

PFCC Decision Report

Please ensure all sections below are completed

Report reference number: 102/20
Classification (e.g. Not protectively marked/restricted): Not protectively marked
Title of report: PFCC's office joining the Employer Supported Policing Scheme
Area of county / stakeholders affected: Countywide
Report by: Darren Horsman Date of report: 3/9/2020 Enquiries to: Darren.horsman@essex.police.uk

1. Purpose of the report

To set out the benefits and costs of the Commissioner's office joining the Essex Police Employer Supported Policing Scheme and seek a decision on whether to join the scheme.

2. Recommendations

To join Essex Police's Employer Supported Policing Scheme

3. Benefits of the proposal

The Employer Supported Policing Scheme (ESP) is a simple yet powerful partnership between employers and Essex Police. It directly supports the Commissioner's drive to double the number of Specials and build strong and lasting relationships between businesses and their local policing teams. Existing businesses who are members of the Scheme have found it to be a great way to enhance their corporate image within the community whilst at the same time playing a big part in making Essex a safer place to live and work.

4. Background and proposal

The PFCC's office has been instrumental in reinvigorating the Employer Supported Policing Scheme through its involvement in the Specials Board and its strategic drive to increase the number of Specials and reinforce and continue to strengthen relationships between policing and the communities they serve.

While strongly supportive of the Scheme the Commissioner's office has not to date had any current Special Constables working for them. However, this has recently changed as an existing member of staff has joined the Essex Police Specials programme.

Following the team member's appointment, we have been approached by Essex Police to see whether we would join the Scheme. This would enable the member of staff to have paid time off to perform her role as a Special. It would also enable, with the agreement of their manager and the Head of Paid Service, any other member of staff who successfully became a Special to apply to get paid time off to perform this role.

5. Alternative options considered and rejected

We do not have to join the Scheme and this option was considered. However, given the strategic value placed by the Commissioner on the Specials programme and the Employer Supported Policing element within the Scheme this would seem to go against our strategic priorities. The decision to allow individual members of staff to access the support provided by the Commissioner's office being a member of the Scheme would still be a decision for the staff member's manager and the Head of Paid Service.

6. Police and Crime Plan

As set out above this decision, if taken, would directly contribute to the Police and Crime Plan by supporting the strategic drive to increase the number of Specials working for Essex Police and the close relationship between the Police and the Businesses within their communities.

7. Police operational implications

This decision would contribute to growing the Special Constabulary and so would have a small positive impact on operational policing.

8. Financial implications

If accepted this decision would allow managers and the Head of Paid Service to support staff in their role as Special Constables. This would take the form of paid time off to perform the role, with the specific agreement dependent on the individual agreement with that member of staff and the management of any impact on their area of work.

9. Legal implications

This would not raise any specific legal issues, however, as the Commissioner and Deputy Commissioner are both political appointments, they are not eligible to become Special Constables.

10. Staffing implications

As set out above this would have a direct staff implication in terms of additional paid time to perform the role of Special Constable. The specific implications would be dependent on the arrangement agreed with the member of staff's manager and the Head of Paid Service. It would be important prior to the Manager and Head of Paid Service making the decision to support the member of staff in this way for them to consider the potential impact on the member of staff's area of work and the offices ability to deliver its work programme.

As stated above the Commissioner and Deputy Commissioner are not eligible to become Special Constables because of the nature of their role.

11. Equality and Diversity implications

While there are no direct equality and diversity implications for this work, the decisions to support the Employer Supported Policing Scheme may result in greater involvement in the Special constabulary by members of the Commissioner's office. This in turn will help support the staff involved to get a better understanding of the communities in Essex that they serve in their role for the Commissioner. Beyond this the member of staff would also benefit from mandatory induction training as a Special which includes elements relevant to equality and diversity such as unconscious bias training.

12. Risks

There is a risk that too many members of staff would wish to participate in this scheme resulting in the Commissioner's office being unable to deliver against its established work programme. However, this risk can be easily managed by ensuring the line manager of the staff member concerned and the Head of Paid Service agree to each application and the specific levels of support provided.

13. Governance Boards

This was discussed at SMT on 15 September 2020

14. Background papers

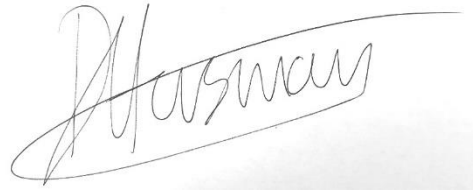
Employer Supported Policing Registration Form

Report Approval

The report will be signed off by the OPFCC Chief Executive and Treasurer prior to review and sign off by the PFCC / DPFCC.

Deputy Monitoring Officer

Sign:



Print: Darren Horsman

Date: 16 September 2020

Chief Finance Officer / Treasurer

Sign:



Print: Elizabeth Helm

Date: 21 September 2020

Publication

Is the report for publication?

YES

NO

If 'NO', please give reasons for non-publication (Where relevant, cite the security classification of the document(s). State 'None' if applicable)

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If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.

Redaction

If the report is for publication, is redaction required:

1. Of Decision Sheet?

YES

2. Of Appendix?

YES

NO

NO

If 'YES', please provide details of required redaction:

Please redact contact details of PFCC contact on supporting form

Date redaction carried out:

Treasurer / Chief Executive Sign Off – for Redactions only

If redaction is required, the Treasurer or Chief Executive is to sign off that redaction has been completed.

Sign:

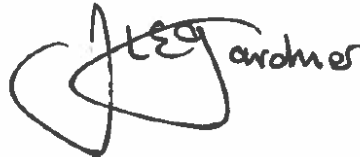
Print:

Chief Executive/Treasurer

Date signed:

Decision and Final Sign Off

I agree the recommendations to this report:



Sign:

Jane Gardner

Print:

Deputy PFCC

Date signed: 23 September 2020

I do not agree the recommendations to this report because:

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.....
.....

Sign:

Print:

PFCC/Deputy PFCC

Date signed: