

Performance and Resources Scrutiny Programme 2021/22

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

Title of Report:	Specials Recruitment – Half Yearly Report
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Chief Officer	ACC Andy Mariner
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Author on behalf of Chief Officer:	Jenny Brouard Citizens in Policing Commander
Date of Approval by Chief Officer:	ACC Mariner – June 2023 DCC Prophet – 12/06/2023
COG meeting date / date of approval (Please indicate whether paper presented to COG or not)	N/A

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 18th October 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 November 2022 to 30th April 2023 and future areas of focus. Highlights include:

Reward and 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 28th March 2023 ACC Andy Mariner and Darren Horseman Police Fire Crime Commissioner Office presented Eleven Awards at the Special Constabulary Awards Evening at Essex Police HQ which recognised the amazing achievements of all our Special Constables;
- On the 22nd November 2022, our second successful Operation Matterhorn was achieved in which 91 Special Constables worked more than 100 duties during a 24 hour period. The Special Constables worked alongside their regular colleagues to target different areas of the force plan. The team provided 925 hours in one day. All 91 Special Constables were awarded with an Operation Matterhorn Challenge Coin along with a personalised letter as a thank you for their outstanding commitment and achievement;
- On the 12th December at the Police Museum, we celebrated Deputy Chief Officer Derek Hopkins 70th Birthday and also celebrated his contribution to the Special Constabulary of 42 and half years of service. Derek was surrounded by his family and colleagues from around the county to help him celebrate this amazing achievement.

Establishment, engagement and duties:

- 303 officers (as of 11 May 2023);
- 16 Ethnic Minority officers (5.13% of the establishment 30 April 2023);
- Delivered 49,763 hours of which 39,797 were operational hours. This is equivalent to the working time provided by 29 full time officers at a cost of £1.47m during this half year (or 58 full time officers a year at a cost of £2.95m). 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 £707,037;
- 68 businesses (including Essex Police), in the last 6 months, support 75 officers in the Employer Supported Policing scheme which is an increase of 8 businesses from the previous period. Of these 75 officers, 30 are employed by Essex Police in other roles;
- 194 Employer Supported Policing duties have resulted in 1,307 hours of policing in this period which is a decrease of 37% for duties and a decrease of 50% for hours worked on the previous half;

- 10 active Community Special Constables officers covering 9 councils. Three fewer officers and 2 fewer councils since last 6 months. There are currently officers in various stages of the pipeline including 6 in post foundation training and 6 awaiting start dates;
- Community Special Constable Specials have worked 193 duties resulting in 1,275 hours. This is a decrease of 6% duties and a decrease of 9% hours on the previous period.

Recruitment, training and retention:

The Recruitment Team has attended many in person events during the past 6 months. Some events attended in this period included a talk to Public Services students at Harlow College, virtual Special Constable Recruitment Information event (RIE), Chelmsford College Progression Fair, multiple college fairs, Job Centre fairs and career events. There are various events and engagement activities booked in for the next period including the Essex Police Sports Association (EPSA) Big Family Weekend and the Clacton Air Show.

The next Recruitment Information Event (RIE) is booked in for the 21st June and will target students who may be looking to gain experience or volunteer after finishing education. In the last period, the Recruitment Team hosted two physical RIEs at Essex Police College on 1st February and 12th April. Both events received over 40+ booking submissions and on the evening had over 20+ attendees. The events went well and supported applications during this period. A survey submitted, after the April RIE, received positive feedback which has assisted with planning future events. From 1st November 2022 to 30th April 2023, 399 Quick Apply applications were received. The Quick Apply process was updated on 2nd September 2022, in line with National Special Constable Recruitment. This involves candidates completing a Quick Apply form, prompting the Recruitment Team to then send the candidate a Success Factors application link. The figures below show updates in relation to this new process:

