EXTENDED POLICE FAMILY STRATEGY

1 INTRODUCTION (FOIA – OPEN)

1.1 The Extended Police Family would include Police Community Support Officers (PCSOs), Traffic Wardens, Police Volunteers, Special Constables, Community Safety Accreditation Schemes (CSAS), various watch members such as Neighbourhood Watch (NHW) and other non-accredited uniformed patrols.

1.2 The concept of the Extended Police Family has great potential to enhance performance, community safety and engagement, improve service delivery and to introduce new ways of working. However, in order to achieve this the police need to learn how to better manage, steer and co-ordinate the policing efforts of others. The service must also continue to challenge the view that the provision of visible patrols is the preserve of regular sworn officers.

1.3 In order to realise the potential of the Extended Police Family there needs to be a joined up cohesive strategy, thereby avoiding a confused and fragmented approach. It is however recognised that central government timescales and desire for rapid change influence much of this agenda.

2 STRATEGIC AIM (FOIA – OPEN)

2.1 The aim of this Strategy is to provide the Force, our partners and our communities with a joined up cohesive approach to the use of the Extended Police Family in Devon, Cornwall and the Isles of Scilly.

3 STRATEGIC OBJECTIVES (FOIA – OPEN)

3.1 The strategy will deliver achievement of performance in the following Police Performance Assessment Framework (PPAF) domains: -

- Citizen focus - To increase public confidence in the force.
- To reduce crime.
- Promoting public safety.
- Organisational capacity – To improve resource usage in the force.
3.2 The Extended Police Family strategy supports the 5 key commitments of the engagement circle.
- Rooted in our communities.
- Valuing our communities.
- Increasing confidence in our service.
- Performance we can be proud of.
- A partnership culture.

4 STRATEGIC PRINCIPLES (FOIA – OPEN)

4.1 The Force will where it has primacy manage and utilise the Extended Police Family based upon the Neighbourhood Policing model to deliver the strategic objectives.

4.2 Force resources, which fall into the category of the Extended Police Family, will be allocated and deployed according to need. The need will be established and prioritised utilising mapping techniques applied to the whole force. The mapping techniques will be informed by sources such as geodemographic profiling, recorded crime, Index of Multiple Deprivation and the British Crime Survey. Links will be made with and best practice drawn from sources such as the national community cohesion project. This approach is in accordance with Home Office paper Building Communities, Beating Crime, in that it aids the understanding of communities within a geographical area, thereby informing the allocation of the correct resource to meet need. This resource may be shared with and part funded by partner agencies where appropriate.

5 DELIVERY OF STRATEGIC AIM/IMPLEMENTATION (FOIA – OPEN)

5.1 The strategic aim will be achieved through the successful delivery of the role specific strategic principles (appendix 1 – 6) and policies.

6 AUDIT COMPLIANCE (FOIA – OPEN)

6.1 This policy has been drafted and audited in accordance with the principles of Human Rights legislation and Race Relations (Amendment) Act 2000 and the Freedom of Information Act 2000. Under the Freedom of Information Act 2000 (FOIA), the document is classified as ‘OPEN’.

7 STRATEGY OWNER (FOIA – OPEN)

7.1 The owner of this strategy is ACC Tony Melville, Territorial Policing and Partnerships Department. This strategy will be reviewed annually.
APPENDIX 1

POLICE COMMUNITY SUPPORT OFFICERS

1 Introduction and background

1.1 Police Community Support Officers (PCSOs) also referred to as Community Support Officers (CSOs) were introduced as proposed in the Government white paper Policing a New Century: A Blueprint for reform, in the Police Reform Act 2002. This role was introduced in an attempt to bridge the void between the public demand for reassurance and the number of regular sworn officers visible to the community on foot patrol.

