with helping to gather information, and reassure the public.

Operation Cable was set up by Merseyside Police in September 2007 to secure the arrest of 50 high profile gun and gang crime suspects, with Specials providing much-needed additional manpower.

Last year, Special Constable Liam Fitzpatrick took part in 11 raids as part of Operation Cable.

He says: "Sometimes, I was the one who found the drugs, a couple of times people were needed to guard the back doors. It just gives the regulars more confidence that there are extra men there. If the warrant asks for us to make the building safe, having extra staff speeds it all up. With PCSOs and Specials there, you can get through more warrants in a day.

"I think we are doing enough. Norris Green and Croxteth are quite low key at the moment."

Special Inspector Neil Wilson says: "We provide high visibility to the local communities and help our colleagues with keeping those communities safe. When major incidents take place like the Rhys Jones and Joseph Lappin murders, the Special Constabulary is asked to assist with the investigations as manpower is often stretched."



SPECIALS APPRECIATION

Two stories, one force – how last October's extra work and dedication put in during Specials Week has yielded some unexpected results

CHESHIRE

AS A FORMER STRATEGIC INITIATIVE MANAGER, SPECIAL INSPECTOR KEVIN MCHARDY FROM CHESHIRE POLICE IS NO STRANGER TO PLANNING SO WHEN HE DECIDED TO TACKLE DRUG ABUSE, UNDERAGE DRINKING AND ANTI-SOCIAL BEHAVIOUR IN CONGLETON AS PART OF NATIONAL SPECIALS WEEK; THE OPERATION WENT LIKE A DREAM.

"Strategy is a big part of my day-to-day life and I wanted to make sure that the right planning went into Operation Rome to ensure maximum success. So, for example, rather than just wondering into licensed premises for a chat, we decided that the senior officer in charge would go straight to the manager, while the rest of the team headed for the toilets, which is where the drug dealing is likely to be happening and it worked."

All parts of the operation were planned in fine detail by a carefully selected team and action plans were implemented.

As a result, Kevin's operation drew on a range of police resources including dog handlers, test purchasing teams and plain clothes covert operations.

Over two weekends, a team of 37 officers which included 25 Specials issued 159 stop forms. Twelve people were arrested, mainly for drug-related offences. Underage drinking was also targeted. Teenagers as young as 14 had their alcohol confiscated and parents were called to collect them.

"We were delighted with the results. The aim was to disrupt anti-social behaviour and drug dealing. It was a high profile operation. We deliberately sought publicity as we wanted to tell people that the Specials had arrived and we meant business."

Kevin says he was impressed by the level of enthusiasm demonstrated by Cheshire Specials who volunteered to take part in the operation above and beyond their normal commitment to the force. The team included all ages and

professions, including an airline pilot and a clinical psychologist.

"For many Specials, their normal duties revolve around public order duties on a Saturday night. Being involved in Operation Rome allowed them to get involved in other areas of policing. It also meant they could arrest any offenders and achieve some of the competencies required as part of their Performance Development Portfolio."

Unintentionally, Operation Rome has also had a positive affect on the recruitment and retention of Specials in Cheshire. As part of the operation, a member of the communications team filmed the officers in action.

"Originally our intention was to use the DVD for analysis purposes to see where we could improve and where we could do things differently. But now we show it to new recruits and it demonstrates to them how they can get involved in such exciting shifts.

"Older applicants may be more interested in the community aspect of policing which is great, but we have a number of younger Specials and they want something different from policing. This DVD shows us in action. At one point it shows us catching someone snorting cocaine in a pub toilet. It gives recruits a real flavour of the whole range of roles that they could get involved in. It does make the role more attractive to any future applicants."

The operation has been well received by senior officers in Eastern Cheshire, and since the original operation took place in October, there have been four similar operations implemented at various different NPU in the Eastern area.

"I've also had a number of emails from Specials involved telling me that the experience was fabulous which makes it all worthwhile."



