



## Cheshire Police Service

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**No Bars**



## 1. PROJECT SUMMARY

This project seeks to widen the opportunities of volunteering in Cheshire Police to individuals who may currently not meet the threshold for police vetting, for example bankruptcy, county court judgement, criminal history, military misdemeanors, debt management and three years UK residence. This pilot will test an approach to identifying and managing the risk associated with recruiting volunteers from new and emerging communities into police support volunteer roles which do not have unaccompanied access to police systems.

## 2. KEY DELIVERABLES

This project will deliver:

- A model for engaging and recruiting individuals into voluntary roles from backgrounds which may not meet existing police vetting criteria
- Risk assessment model and bespoke vetting process for each voluntary opportunity, including on-going risk assessment
- Role profiles for new voluntary roles
- Training, supervision and management model for 'no bars' volunteers

## 3. PROJECT RESOURCING/TEAM/COSTINGS

Resources from Cheshire Police:

Project Manager – Inspector Mike Ankers, [Michael.Ankers@cheshire.pnn.police.uk](mailto:Michael.Ankers@cheshire.pnn.police.uk)

Sergeant – CiP Lead

Nominated Lead in HR, recruitment and vetting

Home Office Transformation Fund (£5,000):

- Design and production of policies, guidance and toolkit materials for the model

Evaluation fund (£5,000)

- IPSCJ evaluation team to include Dr Laura Knight, Dr Berni Doran and Dan Moloney

## 4. TIMELINE

October 2017 – January 2018

- Force stakeholder engagement meetings across departments
- Design of new voluntary role profiles
- Assessment of Police Cadets recruitment and vetting process for learning
- Design of new vetting thresholds and identification of key risks against each new role profile

February 2018 – April 2019

- Scenario testing new processes and policies
- Training for all officers, staff and stakeholders involved in volunteer recruitment and management
- Awareness sessions for the wider Force
- Advertising and engaging with communities to recruit to new roles
- Implementation of new supervision, support and risk management approach for new roles

May 2018 onwards

- Recruitment of volunteers using new vetting and risk management models
- On-going supervision and management risk model in place

September 2018 – March 2019

- Evaluation data collection across officers, staff and volunteers
- Production of evaluation report

## 5. EVALUATION PLAN

The evaluation of this project will focus on qualitative data capture about the process of implementing changes to vetting policies and processes and risk management of volunteers in policing. The impact of these changes on the diversity of volunteer recruitment and engagement with diverse communities will be captured through this pilot and supported by analysis of the volunteers perceptions and experiences of the process and time spent volunteering.

A detailed evaluation plan will be produced when the model and role profiles have been designed.

## 6. PRODUCT

- Role profiles
- Vetting policies and processes
- Toolkit for implementing changes
- Evaluation report