

To: Office of Police and Crime Commissioner – Management Meeting

Date: 15th March 2016

By: Helen Hartley

Title: Progress Update: Surrey Police's Citizens in Policing Strategy 2016-2019

Purpose of Report/Issue:

The purpose of this paper is to provide an update for the Police and Crime Commissioner about the development of Surrey Police's Citizens in Policing (Volunteer) Strategy.

Introduction/Background:

Surrey Police is committed to providing the best possible policing service to the Surrey public to deliver safe, satisfied and confident communities and relentlessly pursue those that undermine them. The Force's strategic direction is set by the six police and crime priorities of Surrey's Police and Crime Commissioner and in order to police Surrey effectively the Force needs the support of its residents; volunteering enables Surrey Police to work together with its communities to successfully tackle crime.

Report Detail:

1. Update: Surrey Police's Citizens in Policing Strategy

The first draft of the Citizens in Policing Strategy (CiP) has been agreed by Temporary Assistant Chief Constable Helen Collins and will be presented to the wider Chief Officer Group on the 8th of March 2016. Once the strategy has been formally agreed and publicised, the work outlined within it will be prioritised.

The strategy provides the framework for Surrey Police's commitment to developing a diverse volunteer programme which supports the delivery of policing priorities. It sets out the Force's plans for the next three years and the changes it wants to see to volunteering within Surrey Police. The strategy incorporates a vision, mission and five strategic aims and how these will be achieved. It also defines how success will be measured.

Building upon the high levels of confidence the public have in Surrey Police, the strategy reflects how policing is changing. In three years' time policing is expected to be very different and the role of volunteers will become increasingly important. Surrey Police's volunteers currently form part of its visible street policing and maintain essential links to communities. In the future volunteers will also support the Force in more specialised areas and could even help us to design and deliver policing. The strategy is therefore based upon a broader and more ambitious approach to volunteering in Surrey Police.

Five strategic aims are included within the strategy and these will determine the programme of work over the next three years. The proposed strategic aims are as follows:

1. To embed a culture of volunteering
2. To grow and expand volunteer opportunities
3. To strive to build a volunteer workforce reflective of Surrey's communities
4. To align volunteering to Force priorities
5. To enhance volunteering through partnerships and strategic relationships

The scope of the Citizens in Policing Strategy will extend to the following five types of volunteers who are currently engaged with Surrey Police (with the exception of Volunteer Police Cadets who will be recruited in the future):

1. Special Constables
2. Police Support Volunteers
3. Volunteer Police Cadets
4. Watch Schemes
5. Other Volunteer Groups/Networks

Special Constables, Police Support Volunteers and Volunteer Police Cadets are (or will be) recruited, trained and managed by Surrey Police. Watch schemes and other volunteer groups/networks are engaged with and may be partially supported by Surrey Police.

2. Update: Current Volunteer Roles

Special Constabulary

Special Sergeants and Inspectors aligned to the Policing in Your Neighbourhood (PiYN) model were appointed in January 2016 and have been instrumental in preparing the Special Constabulary to support Surrey Police during the transition to the PiYN in April 2016. The appointment of a permanent Chief Officer Group for the Special Constabulary will take place following the implementation of PiYN.

A cohort of nine candidates started the revised Special Constable training course in January 2016 and their attestation is planned for April 2016. Feedback has identified improvements which will be incorporated into the next course scheduled to start in April and a further two courses are scheduled to take place later this year. The first of a new year-long programme of monthly training sessions for existing Special Constables was held in February 2016. This continuous professional development will initially focus on the skills required to enable Special Constables to police within the PiYN model.

Recruitment activity is ongoing with numerous candidates at various stages within the process. An information evening for potential Special Constables was held in February 2016 with a further event planned for April 2016 and bi-monthly thereafter. A growth plan for the Special Constabulary will be developed following the implementation of PiYN.

Police Support Volunteers

Scoping work around the volunteer roles required across the Force has continued with a number of roles to be advertised imminently including roles specifically aligned to the eleven boroughs under the PiYN model. Following consultation with Business Leads, a

growth plan for Police Support Volunteers will be produced incorporating generalist and specialist roles.

Engagement with the PSV Events Team (and their Community Safety Sergeants) has continued. Recruitment for this team will start in March 2016 with the appointment of Coordinators who will be required to facilitate the programme of community events this year. A set of Force promotional products has been defined to give away at these events and work is ongoing to ensure that the team have the equipment they require to operate effectively. The process of selecting which events to attend will be streamlined and centrally coordinated once the relevant Coordinators have been appointed.

3. Conclusion

The first draft of Surrey Police's Citizens in Policing Strategy 2016-2019 will be reviewed by Surrey Police's Chief Officer Group in March 2016. It is envisaged that the strategy will be approved for implementation and publication from April 2016.

Recommendation(s)/Future Activity:

The Police and Crime Commissioner is asked to note the report.

Risks: None identified

Attachments/ Background Papers: N/A

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