- Out of the 399 Quick Apply applications, there were 187 Success Factor applications which is a conversion rate of 46.86%;
- From the 187 Success Factors applications, 28 were BAME applicants (14.97%) compared to 31 applications (13.24% of total applications) from the same period of the previous year 2021-2022. The total number of applications were higher in this period last year however the percentage this year has increased for BAME applicants;
- From the 187 Success Factors applications 64 applicants identified as female (34.22%), compared to 86 (36.75% of all applications) from the same period in 2021-2022 leading to a small percentage decrease;
- Essex Police received 187 applications on Success Factors between 1st November 2022 to 30th April 2023. This is the same as the previous 6 months with 0 additional applications (0%).
- 2 intakes started in this period with 10 new officers;
- 6 intakes were cancelled in this period;
- 5 new officers were “hired” in April and are being kept warm for May’s intake;
- Scheduled for 9 more Intakes, by 30 October 2023, with a potential for 153 more applicants to start;

- There were 2 Attestations in this period with 13 new officers.

Non-operational and service exit:

- 63 leavers represent a decrease of 39 (38.24%) from the previous 6-month period;
 - 21 for Essex regulars;
 - 6 for Other Force Regs;
 - 1 for Career Change Other;
 - 2 retired;
 - 2 for medical reasons;
 - 2 for personal reasons – other;
 - 10 due to a change in personal circumstances;
 - 5 lost interest;
 - 5 for work/life balance;
 - 3 resigned during training - could no longer commit;
 - 1 resigned during training as failed knowledge checks;
 - 4 for other reasons;
 - 1 terminated for discipline/conduct .
- 57 officers (18.8%) are non-operational or leave of absence on 11 May 2023.

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. Both Hertfordshire Constabulary and Suffolk Constabulary have recruited an Employer Supported Policing Co-ordinator in which our Employer Supported Policing Co-ordinator Les Hawkins continues to support 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

Recruitment Events are mainly physical, in person events however there are virtual interviews offered, once a month, to allow more flexibility on interview times.

The online testing process has now been completely phased out in this 6-month period and the Recruitment Team are abiding by the new National Special Constable process which includes the National Sift.

SC to PC scheme is up and running smoothly, and there is a one-year review which involves reporting back to the College of Policing to ensure the necessary requirements are being met.

There are several Special Constable Recruitment Ambassadors who assist with interviewing candidates as well as attending and organising events to promote our Special Constabulary.

From 1st November 2022 to 30th April 2023, 399 Quick Apply applications were received. The Quick Apply process was updated on 2nd September 2022, in line with National Special Constable Recruitment. This involves candidates completing a Quick Apply form, prompting the Recruitment Team to then send the candidate a Success Factors application link. The figures below show updates in relation to this new process;

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The Recruitment Team has attended many in person events during the past 6 months. Some events attended in this period included a talk to Public Services students at Harlow College, virtual Special Constable Recruitment Information event (RIE), Chelmsford College Progression Fair, multiple college fairs, Job Centre fairs and career events. There are various events and engagement activities booked in for the next period including the Essex Police Sports Association (EPSA) Big Family Weekend and the Clacton Air Show.

The next Recruitment Information Event (RIE) is booked in for the 21st June and will target students who may be looking to gain experience or volunteer after finishing education. In the last period, the Recruitment Team hosted two physical RIE's at Essex Police College on 1st February and 12th April. Both events received over 40+ booking submissions and on the evening had over 20+ attendees. The events went well and supported applications during this period. A survey submitted, after the April RIE, received positive feedback which has assisted with planning future events.

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 continue to promote our bespoke Special Constabulary Media Campaign #myotherlife in which we produced three new profiles from our Special Constables who were filmed for this new and exciting campaign which went live in

October 2022. Media are currently working on new profiles in which our Special Constables are supporting. This continues to be advertised on Facebook, Twitter, Instagram and other media platforms;

