



Annual Volunteer Report

Citizens in Policing

1st September 2021



1. PURPOSE AND RECOMMENDATION

- 1.1 The purpose of this report is for information purposes and details the annual volunteering activity within the Gwent Police Citizens in Policing (CiP) portfolio.
- 1.2 There are no recommendations made requiring a decision.

2. INTRODUCTION & BACKGROUND

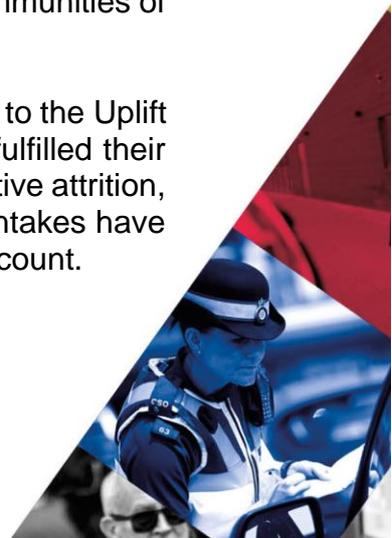
- 2.1 This report provides an annual update on the volunteering activities across the force, including Special Constabulary (SC), Police Support Volunteers (PSV) and Youth Engagement (YE). Whilst schemes such as Independent Advisory Groups (IAG) and Community Speed Watch currently sit outside of the CiP portfolio, a brief update on their activities are also included.
- 2.2 To effectively deliver the strategy, the Citizens in Policing (CiP) Coordinator has been working closely with Senior Leadership teams, to ensure as a force we are meeting both the regional and national directives for volunteers and Youth engagement. The portfolio has recently become aligned within the Problem-Solving Hub, for managerial guidance and pastoral support, strategically led by the West Partnership Chief Inspector. The CiP governance structure feeds the Operational Policing Board, which is currently chaired by the Assistant Chief Constable. Over the past 12 months the new structure has helped CiP integrate into the wider organisation. It allows for scrutiny, helps to support delivery and effective prioritisation.

3. ISSUES FOR CONSIDERATION

3.1 Special Constabulary

Significant progress has been made in the last 12 months in the development of the Gwent Special Constabulary, and this dedicated and engaged team have made a meaningful contribution to the communities of Gwent.

The SC establishment has grown slightly despite heavy losses to the Uplift program in the last 12 months, as many of our officers have fulfilled their ambition to join the regular force. This is however seen as positive attrition, as the force gain experienced SCs into the PC role. Two SC intakes have come through in the last 12 months, resulting in a stable headcount.



In spring 2021 plans were approved by Gold and the Service Improvement Board to increase the number of SC intakes from 2 to 3 per year, and to set a baseline SC establishment of 10% of the regular force officer number to work towards over the next 3 years. This means the force will aim to increase the SC headcount to around 136. To be able to achieve this, and to implement the new College of Policing training standard, a full time SC trainer role has been approved, and is ready to be implemented in the autumn of 2021.

New leadership structure

Several changes have been made to the leadership structure this year, with the introduction of 2 new Special Inspector posts, and an increase in Sergeants in anticipation of growth. The Special Chief Inspector is now directly integrated, and line managed by Chief Inspector Amanda Thomas. (Appendix 13.1)

The leadership team have completed leadership training with the Leaderful Action team this year. There is mentoring in place, regular one to one meetings for all ranks, and the team enjoy good support from the regular force leadership.

Operational effectiveness

The Gwent SC team go well above and beyond the minimum requirement of 16 hours per month, performing an astonishing 40 hours per month on average per SC. This is currently the highest average in England and Wales. This small but dedicated team of around 70 SCs have contributed 33, 549 hours in the last 12 months.

SCs are frontline officers who spend their time performing visible neighbourhood and response duties in the community. As well as providing a visible presence in our communities, below provides a snapshot of just some of the activities these 70 SCs have undertaken in the past 12 months:

Vehicle Checks	1964
Vehicle patrols	735
Arrests	303
Prisoner transport	239
Domestic incidents	235
Foot patrols	234
Stop Search	231
Licensing checks	208
Drug/Alcohol seizures	177
Missing person enquiries	159
Roadside breath test	141
121's (custody or A&E)	98
Vehicle seizures	40

The East and West teams are regularly called upon to support specific operations and events in both LPAs, and 2 of our SCs were deployed to the G7 in Devon and Cornwall as part of the mutual aid effort. There are several SCs performing specialist roles within the force working in rural crime, Crime Investigation Department (CID) and the negotiator team.

