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**NPIA**

National Policing  
Improvement Agency

PEOPLE AND  
DEVELOPMENT

# Specials

THE VOICE OF THE SPECIAL CONSTABULARY



AUGUST 2008

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# WELCOME



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

Welcome to the summer 2008 edition of *Specials* magazine. Let me start by congratulating all the winners and nominees from this year's Special Constabulary and Police Support Volunteers Awards. We had a fantastic response this year and it is always great to hear about the incredible work being carried out by Specials across the country. You can read all about the ceremony and the winners in our nine-page special. Thank you to everyone who took part, especially the judges, Rick Hudson, Martin Stuart, Phillip Hickson and Clare Simon, and those who travelled to the event.

It's been a busy few months for my team at the NPIA, working to provide the best possible support to Specials. We've been working with Martin Stuart and Carol Sheppard of Bedfordshire to make the National Strategy Implementation Advice available to all forces (see page 12 for more). We've also been developing a set of national standards for recruitment (see page 19). Our work to expand the employee support programme continues and we're looking ahead to the Specials weekend in October.

As well as reading about strategic updates in this issue, you can also learn about forces putting good practice into action. Meet Specials from the Blackpool police diversity team on page 14 and on page 16 read about an innovative initiative to combat neighbourhood youth crime.

Finally, as we go to press we hear that Chief Constable Peter Fahy, the ACPO lead on Specials, has been appointed Chief Constable of Greater Manchester. On behalf of us all may I offer him our sincere congratulations and best wishes in his new role.

**TRISHA DASH-O'TOOLE**  
HEAD OF THE SPECIALS AND VOLUNTEERS TEAM,  
PEOPLE AND DEVELOPMENT DIRECTORATE,  
WORKFORCE STRATEGY UNIT, NPIA

### 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, 15b St George's Mews, London NW1 8XE.**

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# Congratulations 2008

To celebrate the 2008 Special Constabulary and Police Volunteers Awards we've dedicated nine pages of the magazine to the event and its winners

THE 2008  
AWARD WINNERS



## The 2008 award winners!

A total of 10 awards were presented this year to Specials and police support volunteers

### ● Ferrers Trophy

**Winner:** Special Sergeant Jacqueline Starkey, Cheshire Constabulary  
**Highly Commended:** Special Chief Inspector Brian Woodward, Cheshire Constabulary; Section Officer Pamela Becke, West Mercia Constabulary; Special Constable Peter Stuart Sanderson, Derbyshire Constabulary; Special Sergeant John Turnbull, Essex Police

### ● Achievement in Recruitment

**Winner:** Special Chief Inspector Donald Elliot, Merseyside Police

### ● Ferrers Team Award

**Winner:** Cannabis Factories Team, Bedfordshire Police  
**Highly Commended:** 'A' Division Special Constabulary, Heddlu Gwent Police; ArtBeat Team, Metropolitan Police

### ● Police Support Volunteers Winner

Blaby Crime and Disorder Action Group, Leicestershire Constabulary

The Special Constable and Police Support Volunteer Awards ceremony (also known as the Ferrers Awards) was held on Wednesday June 18 at Church House in London.

Founded by former Minister of State Earl Ferrers, the Awards recognise the skill, energy and talent of Special Constables and police support volunteers from across England and Wales.

This year's overall winner was Special Sergeant Jacqueline Starkey from Cheshire Constabulary. Jacqueline joined nine other winners at the ceremony to celebrate their tremendous achievements.



# HONOURING ACHIEVEMENT

## A fine tradition

The Ferrers Awards were established 17 years ago to honour achievement in the Special Constabulary. In 2006 they became the Special Constabulary and Police Support Volunteers Awards to also acknowledge the valuable contribution made by the many police support volunteers.

## High number of nominees

This year's awards attracted 55 nominations from 24 forces and were presented by Tony McNulty, Minister of State for Security, Counter Terrorism, Crime and Policing, and Deputy Chief Constable Jim Barker-McCardle, Deputy Chief Executive of the NPIA.

## On the panel

The judging panel that made the final selection of 10 winners was chaired by Rick Hudson and included Deputy Chief Constable Martin Stuart (Association of Chief Police Officers), Phillip Hickson (Association of Police Authorities) and Clare Simon (Her Majesty's Inspectorate of Constabulary).



## Tony McNulty, Minister of State for policing

In his address to the audience, Tony McNulty, Minister of State for Security, Counter Terrorism, Crime and Policing, paid tribute to the nominees and stressed the importance of their work.

"Special Constables and police support volunteers are a vital part of our modern police service," he said. "They are citizens who feel so deeply about their communities that they are prepared to put on a uniform and work alongside regular police officers and community support officers to help reduce crime, disorder and antisocial behaviour. The outstanding work undertaken by those recognised today demonstrates the key contribution

they make to delivering a responsive, community-focused policing service."

The minister was particularly pleased to welcome Earl Ferrers to the ceremony. It was the Earl who first suggested officially recognising the work of Specials.

The minister told the audience that Specials were important members of the police family with a distinct role to play in overall policing efforts. "Most watches in London couldn't police the capital without the help of Specials," he said.

He paid tribute to the police force for helping to increase the number of Specials to 14,000 nationally, and said he hoped to see that figure rise further in the coming years.



## Jim Barker-McCardle, Director of Policing, Policy and Practice, NPIA

NPIA Director of Policing, Policy and Practice Jim Barker-McCardle presented the awards alongside the Minister, Tony McNulty. Speaking at the ceremony, Jim praised the standard of nominations: "This year there was a total of 55 nominations from 24 forces, and once again the quality of nominees provided ample proof of the efficiency and effectiveness of the Special Constabulary and police support volunteers."

"Both groups perform valuable work that should be recognised on a national level. The latest figures indicate there are 14,021 Special Constables currently serving in England and Wales. The fact that numbers continue to increase year-on-year shows the public's willingness to support police efforts in reassuring and protecting communities."

Jim went on to highlight the growing importance of the work of police support volunteers: "A number of forces now use non-uniformed volunteers from the local communities. These individuals donate their time to serve the communities in which they live and their support is a key factor in easing the burden on regular officers and enabling


greater numbers of officers to perform frontline duties. We currently have more than 3,000 volunteers providing invaluable support to the police service.

"The Volunteer Steering Group aims to provide consistency across forces and ensure that added value can be gained in the roles performed by volunteers. It is envisaged that in the near future there will be further opportunities for expansion in terms of both numbers and the degree of support provided by this branch of the policing family."

He continued: "It is important that a distinction is made between the respective groups of the Special Constabulary and police support volunteers. However, it would be wrong to single out one group for particular praise. All the available evidence indicates that both groups perform valuable work and act effectively within the wider policing family and I am pleased to be here to thank them all for their dedication to improving the quality of policing in their communities."

Jim stressed that the work of the Special Constabulary and police support volunteers is a vital element of



21st century policing and thanked all those who donate their time and effort to supporting the police service. He closed the ceremony by saying: "These awards today are all richly deserved but highlight only a handful of the work that the Special Constabulary and police support volunteers have performed over the last year. I am aware that there are many other fine individuals and teams effectively supporting and serving their communities and I salute and thank them all for their efforts." 

SCENES FROM THE CEREMONY. FACING PAGE, TOP ROW LEFT: JACQUELINE STARKEY WITH EARL FERRERS; FACING PAGE, TOP ROW RIGHT: JODIE MCCARTHY-MILLS, A MEMBER OF THE 'A' DIVISION TEAM FROM GWENT; THIS PAGE FAR LEFT: MINISTER TONY MCCNULTY WITH GRAHAM HOOPER OF THE NPIA.

