

COMMUNITY OUTCOMES MEETING
SUPPORTING VICTIMS AND WITNESSES

20 November 2018

SUBJECT: CITIZENS IN POLICING

Report of the Chief Constable

<p>PURPOSE OF THE REPORT</p> <p>1. To provide an update to the PCC on the activities associated with Citizens in Policing.</p>
<p>RECOMMENDATION</p> <p>2. That the Police and Crime Commissioner (PCC) seeks to understand the work undertaken by West Yorkshire Police volunteers.</p>
<p>POLICE AND CRIME PLAN</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>KEY INFORMATION</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 operates an Independent Custody Visiting Scheme, enabling volunteer members of the public to make unannounced visits to police custody sites 24 hours a day, 365 days a year to check on the welfare of detainees and the environment in which they are being held.</p>

8. The PCC has also previously engaged with the Explorer programme and will continue to support the newly established Cadet Scheme.
9. The PCC has a Youth Advisory Group made up of volunteers from across West Yorkshire aged 13 - 21. The group gives the PCC direct contact with young people who are able to express their views and comments which will steer all future decisions, policy and engagement.

PARTNERSHIP WORKING

10. 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 with WYP
CoT Sponsor: ACC Williams

SUMMARY

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)

The main difference between the different the different streams is articulated below:

- **Special Constables** –These volunteers are vetted and undertake 28 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** – These are locally vetted and are simply mobilised on an ad-hoc basis at a time of need for our communities benefit or event. I.E Tour de Yorkshire or cadets working within the community.

WYP Learning and Organisational Development centre, provide support to Citizens in Policing, by a lead Sergeant lead for all Citizens in Policing work streams. They are supported by two project officer roles, one for Volunteers and one for Special Constables.

Special Constables

West Yorkshire Police currently has 391 Special Constables. 327 Special Constables are actively delivering district policing. There are 64 Special Constables currently in training.

During 2017 Special Constables contributed a total of 116,853 hours of additional policing and have so far contributed 58,730 hours in 2018. The district allocation of special constables is as listed below:

Bradford	69
Calderdale	35
Kirklees	36
Leeds	114
Wakefield	36
SRANS/Roads policing	28
Crime	2
Training School	7

There was a recruitment campaign (5th Jan – 26th Jan 2018) which has seen 1,074 expressions of interest from the public in becoming a Special Constable. As of this date 438 applications have been received, and from this, 66 Special Constables have been appointed and there are 28 candidates still ongoing

The recruitment window for Special Constables opened again during August 2018. This was live from the 13th August 2018 – 23rd September 2018. It originally had a closing date of 3rd September 2018, however due to a low number of applicants this period was extended and as a result WYP received around 70 further applicants.

From the August/September 2018 campaign a total of 299 applications were received, all of which are now in the stages of been processed.

Special Diversity: Data Provided by HR (Ethnicity & Gender)

- 20.4% of the Special Constabulary are from a BME background and 61.3% of Special Constables are female.
- Age for the majority of specials ranges from:
18-20yrs =42, 21-31yrs=196, 32-41yrs=76, 42-50yrs=45, 51-60yrs =28, 61+ =4

Breakdown of PSV and CV within West Yorkshire.

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

Total Number of Volunteers - Force (as of 26 th September 2018)		
Police Support Volunteers	170	213
Police Cadet Leaders	43	
Community Volunteers	68	423
Student Guardians	9	
Cadets	346	