SPECIALS ON PATROL IN PLAIN CLOTHES TO TARGET UNDERAGED DRINKING AS PART OF OPERATION ROME

RETURNING THE FAVOUR

When local MP Christine Russell went to watch a team of Specials in action as part of Specials Week last November, the Specials didn't realise she'd return the favour by inviting them to her place of work – Westminster – to see government in action.

For SC Emma Trousdale, the highlight of the visit was "being at the top of Big Ben when it chimed at 11 O'clock." Special SGT Andrew Warren agrees, "The view of London from the top of Big Ben was fantastic and something that not everyone gets to see."

Special Sergeant Robert Olliver and SC Michael Chinnick were both very proud to visit Parliament and Special Inspector Michael Robinson feels, "it was great to see the democratic process in action."

And although the Specials don't think the visit will impact the way they carry out their duties, it did give them a sense of how much the work of Specials is valued right at the very heart of Westminster.

According to Celvyn Jones, Special Chief Inspector for the Western Area of Cheshire Police: "To visit Parliament was a great privilege and one which will remain with me for many years to come. From speaking with a number of MPs that day it is clear that the work we do is highly valued and recognised. We should all be extremely proud of the difference we make."

The date of this year's Specials Week is yet to be confirmed – visit the NPIA website to keep up-to-date: www.npia.police.uk/en/10040





New
and improved

POSITIVE CHANGE

We track the progress of the Special Constabulary National Strategy implementation programme and visit two forces where changes are already being made at grass roots level

Forces across the country are currently busy implementing the National Strategy. For some, the Strategy has proved to be a reflection of what is already happening in their force area.

NORTHAMPTONSHIRE

NORTHAMPTONSHIRE IN TUNE WITH STRATEGY

CHIEF INSPECTOR ANDY TENNET from Northamptonshire police says it was a 'joy' to read the Strategy as it closely mirrored his own review of the Special Constabulary.

"When the National Implementation document came out, I was really pleased to see that it reflected many of the things I am trying to implement here in Northamptonshire. It was very similar to my own review where a lot of the really good suggestions came from the Specials themselves," he says.

Andy's review gave rise to 57 recommendations and in particular highlighted issues around recruitment, training and deployment.

"For instance I did not feel there was a particularly robust structure around how Specials were developed after their initial

training. I felt it wouldn't stand up to scrutiny."

When Andy presented his review to the Chief Officers Group in December 2008, 52 out of the 57 recommendations were immediately agreed. He is now in the process of putting those recommendations into practice.

"As an example, from March we will have the two part application process. When they finish, new recruits will have a mentor or tutor when they go on area and a new competency-based booklet.

"The application form will be moved online and there will be funding for events to attract Specials from minority and ethnic groups."

Andy believes that while the focus of Specials will always be community involvement, the service must offer other challenges if it is to retain them.

"We now have officers who are trained in method of entry techniques. The feedback we have had from regular sergeants has been tremendous. I am also hoping to arrange attachments to the traffic department. It all enhances their career profile."

With the review now over, Andy is hoping to have all the recommendations in place by the end of June or early July by the latest.

WILTSHIRE

WILTSHIRE MAKES GREAT PROGRESS



IAN MILLER, SPECIALS COMMANDANT OF CITY OF LONDON POLICE WITH CHIEF CONSTABLE OF WILTSHIRE, BRIAN MOORE

Wiltshire police is also making considerable strides. In March 2008, the Chief Constable, Brian Moore, commissioned Ian Miller, Commandant of the City of London Police to carry out an in depth review of the force's Special Constabulary in line with the recently published National Guidance.

The strategy has been accepted by the Chief Officer Team and many of its recommendations are now being put into place. These include the recruitment of a new Chief Officer; the integration of the same rank structure as regular officers which includes recruiting three Specials Superintendents as well as a change of uniform insignia.

Following the review Brian commented, "I am very grateful to Ian Miller and all the members of the Special Constabulary for their commitment and dedication to policing Wiltshire and for providing many of the good ideas that feature in the strategy report."