## AWARDS SPECIAL 2008

## Highly Commended

### Section Officer Pamela Becke – West Mercia Constabulary

Pamela is thought to be one of the longest-serving Specials in the history of the organisation, having spent 41 years with West Mercia Constabulary. Policing is very much a family affair for Pamela as her brother was an inspector in the West Midlands for 32 years and her daughter Zoe has been a regular officer with West Mercia for six years.

Pamela was presented with the commendation for her unstinting service and for the progress she has made in helping to combat anti-social behaviour, vandalism and violent crime in Bridgnorth, Shropshire. She has also helped recruit volunteers and fostered links with local community groups.

“I am delighted with my award,” said Pamela. “I hope it will encourage more people over the age of 35 to join the Specials as they have the life experience to really enhance the service.”



## Highly Commended

### Special Chief Inspector Brian Woodward – Cheshire Constabulary

A beaming Brian Woodward described his award as “superb but totally unexpected.” Brian became a Special after seeing a TV advert for the Home Office “Could You” campaign nearly three years ago. Since then he says he hasn’t looked back and enjoys juggling his Specials duties with a full-time career in management at a DIY store.

Brian patrols the area of Weston outside Crewe and has worked hard to make the town centre a safer place through his involvement in initiatives to combat anti-social behaviour, such as binge drinking and drug-taking.

He has also participated in a number of recruitment road shows with considerable success, helping to recruit 54 Specials in the last year alone.

“When I am out on the street and the public tell me that it’s great to see us then that’s when my role as a Special is really worthwhile.”

## Ferrers Trophy Winner 2008

### Special Sergeant Jacqueline Starkey – Cheshire Constabulary

The Special who was first on the scene at the murder of Garry Newlove has won this year's Ferrers Trophy. Jacqueline Starkey, a mother and child minder who hopes to begin training to become a regular soon, was awarded the top prize at a ceremony in London. Jacqueline showed great courage and initiative when father-of-three Mr Newlove was attacked outside his Warrington home. She performed CPR on Mr Newlove and managed to temporarily revive him but sadly he died on the way to hospital.

Jacqueline took witness accounts, assisted with the arrest of a suspect and stayed at the scene well beyond her allotted duty. She also provided support to Mr Newlove's family. Despite her

'When I arrived at the ceremony it really hit me what a big thing it is

bravery, Jacqueline admitted to being "pleasantly shocked and surprised" to win the award.

"When I was first told about this, I didn't know how important the awards were but when I arrived at the ceremony it really hit me just what a big thing it is to be the overall winner," she said.

Jacqueline, 41, has been a Special for three-and-a-half years but had wanted to join since she was 17. She finally made the decision after hearing one of the Home Office's "Could You" recruitment adverts on the radio.

As part of her work with the Risley Neighbourhood Policing Unit at Warrington, Jacqueline has gone out on warrants, helped with ANPR and worked to combat anti-social behaviour.

"The events leading up to the death of Garry Newlove have had a real impact on me and I have spent a lot of time speaking to local kids about underage drinking," she said. "I feel strongly that it is the responsibility of society as a whole to tackle this problem to prevent further tragedy."



## AWARDS SPECIAL 2008

# Highly Commended

## Peter Stewart Sanderson – West Mercia Constabulary

Peter has been a Special for just one year but already he has made an enormous contribution to his local community. He particularly impressed the community and the force last year with his actions when his Derbyshire village was badly flooded.

Despite the fact that his own house was affected and he was off-duty at the time, Peter booked himself on-duty to help rescue stranded residents. One elderly couple and their 93-year-old mother say they would not have survived without Peter's swift efforts. Peter even made sure that the family's dog was carried to safety.

As well as rescuing residents, Peter used his own car to block access to a private road to protect the public from the flooding, and maintained regular contact with the relevant authorities and his force to keep them informed throughout the crisis.

"I am proud to be presented with this award; it means a lot to me," said Peter. "When the flooding hit my village, I didn't stop to think about whether or not my actions were brave; all I wanted to do was to get involved and help residents escape what was potentially a life-threatening situation."

Peter, a systems manager for a construction company, became involved because of the difficulty regular officers faced in reaching the flooded village. "I didn't want the community to feel they were being neglected by the police. I wanted to do all I could to make them feel safe."

Peter's efforts prompted residents to write a letter to the force singling him out for praise. "The fact that the residents made the effort to write to the force not only makes me feel honoured but very humbled." Peter is now working towards becoming a regular officer.



HOWARD RAYNER  
ACCEPTS THE AWARD  
ON BEHALF OF  
JOHN TURNBULL

# Highly Commended

## Special Sergeant John Turnbull – Essex Police

John has been an active member of the Specials for the past three years. He is described as a motivated officer with excellent communication skills and is well known to both his colleagues and the community he serves.

John was nominated for the work he carried out in addressing the large number of outstanding warrants in Chelmsford. He singlehandedly executed well in excess of 200 warrants, raising the profile of enforcement action and helping to change offenders' attitudes towards fines and punishment.

On hearing of his recognition, John said: "I am extremely pleased to be highly commended for this work. Among other intelligence gathered, this work has allowed us to investigate and arrest a range of outstanding offenders including suspects for a stabbing incident, two addresses involved in

'I am extremely pleased to be highly commended for this work'

drug dealing and three addresses with illegal immigrants. I now hope that this success can be used by other divisions across the county."

Chief Inspector Ian Cummings, who supported John's nomination said: "Always smiling and never complaining, John is well known throughout the community he serves and to his colleagues within Essex Police. His actions to improve the execution of warrants are second to none with extremely positive results to demonstrate this."

John wasn't able to attend the ceremony on the day and his award was collected on his behalf by colleague Special Superintendent Howard Rayner, pictured left.



DON ELLIOT RECEIVES HIS AWARD FROM THE MINISTER

## Winner

Achievement In Recruitment

### Special Chief Inspector Donald Elliot – Merseyside

Donald has been a Special for 25 years, devoting an average of three evenings a week in addition to his full-time job as a teacher. Donald has been recognised for the work he carried out in boosting recruitment of the Wirral Special Constabulary. Not only does he actively recruit Specials but Donald also offers help and advice to applicants on how to fill in the application form and tips on attending the interview.

Donald's own force has already recognised his outstanding work by awarding him Special of the Year on the Wirral and Merseyside last June. He was also named Volunteer of the Year by an outside organisation in 2007.

"It is only when I arrived at the ceremony that I fully appreciated just how much of an honour it is to be presented with this award. At this rate I am going to have to get my own trophy cabinet to keep them all in a safe place!"

## Highly Commended

### ArtBeat Team – Metropolitan Police

The ArtBeat team is made up of professionals from the art and antique world and is the only group of Specials dedicated to combating art and antique theft. Their various duties include crime prevention and helping investigators to gather evidence.

In the past year the team has been involved in investigating George, Olive and Shaun Greenhalgh, who were found to have made £850,000 by making fake artefacts and selling them to museums across the North West.

The ArtBeat team also attends antiques fairs to combat theft and will soon be attending filming of the BBC programme Antiques Roadshow.

Delighted team member Marion Leveridge said: "It is a real honour for the team to win this award and we are very proud of the work we have carried out in conjunction with our regular colleagues."



SPECIAL CONSTABLE MARION LEVERIDGE FOLLOWED BY SPECIAL INSPECTOR ALAN SELDON GO FORWARD TO COLLECT THEIR AWARD

**AWARDS SPECIAL 2008**

# Highly Commended

Team award 2008

## 'A' Division Special Constabulary – Gwent

This Newport-based team has carried out target activity in three areas: drink driving, vehicle safety and anti-social behaviour. Their invaluable work has helped to contribute to a six per cent reduction in crime across the Basic Command Unit (BCU).