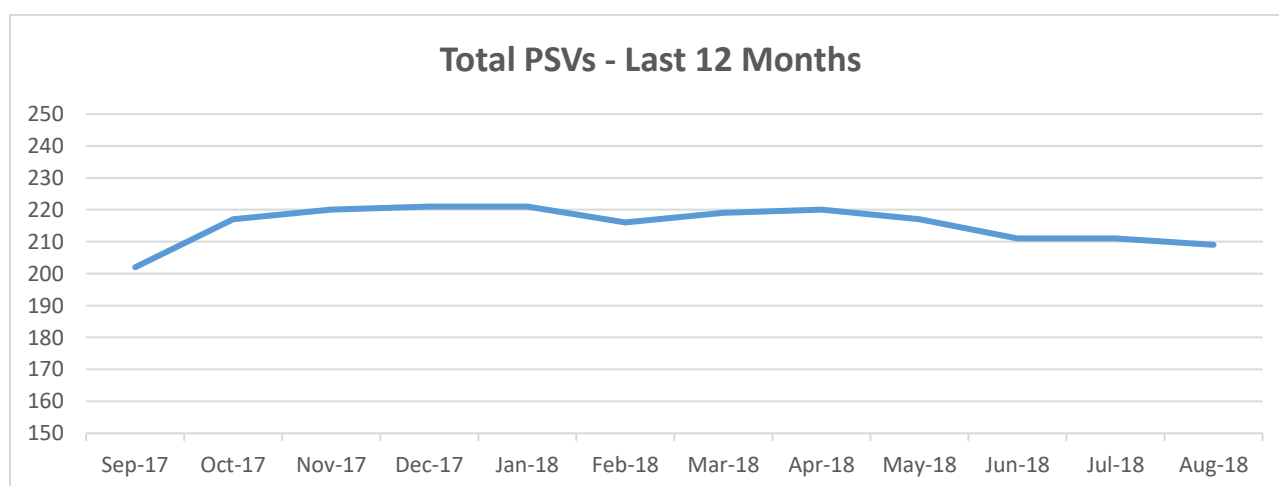
*148 cadets in cohort 1 (grade 2 – second year) and 198 cadets in cohort 2 (grade 1 – first year) starting in October 2018.

Police Support Volunteers

PSVs are formally vetted and work within Districts/Departments supporting a wide variety of policing roles in lots of different ways.

Police Cadet Leaders – These are a specific sub set of PSV’s volunteers, who are formally vetted and promote a practical understanding of Policing to young people aged 13-17 years in the 15 Police Cadet units we run across the Force.

Police Volunteer numbers in West Yorkshire Police have remained at a consistent level over the last 12 months, 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 volunteering for us. However, the overall numbers remained consistent with the influx of Police Cadet Leaders. The numbers are expected to increase due to the introduction of the “Blue Light Champs” scheme in Leeds.



The current WYP structure is that five newly appointed Citizens in Policing Liaison Officers (CiPLO's) have been recruited and will be in post by November. These roles have replaced the five Police Officer Special Constable Liaison officer roles and the three Police Staff Volunteer co-ordinator roles that were in place in Leeds, Bradford and Kirklees. The CIPLO role holders will be responsible for supporting all Citizens in Policing roles across the Force. They themselves will be managed and supported to deliver Citizens in Policing by the central Hub which consists of two Sergeants and two Administrative support staff.

Police Support Volunteers: District Totals

Total Number of Police Support Volunteers Per District (as of 26th September 2018)			
District	Police Support Volunteers (Including Cadet Leaders)	PSVs	Cadet Leaders
Bradford	36	29	7
Calderdale	23	15	8
Kirklees	31	26	5
Leeds	39	27	12
Wakefield	17	6	11
HQ	4	4	0
PS Ops	14	14	0
PS Crime	10	10	0
Scientific Support	11	11	0
FTS *including Force Band	28	28	0
Total All Districts	213	170	43

Roles undertaken

The 213 Police Support Volunteers undertake over 60 different task descriptions within the organisation. The types of tasks they perform can be divided into 21 categories, as shown in the table below:

Task Category	Type of Duties Performed	Number of Volunteers
Police Cadet Leaders (All Districts)	Cadet Leader	43
Force Band	Force Band	27
Force Chaplaincy (All Districts)	Chaplains	17
Scientific Support Unit	Submissions, Admin/Reception	10
Mounted Unit	Mounted Unit Support	2

