

Performance and Resources Scrutiny Programme 2021/22

Report to the Office of the Police, Fire and Crime Commissioner for Essex

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Chief Officer	ACC Rachel Nolan
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Author on behalf of Chief Officer:	Jenny Brouard Citizens in Policing Commander
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COG meeting date / date of approval (Please indicate whether paper presented to COG or not)	COG 30th November 2022

1.0 Purpose of Report

Half Yearly update on recruitment under the Special Constabulary Development Programme.

2.0 Recommendations

No recommendations.

3.0 Executive Summary

The previous paper dated 13th April 2022 provided a narrative on the following areas:

- Recruitment
- Media opportunities
- Employer Supported Policing
- Community Special Constables

- Performance
- Covid 19 response

This paper reports key deliveries against the above from 1st May 2022 to 31st October 2022 and future areas of focus. Highlights include:

Reward & Recognition:

- The Special Constabulary Team continue to send out personalised letters signed by the Command Team recognising all Special Constables that have met their required 16 hours a month which equates to 192 hours a year. Recognition will also be rewarded to all Special Constables that have gone above and beyond their required hours of 400 hours or more;
- On the 9th May 2022 ACC Rachel Nolan and Deputy Police Fire Crime Commissioner Jane Gardner presented Eleven Awards at the Special Constabulary Awards Evening at Essex Police HQ which recognised the amazing achievements of all our Special Constables;
- Congratulations to S/Superintendent Leon Dias who was notified on the 2nd June 2022 that he was a recipient of a British Empire Medal (BEM) from the Queens Honour List;
- S/Superintendent Scott McCabe and Citizens in Policing Manager Sarah Wright attended the Queens Garden Party at Buckingham Palace on the 18th June representing the Special Constabulary for their Queens Award Voluntary Services (QAVS) along with Citizen in Policing Commander Jenny Brouard who attended for her BEM honour;
- Eleven Special Constables have been nominated for the Lord Ferrers Award which closed on the 19th July 2022. Six of the nominations are from our Employer Supported Policing Special Constables.
- All Special Constables have been presented throughout July and August 2022 with their Platinum Jubilee Medal recognising the Queen's 70-year reign.
- On the 24th September 2022 the Specials Command organised a BBQ as a thank you to all Special Constables for their dedication and commitment. The event was attended by 90 Special Constables in which £700 was raised for several local charities within the county.

Establishment, engagement & duties;

- 359 officers (as of 08 Nov 2022);
- 22 Ethnic Minority officers (5.45% of the establishment 31 August 2022);
- Delivered 64,707 hours of which 51,666 were operational hours. This is equivalent to the working time provided by 37.5 full time officers at a cost of £1.9m during this quarter (or 75.1 full time officers a year at a cost of £3.8m). Recognising the cost to Essex Police of supporting the Special Constabulary volunteers, the efficiency saving of deploying SCs instead of PCs, during this period was £902,000;
- 60 businesses (including Essex Police), in the last 6 months, support 88 Officers in the ESP scheme which is an increase of 3 businesses from the previous period. Of these 88 Officers, 35 officers are employed by Essex Police in other roles;

- 283 ESP duties have resulted in 2,194 hours of policing in this period which is a decrease of 1.4% for duties but an increase of 5.3% for hours worked on the previous half;
- 14 active CSC officers covering 10 councils. Same number of officers and one more council, since last 6 months. There are currently officers in various stages of the pipeline including 6 in post foundation training and 8 awaiting start dates;
- CSC Specials have worked 205 duties resulting in 1398 hours. This is an increase of 9.8% duties and an increase of 8.3% hours on the previous period.

Recruitment, training & retention:

The Recruitment Team continue to attend events most of which have gone back to being in person. Some events attended in this quarter were South Essex College Job Fair, Essex Police Sports Association Big Family Weekend, Around the World Community Fun Day in Harlow, Southend Jobs Fair, Essex Careers Fair. There are various events and engagement activities booked in for the next quarter as well.

Recruitment Information Events (RIE) have been planned in for the next few weeks. We hosted one at Essex Police College on Wednesday 24th August, there were 35 people booked in not including their guests and the event was well received. We have a virtual event booked for December, and a face to face one in February 2023.

