



Metropolitan Police Service

Specialist Counter-Terrorism Roles



1. PROJECT SUMMARY

This pilot seeks to place Special Constables in the counter-terrorism fields of policing, testing specifically roles in Prevent and Major Incident Investigation. This pilot acts as a pathfinder into a previously unexplored area of specialism for Special Constables and potentially longer term for volunteers with powers. This will test both cultural acceptance in one of the most sensitive areas of policing and the potential contribution that can be made within counter-terrorism. The project will address corporate challenge, the commitment levels and skills required by individuals to add value to this area of policing and the return on investment for policing more broadly.

This pilot requires the design of roles, training, deployment models, supervision and communication, alongside marketing to encourage applications. Initially Special Constables will be recruited from within the MSC, however this will be rolled out if the pilot delivers positive outcomes. It is envisaged that up to 20 posts will be created and filled in the pilot period.

2. KEY DELIVERABLES

The following deliverables will enable testing of the two new roles in counter-terrorism policing:

- Engagement with stakeholders and Regular officers in Prevent and Major Incident Investigation to identify opportunities for voluntary support and to design a role profile
- Deliver a skills analysis against the role profile and design appropriate training packages for existing Special Constables and for fast-track entry into this specific role (to be tested in a second round of recruitment post-initial pilot)
- Design a model for supervision, management, deployment and support
- Implementation of advertising, recruitment, vetting, training and management of new cohort of Special Constables
- Evaluation of the process for embedding Special Constables in these roles and their impact on the policing objectives in this field

3. PROJECT RESOURCING/TEAM/COSTINGS

Resources from the Metropolitan Police Service:

Project Manager – Inspector Matt Cox, Matt.Cox@met.pnn.police.uk

Sergeant – CiP Lead

Nominated CT Lead for each project

Home Office Transformation Fund (£10,000) to be spent on:

- Design and delivery of training
- Advertising and marketing materials/platforms

MPS to provide:

- Vetting, equipment for specialist roles and a contribution towards marketing and advertising

Evaluation fund (£5,000)

- IPSCJ Team includes Dr Laura Knight, Dr Iain Britton and Dr Berni Doran
- Evaluation to include both process and outcome measures, including assessment of development of skills and competence of Special Constables and their contribution and return on investment for policing

4. TIMELINE

Prevent roles

November 2017 – January 2018

- Prevent officer engagement
- Development of role profiles
- Skills analysis
- Engagement with training department

February 2018 – April 2018

- Recruitment into roles
- Design of training
- Vetting

April 2018 – June 2018

- Recruitment into roles
- Vetting (continued)

July 2018 – September 2018

- Delivery of training
- Vetting (continued)

October 2018

- Specials begin in Prevent roles

November 2018 – February 2019

- Evaluation data collection

March 2019

- Evaluation write up

Major Incident Investigation roles

November 2017

- Role profile development

December 2017 – February 2018

- Engagement with Counter Terrorism team
- Skills analysis
- Engagement with training

February 2018 – March 2018

- Identification of suitable individuals for roles
- Design and delivery of marketing materials
- Agreed deployment model (including management approach)

April 2018 – August 2018

- Delivery of training

September 2018 onwards

- Special Constables begin in MII roles

October 2018 – February 2019

- Evaluation data collection

March 2019

- Evaluation write up

5. EVALUATION PLAN

The evaluation plan will be developed in detail during the design phase of the specialist roles. A 'process' and 'outcome' evaluation will be undertaken, ensuring learning is captured about how the implementation of the new roles were delivered in practice, and the impact is measured against key outcomes.

Based on initial discussion, this pilot is seeking to achieve:

- Increased and improved voluntary contribution to specialist areas of policing
- Improved skills and competence, tailored to specific roles, raising credibility and respect for Special Constables in policing
- Improved Special Constable experience, motivation, personal and professional development and wellbeing
- Improved retention of Special Constables
- Improved policing performance and service delivery in the field of counter-terrorism

6. PRODUCT

This project will deliver the following products for the national library and evidence-base for citizens in policing:

- Counter-terrorism voluntary role profiles
- Training specification
- Marketing materials
- Memorandum of understandings for engagement of Special Constables in counter-terrorism teams
- CT Toolkit – policy amendments etc.
- Evaluation report