1.2 Operating under the formal direction and control of the Chief Officer, PCSOs are intended to serve as dedicated patrol officers to support fully trained regular sworn officers and release them from certain tasks that do not require their training and skills. The powers of PCSOs are limited to issuing fixed-penalty tickets for minor disorders, requesting the name and address of a person acting in an anti-social manner, stopping vehicles, directing traffic and removing vehicles. Their enforcement powers are set out in Part 1 of Schedule 4 of the Police Reform Act 2002. The Anti-Social Behaviour Act 2003 extends the powers of PCSOs to tackle anti-social behaviour. Legislation allows for the conversion of Traffic Wardens to ‘Traffic’ PCSOs, thereby extending the powers of PCSOs provided under the Police Reform Act 2002 and Anti-Social Behaviour Act 2003 to include full Traffic Warden powers.

2 Recruitment and deployment

2.1 The recruitment and deployment of PCSOs will be prioritised and allocated according to need, thereby reducing the likelihood that certain communities may be unfairly advantaged or disadvantaged due to their location or degree of representation. This need will be established utilising mapping techniques applied to the whole Force. The mapping techniques will be informed by sources such as geodemographic profiling, recorded crime, Index of Multiple Deprivation and the British Crime Survey. Links will be made with and best practice drawn from sources such as the national community cohesion project. This approach is in accordance with Home Office paper Building Communities, Beating Crime, in that it aids the understanding of communities within a geographical area, thereby informing the allocation of the correct resource to meet need. This resource may be shared with and part funded by partner agencies where appropriate. This process will identify a preferred PCSO establishment for the force, thereby informing any Home Office bidding or match funding opportunities which may arise.
3 Role of the PCSO

3.1 Using the powers conferred on them, the Devon and Cornwall PCSO should be a pro-active member of the neighbourhood beat team, working alongside the neighbourhood beat manager and other members of the extended police family. The role of the PCSO is to reinforce, not replace other methods of policing, thus the PCSO will focus on providing a highly visible presence, reducing the fear of crime, reducing anti-social behaviour, gathering and actioning community intelligence, and community regeneration working.

3.2 The Operational deployment of PCSOs as detailed in the ACPO Guidance for PCSOs (December 2002) proposes seven categories for deployment, which are not mutually exclusive. Devon and Cornwall PCSOs will be operationally deployed according to these principles, namely:

- supporting local community policing by working in support of a designated beat officer or team
- patrolling in hotspots identified through intelligence and the tasking and co-ordination processes
- helping work towards social cohesion and community regeneration with medium and long terms goals
- supporting partnership work
- helping improve the physical appearance and management of local areas and fostering social inclusion
- relieving uniformed regular officers of static duties for which the full range of police powers and training is unnecessary
- carrying out an enhanced traffic warden function
APPENDIX 2

TRAFFIC WARDENS

1 Introduction and background

1.2 In 1991 The Road Traffic Act was passed allowing local authorities to apply to the Secretary of State for decriminalised parking enforcement. This allows local authorities to employ parking wardens to deal with ‘no waiting’ and parking restrictions, which had traditionally been dealt with by Traffic Wardens. Any revenue gained could be retained by the local authority and be invested back into traffic management.

1.3 The Traffic Management Act 2004 was passed in October, of which, part 6 Civil Enforcement of Traffic Contravention’s will particularly impact on the future role of Traffic Wardens. It extends the scope for local authorities to take over enforcement of traffic contravention from the Police. Providing powers for civil enforcement by local authorities in respect to parking and waiting restrictions, bus lanes and some moving traffic offences. These regulations will replace existing powers. Areas that are already decriminalised will automatically become Civil Enforcement areas and be afforded the additional powers under that legislation. The objective is to encourage greater take up by local authorities by allowing local authorities the additional freedom to spend surplus revenue on local environmental improvements, parking, road improvements and transport. The Act also has a reserve power to enable the Secretary of State to direct authorities to apply for civil enforcement powers. According to the Department of Transport it is not envisaged that this legislation will be embarked upon until 2005.

2 Future development

2.1 In areas where decriminalisation of parking restrictions has been implemented, progression will be made towards the conversion of Traffic Wardens to PCSOs. The force will actively encourage the adoption of Civil Enforcement areas by local authorities.
1 Introduction and background

1.1 A Police Volunteer may be defined as ‘An individual with no police powers who volunteers on a regular basis under the direct management of the local Force’.