- National SC recruitment process came in on the 2nd September – this process involves Essex Police including a quick apply form then sending the Success Factors application link to candidates following this;
- Within the last 6 months we have received 505 applications through quick apply. Quick apply was not part of the process during the 6 months prior so we have no previous data to compare at this stage;
- Following the quick apply there were then 187 applications submitted on Success Factors which is a conversion rate of 37.03%;
- From the 187 Success Factor applications 24 applications were from BAME applicants (12.83%) compared to 46 applications (17.69% of total applications) from the same period the previous year 2021. The total number of applications were higher in this period last year and the percentage this year has decreased;
- From the 187 Success Factors applications 55 applicants identified as female (29.41%), compared to 83 (31.92% of all applications) from the same period in 2021 leading to a small percentage decrease;
- Essex Police received 187 applications on Success Factors between 1st May 2022 and 31st October 2022. This is a decrease from the previous 6 months of 73 applications (28.08%).
- 4 intakes started in this period with 26 new officers;
- Scheduled for 7 more Intakes, by 30 April 2023, with a potential for 113 more applicants to start;
- There were 2 Attestations in this period with 14 new officers.

Non-operational and service exit:

- 102 leavers represent an increase of 30 (41.7%) from the previous 6-month period;
 - 32 for Essex regulars
 - 8 for Other Force Regs
 - 1 for Armed Services
 - 3 retired
 - 3 for medical reasons
 - 1 for personal reasons – other
 - 24 due to a change in personal circumstances
 - 4 lost interest
 - 5 moved away
 - 13 for work/life balance
 - 1 transferred to another force
 - 4 resigned during training as they could no longer commit
 - 1 resigned during training as failed to reach fitness standards
 - 2 for other reasons
- 60 officers (16.7%) are non-operational or leave of absence on 8 Nov 2022.

4.0 Introduction

Essex Police remains the second largest Special Constabulary in England and Wales, behind only the Metropolitan Police. We continue to support other forces in sharing best practices and leading the way for ensuring our Special Constables are supported and valued. Hertfordshire Constabulary have recently recruited an Employer Supported Policing Co-ordinator in which our Employer Supported Policing Co-ordinator Les Hawkins is currently supporting them in their new role by sharing best practices, policy, and guidance. This shows the continued partnership that Essex Police have with our neighbouring forces.

5.0 Current Work and Performance**5.1 Recruitment**

Essex Police are still running the SC to PC pilot being led by College of Policing. Corporate Recruitment met with Business Services and other stakeholders (Specials Command and Specials Training) in February to discuss the implementation. To date this implementation is running successfully and continues to be monitored and reviewed.

The process enhances the current recruitment of candidates who are experienced SC to the regular PC role to join as new recruits under the IPLDP (and forthcoming PEQF) programmes. Adopting this national programme will build on the current internal training and evidence collation of SC competency. The intended benefit will be a streamlined recruitment process allowing SC candidates with suitable evidence of competency to bypass the national selection process. They will however be required to complete the remaining aspects of the recruitment process to ensure suitability to the role of PC.

- National SC recruitment process came in on the 2nd September – this process involves Essex Police including a quick apply form then sending the Success Factors application link to candidates following this;
- Following the Quick Apply there were then 187 applications submitted on Success Factors which is a conversion rate of 37.03%;
- From the 187 Success Factors applications 24 applications were from BAME applicants (12.83%), compared to 46 applications (17.69% of total applications) from the same period the previous year 2021. The total number of applications were higher in this period last year and the percentage this year has decreased;
- From the 187 Success Factors applications 55 applicants identified as female (29.41%), compared to 83 (31.92% of all applications) from the same period in 2021 leading to a small percentage decrease;
- Essex Police received 187 applications on Success Factors between 1st May 2022 and 31st October 2022. This is a decrease from the previous 6 months of 73 applications (28.08%);

- The Recruitment Team continue to attend events, most of which have gone back to being in person. Some events attended in this period were South Essex College Job Fair, Essex Police Sports Association Big Family Weekend, Around the World Community Fun Day in Harlow, Southend Jobs Fair, Essex Careers Fair. There are various events and engagement activities booked in for the next quarter;
- Recruitment Information Events (RIE) have been planned in for the next few weeks. We hosted one at Essex Police College on Wednesday 24th August, there were 35 people booked in not including their guests and the event was well received. We have a virtual event booked for December, and a face to face one in February 2023.

