

**COMMUNITY OUTCOMES MEETING**  
**SUPPORTING VICTIMS AND WITNESSES**

20<sup>th</sup> February 2018

**SUBJECT: CITIZENS IN POLICING**

**Report of the Chief Constable**

<p><b>PURPOSE OF THE REPORT</b></p> <p>1. To provide an update to the PCC on the activities associated with Citizens in Policing.</p>
<p><b>RECOMMENDATION</b></p> <p>2. That the Police and Crime Commissioner (PCC) seeks to understand the work undertaken by West Yorkshire Police volunteers.</p>
<p><b>POLICE AND CRIME PLAN</b></p> <p>3. Citizens in Policing is included in the Making Sure Criminal Justice Works outcome, as well as the delivery mechanisms of 'Working together' and 'improving our services', Citizens in policing is an umbrella term for volunteers who support the police either directly or indirectly. The citizens' role in policing continues to be vital. Embracing and developing 'citizens in policing' provides an excellent opportunity to not only increase additional capabilities, but also to ensure that the service continues to successfully police with our communities' consent.</p>
<p><b>KEY INFORMATION</b></p> <p>4. In addition to the support of West Yorkshire Police Volunteers, the PCC is actively engaged with the Third Sector in West Yorkshire including running a bi-monthly Third Sector Advisory Group and having a representative of the Third Sector on the Partnership Executive Group.</p> <p>5. The PCC hosts an annual Third Sector Conference which focusses on different challenging themes for the sector. The most recent conference in November 2017 brought together a wide range of over 130 colleagues from across the sector to discuss how the third sector and West Yorkshire Police (WYP) could work better together in the context of the delivery of the outcomes of the Police and Crime Plan 2016-21.</p> <p>6. OPCC attend the West Yorkshire Police Strategic Independent Advisory Group ensuring issues raised by the group also inform delivery of the Police and Crime Plan, the PCC also attends the West Yorkshire Police Neighbourhood Watch Annual Conference.</p> <p>7. The PCC has also previously engaged with the Explorer programme and will continue to support the newly established Cadet Scheme.</p>

## **PARTNERSHIP WORKING**

8. The OPCC is represented on the Citizens in Policing Board run by West Yorkshire Police; previously named the Strategic Volunteering Board. The group discuss overall numbers of volunteers on a quarterly basis, reviews current practices and considers new developments across the Citizens in Policing Agenda.



## Chief Officer Team Briefing for COM

**Title:** Citizens in Policing within West Yorkshire Police, January 2018

**CoT Sponsor:** ACC Mrs Williams

**Report Author:** Ch Insp Norbury

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### **Background**

1. Citizens in Policing is an umbrella term which cover three separate streams of volunteers, these being:
  - Special Constables
  - Police Support Volunteers (PSV)
  - Community Volunteers (CV)
2. The main difference between the different the different streams is articulated below:
  - Special Constables –These volunteers are vetted and undertake 26 days of pass/fail training following a very similar training programme as regular officers. They are then posted to district and have to undertake a minimum of 16 hours deployment per month.
  - Police Support Volunteers – These volunteers are vetted and regularly work on specific tasks/roles in a regular location (i.e. Leeds District). The volunteers have no formal training and do not have to undertake a minimum number of hour’s deployment per month.
  - Community Volunteers – Are locally vetted and are simply mobilised on an ad-hoc basis at time of need for communities benefit or event. I.E Tour de Yorkshire or cadets working within the community.
3. The strategic lead is ACC People Angela Williams with the portfolio being managed by the Learning and Development Chief Inspector, currently CI Chris Norbury. Learning and Development provide support with a Citizens in Policing Sergeant lead for all Citizens in Policing work streams. They are supported by two project officer roles. One for Volunteers and one for the Special Constabulary.

### **Special Constables**

4. Currently West Yorkshire Police has 329 Special Constables active delivering district policing. There are 63 Special Constables currently in training. In 2017 Special Constables contributed a total of 104,979 hours of additional policing and have so far contributed 2,711 hours in 2018. The district allocation of special constables is as listed below:

Bradford	68
Calderdale	32
Kirklees	40
Leeds	113
Wakefield	34
SRANS/Roads policing	31
Crime	2
Training School	9

5. There is currently a recruitment campaign ongoing (5<sup>th</sup> Jan – 26<sup>th</sup> Jan) which has seen 1,074 expressions of interest from the public in becoming a Special Constable. As of this date 177 applications have been received, but this is expected to dramatically rise as the closing date for the campaign arrives.