Following the overwhelming success of 'A' Division Special Constabulary's bus operation, Newport Transport has signed a £60,000 sponsorship deal to fund four PCSOs and police activity for three years from March this year.

The broad scope of the team's operations shows how dynamic and flexible this group has become.

Assistant Chief Constable William Hone said: "This group has been particularly successful because they have a shared view about what they want to achieve and are targeted in their activity, which in turn produces tangible results. They are an asset to the force."

PICTURED RIGHT ARE THE MEMBERS OF 'A' DIVISION (L TO R): SECTION OFFICER JODIE MCCARTHY-MILLS, SECTION OFFICER CHRISTOPHER CHERRETT, DIVISIONAL OFFICER IAIN RILEY AND SECTION OFFICER SAMINA HANIF

BELOW ARE MEMBERS OF THE BLABY CRIME AND DISORDER ACTION GROUP (L TO R): SECRETARY GAY DENT, VICE CHAIR NIGEL CALVER, CHAIR JEREMY COLLINGRIDGE, (TONY MCNULTY), MARGARET JONES, JEANNINE SONGHURST, CHRIS AINGE AND CLIFF BRANSON



## Winner

### Police Support Volunteers Blaby Crime & Disorder Action Group – Leicestershire

This spirited group of volunteers has made a valuable contribution to the community by helping the force provide effective policing.

The volunteers regularly step into the breach to offer assistance in whatever capacity is necessary, whether it be sending out packs, analysing surveys, fitting tags or

delivering information cards to the local press.

The group provides a range of skills and services, and through their management skills, IT, and interpersonal skills they provide a resource that makes a real difference to achieving effective policing in their local community.

Deputy Chief Constable of Leicestershire David Lindley said: "What distinguishes this group is the variety of individual personal skills they bring and the business-like approach they take to being volunteers – something that is truly admirable."

CANNABIS FACTORIES TEAM FROM BEDFORDSHIRE (BACK ROW FROM L TO R): SC MARK YOUNG, SPECIALS SERGEANT MARTIN STREETER, SPECIALS CHIEF SUPERINTENDENT WAYNE HUMBERSTONE, SC ALEXOPOULOS KONSTANDINOS  
FRONT ROW: CHIEF OFFICER NIGEL GREEN, SC KAREN CONNOLLY, SPECIALS SERGEANT ELINOR CONNOLLY, SPECIALS CHIEF INSPECTOR DEREK GREY



## Winner

Team Award Winner 2008

### **Cannabis Factories Team – Bedfordshire Police**

This team is the first in the country to deal solely with the threat of cannabis factories. Often based in ordinary houses on estates, cannabis factories threaten the community not only through the drugs they produce, but also by creating a risk of chemical explosion.

Last year, the cannabis factories team seized enough equipment and paraphernalia to produce £1.5 million worth of cannabis. The team's tasks include carrying out arrest warrants, closing down the factories and

preparing evidence for court.

Team leader Derek Gray said: "You cannot underestimate just how dangerous these cannabis factories can be to a community. We feel that what we do is making a real impact on public safety."

They work closely with the drugs unit and the helicopter unit who provide them with up-to-date intelligence on the location of the factories.

The team often has to deal with challenging situations and although

team members admit their work can be physically and mentally draining they all agree that the end results are worth the effort.

Their work can also be dangerous. On one occasion they entered a property and were met by a man brandishing a large machete.

Recognising the value of the team's work, the force is now looking to set up further teams around the county. The original team will help train the new teams and pass on any best practice.

## IMPLEMENTATION ADVICE

# A WATERSHED FOR SPECIALS

**In the four months since the launch of the first National Strategy for the Special Constabulary, forces across the country have demonstrated their commitment to turning the Strategy's ideas into reality**

The announcement of a National Strategy on the effective deployment of the Special Constabulary marked a watershed in the organisation's history. It was the first time a strategy had been produced that promised to transform the role of Specials.

The Strategy document is supplemented by Implementation Advice, which is divided into seven key processes: marketing, recruitment, training and development, deployment and tasking, HR management, performance management and leadership.

Following on from this, forces are well on their way to producing their own action plans outlining how they will translate the Strategy into action.

## SUCCESSFUL LAUNCH

DCC Martin Stuart from Bedfordshire Police is the ACPO officer leading the Implementation Programme. He introduced the Implementation Advice at this year's Special Constabulary conference at Gatwick in March. At the time he described it as "symbolic of a transitional change" within the Special Constabulary.

Martin told delegates at the conference: "What we are trying to do is provide a building-block framework ranging from the marketing of the Special Constabulary as a potential route of employment right through to addressing how we measure that input and output in policing terms to actually deliver improved policing on the ground," he explained. "I don't think we have captured that before, so it is a unique moment."

According to Martin: "Our aim is to come back to the 2010 conference hosted

by the Met Police with strong stories of real progress made and real benefits delivered in the past two years. We expect the next two years to be about making sure forces are given appropriate help and support to enable them to make the necessary changes to the way they deploy their Special Constables."

## IMPLEMENTATION SUPPORT

The National Strategy identified target areas of deployment critical to force performance that make most effective use of the Special Constabulary's key characteristics.

The National Strategy Implementation Advice builds on the Strategy by providing example case studies and suggesting good practice, including:

- Developing a Special Constabulary Statement of Vision and Purpose that defines the roles, objectives and operating style of the Special Constabulary.

*'Forces are well on the way to producing their own action plans*

- Establishing clear financial management processes.
- Establishing a standard training curriculum and national accreditation.
- Developing a performance management framework.
- Investing in leadership development through the Wyboston Leadership Development programme.



PICTURED BELOW ARE THE ACPO OFFICER LEADING THE IMPLEMENTATION PROGRAMME, DCC MARTIN STUART AND PROGRAMME MANAGER CAROL SHEPPARD



## FACTS AND FIGURES FROM THE NATIONAL STRATEGY

The National Strategy says that as of the end of March last year, there were **14,021** Special Constables in England and Wales – about **9%** of the number of fulltime equivalent regular officers.

# 9%

# 10%

Special Constables are highly cost-effective. Total cost per duty hour is **£3.50** in the first two years and less than **£3** an hour after that, or about **10%** of the hourly cost of a regular police officer.

Recruitment is further strengthening diversity, but even at this point **32%** of Specials are female (compared with **21%** for regular officers) and **6%** are from ethnic minorities (compared with **3.5%** for regular officers).

# 32%

“What we have to remember is that this is not a mandatory piece of work,” said Carol. “Forces must decide for themselves what scale of change they can take on board. The National Strategy Implementation Programme has to earn respect and buy-in through the quality of its people and its deliverables.”

The Implementation team, made up of Special Constabulary officers of all ranks from forces around the country, is also being enhanced and will now be made up of 16 members instead of 12.

Martin explained: “We want to ensure we enhance the skills mix within the team to embed implementation across the work streams and ensure a better spread of rank and greater force engagement.”

### BENEFITS FOR SPECIALS

Martin hopes that frontline Specials will soon see the benefit of the Strategy. “We hope it will mean much greater variety of opportunity for them within the service; much greater training and better learning and development opportunities.”

He also hopes there will be “much greater leadership and direction in forces about what we can expect from our volunteers. We want Specials to develop skills and competencies they can take back with them into their day jobs.”

Already the work has been supported by all of the key organisations within the police service, such as the National Policing Improvement Agency (NPIA), Association of Police Authorities (APA) and Her Majesty’s Inspectorate of Constabulary (HMIC).

*‘We want Specials to develop skills they can take with them*

The NPIA is playing a key role and will be undertaking a number of pieces of work, particularly in respect to recruitment and training.

