



Home Office

INTRODUCTION TO Employer Supported Policing

for the Special Constabulary
& Police Support Volunteers



What is Employer Supported Policing?

It is a partnership benefitting employers, their staff and the police service by releasing Special Constables and Police Support Volunteers to volunteer in the communities they serve.

Organisations can promote Employer Supported Policing by actively encouraging their staff to volunteer as a Special Constable or Police Support Volunteer.

How can my organisation be involved?

We are asking organisations to consider releasing their staff who are Special Constables and Police Support Volunteers by giving them paid time off to undertake their volunteer police duties and/or training.

GMP SUPPORTED EMPLOYEES



Greater Manchester Police give 12 days additional paid leave for their staff who are Special Constables for volunteer duty, plus a minimum of 3 days for training. They also give 3 days additional paid leave for their staff who are Police Support Volunteers.



**TRAFFORD
COUNCIL**

Trafford Council give their staff who are Special Constables an additional 10 days paid leave for volunteer duties.

"We are delighted to be able to support our partners, the Police service, by being part of this scheme, which adds to our employee benefits offer. It is great to see staff volunteering to make their community a safer place and developing new skills, which can also be applied to their roles with the Council."

*Sara Saleh,
HR Director*



ESP CASE STUDY

SPECIAL CONSTABLE KARL SMYTH TALKS ABOUT WHY HE JOINED THE SPECIAL CONSTABULARY AND HOW TRAFFORD COUNCIL SUPPORT HIM IN THIS UNIQUE VOLUNTEERING ROLE.

Why did you join the GMP Special Constabulary?

I had not heard of the Special Constabulary until the GMP recruitment team visited the Council office in 2016, when the organisation joined the ESP scheme.

The role very much appealed to me; I never had the opportunity to consider policing until it was, I felt, too late in my working life to contemplate. However, I learnt that you can join the Special Constabulary at any age, and the voluntary aspect suits my current life style and needs.

What role do you undertake with Trafford Council?

I have worked with Trafford Council for 14 years, currently as a Social Care Assessor which I have been doing now for just over 3 years, and prior to that I was with the Commissioning Team.

How do you balance your work/social life with your responsibilities of being a Special Constable?

I mainly volunteer for a Friday night shift. However, my employer, Trafford Council, is registered on the ESP scheme, and gives me 10 additional paid days leave annually to undertake volunteer duties. This

enables me to support policing activities within the daytime too, which provides an additional visible resource, and also gives me a different type of policing experience.

What skills do you think that you bring from the Specials into your paid work role and vice versa?

As a Social Care Assessor, I engage with people on a daily basis who have Mental Health issues, suffer from depression, dementia, Alzheimer's or alcohol and drug misuse, and this experience enables me to share my professional knowledge with policing colleagues which in turn can support them when dealing with members from the community that require police help and support with these problems. In return I have developed lots of new skills, such as resilience and leadership which I can take back into my work place.

Would you recommend this volunteering opportunity to others?

I would gladly recommend this to anyone particularly if they wanted to help out in their own community and to really make a difference. No matter what you deal with throughout a shift you can go home thinking: 'Tonight I have made a difference to at least one person today.'

Why engage in Employer Supported Policing and what are the benefits?

Employer Supported Policing is an effective and powerful way for organisations to invest in their people and the local community.

The Employer Supported Policing (ESP) scheme increases the diversity of knowledge within a workforce, offers a rewarding scheme to participate in, as well as supporting the ethical, social and community aims of many organisations. The ESP scheme contributes to a safer, more resilient and empowered society which leads to community well-being through volunteers who enhance the connections between different sectors such as industry, public sector, enterprises and employers as well as promoting active citizenship and engagement with policing.

BENEFITS OF EMPLOYER SUPPORTED POLICING

- Employers have improved engagement with Police Forces and the local community
- Public reassurance is increased due to more visible policing on the street; as well as enhancing local community engagement and support.
- The unique experience of being a Special Constable (volunteer Police Officer) or Police Support Volunteer offers a level of development which cannot be bought commercially.
- Employees who are Special Constables/Police Support Volunteers will develop many skills which are transferable back into their paid employment, enhancing the workforce.
- Special Constables / Police Support Volunteers are widely regarded by employers as being more committed, dependable, confident and responsible; when ESP supported they have a more fulfilled relationship with employers leading to staff retention and improved morale.
- Research shows that volunteering helps reduce stress, mentally stimulates and provides a sense of purpose which will support wellbeing within the workplace
- Improved corporate visibility; supporting policing through ESP can improve an organisations reputation and raise awareness of their commitment to the community.



“Employer Supported Policing is a great way for organisations to demonstrate their corporate social responsibility by showing active support for their employees to be involved as volunteers with their local police.

They can also play their part in making their local community safer. I believe this scheme can support the need to connect communities to policing and policing to communities.”

Ian Hopkins QPM
Chief Constable

GREATER MANCHESTER
POLICE



To find more out about Employer Supported Policing (ESP) please contact:
Email: esp@dutysheet.com