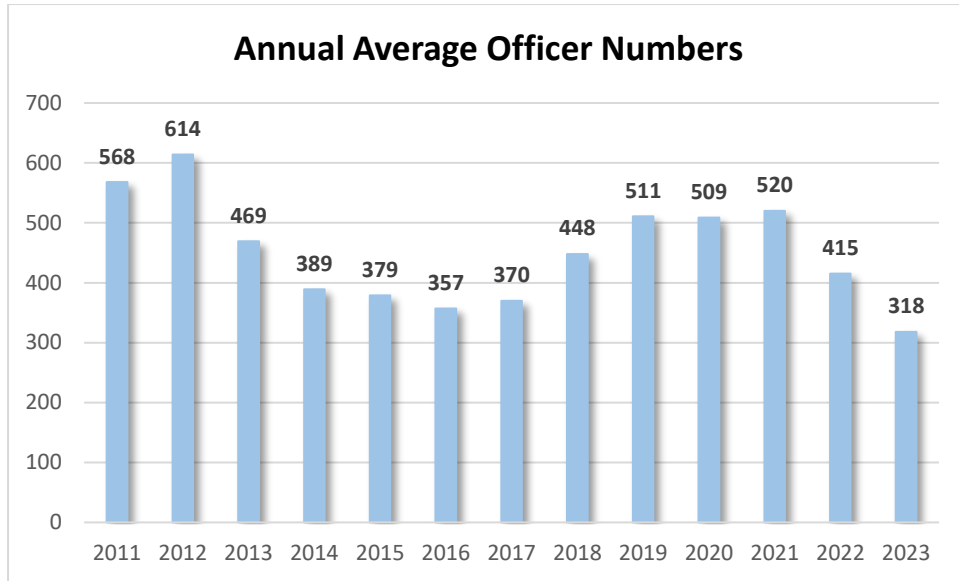
- The Quick Apply process was updated on 2nd September 2022, in line with National Special Constable Recruitment. This involves candidates completing a Quick Apply form, prompting the Recruitment Team to then send the candidate a Success Factors application link. During the last 6-month period, 399 Quick Apply forms were received (15 a week). These then converted to 187 Success Factor applications (7 a week). This is the same number of applications as the previous 6-month period. An increased social media presence with #BigHelpOut and National Volunteers Week hopes to increase this number and conversion rate;
- Activity planned for National Volunteer Week 1st-7th June including National Special Constable Weekend provides a fantastic platform to showcase our Special Constables. Events planned include the Witham Community Special Constables 5-year Birthday event and Employee Supported Ride A Longs for Special's line managers including a tea party with ACC Mariner;
- 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 35.4% 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	31	178	70	(39.3%)
Grand Total	925	972	344	(35.4%)

The above table identifies the SC Command as a significant pipeline to the recruitment of PCs, both within Essex Police and wider, with 344 recruits having started their policing journey as a Special.



Please note that the above graph shows data for part of 2023 - taken from Duty sheet 11th May 2023.

5.4 Employer Supported Policing and Community Special Constables

Employer Supported Policing (ESP)

- 68 businesses (including Essex Police), in the last 6 months, support 75 officers in the ESP scheme which is an increase of 8 businesses from the previous period. Of these 75 Officers, 30 officers are employed by Essex Police in other roles;
- 194 ESP duties have resulted in 1,307 hours of policing in this period which is a decrease of 37% for duties and a decrease of 50% for hours worked on the previous half;

Essex continues to lead nationally with ESP. Les Hawkins, ESP Coordinator, has recently been asked by the ESP National Chief Officer Lead to review and update national ESP policies and guidelines. Les Hawkins has been invited to be a judge for the 2023 Lord Ferrers Awards.

- Essex Police is regularly approached for ESP advice and support from other forces. Les Hawkins has provided several ESP workshops for other forces.
- Currently in various stages of negotiation with 89 businesses – some initial and others at the stage of final decisions. This is 68% of all businesses shown nationally on Duty Sheet as in negotiation. Negotiations are at advanced stages with Sainsbury's and Essex and Suffolk Water 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):

- 10 active CSC officers covering 9 councils. Three fewer officers and 2 fewer councils since the last 6 months. There are currently officers in various stages of the pipeline including 6 in post foundation training and 6 awaiting start dates;

- CSC Specials have worked 193 duties resulting in 1275 hours. This is a decrease of 6% duties and a decrease of 9% hours on the previous period.
- In this period, one CSC has joined MetPol regulars, one has retired and two have done no duties due to ill health with one likely to have to leave the Specials entirely;
- There are a number of recruitment plans specifically for CSC's. This includes marketing/advertising workshops hosted by EALC to provide councils with no cost tools to promote the scheme in their areas. There are also plans to purchase and circulate CSC specific recruiting material;
- The combined ESP and CSC hours account for 4% of all Specials hours and 3.8% of all Specials duties in this period.