Looking to the future Martin hopes his ACPO colleagues will see the benefits of the National Strategy and the ethos behind it: “As ACPO officers we are constantly making improvements to the service at a time when we are going through a difficult financial period. The chance for us to better develop the Special Constabulary to bring about meaningful outcomes and improve service delivery is a real opportunity for us all.”

### CLEAR BENEFITS

- Greater retention rates
- Enhanced representation of community diversity within the Special Constabulary
- Lower dropout rates during the recruitment and training process
- Increased hours of operational duty
- Improvements in force performance

### LOOKING TO THE FUTURE

Programme manager Carol Sheppard explained that benefits of the National Strategy will include greater retention rates, enhanced representation of community diversity within the Special Constabulary, lower drop-out rates during recruitment and training, increased hours of operational duty and overall improvements in force performance.

“We hope the Implementation Advice will be a ‘living document’ and that the content will be revised and updated over time,” she explained.

At the same time, the ACPO regional leads for the Special Constabulary, who have been spearheading the programme more locally, are working within their regions to undertake a gap analysis against the suggested good practice. This is expected to be completed by the end of October and will provide the basis for locally prioritised action plans.

## SPECIALIST DUTIES

# DIVERSITY GETS SPECIAL ATTENTION IN BLACKPOOL

**Effective policing involves engaging with diverse communities, which is why Specials in the Lancashire seaside resort of Blackpool play a key role in defending the rights of the local Lesbian, Gay, Bisexual and Transgender community.**

Blackpool is home to the largest Lesbian, Gay, Bisexual and Transgender (LGBT) community in the north of England outside Manchester, with a population of close to 15,000. Numerous pubs, clubs and hotels in the city class themselves as 'gay friendly'.

Historically, there was widespread mistrust of the police among Blackpool's gay community, however the situation has improved considerably since the launch of the Lancashire Police Western Division LGBT policing team three years ago.

"When we started out there were 60 homophobic hate crime cases a year," says PC Lindsey Nottingham, who runs the Blackpool LGBT policing team. "This figure has risen to 165 in two years.

"This doesn't mean Blackpool is a homophobic place to live. It's simply that more crimes are now reported. We've gained the trust of the local LGBT community. We visit the bars and pubs regularly, our photos and contact details are posted up all over the town. People know us and come to us to report crimes."

Of course, increased reporting means more work for Lindsey's team. In need of additional help, she decided to tap into the Special Constabulary and appoint community volunteers. Specials Mark Robinson, Joanne Milburn and Robert Shiels, who was previously a community volunteer coordinator, now make up half the LGBT team.

In addition to providing support for LGBT police staff, the team attends monthly Police and Communities Together (PACT) meetings, where the community can raise any concerns they might have and police can respond by

channelling resources appropriately. Recent topics of discussion have included drink spiking in clubs, underage drinking by gay youths and the risk of loss of licence this poses for pub and club managers.

Another issue that PACT members have recently addressed is homophobic bullying in schools. "Together with the Primary Care Trust, Education Department and youth services we created 'Diversity Fortnight', a series of road shows that touched on all areas of diversity," explains Lindsey.

"It was judged such a success by the Local Education Authority that we are now responsible for answering all calls during the annual Anti-bullying Week."

Homophobic abuse is a complaint the LGBT team deals with on a regular basis, and according to Mark Robinson there are a number of ways in which to handle it.

"People know us and victims are usually prepared to talk to us, often specifically requesting to speak to a gay officer," he says. "But we also need to create an environment in which they are comfortable. Not everyone wants to be visited in their own home, for instance, so we might meet in a venue of their choice, such as a pub."

When it comes to ongoing disputes Specials can offer valuable support to regular police officers, simply by having the time to sit and listen to victims who may want to off-load their feelings.

Robert Shiels recalls a recent hate crime case in which a woman claimed a gang of local youths were making her life hell: "They were shouting homophobic remarks at her and throwing muck at her car. Not surprisingly she was feeling very



AN IMPORTANT PART OF THE LGBT TEAM'S BRIEF IS GETTING OUT AND ABOUT TO MEET THE LGBT COMMUNITY AND IMPROVE THEIR TRUST IN POLICE

intimidated. This case is still ongoing, but we are in the process of collecting enough evidence for an anti-social behaviour order to be applied to these youths, who are already well known to police."

The Specials really came into their own following a homophobic murder in Blackpool. A number of key witnesses were reluctant to come forward so Lindsey, Mark and Rob went out to find them in the local bars and pubs.

"We knew all the regulars and the licensees and the hotels where people were likely to be staying," says Lindsey. "We talked to potential witnesses and encouraged them to come forward and give evidence. Without this input from the team and the Specials taking time out from their day jobs, this could have



ON THE  
BEAT  
SPECIAL  
COVERAGE  
FROM  
BLACKPOOL  
PHOTOGRAPHY  
BY CLAIRE WOOD



FROM LEFT TO RIGHT:  
SPECIAL CONSTABLE  
JOANNE MILBURN, POLICE  
CONSTABLE LINDSEY  
NOTTINGHAM, SPECIAL  
CONSTABLE MARK  
ROBINSON AND SPECIAL  
CONSTABLE ROB SHIELS

## Special support in the West Midlands



James Horton, a Specials District Officer with West Midlands Police 'came out' to police, his colleagues and his family five years ago.

"When I first became a Special, although I was aware of my sexuality I didn't want to disclose it," says James. "But not being true to yourself, having to hide part of your personality and put on an act is a constant strain."

James gradually told close colleagues that he was gay and eventually informed his Superintendent and Special Constabulary Chief Officer.

"Their support was fantastic and completely dispelled any preconceived perceptions about the police being 'anti-gay'. I have occasionally received some sarcastic comments from members of the public, but I wouldn't say they were really derogatory," he adds. "On the whole, 'coming out' has been a positive experience and given me a huge sense of relief."

Along with 12 colleagues, James assisted in the policing of this year's Gay Pride event in Birmingham, an ideal opportunity to engage with the local LGBT community.

Within the force, LGBT individuals have their own support structure in the Rainbow Network, which provides confidential advice to police officers and staff, Specials and PCSOs and helps steer the region's diversity issues.

been a much longer and more expensive investigation and may even have gone undetected," she says.

This case was pivotal in helping Specials gain the trust of the LGBT community. "We went to them and said 'we need your help' and they put their trust in us," says Rob.

"This was also an opportunity to put the 'Blue Phone' to good use. The person who found the dead man was very upset and distressed. He needed to speak to someone who could liaise between the police and the community. The Blue Phone is a 24-hour mobile phone service manned by the LGBT policing team. The telephone number is widely advertised for use by anyone with LGBT-related questions about sexual orientation or discrimination.

Another occasion when Specials play a key role in Blackpool is the Gay Pride event, which this year attracted

8,000 people. As well as taking part in the parade, working in pairs the Specials visited gay venues and dealt with any disruptive incidents. "Senior officers commented on what a success the event was this year and we even received a personal email of thanks from our Inspector," says Mark.

Specials Inspector Ian Gledhill praises the work of the Specials on the LGBT team who, he says, take great interest and care when dealing with LGBT matters and complaints. "There's a large LGBT community in Blackpool and we've made inroads into representing them and policing the town on their behalf.

"The Specials have been accepted and integrated into the LGBT team of regular officers. As well as doubling the team's resources, they make the police more visible in the community and ensure we can always provide the best quality service to all sections of society."

## IN YOUR NEIGHBOURHOOD

# CAFE CULTURE COMBATS CRIME

A weekly meeting place for teenagers has seen anti-social behaviour levels drop by a massive 85% on Monday nights in Dinnington, South Yorkshire. We visited the venue to find out what's behind these impressive results

**A**nti-social behaviour among local teenagers was spiralling in Dinnington in 2006. Special Constables were receiving regular calls from supermarkets and local businesses reporting youths causing criminal damage, swearing and being abusive to customers and local residents.