One of the biggest challenges for the force is to recruit a further 173 officers by 2011 which will give Wiltshire one of the highest ratios of Specials to regular officers in the UK at 24 per cent.

Chief Inspector Simon Dicks from the forces Citizen Focus team says the response from Specials has been 'nothing short of amazing'.

"The way they have responded to the challenges we have set them and the enthusiasm and professional skills they have added to the strategy 'mix' fills me with pride and admiration. I am really pleased to have been a small part of this project." ●



CAROL SHEPPARD, NATIONAL STRATEGY IMPLEMENTATION MANAGER

"It is good to see that forces are implementing the strategy at a local level"

NATIONAL LEVEL

Carol Sheppard, Implementation Manager, welcomes the progress that forces are making. "It is good to see that forces are implementing the strategy at a local level and are now using it as a springboard to introduce changes.

Carol says progress is also being made on a national level. "Nationally, we are currently focusing on a number of specific areas. These include a Standard Initial Training Programme, a national performance framework, and leadership training for Specials.

"Over the next three months, we will also be developing a range of case studies from various forces. These will be evaluated and compiled into a knowledge bank which people will be able to access. For example, if you wanted to know about exit interviews, you will be able to go online and look up the relevant case study.

"Another crucial area is the new Regional Co-ordinator posts (see page 6) which will provide a vital link between local forces and the implementation of national recommendations in the coming months."

GALLERY



MERSEYSIDE SPECIALS OUT ON DUTY. PLUS, SHARING THEIR VISION: PETER FAHY (LEFT), PETER NEYROUD (BELOW LEFT) AND MICK PEPPER (BELOW).



SPECIALS MAGAZINE IS PRODUCED BY

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



For NPIA
HEAD OF SPECIAL CONSTABULARY REGIONAL TEAM
Trisha Dash-O'Toole

Story Worldwide EDITOR
Lisa Finnis
ART DIRECTOR
Matt Williams
PICTURE EDITOR
Nicola Duffy
PICTURE RESEARCHER
Miguel Lamas
SUB EDITOR
Kate Guest
PRODUCTION CONTROLLER
Sara Bearman
PRINTER
FM Print
REPRO HOUSE
Zebra

COVER PHOTOGRAPHY
PA

SPECIAL CONSTABLES OF ENGLAND & WALES LEGAL FEES INSURANCE SCHEME

This scheme provides legal protection to Special Constables for incidents that arise on duty. Protection is given under the following headings: Misconduct; Legal Defence; Personal Injury and Discrimination. For further details please see the summary of cover contained on the NPIA website: www.npia.police.uk/en/11950.htm

There is a current limit of indemnity of £50,000 per claim. For a claim to be progressed there must first be reasonable prospects that the claimant will succeed or has a proper defence.

The instructions of the insurers and their nominated solicitors must be followed.

If you need to claim, please use the contact numbers shown on the right. Please telephone as soon as practicable, and in any case, within 30 days of the incident being claimed for.

Crime and discipline/misconduct: REYNOLDS DAWSON SOLICITORS 020 7839 2373 (in an emergency out of hours 07659 130 481)

Personal injury, CICA applications and discrimination: RUSSELL JONES & WALKER SOLICITORS - 0207 657 1619

PLEASE NOTE: Only actions arising in connection with duty as **a Special Constable are covered by this scheme. Claims will only be progressed if there are reasonable prospects of success, or there is a proper defence.**



While every effort is made to ensure the accuracy of the information contained in Specials magazine, no responsibility can be accepted for errors or omissions. Information is correct at time of going to press. The paper in this magazine is elemental chlorine free (ECF), manufactured within ISO14001 environmental management standard and is sourced from sustainable managed forest.

UPCOMING EVENTS

Next year's Specials Conference will be hosted by the Metropolitan police and will be held at The Guoman Tower Hotel, London from 19-21 March 2010. Find out more about the event at www.specialsconference2010.com