5.5 Performance

- 303 officers (as of 11 May 2023);
- 16 Ethnic Minority officers (5.13% of the establishment 30 April 2023);
- Delivered 49,763 hours of which 39,797 were operational hours. This is equivalent to the working time provided by 29 full time officers at a cost of £1.47m during this half year (or 58 full time officers a year at a cost of £2.95m). 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 £707,037;
- 68 businesses (including Essex Police) and 75 officers who now benefit from the ESP scheme;
- 10 Community Special Constables covering 9 parishes with a further 12 CSCs in the pipeline.

Over the period 1st November 2022 to 30th April 2023, Specials have contributed a total of 49,763 hours compared to 64,707 hours in the previous period. This is a 23.09% decrease on the same period in 2021/2022, where 74,068 hours were contributed by 475 special constables, as the country came out of the pandemic.

The last 6 months has seen 39,737 operational hours contributed - a decrease of 23.1% compared to operational hours worked the previous 6 months. During the same 6-month period in 2021/2022, 57,976 operational hours and a total of 74,068 hours were contributed.

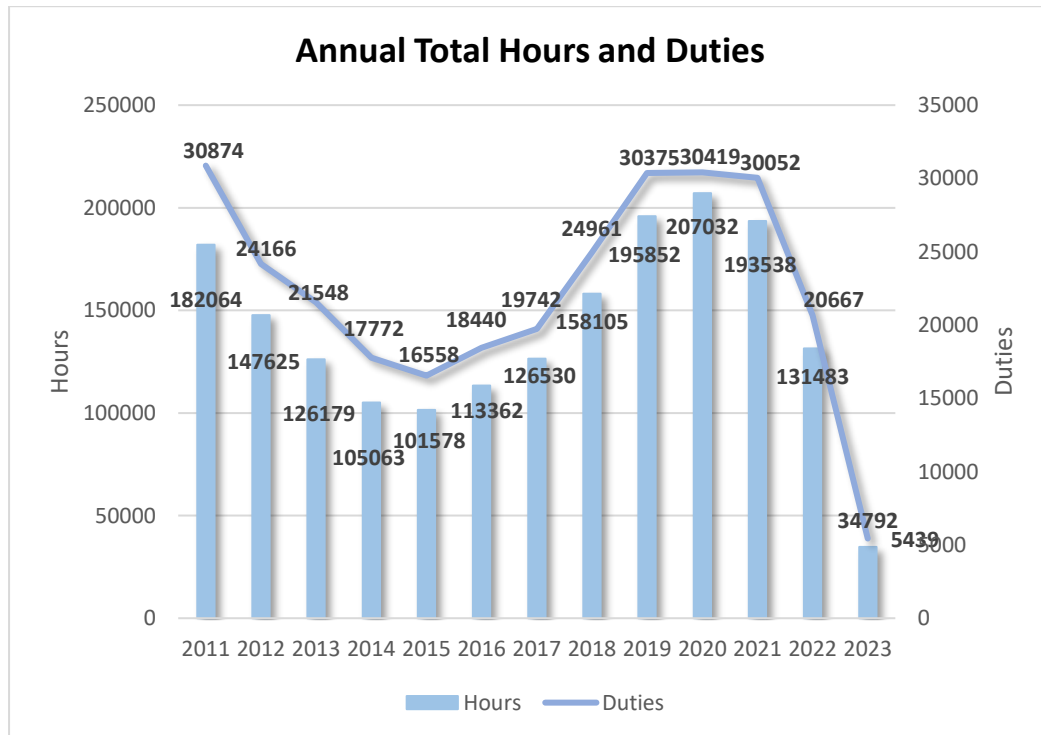
The hours worked by the Special Constabulary across during this 6-month period is equivalent to the working time provided by 29 full time officers at a cost of £1.47m during this period (or 58 full time officers a year at a cost of £2.95m). Recognising the cost to Essex Police of supporting the Special Constabulary volunteers, the efficiency saving of deploying SCs instead of PCs, during this period was £707,037.