As the number of incidents increased and people demanded lower crime levels and cleaner, safer streets, Section Officer Nichola Kirkham knew there had to be a solution. She believed the South Yorkshire Specials Safer Neighbourhood Team and the local community could join forces to address the problem.

The youngsters needed somewhere to 'hang out' that would keep them out of trouble. They were bored and drinking alcohol in parks and public places which was fuelling gang culture.

Nichola's idea involved the victims – local shops, businesses and other

community groups – supporting a diversionary activity. This would solve the anti-social behaviour problem and improve understanding and trust between victims and offenders.

She also recognised that local churches could play a role in the project. Following lengthy research into faith groups working with police to address crime, Nichola organised a meeting for church leaders, police and community groups.

This led to a community 'litter pick' which collected 22 tonnes of rubbish in the area. Following a further serious incidence of gang violence, the ROC Café opened at the local community centre in September 2007. ROC stands for Redeeming Our Communities, an organisation that promotes partnerships between churches, police and local authorities to cut crime.

Nichola's hard work and commitment to the community was rewarded earlier this year with an MBE.



## WHAT THEY SAID...

### COMMENTS FROM THE CAFE CROWD



⤴ **ONE BOY TOLD** me that he had a job working for a plasterer, but was often getting into trouble with the police in his spare time. I told him he wouldn't last five minutes in a job if he was

doing that. We talked about it and I think the message sank in eventually – he realised I was right.  
**RACHEL SCOTT, SPECIAL CONSTABLE**



⤴ **I ENJOY** a bit of banter with the youngsters. Interacting with them helps build relationships. I talked to one young woman who was thinking of dropping out of college and managed to convince her to stay  
⤴ **ALLAN SPENCER, SENIOR SPECIAL CONSTABLE**



⤴ **AS A NEW** Special, this plain clothes operation involving police and the church was one of my first tasks and it's been challenging. The project has worked wonders

in building a rapport with the kids of Dinnington which is an advantage when meeting them on general patrol. I also think we've dispelled the myth that the police always give them a hard time. They know now that we are approachable and are just normal human beings.  
**JAMES KEELEY, SPECIAL CONSTABLE**

⤴ **THE CAFE** is somewhere to sit and chill out. It keeps you out of trouble. We used to hang around on the streets, the police would come along and we'd get





THE ROC CAFE PROVIDES YOUNG PEOPLE WITH A SAFE PLACE TO SOCIALISE AND IS MAKING A REAL DIFFERENCE TO COMMUNITY SPIRIT



## THE POWER OF PRAYER

"I am a Christian and the support of all nine churches in the area is fantastic. We even had 25,000 people praying for the future of the Café at a Christian meeting at the Birmingham NEC.

I want to emphasise the importance of teamwork in this project. It is thanks to the commitment and dedication of Specials and local church and community members that we launched the ROC Café.

I always said I'd never work with teenagers, so this was a change of direction for me and it's certainly very challenging, but also rewarding. At first it was hard to win the trust of youngsters, but over time we've managed to lay down boundaries and build a rapport.

The ROC Café project has attracted interest from other police forces too. Bedfordshire are planning something similar in the local community and Nottinghamshire are introducing street pastors who talk and pray with young people.

We would like to open the Café every night but we need funding. We have the support of local businesses and are planning to get the youngsters to do some 'bag packing' at Tesco to help raise money."  
**NICHOLA KIRKHAM,**  
SECTION OFFICER

dispersed, and if you ran you would be chased. People assume we're all no good, but the Specials know us and will give us the benefit of the doubt.  
**JADE COUSINS**  
- AGE 16

IT'S SOMETHING to do on a Monday night. We can play pool or cards or go on the Internet.  
**JOSH MILNER**  
- AGE 16



⤴ **I LIKE THE** Specials. They are just like us - they know how to have a laugh and are not stuck-up. We're planning to do a pyjama fun run together to raise money

for the Café and one Monday night we even made a 'human pyramid'!  
**SARAH FOX**  
- AGE 15

**THE ROC CAFE** is a tremendous project providing a safe place for young people to socialise, giving their parents and communities confidence. It's in a location that needs this support and is making a real difference.

**MATTHEW JUKES, CHIEF SUPERINTENDENT DISTRICT COMMANDER, ROTHERHAM**



**THE CHURCH** members who help run the Café have a genuine desire to provide a safe place for young people. The Café helps break down barriers and we are really getting to know more secondary school children.  
⤴ **JANE BOLTON,**  
RECTOR,  
ST LEONARD'S CHURCH,  
DINNINGTON

# HOW TO... INVESTIGATE A CRIME SCENE

Steve Woodcock, Specials Superintendent for Lincolnshire Special Constabulary, explains the correct procedure to follow when undertaking an initial investigation of a crime scene

## Arrival

When arriving at the scene of an alleged crime, it is important that officers are able to quickly assess the situation, using their own senses. How does the scene appear? Does it fit what has been reported? The sights, sounds and general 'feel' of the area may all be important to your assessment. Officer safety and the safety of other persons present should be immediately considered.

The control centre should be updated as to the initial assessment. This can then be recorded in an incident log, which itself becomes an item of admissible evidence.

## Preservation

It is then necessary for officers to take charge of the area to secure and preserve possible evidence. Letting anyone walk through the middle of the scene can destroy important forensic evidence. When physical items are identified which may have an involvement with the incident, their position should be noted, ready for examination. Officers need to be mindful of the needs of victims. Instructions "not to touch anything" are neither useful nor required. Sometimes items may need to be protected from the elements by using, for example, a cardboard box or dustbin lid, or if absolutely

necessary lifting them to a safe dry area very carefully, avoiding areas where fingerprints may be present. It is important to take stock of the area without allowing assumptions to cloud judgements. Preserving the scene includes considering:

- The route taken by possible offenders
- Items of property remaining at the scene, particularly if the victim does not recognise them
- Possible locations of fingerprints or footwear prints
- Shards of broken glass
- Clothing, including any edges of objects such as furniture or fences which may have collected fibres.

Once a picture has evolved, it is time to consider requesting that specialist units be deployed. A scenes of crime officer, a dog handler, or a CID officer may be required. Even when a crime is initially considered minor, there may be facets that heighten its seriousness. If a theft has occurred, a full record of the items taken needs to be made. Makes, models, colours, descriptions, serial numbers, identifying marks or scratches are all necessary.

## Witnesses

Witnesses may still be present. Using open questions such as "Who did you see?" rather than "What did the man

look like?" will always produce better information. The first description or account regarding alleged offenders is a vital evidential medium, when written into a pocket notebook. The record should be signed by the witness and is, of course, admissible evidence.

As well as witnesses still present at the scene, there may be other persons who have left the scene, or viewed it from a distance. These persons need to be identified. There might be certain buildings that are located either next to or overlooking the area. Notes should be made of these avenues of investigation, so they can be pursued when sufficient personnel are available. Officers can use their local knowledge to good effect, contacting neighbourhood watch coordinators, for example, to gather information and appeal for more.

All crime has a psychological effect, and this cannot be underestimated. Officers need to be ever mindful when dealing with people during an investigation, so that their needs may be met and standards upheld.

Officers of the Special Constabulary will engage with and serve their communities well by adopting a timely and thorough approach to investigating a crime scene. The public's confidence will improve and the Special Constabulary will have played its part in bringing offenders to justice.