5.2 Media Attraction

In this half yearly report we continue to maximise social media coverage around several events in which to gain a positive impact on recruitment figures directly as highlighted below: -

- The Media Team have launched on the 1st October a bespoke Special Constabulary Media Campaign #myotherlife in which we have three new profiles from our Special Constables who have been filmed for this new and exciting campaign. This has been advertised on Facebook, Twitter, Instagram and other media platforms;
- The 1st July saw the launch of Quick Apply applications for anyone wishing to become a Special Constable which follows in line with our regular colleagues. Although still in its infancy we have seen an increase in weekly applications from 2-4 a week to 6-8 a week which we are hoping will increase further with the bespoke media campaign;
- National Volunteer Week 1st-7th June provided a fantastic platform to showcase our Special Constables especially our Career Specials and Community Special Constables in which several of them explained why they find their role so rewarding and why they choose to become a Special Constable with Essex Police;

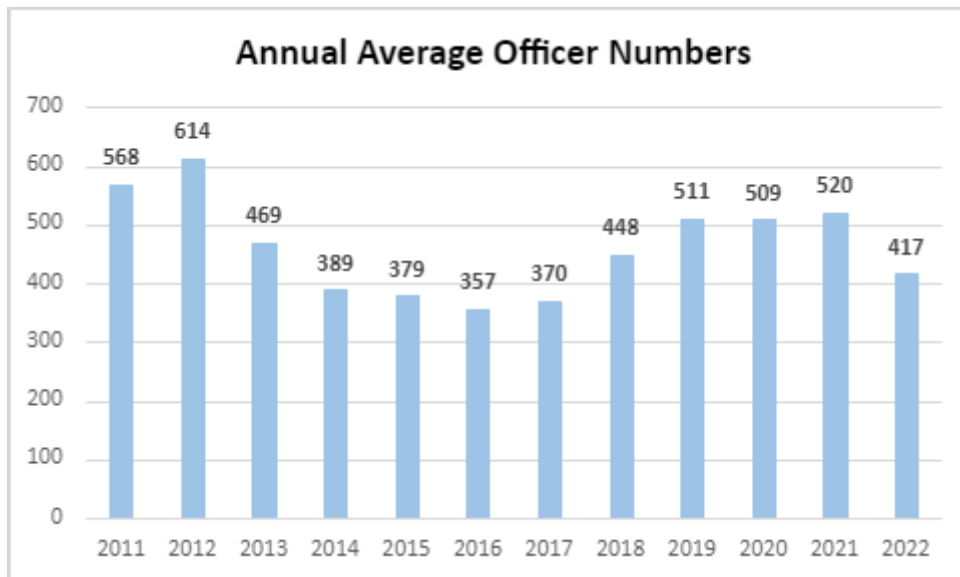
- Facebook and Twitter continue to be the highest media source for Special applications.

5.3 Recruitment data from 1 Apr 2016 to current date

The table below compares the recruitment and exits of the current year with the previous 6 years. The number of Specials who resign to become a regular officer has increased from a position of 26.6% in March 2017 to 35.6% during 2022/23 which is a success as part of the officer uplift programme.

Year	Joiner	Exits	(No. of leavers who have joined regulars)	% of leavers who have become a regular
2016/17	87	105	28	(26.6%)
2017/18	180	116	38	(32.7%)
2018/19	215	127	49	(38.5%)
2019/20	163	163	77	(47.2%)
2020/21	167	137	40	(29.2%)
2021/22	82	146	42	(28.8%)
2022/23	21	115	41	(35.6%)
Grand Total	915	909	315	(34.6%)

The above table identifies the SC Command as a significant pipeline to the recruitment of PCs, both within Essex Police and wider, with 315 recruits having started their policing journey as a Special.