PS Ops Support	Admin/Clerical, Force & District Events, OSSD CBRN, Role Plays, Wildlife Crime, Firearms Licensing Admin	11
PS Crime HMET Support	Admin/Clerical, Evidence Boxes	10
HR HQ	Admin/Clerical	1
Corporate Comms/Media	Corporate Comms/Media Support	1
NPAS	NPAS Support	1
Mail Room HQ	Mail Room Duties	1
Bradford NPT Support	Admin/Clerical, Community Event, NPT Support Duties	17
Bradford HQ Trafalgar House	Admin/Clerical, CID, NPT Support, Role Plays, Cadets	10
Calderdale NPT Support	NPT Support, Cadets	8
Calderdale Safeguarding Support	Safeguarding Support	3
Kirklees NPT Support	Admin/Clerical, Safeguarding, Community Events, NPT Support, Neighbourhood Watch Support, Role Plays, Cadets	21
Leeds NPT Support	Admin/Clerical, Assist Hate Crime, Community Events, Crime Reduction Panel, Sports & Social Support, Workforce Development	11
Leeds Safer Leeds	Crime Reduction Panel	4
Leeds HQ Support	Admin/Clerical, Community Events, Neighbourhood Watch, POCA Team, Property Stores, Specials/Volunteers, Sports & Social Support	9
Wakefield HQ Support	Admin/Clerical, Safeguarding, NPT Support, Research Work, Specials/Volunteers, Sports & Social Support	5
Force Training School	Crime Training Support	1
		213

Community Volunteers

There are different roles for 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. In 2017, 2970 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. They are supported by the CiP Liaison officers.

- 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.

Community Volunteers, Student Guardians & Cadets: District Totals

Total Number of Community Volunteers, Student Guardians & Cadets (as of 26th September 2018)				
District	Community Volunteers	Student Guardians	Cadets	Total
Bradford	35	0	65	100
Calderdale	12	0	50	62
Kirklees	9	0	45	54
Leeds	12	9	131	152
Wakefield	0	0	45	45
Total All Districts	68	9	336	413

Neighbourhood Watch_

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.

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

Organisational Benefit

26567 of PSV volunteering hours have been worked in the last 12 months.

Police Support Volunteers: Hours in Last 12 Months

Police Support Volunteer Hours – Last 12 Months													
Total Hours	Sep 17	Oct 17	Nov 17	Dec 17	Jan 18	Feb 18	Mar 18	Apr 18	May 18	Jun 18	Jul 18	Aug 18	12 Month Total
	2,370	2,552	3,223	1,927	2,119	1,743	1,959	2,187	2,426	2,369	2,299	1,393	26,567

PSV Diversity: Data Provided by HR (Ethnicity & Gender) - awaiting HR system support

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

- 9.35% come from a BME background
- 42.04% are female
- the majority are from two age groups these being 16-25 and 56+

The Police Cadets, which currently make up 81% 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

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

- CiP Sergeant Roles x 2 £59,580 = **£119,160**
- Cost of Scale 4 –x2 HUB Support Coordinators -£22,884 = **£45,768**
- Cost of Scale 6 – x5 CIP District coordinators - £ 26,802 = **£134,010**
- Direct cost of Police Cadets scheme is approximately £76,000 per year. The approximate costings being £6000 to run a year one Cadet Unit x 8 and £4000 x 7 to run a year two Cadet unit.
- Cost linked to Duty Sheet to record/collate data £16,072.00
- Costs of Uniforms/Training/Vetting/Volunteer Expenses £8,000

- The above costings do not include the cost of Cadet Uniform or Police Officer/PCSO district hours to support the schemes.
- The contribution by the nominated Inspector and Chief Inspector of Learning and Organisational Development are not costed and included in these figures.

Projected future

It is hoped that dependant on the financial situation that the force will maintain its commitment to Citizens in Policing with the continuation of 15 Cadet Units and maintain the number of Special Constables for the next 12 months.

It is hoped to undertake a partnership approach to community volunteers and increase the numbers from 68 to 150 and utilise these as a shared resource with West Yorkshire Fire as 999 community volunteers.

WYP continue to work in regional collaboration and share good practice and learning, we will be the lead regional Force for the Special Constabulary for the forthcoming 12 months.

Neighbourhood Watch – continue to increase with re investment in Neighbourhood policing.