Kit and equipment

In spring 2021 the Citizens in Policing board approved the issuing of laptops to the Special Sergeant rank, meaning the whole Senior Management Team (SMT) now have access to laptops. There are proposals in place to provide access to laptops for all SCs, led by the Citizens in Policing board.

SCs are now fully incorporated into the rollout of mobile phone devices and body cameras.

Regional and national engagement

The Gwent SC leadership team continue to engage with regional and national SC collaboration efforts and have assisted and contributed to several national SC events this year, representing the good work of the Gwent SC on the national stage.

3.2 Police support Volunteers

Police Support Volunteer are individuals who give their free time to perform tasks which complement the duties performed by Police Officers and Staff. This helps free up officers and staff to perform key operational duties. We currently have 49 volunteers, playing an active role within our communities and organisation. Traditional volunteer roles in Gwent have predominantly been Independent Advisory Group (IAG), Crime Prevention Panels, Airwaves Support and Adult Cadet Leader.

In 2020 Crime Prevention panels underwent an extensive review and in February 2021 Crime Panels became self-governed groups, who work independently to Gwent Police.

The University of South Wales has recently taken up a collaboration partnership with Gwent Police to offer students youth work volunteer placements on the Gwent Police Youth Engagement programme.

The Problem-Solving Hub is soon to introduce Crime Prevention Volunteers, who will play an active role amongst our communities, promoting crime prevention messages and assisting Neighbourhood Policing teams.



The CiP Coordinator has engaged with strategic leads to identify roles that could be supported by skilled volunteers. There is a desire to move towards a 'needs - based' model and to attract and deploy volunteers with valuable skills, particularly in youth work, cybercrime and crime prevention.

3.3 Youth Engagement

The Force has agreed the permanent post of the NxtGen Youth Engagement Officers. The team are referred to as NxtGen Officers (Next Generation Officers) and have been created to inspire and work with the young people, in particular the Mini Police (Heddlu Bach), Volunteer Police Cadet Schemes and Youth Intervention and Prevention programmes, inclusive to all young people aged 9-18 years. (Appendix 13.2)

The youth engagement programme is now aligned to the Problem-Solving Hub and has a designated Police Sergeant overseeing all youth engagement. The NxtGen team will factor into the wider school's programme and youth provisions provided across the force. The team provide monthly highlight reports which demonstrates and highlights their youth engagement activity.

All NxtGen Officers have been through National Safeguarding training and have all completed the Home Office Disclosure & Barring Service (DBS) requirements.

The team have developed and implemented several programmes and projects across communities, to ensure that our youth programme is inclusive and represent the communities that we serve. They have secured collaboration with Youth Cymru to provide qualification for young people, as well as diversionary opportunities with partners.

The Team has ensured youth engagement has continued through the pandemic, they have used innovative and conventional ways of engaging with young people virtually. They have been running virtual 'google' classroom sessions and liaising with educational staff. They continue to embed this programme into everyday Neighbourhood Policing by working closely with the Neighbourhood Teams to ensure its sustainability. They have also become the first youth group, outside of school provisions, to attend the Minecraft education training, allowing Gwent Police youth provisions the accessibility to host sessions using this platform, which eventually falls in line with the 2022 Welsh Curriculum.

The NxtGen Team are also mapping out all youth provision across Gwent to allow for opportunities for further engagement opportunities.

Gwent's youth engagement programme has also been awarded the Bronze Youth Quality Mark, in recognition of the provision and service we provide our young people. Gwent Police is the first Police Service to be



recognised in this way and leading the way for best practice processes when engaging with young people.

Volunteer Police Cadets

The Volunteer Police Cadets (VPC) is a uniformed voluntary youth organisation targeting young people aged 13 -18 from across Gwent's communities. A specific youth engagement 2021 cadet strategy has been produced and should guide and develop the programme through to 2023. This is complemented by a delivery plan which is outline accountability for various areas of development.