(Duty sheet, 15 Nov 2022)

5.4 Employer Supported Policing & Community Special Constables

Employer Supported Policing (ESP):

- 60 businesses (including Essex Police), in the last 6 months, support 88 Officers in the ESP scheme which is an increase of 3 businesses from the previous period. Of these 88 Officers, 35 officers are employed by Essex Police in other roles;
- 283 ESP duties have resulted in 2,194 hours of policing in this period which is a decrease of 1.4% for duties but an increase of 5.3% for hours worked on the previous half;
Essex continues to lead nationally with ESP. As chair of the Regional ESP Working Group, Les Hawkins is leading a project to present an online regional ESP conference.
- Essex Police is regularly approached for ESP advice and support from other forces and in November will host an ESP support and guidance event for North West Region.
- Currently in various stages of negotiation with 81 businesses – some initial and others at the stage of final decisions. DP World London Gateway have agreed to register. Negotiations are at advanced stages with Vodafone and the National Coop group who are both looking to implement ESP within revised volunteering policies;
- Essex Chambers of Commerce continue to plan for future events and Les Hawkins attends many of their networking events to promote ESP

Community Special Constables (CSC):

- 14 active CSC officers covering 10 councils. Officer numbers are the same as the previous 6 month period, but 2 more councils have joined the scheme - Ramsey & Parkeston Council and Writtle Council;
- CSC Specials have worked 205 duties resulting in 1398 hours. This is an increase of 9.8% duties and an increase of 8.3% hours on the previous half;
There are currently 14 officers in various stages of the pipeline including 6 in post foundation training and 8 awaiting start dates;
- A change in policy decreasing the minimum number of hours committed to the CSC role from 16 to 8 has immediately attracted interest from our current Specials with two independent officers already taking post. There is also interest from several officers still in post foundation;
- The combined ESP and CSC hours account for 5.5% of all Specials hours and 4.9% of all Specials duties in this period.

5.5 Performance

- 359 officers (as of 08 Nov 2022);
- 22 Ethnic Minority officers (5.45% of the establishment 31 August 2022);
- Delivered 64,707 hours of which 51,666 were operational hours. This is equivalent to the working time provided by 37.5 full time officers at a cost of £1.9m during this quarter (or 75.1 full time officers a year at a cost of

£3.8m). Recognising the cost to Essex Police of supporting the Special Constabulary volunteers, the efficiency saving of deploying SCs instead of PCs, during this period was £902,000;

- 60 businesses (including Essex Police) and 88 Officers who now benefit from the ESP scheme;
- 14 Community Special Constables covering 10 parishes with a further 14 CSC's in the pipeline.

Over the period 1st May 2022 to 31st October 2022, Specials have contributed a total of 64,707 hours compared to 74,087 hours in the previous period. This is a 31.75% decrease on the same period in 2021, where 94,805 hours were contributed during the pandemic restrictions, by 545 special constables.

The last 6 months has seen 51,666 operational hours contributed - a decrease of 10.9% in operational hours worked the previous 6 months. During the same 6-month period in 2021, 70,218 operational hours and a total of 94,805 hours were contributed.

The hours worked by the Special Constabulary across during this 6-month period is equivalent to the working time provided by 37.5 full time officers at a cost of £1.9m during this period (or 75.1 full time officers a year at a cost of £3.8m). Recognising the cost to Essex Police of supporting the Special Constabulary volunteers, the efficiency saving of deploying SCs instead of PCs, during this period was £902,000.