1.2 The potential opportunities which can be realised by the use of Police Volunteers are really only limited by the constraints which the Force sets and the willingness of volunteers. Volunteer schemes can bring significant benefits in that they allow forces to provide services that would not otherwise be available, as well as providing a vehicle to tap into a vast range of skills, experience and local knowledge. Perhaps most importantly, the interaction between the Police and the local community can contribute in a positive way to the reassurance agenda.

2 Future development

2.1 Police Volunteers within the force will be recruited and deployed where there is an identified need. Deployment will be on a pilot basis following the formation of relevant structures and policies. This will be co-ordinated by Territorial Policing and Partnerships Department in consultation with BCUs. A targeted and centrally co-ordinated approach will ensure that Police Volunteers are utilised in the most appropriate roles and receive the necessary support, thereby enabling both the Force and the Police Volunteer to gain maximise benefits.

2.2 Consultation will be undertaken whenever and wherever Police Volunteers are planned to be utilised, thereby ensuring maximum understanding and co-operation within the organisation.
APPENDIX 4

SPECIAL CONSTABULARY

1 Introduction and background
1.1 The Special Constabulary in Devon and Cornwall has traditionally been seen as an opportunity for members of the local community to become involved in local policing, in a volunteer capacity.

1.2 In the late 1990s there were over 1,200 Special Constables. However, a large number of them were not completing their minimum hours and so were offered the opportunity to continue in the force by making a commitment to the hours, or to resign their post. As a result of this realignment the complement of the Special Constabulary was more than halved, but now more accurately reflects its true operational capacity.

1.3 The Constabulary was successful in bidding for funding from the Home Office and has as a result recruited a full time Special Constabulary Co-ordinator. The Home Office funding is for two years then matched by the Force for the third year. The aim of this post is to increase recruitment and retention and to review the management and deployment of Special Constables. Linked to the Home Office funding is the requirement to achieve year on year increases in the Special Constabulary establishment.

2 Recruitment and deployment
2.1 The recruitment and deployment of Special Constables will be prioritised and allocated according to need, thereby reducing the likelihood that certain communities may be unfairly advantaged or disadvantaged due to their location or degree of representation. This need will be established utilising mapping techniques applied to the whole Force, thereby identifying a preferred establishment for the Special Constabulary. This need will be further considered alongside BCU recruitment targets, which may be set in the short term to ensure the Force meets Home Office funding criteria.

2.2 The Force will actively pursue new initiatives to recruit and retain Specials Constables, such as specialisation and employee support schemes.

3 Role of the Special Constabulary
3.1 Using the powers conferred on them, the Devon and Cornwall Special Constabulary should form part of the neighbourhood beat team, working alongside the neighbourhood beat
manager and other members of the Extended Police Family. The primary role of the Special Constabulary is to contribute to neighbourhood policing, specifically focusing on providing a high visibility presence.

3.2 Reducing the fear of crime, reducing anti-social behaviour, gathering and actioning community intelligence, and community regeneration working.

3.3 The deployment of Special Constables within other areas of policing will be considered on an operational need basis.
COMMUNITY SAFETY ACCREDITATION SCHEMES

1 Introduction and background
The Police Reform Act 2002 provides Police Forces with the opportunity to accredit organisations and employees within the Extended Police Family who provide a visible uniformed presence on the streets. Accreditation is intended to show that individuals or organisations reach a common set of minimum standards approved by the police. Through their employers, individuals will be able to apply for accreditation; successful application will allow the individual, now known as an Accredited Community Safety Officer, to exercise limited legal powers in areas relevant to their role.

1.2 In September 2003 the Chief Constables of the 5 Southwest Region Forces (Avon and Somerset Constabulary, Devon and Cornwall Constabulary, Dorset Police, Gloucestershire Constabulary and Wiltshire Constabulary) agreed in principle to the setting up of a regional scheme, with Home Office funding of £40,000 being granted to help with the process. Devon and Cornwall Constabulary are leading the project to set up the scheme, with a number of stages needing to be completed before the accreditation process can be offered throughout the region. A Scheme Manager has been appointed, and a series of pilot schemes will be established to build and test the scheme. All South West Forces have been consulted and have agreed which organisations will be invited to take part in the pilot process. The project has been funded for 12 months, and it is anticipated that the scheme will be live within this time.