During 1st November 2022 to 30th April 2023, there were, on average a command of 333 Special Constables. These officers contributed 49,763 hours of which 39,737 hours were operational. They had contributed a total of 64,707 hours the previous 6-months of which 51,666 hours had been operational.

During this period, 62.4 % of Special Constables have volunteered at least 16hrs each month, the minimum number of hours expected.

In addition, the 333 Specials have averaged 25 hours each per month compared to the last 6-month period when 399 Specials averaged 26.5 hours each. This is a decrease of 3.8% on the equivalent period in 2021/2022, when 475 Specials averaged 26 hours per officer, as the country came out of the pandemic and some officers may have been able to provide more hours.

During this 6-month period in 2019/2020, 516 Specials averaged 32.2 hours each month.



(Duty sheet, 11 May 2023)

Non-operational and service exit:

- 63 Specials have left the Special Constabulary during this period, which is a decrease of 39 (38.24%) from the previous 6-month period and a decrease of 9 (12.5%) from the same period in 2021/2022;
- 21 for Essex regulars;
- 6 for Other Force Regs;
- 1 for Career Change Other;
- 2 retired;
- 2 for medical reasons;
- 2 for personal reasons – other;
- 10 due to a change in personal circumstances;
- 5 lost interest;
- 5 for work/life balance;
- 3 resigned during training - could no longer commit;
- 1 resigned during training as failed knowledge checks;

- 4 for other reasons;
- 1 terminated for discipline/conduct .

- 57 officers (18.8%) are non-operational or leave of absence on 11 May 2023.

The team continues to be part of the LPSU Strategic Co-ordination Group to look at the mobilisation of LPSU resources delivering a partnership approach across different geographical locations throughout Essex. Our Special Constables played an integral part in National Neighbourhood Policing Week 23rd-29th January 2023 in which 178 Special Constables supported their regular colleagues with 323 duties resulting in 2274 hours of high visibility patrolling. The 27th of February-5th March 2023 saw our Special Constables support Chelmsford Street Week. There were 15 Special Constables who completed 26 duties resulting in 171 hours of high visibility patrolling. 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 Spring/Summer in which the Specials will play an important role 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 continues to support its regular colleagues with successful deployments and supported their colleagues at the King's Coronation on Saturday 6th May.

5.6 Covid response (Op Talla)

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

- There are no officers registered on Dutysheet as 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. We no longer record this data;
- Recruitment Events are mainly physical, in person events however there are virtual interviews offered, once a month, to allow more flexibility on interview times.
- The online testing process has now been completely phased out in this 6-month period and the Recruitment Team are abiding by the new National Special Constable process which includes the National Sift;
- 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 9 more Intakes, by 30 October 2023, with a potential for 153 more applicants to start;

- Class sizes remain increased between 11 to 20 with the capacity to go larger should the numbers of students demand this;
- 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 Colchester and Chelmsford. Plans are in place for future Street Weeks and Take Over Days as well as starting to plan for our third 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 257 Gang and 375 Weapon related incidents. They arrested, assisted, or attempted to arrest 1,206 individuals and completed 88 positive stop searches.
- Op Grip patrols saw 1 special constable arrest a male for being in possession of a knife. An incident was reported to police of a group of males that were seen involved in altercation. On arrival, a considerable number of males made off from police however one was detained. This male made police aware that there was a knife on one of the other males. After numerous attempts to apprehend these males, they were seen entering the high street. SC Abbott immediately alighted from the vehicle and swiftly and safely detained the male and placed him in cuffs.
- Operation Eagle and Operation Vison Zero – Road Safety Operation – Regular support provided to road safety operations across Essex throughout this period. One example is on 09th November 2022, where 8 Special Constables supported Op Eagle providing 19 hours of high visibility policing across four sites in Southend. They targeted speed data lead sites across the district. Working together to reduce casualty through a combination of enforcement and education, plenty of positive public engagement received. 19 tickets issued, 1 vehicle seized due to no insurance, 1 arrested for drug driving.

6.0 Implications (Issues)

The greatest risk to the continued growth of the Special Constabulary remains the recruitment of regular officers.