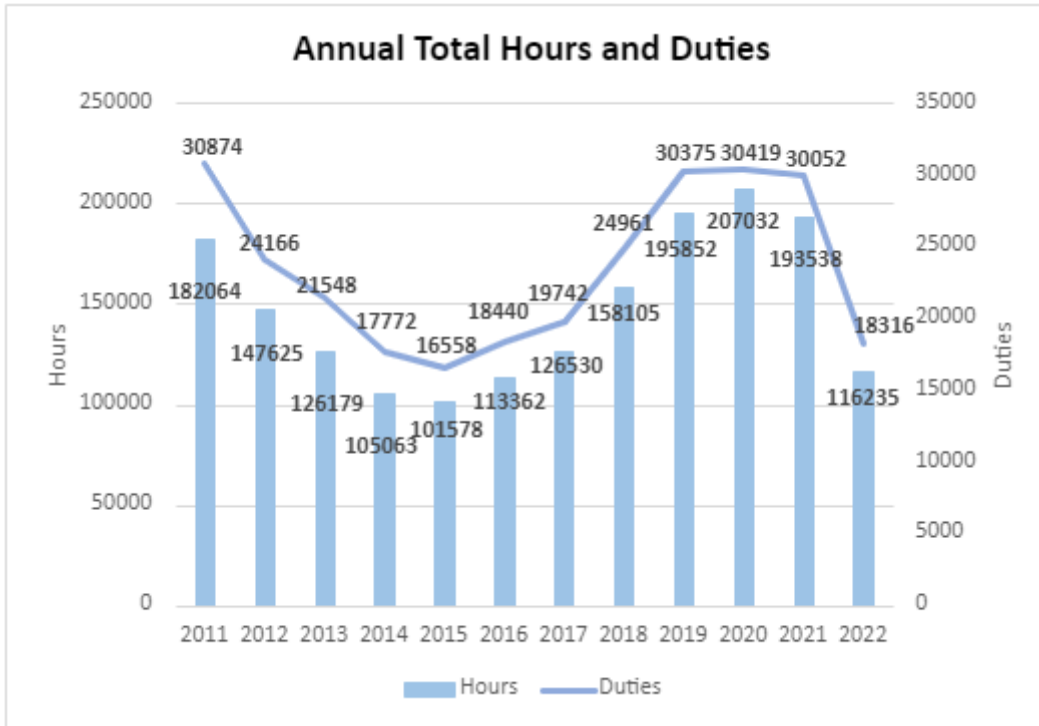
During 1st May 2022 to 31 October 2022, we had on average a constabulary of 399 Special Constables. These officers contributed 64,707 hours of which 51,666 hours were operational. They had contributed a total of 74,087 hours the previous 6-months of which 57,996 had been operational.

During this period, 64.3 % of Special Constables have volunteered at least 16hrs each month, the minimum number of hours expected.

In addition, the 399 Specials have averaged 26.5 hours each per month compared to last 6-month period when 473 Specials averaged 26 hours each.

This is a decrease of 12.3% on the equivalent period in 2021, when 524 Specials averaged 30.2 hours per officer, as many were furloughed and able to provide more volunteering hours.

During this 6-month period in 2019, 514 Specials averaged 32 hours each month.



(Duty sheet, 15 Nov 2022)

- 102 Specials have left the Special Constabulary during this period, which is an increase of 30 (41.7%) from the previous 6 month period and an increase of 17 (20%) from the same period last year;
 - 32 for Essex regulars
 - 8 for Other Force Regs
 - 1 for Armed Services
 - 3 retired
 - 3 for medical reasons
 - 1 for personal reasons – other
 - 24 due to a change in personal circumstances
 - 4 lost interest
 - 5 moved away
 - 13 for work/life balance
 - 1 transferred to another force
 - 4 resigned during training as they could no longer commit
 - 1 resigned during training as failed to reach fitness standards
 - 2 for other reasons

The team continue to be part of the LPSU Strategic Co-ordination Group to look at the mobilisation of LPSU resources delivering a partnership approach monthly across different geographical locations throughout Essex. Following the success of the Day of Action in Thurrock, Street Week in Colchester, and Street Week in Castlepoint and Rochford, our Special Constables supported Maldon District on the 22nd-28th July and Tendring District on the 8th-14th August, they also supported at the Clacton Air Show the following week 25th and 26th August. All these events have continued to support community engagement and crime prevention advice along with supporting their regular colleagues. There are further events which will be planned

throughout the coming months as we head into Autumn/Winter in which the Specials will play an integral part during each planned mobilisation.

The Specials continue to co-ordinate support within their districts for Op Nightshade - Weekends of Action. The aim is to reduce/prevent High Harm offences and improve outcomes. Special deployments over designated weekends, are to assist and add value, covering foot patrols, public reassurance, visibility in High Harm areas, dealing with outstanding High Harm suspects and STORM incidents, warrants, CBO breaches etc.

