

HAMPSHIRE SPECIAL CONSTABULARY STRATEGIC PLAN - 2008/2011

Hampshire Constabulary wants to make Hampshire and the Isle of Wight safer places to live, to work, to visit, to grow up and to grow old.

Hampshire Constabulary's Strategic Plan for the Special Constabulary supplements the National Strategy for the Special Constabulary 2008. Hampshire's strategic plan for the Special Constabulary was first created in 2005. This is the fourth plan which is not only an updated version of the 2007-2010 plan but draws on the vision of the new National Strategy. It is very heartening to note that our Special Constabulary's direction has already put in motion several aspects of the National Strategy.

The Special Constabulary have a key role in reducing people's concerns about crime and anti-social behaviour – providing a visible reassuring presence on the streets and tackling matters of concern to our citizens. Specials have a key role in reducing overall crime – including violent and drug-related crime. As volunteer police constables, Specials are the ultimate active citizens providing a significant link between the public and the police. Special Constables bring a wide range of experience, skill and local knowledge to the Hampshire Constabulary and it is incumbent upon the Constabulary to recognise and utilise those aspects which can contribute to our various priorities. Whilst the majority of Special Constables will contribute to Neighbourhood policing through uniform patrol directed by our intelligence led policing requirements, OCU Commanders are encouraged to consider Special Constabulary contributions on all areas of police work. For example, the Roads Policing Unit, RPU Specials Unit consisting of four officers who commenced duties in Farnborough during 2007. Shopwatch Specials schemes have been developed in Basingstoke, Portsmouth and Southampton. Shopwatch enables staff in retail shopping centres to perform special constabulary duties supported by their employer in those shopping centres.

Reduce the fear of crime and anti-social behaviour.

Special Constables on each OCU are an integral part of the visible reassuring uniform policing presence on our streets. In order to reduce the fear of crime and anti-social behaviour we need more uniform activity on the streets and our Organisational Priorities include – increasing the proportion of the time spent on frontline policing by implementing specific initiatives across the OCU's. As part of the Police Performance Assessment Framework the Constabulary are measured by a Statutory Performance Indicator (SPI) which measures percentage of police officer time spent on frontline duties.¹ The Special Constabulary contribution is measured separately and an effective mechanism for capturing this information has now been developed.

To be deployed effectively Special Constables need recognition, management, clear direction and tasking on each OCU, deployed in accord

¹ National Community Safety Plan 2008-11

with the neighbourhood policing model, with geographic ownership and as part of our extended police family.² Support for our Special Constables, recognition of the valuable role and contribution to making Hampshire and the Isle of Wight a safer place is vital. The role of regular Police officers in achieving that should not be underestimated. During 2007-08 Specials performed 97,098 duty hours. This yields an average of 235 hours per officer which is significantly more than the national average.

Major events and local special events.

The Special Constabulary play an important role in the policing of many major events held in Hampshire and the Isle of Wight. Some of these events are annual and some one off events. In addition the Special Constabulary have a very significant contribution to policing of local special events such as carnival processions, road races and fairs. At all these events Special Constables are often the main visible police presence our citizens are most likely to see.

Recruitment and Retention

2007/08 was the fourth year of funding from Central Government for recruitment of more Special Constables. This was part of the Building Capacity Funding Programme, (previously administered by the Home Office now by the National Police Improvement Agency). Hampshire Constabulary have continued commitment to increased recruitment of Special Constables by establishing the Recruiting Officer role and producing additional resources to increase capacity and retention.

In year one, 2004-05 of the programme, 111 Special Constables were recruited with a net gain of 54. 14 of those who left the Special Constabulary in 2004-05 joined the 'regulars'. In year two, 2005-06, 107 Special Constables were recruited with a net gain of 17. For the period 2006/2007, 146 Specials were recruited and 104 left the Force. Of the 104, 22 joined the Regulars and 7 left to become PCSO's. For the period 2007-2008 103 Specials we recruited and 112 left the Force. Changes in the vetting procedures impacted on recruitment in 2007-08, a new more rigorous streamlined system meant we were unable to start new joiners for a period of 2 months.

At the end of 2007/08 (31.3.08) the number of Special Constables in Hampshire and the Isle of Wight was 412. As part of that crucial link between the Constabulary and the communities served, our recruitment and retention will seek to be reflective of those communities. Along with the regulars, recruitment to the Special Constabulary will continue to seek to recruit from those communities under represented in the Constabulary.³

² The Safer Neighbourhood model has been incrementally introduced across Hampshire and the I.O.W

³ 31% of Special Constables are female and 4% are Black Minority Ethnic compared to 26.7% and 2.1% of the regular Constabulary respectively.

Management

A strategy review meeting chaired by the Head of Community Safety (Chief Superintendent) and attended by a Police Authority representative meets annually to review this strategy and our current plan.

A Senior Management Team meeting is held quarterly. The Senior Management Team consists of Chief Inspector (Community Safety), Chief Specials Officer, Deputy Chief Specials Officer and the Force Specials Coordinator. A quarterly DO/DLM (District Officer/District Liaison Manager) meeting chaired by the Chief Specials Officer provides the link between Headquarters and the Command Units.

Current Plan for 2008 – 09

Action	Milestones/Target	Action
Increase capacity of Special Constabulary	425 in post by 31/3/2009	Special Constabulary Coordinator
Recruitment & Retention	<ul style="list-style-type: none"> Increase SC numbers in OCU/districts where level of SC low 	Special Constabulary Coordinator (with District Liaison Managers) OCU/District 'Grow your own' capacity building
Encourage employers to contribute staff for Special Constabulary Activity as part of working week.	Employee Support Policing Scope (develop ESP where practical)	Special Constabulary Coordinator
Management course for supervisory Special Constables	Design and implement management course for Sector Officers – delivering Autumn 2008	Chief Specials Officer, Co-ordinator
Specials deployment	Assign most Special Constables to a Safer Neighbourhood team. Improved deployment of Special Constables	Special Constabulary Co-ordinator.
Transfer budget and organisation of Specials training to Training Department.	October 2008 – transfer complete	Special Constabulary Coordinator/ Training Sergeant in conjunction with Finance Managers

Gap analysis of National Strategy for the Special Constabulary and Implementation Guidance on Effective Deployment (March 2008)	Gap Analysis completed by 31.6.08	Chief Inspector Community Safety
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