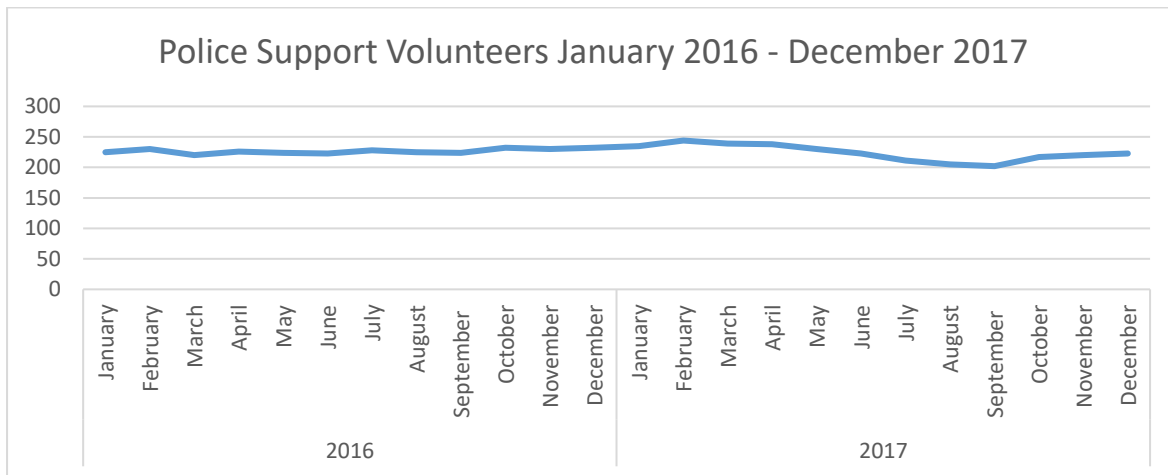
**Breakdown of PSV and CV within West Yorkshire.**

6. The total numbers of Volunteers and the categories within which they sit in West Yorkshire Police are shown below:

<b>Total Number of Volunteers - Force (as of 31st December 2017)</b>		
Police Support Volunteers	176	<b>221</b>
Police Cadet Leaders	45	
Community Volunteers	92	<b>300</b>
Student Guardians	12	
Cadets	186	
Street Angels	10	

**Police Support Volunteers**

7. PSVs are formally vetted and work within Districts/Departments supporting a wide variety of policing roles in lots of different ways.
8. Police Cadet Leaders – These are a specific sub set of PSV’s volunteers are formally vetted and promote a practical understanding of Policing, to young people aged 13-17 years, in the 8 Police Cadet units we run across the Force.
9. Police Volunteers numbers in West Yorkshire Police has maintained a consistent level since January 2016 as demonstrated in the graph below. A review was conducted of all individuals in the summer of 2017 which led to some registered individuals being removed from our strength, as they were no longer undertaking the role. However, the overall numbers remained consistent with the influx of Police Cadet Leaders.



10. The current structure is that Police Support Volunteers support the force across all five Districts and within central support Departments. Within each District and Department there is a member of staff lead, who supports the coordination of the volunteer roles as part of a wider portfolio of work.

*Police Support Volunteers: District Totals*

<b>Total Number of Police Support Volunteers Per District (as of 31st December 2017)</b>			
<b>District</b>	<b>Police Support Volunteers (Including Cadet Leaders)</b>	<b>PSVs</b>	<b>Cadet Leaders</b>
Bradford	39	33	6
Calderdale	23	14	9
Kirklees	33	27	6
Leeds	44	28	16
Wakefield	15	7	8
HQ	32	32	0
PS Ops	19	19	0
PS Crime	8	8	0
Scientific Support	8	8	0
<b>Total All Districts</b>	<b>221</b>	<b>176</b>	<b>45</b>

## Roles undertaken

11. The 221 Police Support Volunteers undertake over 38 different defined roles within the organisation; a breakdown is again shown below:

Duty Type	Number of Volunteers
Volunteer Police Cadets Leader	43
Community Events	27
Force Band Duties	27
Admin/Clerical	24
NPT Support	21
Training	21
Meetings	18
Chaplain Duties	12
Force Events	9
Role Plays	8
Force Operations	6
District Operations	5
HMET Admin/Clerical	5
Assist Specials & Volunteers Team (districts)	4
Assist Safeguarding	4
Neighbourhood Watch Support	4
Assist Hate Crime	3
Sports & Social Support	3
Mounted Duties	2
OSSD CBRN	2
SSU Admin/Reception	2
SSU Submissions	2
Youth Management	2
Assist Crime Prevention	2
POCA Team	2
Assist CJSU	1
Handyperson	1
HMET Exhibits	1
Intranet Author	1
Mail Room Duties	1
Media	1
OSSD Awareness	1
Property Stores	1
NPAS Support	1
Safer Roads	1
Workforce Development	1
IT/Business Services	1
Speed watch	1

## **Community Volunteers**

12. There are different types of Community Volunteers (see below) who are subject to a local vetting check. They assist in community initiatives and do not work from or within Police buildings. 6463 hours were delivered by Community Volunteers working on ad-hoc community

initiatives. Community Volunteers are again a key feature in each of the five District areas of West Yorkshire and again are supported by the District Volunteer Coordinator.