The Specials Command Team have completed successful deployments in which they supported West Midlands Police with Op Unity and Op Platinum the Queens Jubilee celebrations. On the 4th August 25 Special Constables supported the Commonwealth Games in which one of our Special Constable is a trained motorcyclist who supported his regular colleagues. This is an amazing accomplishment for Essex Police as we were the only force in which a Special Constable who is trained as a motorcyclist attended the Commonwealth Games. On the 19th September our Special Constables supported Operation London Bridge the Queens Funeral to support all their fellow colleagues and pay their respects to our longest serving monarch.

5.6 Covid response (Op Talla)

The Special Constabulary have made the progress in the following areas:

- There are currently no officers who are social distancing or non-operational due to self-isolating. In October 2021, 2 officers (0.4% of command) were self-isolating, and this reduced to 1 officer (0.2%) in February 2022;
- Most recruitment events are back to being face to face now after Covid but there are still some online events that we continue to attend;
- Online testing was adopted but this will change and phase out with the new National SC process that has started with candidates doing the online national sift rather than the testing;
- The Specials training team continue to deliver face to face training in a classroom environment in the Essex Police College. The training team and wider college continue to ensure that safety measures such as PPE, sanitisation facilities are available should they be required;
- Scheduled for 7 more Intakes, by 30 April 2023, with a potential for 113 more applicants to start;
- Class sizes remain increased 16 to 20 with the capacity to go larger should the numbers of students demand this. For the 2 remaining weekend courses, due to classroom size and availability of specialist trainers (Personal safety training, Emergency First Aid and Athena), the number of students must remain at 11. This could be expanded if these barriers were removed;
- The Specials training team continue to deliver face to face training for most inputs that are being run but the ability to easily move to MS Teams if required, remains.

5.7 **Operational Deliverables**

- Special Takeover Days – continue to support our Regular Colleagues to focus on case progression, victim contacts, online training and ANPR duties. In this period Special Constables have supported Street Weeks in Brentwood, Chelmsford, Tendring, Maldon and Uttlesford. Plans are in place for Colchester’s Street Week in November and Colchester Specials are supporting Community Speed Watch, Vehicle Stop Checks, ASB patrols, Football, and a force wide special led Operation Matterhorn.
- Operation Nightshade – continue to support High Harm shifts and activity. Recent activity has seen Op Grip patrols as well as warrant operations such as Op Zeugma in Southend. During this period, Special Constables attended 93 Gang and 375 Weapon related incidents. They arrested, assisted, or attempted to arrest 1,660 individuals and completed 96 positive stop searches.
- Operation Eagre & Operation Vison Zero – Road Safety Operation – Regular support provided to road safety operations across Essex throughout this period. One example is on 4 October 2022, where 7 Special Constables supported Op Eagre providing 28 hours of high visibility policing across four sites in Southend and Shoebury. They were targeting speed data lead sites across the district in partnership with Southend Road Safety. Working together to reduce casualty through a combination of enforcement and education, plenty of positive public engagement received. 17 Speed tickets issued, 17 people educated by the Road Safety Officer.

5.8 **Implications (Issues)**

The greatest risk to the continued growth of the Special Constabulary remains the recruitment of regular officers and the impact of the Covid 19 Pandemic.

The aspiration is to achieve 600 by March 2023 which will be challenging due to 4 additional factors in addition to the regular turnover:

- 1) Exit of Specials who as a result of change of circumstances due to the impact of the pandemic are having to make difficult lifestyle changes
- 2) Cost of living in which there has been an increase in pricing to Petrol, Parking, Food, Gas and Electricity.
- 3) Increased conversion rate of specials to regular which is assisting in the officer uplift priority
- 4) Although Media have produced a bespoke Special Constabulary #myotherlife campaign there needs to be a continued focus to recruit especially around Career Specials and Community Special Constables which is in line with the PFCC Police and Crime Plan. Now our weekly applications are slowly improving due to the quick apply process however, they are still lower due to the impact of not having a bespoke campaign.