The aspiration is to achieve 400 by March 2024 which will be challenging due to 4 additional factors in addition to the regular turnover:

- 1) Exit of Specials who because 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.

6.1 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.

6.2 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.

6.3 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 22/23 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.

6.4 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 - 124 female applicants, 31.47% of overall application numbers

2023 – 46 female applicants, 33.1% of overall application numbers

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

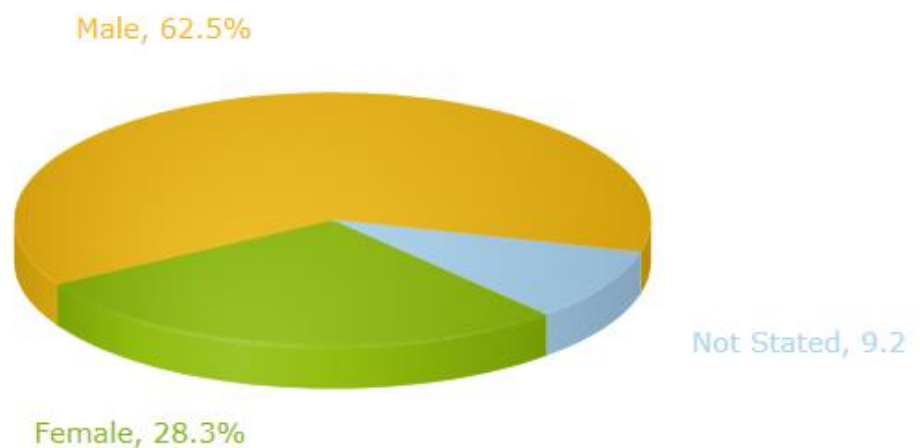
The Women’s Leadership and Development Forum (WLDF) have 2 members of the Special Constabulary as Special Champions, along with CIP Development Manager, Sarah Wright, who is an executive member. Maria Rawlings, Specials Coordinator, is an executive member of the HELP Forum as is S/Insp Martyn Nichols 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 has reviewed support available for specials and volunteers who have Nero-diverse conditions, such as dyslexia. There is now a change in policy, which 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, 11 May 2023)

6.5 Health and Safety Implications

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

7.0 Consultation/Engagement

- Pru Kingham – Media
- Chris Gliddon – Learning and Development
- Abbigail Harman – Temporary Specials Recruitment Delivery Manager
- Les Hawkins – Supported Policing Champion

8.0 Actions for Improvement

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

9.0 Future Work/Development and Expected Outcome

Awards and 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.
- We have recently introduced a new Challenge Coin for any Special Constable that has recognised by their local District Command Team for exceptional work in which they are presented with their challenge coin by their local regular Command Team. This has proved to be extremely well received not just by our Special Constables, but also positive feedback received to Specials Command by our regular Command Teams across the county.

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 and 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 and 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 has 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;
- Seats offered per year remains the same as last year, due to the increased classroom sizes actioned last year and an extra intensive course running in this financial year based on demand from the last few years; -
- For the 2023/2024 financial year, we will again 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 has successfully launched and embedded a Phase Two programme for the Special Constabulary Learning Programme (SCLP). This was recognised in a recent national conference where it was confirmed that Essex is one of three forces that have successfully implemented this, seeing great feedback and progression for officers completing this;
- During 2022/2023, 180 seats for 5 various Phase Two modules, were offered to Directed Patrol Status (DPS) and Qualified Special Constable Status (QSC) officers who had completed their Phase One learning year. 88 officers have attended Phase 2 modules so far, with the same number of seats offered for the next financial year.
- Since 1 April 2022, 21 students have started training.

Reporting and 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.

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 and Development Team has 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, 180 seats for 5 various Phase Two modules, were offered to Directed Patrol Status (DPS) and Qualified Special Constable Status (QSC) officers who had completed their Phase One learning

year. 88 officers have attended Phase 2 modules so far, with the same number of seats offered for the next financial year.

Appendices

Appendix A



SC Force detailed
comms.docx

Appendix B



Operation
Matterhorn - Op Over

Appendix C



National
Benchmarking of the !