# RECRUITMENT STANDARDS FOR SPECIAL CONSTABLES TO BE ESTABLISHED

**The NPIA Recruitment Project Team is now seeking Specials volunteers to trial new assessment materials as part of the goal to standardise recruitment practices**

The strategy for implementing recruitment standards for the Special Constabulary is determined by the Special Constabulary National Recruitment Standardisation Project Board. It is the board's duty to scrutinise the national recruitment standards project and provide direction and feedback.

The project board is chaired by Mick Pepper, Head of the Workforce Strategy Unit at NPIA, and comprised of staff from the NPIA Recruitment Project Team, HR professionals from police forces and members of the Special Constabulary. The board's first monthly meeting took place in June 2008.

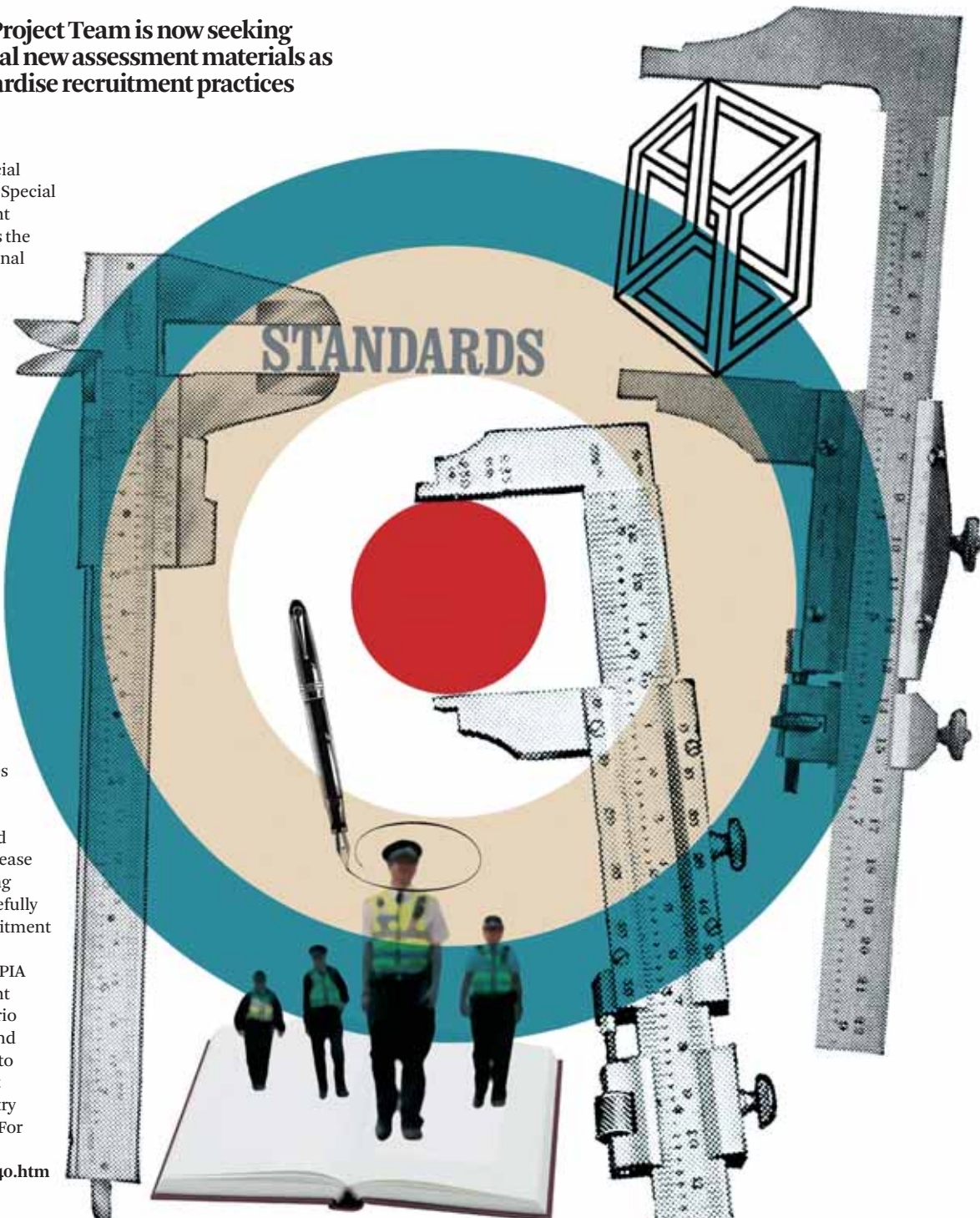
On behalf of the board, the NPIA Recruitment Project Team is now seeking Specials to trial new assessment materials in the lead up to implementing national recruitment standards for the Special Constabulary in June 2009. It is the NPIA Recruitment Project Team's role to design, develop and implement standards for police officers, PCSOs and now Special Constables.

In March 2007 there were more than 14,000 Special Constables and recruitment activity is likely to increase even more in the future – something that will need to be considered carefully when implementing the new recruitment standards.

To help with this process, the NPIA has developed standard assessment materials, including critical scenario interviews and written exercises, and is now seeking Special Constables to volunteer to trial these materials at various locations around the country between July and November 2008. For more information visit:

<http://www.npia.police.uk/en/10040.htm>

If you are a Special Constable and would like to be involved please ask your police manager in the first instance and then contact Sue Longo on [SpecialsTeamHarrogate@npia.police.uk](mailto:SpecialsTeamHarrogate@npia.police.uk)  
Telephone: 01423 876554



## ROUNDUP

## MBE for Ian Miller

**IAN MILLER, City of London Police**, Special Constabulary Commandant, has been awarded an MBE. This honour recognises Ian's 35 years with the Special Constabularies of Tayside and the City of London Police. In 2003, while already a long-standing Special north of the border, Ian began working in London. The Home Office granted him unique permission to join the Square Mile's Special Constabulary while continuing to serve with Tayside.

Ian was appointed Commandant in 2003 and has helped transform the City of London Special Constabulary's effectiveness and diversity. Ian has recently been closely involved in the development of the National Strategy for the

Special Constabulary (you can read about the latest implementation developments for the Strategy on page 12).

Ian's enthusiasm for his role in the Specials knows no bounds; he carries out street duty every week in the City and still performs duty every other weekend with the Roads Policing Unit in Tayside.

Ian said he is surprised and delighted to receive the MBE. "I'd never imagined I'd get an honour, but I actually think every Special should get an award. Specials give up their spare time and here in the City we ask a huge commitment from them in terms of training and development."

"I've thoroughly enjoyed my time with the Specials. I've never come across a better group of people to work with – both the Special and regular officers. Even after 35 years, I thoroughly enjoy working with the police in Tayside and the City."



## Glenn Goodman Trophy

Special Constable Ryan McCaffrey has won the 2008 Glenn Goodman Trophy for the year's most outstanding contribution to policing in **North Yorkshire**.

The trophy was named in honour of the memory of Special Glenn Goodman, who was killed by IRA terrorists while on patrol in 1992. It is awarded annually for outstanding service to a member of the North Yorkshire Special Constabulary.

This year's winner Ryan has been a Special for three-and-a-half years and is based in Richmond. Ryan was nominated for his continuing commitment to the Special Constabulary and his support of the work of the Safer Neighbourhood Teams.

With the help of another Special, Ryan created the successful 'Colburn Initiative', an action plan for delivering high visibility and reassurance patrols to increase public confidence and reduce the community's fear of crime.

Ryan received his trophy at the North Yorkshire Police Safer Neighbourhood Awards ceremony that was held in Scarborough on Friday June 20.

## Green thumbs up for recruitment

Following on from last year's success, **Cheshire** Specials returned to the Royal Horticultural Show at Tatton Park, Knutsford, to promote recruitment and provide a visible police presence.