5.9 Links to Police and Crime Plan Priorities

The Police and Crime Plan 2021-24 states that the PFCC will ‘*boost community volunteering, encourage the Active Citizen Programme and grow the police family – increasing the Special Constabulary, with a Special Constable in every community*’.

The Special Constabulary has grown by 172 Officers (33%) since September 2016 and set within the context of a significant reduction in numbers of Specials nationally and our active recruitment of regular officers, this stands as a considerable achievement. There are Special Constables aligned to each of the Community Policing Teams. The Community Special Constables scheme continues to progress steadily in application numbers and in Specials who are in post.

6.0 Demand

The impact on demand is best measured through the contribution of performance and operational hours. The improvements in operational performance are described in section 5.6.

6.1 Risks/Mitigation

The following red risks are identified on the force risk register and the action being taken to mitigate these risks is detailed in section 5: -

URN	Score	Risk	Rationale
1196	40 - Red	Unable to meet the Special Constabulary establishment target due to Force recruitment.	There continues to be a successful pathway for SCs to become a PC and this is expected to continue in 21/22 and beyond.
1659	40 - Red	Regular recruitment compromising Specials recruitment	As a result of local and national funding decisions, Essex Police plans to increase the establishment to 3,755 by March 2023. This means that the current regular recruitment campaign will continue.

6.2 Equality and/or Human Rights Implications

We are looking at the number of female applications we are receiving in comparison to before the pandemic;

2019 - 346 female applicants, 35% of overall application numbers
 2020 - 312 female applicants, 31% of overall application numbers

2021 - 217 female applicants, 35% of overall application numbers
2022 - 106 female applicants, 30.9% of overall application numbers

(This is based on Success Factors applications and not including Quick Apply)

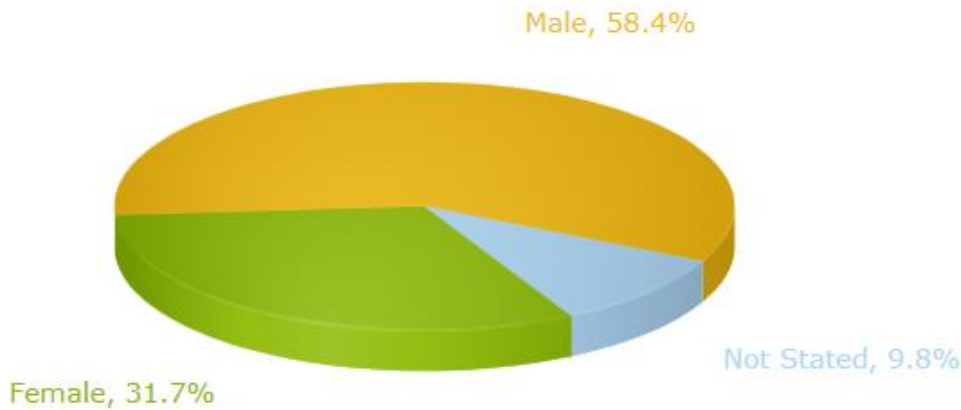
The Women's Leadership and Development Forum (WLDF) have 2 members of the Special Constabulary as Special Champions, along with CIP Development Manager, Sarah Wright, who is an executive member. Maria Rawlings, Specials Coordinator, is an executive member of the HELP Forum as is S/Insp Martyn Nichols of the Disability Network. CIP Commander, Jenny Brouard chairs the Menopause network. S/Superintendent Leon Dias is a HeforShe Ambassador.

The WLDF Special Champions have held several events this last year to encourage more diversity at rank, through the promotion boards, and opportunities within the Operational Policing Teams. They have also held events to raise awareness of the other networks available to support including Menopause, Agile Working, Disability and HELP. In addition, they attended and represented specials at the National Inclusion Week event held by the Positive Action Team.

Recruitment continues to work closely with Positive Action and HR Innovation around a variety of workstreams including getting Specials trained as Recruitment Ambassadors.

The Special Development Team have reviewed support available for specials and volunteers who have Neuro-diverse conditions, such as dyslexia. There is now a change in policy, that allows for a case-by-case review of individuals with more complex needs and the provision of identified reasonable support.