The cadet scheme currently consists of 5 units, located in Ystrad Mynach, Abergavenny, Newport, Pontypool and Ebbw Vale. There are currently 90 cadets with a new intake planned for September 2021. The recruitment of Cadets has now closed and the force has received in excess of 114 applications.

The Cadet programme has become more aligned to the learning needs of the young person, the programme has been divided into three clear structures to ensure we retain the interest of the young person. The Cadet programme is also introducing the Youth Achievement Award that offers Cadets the opportunity to transition from the Bronze Award right through to the Platinum, this is on the basis that they remain engaged with the programme.

This accredited programme will see cadets achieve recognised qualification GCSE-A Level.

The NxtGen team are continuing to develop training packages for Senior Cadets so that their skills and experience can be enhanced to incorporate leadership opportunities. The Senior Cadet programme will align to the Platinum Youth Achievement Award, which is comparable to a Level 3 or AS/A level. The aim of the senior cadet journey is to ensure they become ethical citizens and to provide them with the tools to enhance their confidence, engagement and leadership skills which will hopefully benefit them when they become young adults.

In the last twelve months, the Cadets have been virtually engaged in numerous community engagement events, law enforcement events and crime prevention initiatives. They have taken part in key crime messages that have been delivered during force awareness weeks such as Internet Safety, Child Sexual Exploitation and Operation SCEPTRE.

Mini Police/Heddlu Bach

Heddlu Bach activity and sticker books were prepared and were launched in September 2020. This resource will be offered to all Heddlu Bach schools for engagement, to educate young people on the police and its various departments as well as being utilised as a Heddlu Bach journal.



The Heddlu Bach programme has continued to be delivered in Hub provisions and Hubs schools throughout the pandemic. This delivery has allowed schools to continue with police engagement virtually, to all young people attending hub facilities.

These young people may have not previously been part of the Heddlu Bach programme, they were children of Key Workers and those children who are classed as vulnerable. This has seen an increased interest from young people and as a result many schools have approached the NxtGen Officers in order that their schools also host this programme from September 2021.

The Heddlu Bach programme has continued to develop – thirty additional schools have now agreed to launch the programme in September 2021. This means that the scheme will now encompass 90 schools across the force area.

3.4 **Intervention and Prevention Youth Programmes.**

The Interfaith programme- Has been adapted to offer our underrepresented communities the opportunity to engage with the police in their communities. The Beat programme will be adapted so that delivery will be in shorter engagement periods, to ensure we keep our young people interested and engaged with us. It is hoped that this engagement will encourage them to apply to become Police Cadets.

SEN Schools (Assisted Needs Schools) -A Cadet Unit has also formed within a Special Education Needs school in Caerphilly. A sensory programme was specifically written by the team to adhere to some of the learning needs of the children. It is aimed to improve their confidence to ensure that they are inclusive and to understand the police service – it is based upon the programme used for our Heddlu Bach pupils. It will also help them to become more informed and aware of dangerous situations, hate crime, mate crime and much more that they may potentially be exposed to as a result of their vulnerabilities. A further three schemes will be launched on September 21st 2021.

Junior Cadet Scheme – The Junior Cadet pilot was launched in September 2020 in the Caerphilly Borough. It was deemed a success, and it was evident that there was a requirement for a much wider provision for this programme. As a result, the scheme will launch a further unit in Mid-September 2021. The focus of the scheme will be to create an intervention and prevention programme for young people aged 11-13 years. The Junior Cadet Scheme is part of the National Volunteer Police Cadet Scheme and the scheme will be based at school venues suitable for young people to attend. The programme will bridge the gap between Mini Police and Police Cadets.

Providing a Chance (PAC) - The NxtGen Officers are continuing to identify new innovative approaches to engage with the youths across



Gwent. They are developing early intervention and prevention opportunities through engagement opportunities with young people and the Youth Offending Service to address those individuals that are on the cusp of criminality.

The PAC provides intervention and diversionary activities to young people who are on the Anti-Social Behaviour strike one process. NxtGen Officers will work with key partners and organisations in identifying diversionary activities.

The Beat Programme – This is an intervention programme designed to engage with young people, who are not in education and training, or have been removed from mainstream education. The programme has been designed with young people, schools and NxtGen. The programme focuses on topics influential to the audience and crime trends to the school or the community. The Beat project will see the young people complete a Youth Achievement Award, which is accredited by Agored Cymru and comparable to Level 2 and GCSE A*-C.

