



# What is Employer Supported Policing?

This scheme is an effective partnership between employers, their staff and the police to support the Special Constabulary.

## How does the Employer Supported Policing scheme work?

The Employer Supported Policing scheme offers a number of options depending on the individual and organisation.

Each option is designed to encourage organisations and businesses to work with the police and support their staff to be trained as Special Constables.

Special Constables have full police powers to carry out patrols in key areas of Cambridgeshire.

Individuals are required to carry out a minimum of 200 hours per year plus training. Employers are asked to provide paid leave for some or all of these hours.

## The benefits of Employer Supported Policing

### To employers

- A good way for organisations and the police to work together (proactively)
- Supporting local communities
- Staff development at little or no cost
- Staff are able to deal with difficult situations which arise in the day job
- Enhanced corporate social responsibility

### To the community

- Direct engagement with local police
- More visible policing on the streets
- Increased public confidence

### To staff/Specials

- Personal development
- Enhanced skills, training for career development
- Improved relationship with employer

### To the police

- Improved recruitment and retention
- More resources
- Rise in public reassurance and satisfaction
- More interaction with community and local businesses



# Employer Supported Policing - explained

## Employer level of involvement

### Example 1

- Employees and businesses agree to provide ongoing support of the ESP scheme by promoting the recruitment of Special Constables

### Example 2

- Businesses agree to release staff to attend training and in times of significant emergency
- Encourage staff to become Special Constables
- Allow use of facilities where appropriate

### Example 3

- Employers agree to 50 per cent time off for Special Constabulary training
- Give staff a minimum of four hours per month paid time off for Special Constabulary duties
- Publish the organisational policy or guidelines supporting Special Constabulary duties and training

### Example 4

- Employers give staff full time for Special Constabulary training
- Staff given a minimum of eight hours per month paid time off for Special Constabulary duties

“Employer Supported Policing is a fantastic opportunity for employers and their staff to help keep communities safe while improving individual skills”



## How can my organisation get involved?

Cambridgeshire Constabulary is keen to work with local businesses to encourage staff to become Specials.

Our Employer Supported Policing scheme is extremely flexible, each organisation can choose the level of involvement to suit their individual circumstances - from as little as putting up posters to promote the Special Constabulary, to giving staff time off for training and Special Constabulary duties.

## Find out how to apply

The selection process for becoming a Special is demanding, but if you prepare well, you'll improve your chance of passing. The first step is to visit our website and complete our online application form.

The application form requires you to provide clear written evidence of your skills and abilities.

While you don't need any formal qualifications to become a Special, you do need to be able to communicate clearly and professionally and have basic mathematical skills.

If your application is successful, you'll be invited to attend one of our assessment centres.

The assessment involves an interview and the Police Initial Recruitment Test to evaluate aptitude, literacy and numeracy. If you're successful at this stage, you must then undertake a medical examination and fitness test, before you start your training.

## Other opportunities to work with Cambridgeshire Constabulary

If you don't think becoming a Special is right for you, there are lots of other opportunities to volunteer with Cambridgeshire Constabulary and help make a real difference in your community.

For more information visit our website at [www.cambs.police.uk/recruitment/volunteers](http://www.cambs.police.uk/recruitment/volunteers)



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