The show is one of Cheshire's most successful projects, thanks to the work of Special Chief Inspector Brian Woodward, who dedicates

much of his time to coordinating the event. Brian even obtains sponsors to adorn the Specials' site with floral arrangements so it fits in with the scenery. (Brian is featured on page 6.)

Retired regular officer and current police volunteer Peter Wroe (pictured below), proved a hit with the visitors as he dressed in full historical police costume.



SPECIAL CONSTABLE RYAN MCCAFFREY RECEIVES THE GLENN GOODMAN TROPHY. HE IS PHOTOGRAPHED WITH GRAHAME MAXWELL, CHIEF CONSTABLE OF NORTH YORKSHIRE AND JANE KENYON, CHAIR OF THE POLICE AUTHORITY

## FINDING THE TIME

Many of us feel that there often aren't enough hours in the day, but one Special in **Devon and Cornwall**, Marc Kastner, managed to find enough time to hold down a fulltime job, fulfil his duties as a Special, become a father and study for a BSc degree in Crime and Criminology. Marc was awarded his degree from Portsmouth University at a ceremony on his birthday, July 17 2008.

Marc has worked in the Careers service (now Connexions) as a specialist adviser working with young offenders for nearly 15 years. He joined the Devon and Cornwall Special Constabulary in May 1998, became SC Inspector in 2005 and is currently the Acting SC Chief Inspector for East Devon.

Marc completed his studies at Portsmouth University's Institute of Criminal Justice Studies by distance learning. "I found it really useful to have the insight and experience of my role as Special Constabulary Inspector," he said. He also pointed out that he couldn't have done it without the support of his wife Carol.



## INTERNET SAFETY TRAINING PASSED ON

Nearly all of us use computers and the internet every day, yet not everyone knows how to use the technology safely, what to look out for, or what the dangers are.

Alan Mackenzie, a Special with **Lincolnshire**, is the e-Services manager for Lincolnshire County

## RECORD-BREAKING PERFORMANCE

**Hertfordshire's** Special Constables have set a new performance record for the third year running. Between April 2007 and March 2008, the county's 240 Specials put in 89,010 duty hours between them, averaging 31 hours per officer, per month. This represents a nine per cent increase on the previous year, even though officer numbers have only increased by six per cent.

Special Chief Officer Peter Mould paid tribute to his hardworking

team. "There can be no doubt that Hertfordshire's reputation as one of the safest counties in the UK is in part due to the tremendous support provided by our Special Constables. Our daily intelligence-led 'Nuisance Patrols' targeting hotspots that generate repeat complaints have been instrumental in curtailing anti-social behaviour and significantly improving the quality of life of all who live and work in the county.

"This reporting year has got off to a great start. In April, for the first time ever, we exceeded 10,000 duty hours in a single month."

## NEW CHIEF OFFICER ANNOUNCEMENTS

The **Hampshire** Special Constabulary has appointed Satbir Gianj as its new Chief Specials Officer. Satbir, a 36-year-old car parts manager and father of three, joined the Special Constabulary in 1989. For the past seven years he has been based at Southampton Central as a District Officer.

Satbir says he is looking forward to the challenges in his new role. "My overall focus in this post will be on community safety and providing a reassuring service to the public. I will continue to work towards increasing the number of Special Constables in Hampshire and the Isle of Wight, and improving the already great service we provide."

**Northamptonshire** has appointed Chief Inspector Andy Tennet as the first regular officer to lead the Special Constabulary. Andy, a police officer for 24 years, says he is delighted to have been selected for the role.

"There are many areas ripe for development, from recruitment and training to deployment. I have always had a lot of respect for the Specials and I'm looking forward to meeting them and working with them over the coming months."



SATBIR GIANJ, ABOVE, IS THE NEW CO FOR HAMPSHIRE

ANDY TENNET, BELOW, IS THE NEW CO FOR NORTHAMPTONSHIRE



Council Children's Services department. One of his main tasks is improving e-safety, raising awareness of issues such as cyber-bullying and the inappropriate or illegal use of images of children.

Recently Alan piloted a project to teach the Neighbourhood Policing Team (NPT) he's a member of an e-safety programme produced by the Child Exploitation and Online

Protection Centre (CEOP). Those who receive this training are then able to go out into schools and youth clubs and teach e-safety to children and young people. The programme Alan trialled at his own station was extremely well received. As a result he has been contacted by the Chief Constable with a view to rolling it out to every NPT in Lincolnshire.

## IN BRIEF

**Cheshire** has introduced a health and fitness programme to its training for new Specials. Designed to teach the basics of healthy eating, exercise, training principles and lifestyle management, the programme has been a great success to date, with all trainees passing the physical tests on their first or second attempt.



SPECIALS RECRUITS IN CHESHIRE LINE UP TO TAKE PART IN THE NEW HEALTH AND FITNESS TRAINING PROGRAMME

On Saturday June 21 Specials in **Lichfield Staffordshire** were out policing a charity event in aid of breast cancer research. Many such events take place over the summer months and thanks to the work of Specials run smoothly and with minimal disruption to local communities. The event in Lichfield was a Summer Solstice Walk with around 1,000 women walking around the city through the night to raise money. Specials were given the sole responsibility for policing the event under the command of Divisional Officer Syd Ambrose and Section Officer Leo Swan.



STAFFORDSHIRE SPECIALS PREPARE TO GO ON DUTY TO ENABLE THE SMOOTH RUNNING OF A CHARITY EVENT IN LICHFIELD

# Green paper boost for Specials

The policing green paper, *From Neighbourhood To The National: Policing Our Communities Together*, was published on July 18. A green paper is a government document that sets out for discussion proposals that are still at a formative stage. The Home Office, the government department that has published this green paper, is inviting public feedback on its content.

The paper sets out a vision of a highly skilled, citizen-focused, modern police force that is empowered to deliver policing for the 21st century. It outlines proposals for giving the public an opportunity to influence how crime is tackled, and aims to give more freedom to police forces by cutting red tape.

The report specifically addresses the role and importance of the Special Constabulary within the police service and supports the National Strategy for the Special Constabulary. It also states that the government will provide funding over the next three years to increase the

number of Specials from the current figure of 14,000 to 20,000.

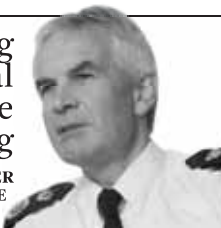
It explains that this proposed significant increase in numbers will be supported by ensuring successful implementation of the National Strategy and the development of specific initiatives on recruitment, training and leadership.

The paper incorporates the views, recommendations and research conducted by Sir Ronnie Flanagan in his *Review of Policing* and also by Louise Casey in her recently published report: *Engaging Communities in Fighting Crime* (both of these reports are available to download from the Home Office website). In addition, the green paper encompasses recommendations from ACPO and APA and addresses issues that these bodies have raised.

Home Secretary Jacqui Smith commented that the paper "represents a new deal and will mean greater freedom for the police matched by greater power for the public."

"The green paper on policing affirms that the Special Constabulary has a pivotal role to play in national policing"

PETER FAHY, CHIEF CONSTABLE OF GREATER MANCHESTER POLICE AND ACPO LEAD FOR THE SPECIAL CONSTABULARY



## For more information

To review the green paper visit:

[http://police.homeoffice.gov.uk/publications/policing-reform/Policing\\_Green.pdf](http://police.homeoffice.gov.uk/publications/policing-reform/Policing_Green.pdf) ●

“

## COMMENT FROM PETER FAHY, ACPO LEAD FOR SPECIALS

The publication of the government green paper on policing affirms the position I have long held that the Special Constabulary has a pivotal role to play in national policing, both now and in the future. There is emphasis in the paper on Specials and the outstanding contribution they make to policing on a national scale. The focus for any modern police service must be on developing links with the communities that we serve. There can be no greater example of this than the Special Constabulary, and the efforts of extremely dedicated officers who devote their own time and energy to improving the neighbourhoods in which they live.