- Community Volunteers – assisting Neighbourhood Policing Teams with community initiatives on an ad-hoc basis.
- Student Guardians – 10 week structured programme run in Bradford District, during which students have to undertake a minimum of 28 hours voluntary work. Some of the Student Guardians are attached to Bradford College, however some are students at Sixth Form Colleges across the District (Keighley College, Hanson School, Buttershaw School, Motivate and Bradford Girls) who have an interest in Policing in the Districts and Criminology and Psychology students at Bradford University.
- Cadets – Young people aged 13/17 undertaking a 2 year programme (34 weekly sessions in each year) which includes monthly volunteering projects such as speed awareness checks, test purchasing operations as well as community led projects. This scheme is linked to the Duke of Edinburgh awards scheme.
- Street Angels – Specific to Calderdale District - a group of volunteers who provide support to vulnerable people around the night time economy.

*Community Volunteers, Student Guardians & Cadets: District Totals*

<b>Total Number of Community Volunteers, Student Guardians &amp; Cadets (as of 31st December 2017)</b>					
<b>District</b>	<b>Community Volunteers</b>	<b>Student Guardians</b>	<b>Cadets</b>	<b>Street Angels</b>	<b>Total</b>
Bradford	60	12	45	0	117
Calderdale	6	0	30	10	46
Kirklees	12	0	24	0	36
Leeds	13	0	64	0	77
Wakefield	1	0	23	0	24
<b>Total All Districts</b>	<b>92</b>	<b>12</b>	<b>186</b>	<b>10</b>	<b>300</b>

Neighbourhood Watch

13. Of note there are currently 2162 registered Neighbourhood Watch Scheme members (see table below) which is a continued increasing number, but these are not included in our C.I.P. strength.

<b>Date</b>	<b>Bradford</b>	<b>Calderdale</b>	<b>Kirklees</b>	<b>Leeds</b>	<b>Wakefield</b>	<b>Total</b>
01/09/2017	422	109	198	1154	211	2094
01/11/2017	467	125	198	1162	210	2162

Organisational benefit

14. 138,685 volunteering hours have been worked in the last 12 months. 27,226 hours were delivered by Police Support Volunteers working to specific tasks in a service/stream of work directly benefiting WYP. 104,996 hours of policing delivered by 406 Special Constables.

## Police Support Volunteers: Hours in 2017

Police Support Volunteers & Police Cadet Leaders - Hours													
Total Hours Per District	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total - Year
	2,117	2,052	2,134	2,074	2,202	2,316	2,186	2,217	2,386	2,553	3,201	1,788	27,226

### **PSV Diversity: Data Provided by HR (Ethnicity & Gender)**

15. The data is only recorded for the 221 Police Support Volunteers and Special Constables at this time. The data shows that of PSVs

- 8.5% come from a BME background
- 40.4% are female
- the majority are from two age groups these being 16-25 and 56+
- 11.3% of the Special Constabulary come from a BME background and 34.4% of Special Constables are female.

16. The Police Cadets which are 62% of our Community Volunteers come from a 60% vulnerability background compared to a national target of 25% and this has contributed positively to the Cadets being visually representative of the communities of West Yorkshire.

### FINANCIAL INFORMATION

17. The direct financial cost for the force linked to CiP which excludes the cost linked to the Special constabulary is shown below:

- 50% of CiP Sergeant Role - £29,790
- Cost of Scale 3 – Central Administrative support - £22,884
- Direct cost of Police Cadets scheme is approximately £40,000 for the current eight Units. The approximate costings being £6000 to run a year one Cadet Unit and £4000 to run a year two Cadet unit. As such if the force was to continue its investment in Police Cadets and start a further seven new units in 2018 the cost to the force would increase to £80,000 per year.
- Cost linked to Duty Sheet to record/collate data £8,200
- Costs of Uniforms/Training/Vetting/Volunteer Expenses £8,000
- Direct Cost is approximately £108,500.00 Per Year potential to increase to £148,500.00 per year excluding the cost of Special Constables.

### **Projected future**

18. It is hoped that if the financial situation allows that the force will continue to expand its commitment to Citizens in Policing. The short to medium term predictions are as follows:

- Police Cadets/Cadet leaders to increase in 2018/2019 to 431
- Police Support Volunteers – Remain static – 176
- Community Volunteers – increase by 100 (excluding cadets) with the launch of mini policing in Kirklees and Blue light project in Leeds.
- Special Constabulary – Remain static at 400
- Neighbourhood Watch – continue to increase with re investment in Neighbourhood policing.