2 Future development

2.1 The force will remain part of the regional pilot scheme and will not undertake any accreditation outside of the pilot scheme without reference to Southwest Constabularies CSAS project board. Preparations will be made for post pilot implementation in terms of scoping the potential level of demand and the development of a marketing and media strategy.
WATCH SCHEMES

1 Introduction and background

1.1 The Government’s Police Reform paper ‘Policing Building Safer Communities Together’ specifically mentions Watch Schemes as a way of engaging members of the community in responses to crime and disorder.

1.2 The Devon & Cornwall Constabulary fully supports this and embraces the principle of active citizenship through participation in watch activities. Watches are fundamentally ‘community led’ whereby local people come together to form a watch organisation with an appointed or volunteer co-ordinator. They will maintain contacts between their members and police, acting as a channel, exchanging information. This provides a valuable link between the community and the police, public services and businesses in order to tackle crime, disorder and anti-social behaviour. Watch schemes encourage individual and group participation in the criminal justice system and facilitates witnesses to provide evidence or background information, whereby they do not feel intimidated by taking such a stance.

2 Strategic aim

2.1 This strategy is intended to provide a framework for the development of Watch Schemes in conjunction with the Devon and Cornwall Community Watch Association (DaCCWA), the lead organisation representing Watches within the Force area.

2.2 The strategy enhances the Force aim to

- Bring about safer communities
- Reduce disorder, crime and the fear of crime and
- Contribute to the delivery of justice, in a way that secures and maintains public confidences.

2.3 It is complementary to our problem-solving, partnership style of local policing, supporting the principles of neighbourhood ‘citizen focused’ policing and the national drive to reduce anti-social behaviour and disorder. It is acknowledged that this strategy has links with other Force strategies, most particularly those combating burglary and vehicle crimes and the fear of crime. It is also in line with the Government’s Strategy of workforce modernisation and recommendations for Neighbourhood Watch (NHW) modernisation.

2.4 Whilst wishing to increase coverage of NHW Schemes, it is more important to encourage increased effectiveness.
2.5 The strategy consists of three areas to assist this process.

- Support
- Communication
- Development

3 Support

3.1 The Force will:

- Support fully and assist in the development of the structure and constitution of the Devon & Cornwall Community Watch Association
- Support and fully develop links with regional and national NHW groups in order to spread good practice, provide uniformity of standards and enhance training opportunities
- Identify a NHW Liaison officer within each CDRP area
- Encourage CDRPs to integrate NHW in, community safety and anti-crime and disorder initiatives.
- Provide resources at Neighbourhood and BCU level responsible for Watch Schemes development and exchange of information
- Recognise formally and enhance the role played by volunteers in police stations through the Police Volunteer scheme
- Support the role of the Active Communities Co-ordinator

4 Communication

4.1 The Force will:

- Develop the Community Messaging Service in line with user needs and explore alternative message delivery, optimising the development of technology
- Develop an effective method of contact between NHW Co-ordinators and the Devon & Cornwall Constabulary in addition to the current centralised telephone number
- Improve feedback to local Watches
- Neighbourhood Beat Managers to have a regular contact with local NHW Co-ordinators
- Devise a ‘Marketing Strategy’ for NHW with the Force Marketing Department
5 Development

5.1 The Force will:

- Standardise the means of recording Watch Scheme details.
- Through the standardisation, develop the means to map the coverage of Watch Schemes and inform the tasking and co-ordination process
- Improve the confidence and activities of local watches through the development of community problem-solving training
- NBMs as part of their role to promote the formation of neighbourhood watch schemes
- Improve the confidence and activity of local Watches through the development of Domestic Security Surveying following Home Office guidelines
- Develop a volunteer’s database, enabling NHW details to be recorded and assessed centrally.
- Explore the formation of a “skills database” for volunteers, linked to the volunteer database.
- Develop current partnerships and initiate new ones with relevant agencies at local, force and regional levels in order to enhance community safety
- Explore formal funding streams in order to support development