The government has set out in the paper its commitment to the National Specials Strategy launched earlier this year, which seeks to develop recruitment, training and development, and leadership. Additionally, over the next three years the government has pledged to provide funding to deliver an increase in the number of Specials from 14,000 to 20,000, which clearly will be a massive boost to the Police service in the UK.

This emphasis, coupled with national recognition of the contribution of Specials through events such as the Ferrers awards, is a very positive sign that the Special Constabulary is moving quickly in the right direction.

”



## ESP development

Work is well underway to promote the Employer Supported Policing (ESP) programme and ensure a single point of contact who can advise all forces on the development and implementation of Employer Support initiatives.

The NPIA is working closely with the Metropolitan Police ESP team to develop this new role. As well as being a central point of contact, the appointed person will work with external partners and stakeholders to devise a central database of organisations willing to participate in Employer Support initiatives.

## One-stop online shop

The Met has also developed a new 'one-stop-shop' Employer Supported Policing site. The ESP extranet site is a secure source of information on ESP designed to help forces promote the programme to employers.

It is hoped that more employers across all forces will be encouraged to 'sponsor' staff in their Special Constabulary training and duties in areas that are local or relevant to the business or industry – and see their staff develop confidence, knowledge, contacts and skills that can be applied to their day job.

Neil Barrett of the Metropolitan police ESP team behind the site explains. "The momentum of the national ESP project has really picked up in the last few months and we have met with a number of forces, particularly since the National Special Constabulary Conference. We find there are many

questions that are common across the country. The ESP extranet site allows us to provide documents, news and contacts in one place which are specifically aimed at police forces trying to promote the programme. This is distinct from the information on our public internet site that's aimed at potential partners and their staff."

## Further information:

For more on the development of an ESP national coordinator role contact Trisha Dash-O'Toole, Head of the Specials and Volunteers Team (NPIA), 020 7021 7069, or Neil Barrett, Head of Employer Supported Policing (Metropolitan Police), 020 7161 2650.

The ESP extranet site is available via computers connected to the police network at:

[www.met.pnn.police.uk/esp](http://www.met.pnn.police.uk/esp) ●



## BRITISH ASSOCIATION FOR WOMEN POLICING AWARD

Shahina Ahmed, Specials coordinator for **Cambridgeshire**, has won the police staff achievement award for BAWP (British Association for Women in Policing) 2008.

Her work has spanned from identifying hard to reach non-English speaking groups in which to raise awareness of domestic violence through workshops and translated leaflets, to mentoring and coaching Asian women.

She has guided a number of women through successful applications for the Special Constabulary. She has also amended and adapted recruitment procedures for individuals who have dyslexia. Shahina has

identified new and innovative ways to recruit black and minority ethnic (BME) Specials and make the force more attractive to them by tackling internal practices – for example hi-jabs (the head covering worn by women of the Muslim faith) were introduced as scales of entitlement on the uniform list in part thanks to Shahina.

Shahina has raised the profile of the Special Constabulary both regionally and nationally, promoting it to women, diverse communities and young people. Following her success in the national BAWP awards Shahina went on to win an international award, the International Association of Women Police (IAWP) Police Staff (or Civilian) Award.

## Retirement after long service

Two Specials have been recognised in **Devon and Cornwall** for long service. SC Inspector Morris Davey has just retired after 36 years of service, and SC Chief Inspector Robin Cross retired in May after 27 years of service.

Morris' Line Manager said of him: "His knowledge of the local community and how to police it should be bottled and supplied to every neighbourhood team in the country."

In recognition of his commitment and contribution to policing in Devon Morris has been awarded the Force Lifetime Achievement Award, and also received the BCU award for Neighbourhood Special Constable of the Year.

Robin Cross joined the Specials in Devon and Cornwall in May 1981 and became an SC inspector for the rural East Devon area in 2003 and SC Chief Inspector for East Devon in 2006. Robin was always focused on neighbourhood policing and used his knowledge of the local community to enhance the policing of the East Devon area. In 1997 he received a Commanders Certificate for his bravery, commitment and professionalism.

Bob Whitear, **Northamptonshire's** longest-serving Special Constable, has packed away his pocket book after 39 years of service to policing. Bob joined the service in 1968 with the Bedfordshire and Luton Special Constabulary, when he was 20 years old, and joined the Northamptonshire Specials in 1972. He said: "I will miss the service, and I am not sure how I will fill up my spare time, but at 60 years of age I really think it is about time I took a rest!"



MORRIS DAVEY RECEIVING THE BCU NEIGHBOURHOOD SPECIAL CONSTABLE OF THE YEAR AWARD FROM THE BCU COMMANDER, CHIEF SUPERINTENDENT JO TENNANT, DEVON BCU



ROBIN CROSS ON DUTY AT THE DEVON COUNTY SHOW IN 2007



BOB WHITEAR RETIRES FROM DUTY WITH NORTHAMPTONSHIRE AFTER 39 YEARS' SERVICE

# ASCCO gets great support

## ASCCO is off to a strong start in its first six months as it lays the foundations for a successful future as the voice of the Special Constabulary

The Association of Special Constabulary Chief Officers (ASCCO) was officially formed on April 1 2008. For George Cook MBE, Chairman of ASCCO and Specials Chief Officer for Essex Police, life has been pretty hectic since then. Although the organisation is only in the embryonic stages of its development, George says all concerned are extremely pleased with the progress being made.

ASCCO was established to be the voice of the Special Constabulary nationally. George has been working hard to meet with all key stakeholders to let them know about the organisation and its aims. So far he's held meetings with HMIC and with Tony McNulty, Minister of State for Security, Counter Terrorism, Crime and Policing, all of whom, he says, have been extremely supportive.

George is keen to stress how well the Special Constabulary has been supported by the Association of Chief Police Officers (ACPO) and how following the work of Martin Stuart, Deputy Chief Constable of Bedfordshire, to ensure there are nine regional ACPO leads in place, George is confident that this support is stronger than ever.

"I'd like to thank Peter Fahy and Martin Stuart of ACPO and Mick Pepper and his team at the NPJA for the tremendous support they've given us. We're looking forward to the challenges ahead and to the full implementation of the National Strategy by 2010."

A committee meeting to discuss the priorities and policies of the organisation and to draw up a 3-year plan is scheduled to take place on August 2 at Ryton.



LOOKING AHEAD

# FORWARD PLANNING



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## 2010 National Conference

MAR 2010

The Metropolitan Police Service has been chosen to host the 2010 Special Constabulary National Conference. Chief Officer Lorraine Woolley said: "I am delighted that we will have the opportunity to host the National Conference ahead of the 2012 Olympics. It will give us the opportunity to showcase how Special Constables will contribute to this fantastic sporting event, not just in London but in other parts of the country as well."

The Metropolitan Special Constabulary has already held its first planning meeting for the event, which will be held in March 2010.

**"I am delighted that we will have the opportunity to host the National Conference ahead of the 2012 Olympics. It will give us the opportunity to showcase how Specials will contribute to this fantastic sporting event."**

## Specials Weekend

OCT 2008

This year's Specials Weekend will take place from 31 October to 2 November. It's an opportunity for Specials in forces throughout England and Wales to raise awareness of the work of Specials and to conduct operations on a united theme. The focus for this year's weekend will be announced nearer the date.

## Next issue

DEC 2008

The next issue of *Specials* magazine will be published in December. Please make sure you get your copy by letting your force coordinator have your up to date address details.



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