Special Constabulary Gender Breakdown;



(Duty sheet, 09 Nov 2022)

6.3 Health and Safety Implications

There are no specific health and safety implications in this paper.

6.4 Consultation/Engagement

- Pru Kingham – Media
- Chris Gliddon – Learning & Development
- Hannah Scally – Specials Recruitment Delivery Manager
- Les Hawkins – Supported Policing Champion

6.5 Actions for Improvement

The action taken to sustain recruitment over the last quarter has been summarised in section 5 above.

6.6 Future Work/Development and Expected Outcome

Awards & Recognition:

- We continue to recognise our Special Constables that have completed their 3- and 5-year service by rewarding them with a Special Constabulary Pin Badge.
- We continue to work with our Special Command Team and our Regular Colleagues to ensure they send through all good work which they have recognised by our Special Constables in which we can ensure is recognised through the Chief Constable Blog, letter of thanks or commendation.

Communication:

- Ongoing review of usage of Essex Specials Twitter account strategically and looking to create more original and regular content. Facebook and Twitter continue to be the highest Media source for Special applications;

- The Essex Chamber of Commerce continues to Support and promote our ESP Scheme in which our ESP Co-ordinator provides an updated report at the Chamber of Commerce monthly meetings.

Recruitment training & retention:

- Continue weekly 'pipeline' meeting of Specials Development Team, HR, Business Support, Vetting, L&D. ToR is to review numbers at each stage against target, process & attrition from application to attestation to identify any blockers or risks and take action to mitigate;
- New weekly Specials Oversight Meetings with HR Recruitment Managers and Head of Special Constabulary to focus on campaign;
- Inclusion in weekly force recruitment meetings with HR Recruitment managers to ensure the pipeline of applicants are moving effectively and efficiently through the various stages;
- Seats offered per year remains higher than previous years, due to the increased classroom sizes from 16 to 20 students for weekend intakes;
- Reviewing our timetables for the 2023/2024 years, we have scheduled two extra intensive courses. This is based on the popularity of this style of intake compared to the weekend courses, as seen in 2022/2023;
- For the 2023/2024 financial year, we will be offering 266 seats. This has scope to be increased, should demand require more seats to be offered;
- Across the last financial year, the Specials Training Team have successfully launched and embedded a Phase Two programme for the Special Constabulary Learning Programme (SCLP). This is leading the way nationally compared to other forces and have seen huge amounts of success;
- During 2022/2023, 176 seats for 5 various Phase Two modules, were offered to Directed Patrol Status (DPS) officers who had completed their Phase One learning year. 72 officers have attended Phase 2 modules so far, with multiple courses still this financial year. Phase Two inputs are scheduled for delivery throughout 2023;
- The Specials training team continue to deliver face to face training in a classroom environment in the Essex Police College. The training team and wider college continue to ensure that safety measures such as PPE, sanitisation facilities are available should they be required;
- We have 7 intakes remaining for 2022/2023 offering 113 places;
- Since 1 April 2022, 21 students have started training.

Reporting & governance:

- Development of 4-year Delivery Plan – Essex Police Specials 2025;
- Review of current reporting format;
- Review of assets and business case to support upscaling of BWV, laptops and mobile devices. A second paper was produced at the Chief Officer Board in September 2021 which has ensured finance support for the planning budget 2022/2023.

6.7 National Overview

In line with the Special Constabulary Strategy 2019-2023, the College of Policing have devised and developed a new Special Constabulary Learning Programme.

This programme aligns with the PEQF and provides a clear pathway from SC to PC for forces who wish to adopt this. Essex Police Learning & Development Team have successfully launched and embedded a Phase One and Two programme for the Special Constabulary Learning Programme (SCLP). This is leading the way nationally compared to other forces and have seen huge amounts of success. During 2022/2023, 176 seats for 5 various Phase Two modules, were offered to Directed Patrol Status (DPS) officers who had completed their Phase One learning year. 72 officers have attended Phase 2 modules so far, with multiple courses still this financial year. Phase Two inputs are scheduled for delivery throughout 2023.

6.8 **Appendices**

Appendix A



SC Force detailed
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