The Team has ensured youth engagement has continued throughout the pandemic. They have used innovative and conventional ways of engaging with young people by using virtual methods. They have been running virtual 'google' classroom sessions and liaising with educational staff. They continue to embed all programmes into everyday Neighbourhood Policing by working closely with the Neighbourhood Teams to ensure its sustainability

3.5 **Independent Advisory Groups**

Gwent Police's IAG takes on the role of a 'critical friend' in relation to the development of policing policy and services. The group provides practical advice on local and national issues.

The group are also consulted with when a Critical Incident is declared in the Force that has potential Community Impact issues. This is in order to maintain and build trust and confidence between the Police and Communities.

The membership of the IAG is currently under review and being refreshed. A new Terms of Reference is currently being prepared and will be ratified with the Task and Finish Group that has been formed to implement the changes. The review is to ensure the group represents our diverse communities across Gwent.

The top tier of the IAG is involved in activities which include; holding their own portfolio of work such as Custody, Control Room or Response Teams.

They also look at issues such as hate crime or critical incidents, review byocam footage and scrutinize Police policy and procedure.

The Community Cohesion Group will look at trends and patterns of crime across Gwent. They will analyse community tensions and make



suggestions as to how relationships can be improved between Police and our communities across Gwent.

The Youth Community Cohesion Group made up of members who are under 18 also analyse trends and patterns in crime and incidents across Gwent.

3.6 **Police Chaplains Service**

The Gwent Police Chaplaincy Service has evolved over the past year with three new members joining the team. It is anticipated that in the future this team will grow in membership.

During the pandemic the Chaplaincy team has been meeting with our Diversity and Inclusion team, Wellbeing team and Chief officer team to improve accessibility of the service for our staff and officers.

Our Chaplains have been visiting Police stations, working alongside our frontline officers and also taking an active part in our community forums such as the Interfaith Forum and events and commemorations to mark key dates.

Looking forward, our Chaplaincy team will be spending more time in the local Police stations and holding monthly surgeries.

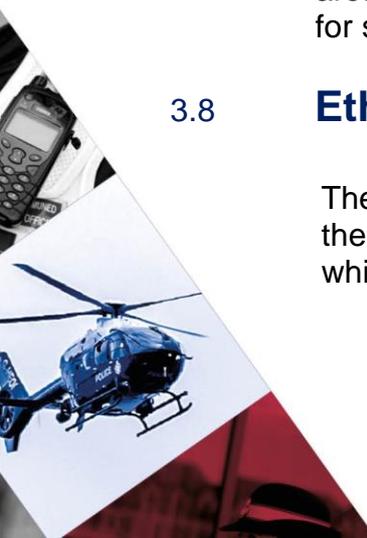
3.7 **Community Speed Watch**

The department still has a dedicated officer in post to support and oversee all aspects of Community Speed Watch's. The GO Safe team has at present 13 active watches across Gwent with 97 active members, during the course of the pandemic several watches have disbanded or not bothered to return the vetting renewal forms sent out therefore we have lost 88 members and 7 watches. However, there are a few new watches in the pipeline, and this should if they decide to form watches bring the numbers back up. There are situated in Abertillery, Llanbradach, Rogerstone, Princetown and Deri.

The watches which are still active returned to monitoring traffic in their areas from the middle of May 2021/start of June 2021 with the guidelines for social distancing set down by the Welsh Government

3.8 **Ethics Committee**

The Ethics Committee is responsible for enhancing trust and confidence in the ethical governance and actions of Gwent Police. The Committee, which consists of volunteers from the IAG, seek to provide assurance,



advice and guidance, and make recommendations to the Chief Constable around decisions, policies and processes.

The Committee will operate with openness, honesty and integrity, adhering to the Nolan Principles and good governance principles.

The objectives of the committee are to:

- To promote the highest standards of ethical conduct.
- To provide insight into ethical issues.
- To be a source of support for all members of the organisation and ensure compliance with organisational values.
- To be an advisory body for any ethical dilemmas.

