



Developing a new Value Model for the Special Constabulary

Essex Special Constabulary



1. PROJECT SUMMARY

Across England and Wales, Special Constables are estimated (from figures collated in 2016) to deliver 3.65m hours of voluntary activity a year, contributing to the delivery of policing outcomes and the safety of communities across England and Wales. However, the capture of 'value' across this large scale of activity remains relatively limited, with performance models immature in their development, and typically limited in many locations to little more than headcount, hours served, and longevity of careers.

The project aims to develop a new and innovative framework for identifying the contribution and value of the Special Constabulary.

The project will better identify, define, quantify and assess the various dimensions of 'value' across the Special Constabulary including introducing a new methodology of financial appraisal and a new model of a performance framework.

2. KEY DELIVERABLES

The project will:

- Identify current best practice and innovation nationally in terms of 'value' models and the Special Constabulary, and seek to identify learning from across the practice of forces;
- Engage across a range of stakeholders and expertise in Essex Constabulary, and the Essex Special Constabulary, to define the various domains of 'value', and to develop performance metrics, data management and value frameworks for the Special Constabulary
- Develop a model of financial appraisal of Essex Special Constabulary;
- Trial a new 'value' model in Essex;
- Identify learning from the trial, and develop and disseminate guidance around approaches to 'value' of the Special Constabulary for utilisation nationally.

3. PROJECT RESOURCING/TEAM/COSTINGS

Project Manager: Superintendent Simon Anslow, Essex Constabulary

The project has £10,000 of funding to enable the Institute for Public Safety, Crime and Justice to support the work.

4. TIMELINE

January – March 2018 – To deliver a series of workshops within Essex Constabulary, to develop thinking in respect of 'value', engage various specialists in developing new models of 'value', and agree a new performance framework.

February- May 2018 – Linked to national Benchmarking Exercise, gather data on other force approaches nationally to ‘value’ and the Special Constabulary.

April 2018 – December 2018 – Implement new ‘value’ model within Essex Special Constabulary

January – March 2019 – Produce a Findings Report and guidance (based upon the findings of the project) in terms of establishing a ‘value’ framework for the Special Constabulary.

5. EVALUATION PLAN

The evaluation of the new Value Model in Essex will be embedded into the roll out process, and will seek to engage expertise from across the sector (e.g. in terms of Special Constabulary strategy and metrics, financial appraisal, etc.)

6. PRODUCT

The project aims to develop new guidance on developing Value Models for the Special Constabulary, including financial appraisal and performance frameworks.