



Reforming Special Constable Recruitment & Development

South-East Region



1. PROJECT SUMMARY

This project seeks to design and implement bespoke recruitment pathways, specialist roles and a new approach to training, across the five Special Constabularies in the South-East region – Hampshire, Kent, Sussex, Surrey and Thames Valley.

2. KEY DELIVERABLES

The key deliverables will be:

- Bespoke recruitment pathways into Special Constable roles
 - o Transferees
 - o Retired staff
 - o Re-joiners
 - o Direct entry into specialist roles
 - o Police staff
- Design and implementation of new approaches to marketing and attraction to Special Constable roles, focussing on increasing representation from diverse communities and recruiting to specific roles
- Design and implementation of specialist role profiles
- A regional model for training delivery
 - o Design and implementation of core modules, assessment and accreditation for Special Constables (enabling interoperability)
 - o Design and implementation of specialist modules aligned to role profiles (including leadership)
 - o Development and delivery of training needs analysis
 - o Implementation of a 'pooled' approach to training provision across forces
 - o Design and implementation of flexible patterns of training provision across modules

3. PROJECT RESOURCING/TEAM/COSTINGS

Project Manager: ACC Scott Chilton, Hampshire Police (and regional CiP lead)

Resources from the South-East forces include:

- Strategic oversight, management and accountability across partners will be delivered through the Regional Citizens in Policing Board
- Citizens in Policing Lead and dedicated Special Constable lead across forces
- Data management and provision for evaluation
- Administration support

Home Office Transformation Fund (£30,000) to be spent on:

- Project Coordinator to work across the five forces

Evaluation fund (£20,000) for IPSCJ to deliver research and evaluation across the piloting activity.

4. TIMELINE

This is a working document and the following timeline is subject to change based on the development of policy and processes in phase one of the work.

November 2017 – February 2018

- Stakeholder engagement across forces regarding strategic direction of the pilot and collaborative working
- Project design and planning
- Recruitment of project coordinator
- Benchmarking data capture
- Stakeholder engagement and assessment of existing models of recruitment and training across forces
- Full evaluation plan in place

February 2018 – April 2018

- Design of recruitment pathways and production of relevant policies and processes
- Design of training modules, assessment, accreditation, delivery and production of relevant materials
- Development of specialist role profiles
- Development of marketing approach regarding diverse representation and new recruitment pathways
- Implementation of evaluation data capture across systems
- Pre-pilot measurement of perceptions and experiences of Special Constables and Regulars

May 2018 onwards

- Staged 'go live' of new collaborative models of recruitment and training across forces
- On-going data capture
- Qualitative data capture from project stakeholders and Special Constables regarding the process of implementing new models

May 2018 onwards

- Longitudinal study of new Specials, tracking experience and progression through the new models

December 2018 – January 2019

- Post-pilot measurement of perceptions and experiences of Specials and Regulars
- Qualitative data capture from project stakeholders and Special Constables regarding the process of implementing new models

February 2019 – March 2019

- Quantitative data capture against initial benchmarking
- Analysis of qualitative and quantitative data and information
- Production of Evaluation Report
- Production of guidance material based upon the findings from the pilot

(It is likely that this work will continue beyond this initial, PTF funded stage. That will be subject to future regional discussions and identification of future funding).

5. EVALUATION PLAN

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

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

- Improved retention of Specials and volunteers
- An agile, interoperable workforce of Specials and volunteers across the region
- Improved skills and competence, tailored to specific roles, raising credibility and respect from Regulars and other stakeholders, partners and the public
- Improved representation of diverse groups amongst Specials and volunteers
- Improved efficiency of training provision
- Increased and improved voluntary contribution to specialist areas of policing
- Improved volunteer experience, motivation, personal and professional development and wellbeing

6. PRODUCT

This project will deliver:

- A model for bespoke recruitment pathways
- A model for collaborative and 'pooled' delivery of training
- Core and specialist modules of training
- Specialist role profiles
- Guidance about implementation of new models in recruitment and training
- Approaches to marketing activities to improve representation of diverse communities in policing