

# Cambridgeshire Citizens in Policing Strategy 2016-2019

## Connecting communities to policing, and policing to communities

### Strategic Aims

Citizens in Policing are carrying out a wide range and volume of meaningful roles and are integrated into the organisation.	Support engagement and connection with communities through active citizenship and involvement increasing social responsibility and inspiring others.
They feel both valued and engaged in building safe and resilient communities.	Adding value to policing services in line with the Constabulary's and the PCC's Police and Crime Plan
Are representative of the communities we serve and bring new depth and opportunities to delivery an improved service.	Increase the capacity, capability, contribution, consistency and connectivity of volunteers working with the Constabulary.

#### Principles

- Activities are agreed, and not for profit.
- Outcomes are evidence based and clearly described.
- CiP strategy draws together formal activity by citizens in the police and the wider voluntary activity by citizens in support of policing.
- Activities reflect the local environment.
- Opportunities are geared towards volunteers' skills, preferences and availability.
- CiP is coordinated with the work of other stakeholders.
- Initiatives are evaluated so as to test success and inform the future.

#### Culture

- Services will be delivered through:
- Implementation of the Policing Code of Ethics.
  - An understanding of citizens' values.
  - Effective coalitions of engaged volunteers.
  - A clear sense of common purpose, supported by inputs and measures with other stakeholders.
  - A focus on value through a sound understanding of available resources and their effective deployment.
  - An ever improving confidence in and understanding of the CiP contribution.

### Outcomes

Increased connection with communities and voluntary sector partners to increase capacity and support to policing and reduce demand

Integration of volunteer capacity and capability in operational policing and wider organisation

Volunteers are meaningfully engaged and feel valued

Volunteer skills and knowledge are recognized and utilized and enhanced

Volunteers are effectively recruited, led and supported

Increased connection with communities and voluntary sector partners to increase capacity and support to policing and reduce demand	Integration of volunteer capacity and capability in operational policing and wider organisation	Volunteers are meaningfully engaged and feel valued	Volunteer skills and knowledge are recognized and utilized and enhanced	Volunteers are effectively recruited, led and supported
<p><b>To achieve this we will:-</b></p> <ul style="list-style-type: none"> <li>• Research with academic institutions, including the Institute for Public Safety, Crime and Justice.</li> <li>• Review and refresh, if required the Volunteer Policy.</li> <li>• Identify ways in which volunteers can add value to supporting vulnerable groups.</li> <li>• Establish volunteer tasks which directly engage communities, with particular focus upon neighbourhood policing, crime prevention, victim support, community safety and young people.</li> <li>• Explore the possibility of volunteers acting as third party reporters where victims are reluctant to report matters to the Police.</li> <li>• Develop a process to allow the commissioning or MOUs with voluntary sector groups.</li> <li>• Identify and develop ways of providing outreach support for vulnerable individuals once Police involvement has ended.</li> <li>• Seek to engage in collaborative projects with local volunteer centres.</li> <li>• Review mechanisms in place which would allow us to understand the capacity of voluntary sector groups to add value to policing issues.</li> <li>• Review corporate strategies and ensure volunteering has been considered.</li> <li>• With the Office of the Police and Crime Commissioner (OPCC) to maximise joint work with volunteers.</li> </ul>	<p><b>To achieve this we will:-</b></p> <ul style="list-style-type: none"> <li>• Implement a corporate governance structure for volunteers.</li> <li>• Widen the number of tasks available for volunteering, with a presumption of 'open door' in all departments.</li> <li>• Develop a positive internal and external communication strategy.</li> <li>• Encourage active involvement and engagement with staff associations to strengthen relationships with paid staff.</li> <li>• Formalise local commissioning arrangements which allow staff to access Police Support Volunteers (PSV) in order to improve quality of service.</li> <li>• Identify ways in which volunteers can add value in supporting vulnerable groups.</li> <li>• Look at ways to expand services to victims of crime guidance.</li> <li>• Introduce easy processes for lateral development or redeployment.</li> <li>• Explore the development of a cost benefit analysis model to inform value for money.</li> <li>• To establish a clear sense of common purpose between paid staff and volunteers.</li> <li>• Encourage paid staff to undertake volunteering in their local communities.</li> </ul>	<p><b>To achieve this we will:-</b></p> <ul style="list-style-type: none"> <li>• Identify ways in which volunteers can add value to supporting vulnerable groups.</li> <li>• Establish a mechanism for encouraging feedback from volunteers to improve organisational learning.</li> <li>• Ensure first line supervision for every volunteer.</li> <li>• Engage staff associations and support networks to support those volunteers from under-represented groups.</li> <li>• Create reward and recognition opportunities, including external recognition.</li> <li>• Engage Volunteers to support the implementation of the strategy.</li> <li>• Recruit volunteers into the role of Police Cadet Leaders.</li> </ul>	<p><b>To achieve this we will:-</b></p> <ul style="list-style-type: none"> <li>• Develop a positive internal and external communication strategy.</li> <li>• Develop a positive internal and external communication strategy.</li> <li>• Develop a management framework to ensure added value is delivered against strategic objectives.</li> <li>• Support national work in the development of a single web platform for use by Police Cadets.</li> <li>• Conduct a skills audit of Specials and Volunteers to identify opportunities.</li> <li>• Provide progression pathways into paid employment or senior volunteering roles.</li> <li>• Introduce easy processes for lateral development or redeployment.</li> <li>• Explore wider use of volunteers in the fields of test purchasing and mystery shopping roles.</li> </ul>	<p><b>To achieve this we will:-</b></p> <ul style="list-style-type: none"> <li>• Review and refresh, if required the Volunteer Policy.</li> <li>• Ensure that there is a process in place which allows the movement of volunteers from one aspect to another i.e. from a Special Constable to Police Support Volunteer.</li> <li>• Agree a corporate recruitment, selection and retention process.</li> <li>• Target under-represented groups and provide opportunity for them to contribute.</li> <li>• Ensure first line supervision for every Volunteer.</li> <li>• Develop a meaningful induction process to welcome Volunteers to the Force, providing appropriate training and resources.</li> <li>• Engage staff associations and support networks to support volunteers from under-represented groups.</li> <li>• Agree an appropriate level of vetting according to task.</li> <li>• Effective and routine exit interviews to support continuous improvement.</li> <li>• Develop and expand the benefits of the Employer Supported Volunteering Scheme within the County.</li> <li>• Encourage paid staff to undertake volunteering in their local communities.</li> </ul>

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