



Introduction to Employer Supported Policing for the Special Constabulary





What is Employer Supported Policing?

It is an effective partnership between employers, their staff, the police service and the community to support special constables in their duties to increase public safety and confidence.

“Employer Supported Policing is a great way that employers and businesses can play their part in making their community safer.”

**Sir Peter Fahy, QPM,
Chief Constable
of Greater
Manchester**



ACPO National Lead
for Special Constabulary

The Employer Supported Policing Scheme

The Employer Supported Policing scheme has five options designed to encourage organisations and businesses, both large and small, to engage with the police service to support their staff who are Special Constables.

The ESP Options EXPLAINED



Option 1

Active & ongoing support of the concept of the ESP definition through promoting the recruitment of Special Constables

Option 2

Agreed training and in times of significant emergency

Actively encourage staff to be Specials

Allow use of facilities where appropriate

Option 3

A minimum of 4 hours per month paid time off for Special Constabulary duties

50% time off allowed for Special Constabulary training

Published organisational policy or guidelines supporting Special Constabulary duties and training

Option 4

Full time off allowed/credited for Special Constabulary training

A minimum of 8 hours per month paid time off for Special Constabulary duties

Option 5

On a local level, we recognise that not all organisations can fit their policies around Options 1-4; therefore we have introduced a "bespoke" option that can be selected to match whatever additional paid support you can give to your staff that are special.

*Please contact:
tina.shelton@gmp.pnn.police.uk
for further details.*

"I am entitled to 5 days additional paid leave per year for Special duties from my employer, Cumbria County Council. This not only allows me to undertake additional duties, but also allows me the flexibility to continue my development as a special constable"

**Special Inspector Lee Grieves, Cumbria
Special Constabulary**

What are the benefits of Employer Supported Policing?

To the Community

- Increased direct engagement with local police
- Increased reassurance due to more visible policing on the street
- Increased public confidence
- Greater resources for tackling crime and disorder, resulting in lower levels of crime and higher sense of security

To Staff/Specials

- Professional Development
- Enhancing skills and training, valuable for career progression
- Giving something back to the community
- Fulfilment and improved relationship with employer – more flexibility for supporting time for volunteer work

To Employers

- Supporting their local community
- Staff development at little or no cost
- Improved staff morale and motivation
- Greater staff retention / lower recruitment costs

To the Police

- Improved recruitment and retention
- Wider pool of resources available
- Potential rise in public reassurance and confidence
- Positive marketing opportunity
- More integration with community and local businesses

“As an organisation we recognise the significant contribution that Specials make in the policing of Greater Manchester and the significant personal risks it brings in protecting the public and serving the community. At Willmott Dixon we are always happy to support whether that be sponsoring special events or time off for training and duties. Furthermore we recognise the significant benefits it brings to both individuals and company.”



Simon Butcher, Director of Operations
Willmott Dixon Construction

To find more out about Employer Supported Policing please contact:
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