4 NEXT STEPS-

- 4.1 The Special Constabulary will look to increase its establishment numbers, with the introduction of three recruitment intakes per year from 2022. Our recruitment focus will look at recruiting and retaining career specials and identifying Special Constables who offer specialist skills to complement the operational support already delivered. The Special Constabulary will implement phase 2 of Special Constable Learning Programme (SCLP), aligning the 2 staged approach to the first year of the Police Constables Degree Apprenticeship.
- 4.2 The CiP Coordinator will work on raising the profile of Police Support Volunteers, both internally and externally. They will look at introducing innovative roles to complement day to day policing, recruiting volunteers into skilled areas. They will collaborate with third sector organisations for a streamline recruitment process, and work in partnership with local colleges and Universities to provide volunteering placement opportunities, for students.
- 4.3 The NxtGen team will continue developing the youth engagement programme, reaching out to wider communities. They will continue to focus on delivering 'The Beat' in Pupil Referral Units and Aspire Programmes. They will develop and introduce the 'Providing a Chance' and 'Community and Policing in Partnership' programmes. They will continue to collaborate with Agored Cymru to deliver youth qualifications.
- 4.4 The NxtGen team will work towards increasing the number of schools hosting the Heddlu Bach scheme to 100 primary school in September 2021, with the aspiration of every primary school in Gwent having a Heddlu Bach programme by September 2024.



5 FINANCIAL CONSIDERATIONS

- 5.1 The Citizen in Policing portfolio is financially supported by the Officer of the Police and Crime Commissioner.
- 5.2 Financial considerations will need to be factored into future budget reviews with the introduction of three Special Constable intakes a year and a baseline of 10% of the regular work force. The largest proportion of spending in this area is volunteer expenses and subsistence, which will over time increase the expenditure in these areas.
- 5.3 The Youth Engagement programme has quickly developed over the past 12 months, and there has been an increased demand for engagement with young people. Financial consideration will need to factor in the cost benefit of supporting young people with a qualification, if the programmes offering this provision is successful, consideration will need to be factored into the number of young people we offer opportunities to on a yearly basis and funding to support it.

6 PERSONNEL CONSIDERATIONS

- 6.1 Our approach to developing Citizens in Policing needs to be well managed, with the infrastructure required to make it a success. The youth engagement area of the portfolio is now aligned to the Problem Solving Hub, with over sight of day to day tasking by the Problem Solving Sergeant. This has ensured the work meets the vision set out in the strategy. The CiP strategic board is now aligned to the Operational Policing Board to ensure infrastructure is in place to implement, sustain and develop the portfolio.

The governance will ensure there is sufficient resources in place to develop the Citizens in Policing agenda. This will allow us to support the ongoing developments of growth with the Special Constabulary, the introduction of new Police Support Volunteer roles and to develop and derive youth engagement through our Police Cadet, Heddlu Bach and youth intervention programmes.

7 LEGAL CONSIDERATIONS

- 7.1 Close consultation and engagement will be maintained with staff associations and people services regarding further use of volunteers.



8 EQUALITIES & HUMAN RIGHTS CONSIDERATIONS

- 8.1 This report has been considered against the general duty to promote equality, as stipulated under the Joint Strategic Equality Plan and has been assessed not to discriminate against any particular group.
- 8.2 In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.

9 RISK

- 9.1 N/A

10 PUBLIC INTEREST

- 10.1 In producing this report, has consideration been given to 'public confidence'? **Yes**
- 10.2 Are the contents of this report, observations and appendices necessary and suitable for the public domain? **Yes**
- 10.3 If you consider this report to be exempt from the public domain, please state the reasons: N/A
- 10.4 Media, Stakeholder and Community Impacts:

11 REPORT AUTHOR

- 11.1 CiP Co-ordinator Laura Ellis
Chief Inspector Amanda Thomas

12 LEAD CHIEF OFFICER

- 12.1 T/ACC Ian Roberts.

13 ANNEXES

- 13.1 
SC Organisational
Chart.png





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13.2

14 CHIEF OFFICER APPROVAL

14.1 I confirm this report has been discussed and approved at a formal Chief Officers' meeting.

14.2 I confirm this report is suitable for the public.

Signature:

Date: 20/08/2021

Police and Crime Commissioner for Gwent

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.

The above request has my approval.

Signature:

Date:

