



Home Office

**ESP** >>>  
EMPLOYER SUPPORTED POLICING



# Employer Supported Policing National Strategy 2019-2023



*"I am 100% confident if I didn't have my Special Constable role, I would have left my job by now, because whilst it's great, it doesn't give me everything I need in life. Being a Special Constable and my job are a combination that works for me. So yes, I think ESP has worked in retaining me in the Special Constabulary but also actually as an employee."*

*ESP Special Constable*

*"Volunteering promotes a better work-life balance...given the increasing evidence of the positive impact of volunteering ... on health and wellbeing. Increasingly, the offer of elements like employee volunteering as part of the overall employment package is attractive to prospective job applicants."*

*NCVO Time Well Spent: Employer-Supported Volunteering Research Report June 2019 (Employer)*

*"We see the ESP Programme as an effective partnership between us as an employer, our people and the Police Service, to increase public safety and confidence. This brings benefits not just to the employer, but also to the individual and the community that we serve."*

*ESP Impact Report 2019 (Openreach statement)*

*"I have definitely learnt new skills and developed confidence in myself and how I present to people, and I think being a Special Constable and ESP genuinely played a part in my being promoted recently at work."*

*ESP Special Constable*

*"So as an employer we are encouraging colleagues to do more in the community... we've got a broader business strategy about being more representative of communities and more represented in the community, and of contributing to those communities more broadly than just our narrower commercial role. Employee supported volunteering is a big part of that."*

*ESP Business Partner*

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# Foreword



Volunteers in Policing have been around longer than the regular service and are the bedrock of civil society, grounded in the “Peelian” principles. Volunteers enhance the policing service, providing a plethora of skills and support; enabling us to deliver the best possible service to our communities to keep people safe.

The significance that Citizens in Policing plays within the policing culture should not be underestimated in recognising the substantial contributions that our volunteers bring to policing, often managing and balancing their home/work life commitments, alongside their volunteering role. Employer Supported Policing offers valuable support to our working volunteers, providing them with a flexible approach, whilst they give their time to policing and the local community.

The National ESP Strategy aligns with the National Citizens in Policing Strategy, and is designed to span across the three strands of Citizens in Policing; it provides direction and support to Forces to help them develop ESP within force, and build effective partnerships with their local businesses and organisations, to the benefit of volunteers and the community.

Employer Supported policing is an active, powerful and innovative way for an organisation and the police service to work proactively together to help make communities a safer place to live, work and study. Employers that partner in this scheme show their commitment to their staff, customers and the public, demonstrating and enhancing their corporate responsibility.

The ESP Impact Report 2019 outlines some of the key challenges in developing ESP, but also provides the evidence to show how beneficial the scheme can be for all. I ask that each Force embraces and adopts the principles outlined in the National ESP Strategy, to firmly embed ESP into the footprint of their Citizens in Policing programme and view Employer Supported Policing as a win-win-win-win scheme: good for employers, good for employees, good for policing and good for society.

A handwritten signature in black ink, reading "Lisa Winward". The signature is fluid and cursive, with a period at the end.

**Lisa Winward**

Chief Constable – North Yorkshire Police  
NPCC Lead for Citizens in Policing



Employer Supported Policing is an effective partnership between employers, their staff, and the Police Service, devised to support Citizens in Policing in their voluntary duties, enabling them to increase public safety and confidence.

The Employer Supported Policing Scheme encourages corporate social responsibility, further improving an organisations visibility and reputation within local communities.

However, Employer Supported Policing is not only a great way for employers to play their part in making communities safer, it is an effective means of employee development. Undertaking the role of Special Constable or Police Support Volunteer enables staff to develop skills such as leadership, resilience, problem solving, decision making, communication and professionalism. This is real cost-effective training for organisations, as the skills and knowledge are transferable back into the paid workplace.

Volunteering fosters a sense of pride and satisfaction, therefore companies partnering in the ESP Scheme will benefit from improved wellbeing and job satisfaction amongst their workforce, which directly contributes to increased retention rates.

Many of our Citizens in Policing balance their time between their volunteering commitments and their paid work, family and leisure activities. Employer Supported Policing is a great way for organisations not only to demonstrate that they are a responsible business but also to actively provide their employees with greater flexibility to support policing in the community through their voluntary role.

I am proud to be leading the Employer Supported Policing work stream of the National Citizens in Policing Portfolio and delighted to support the delivery of this Employer Supported Policing National Strategy. Moving forward, I hope that this strategy assists Forces to develop Employer Supported Policing across England and Wales, not only for the benefit of our Citizens in Policing and the communities they serve, but also our partner organisations and the wider policing family.

**Andrew Slattery**

Assistant Chief Constable - Cumbria  
NPCC Citizens in Policing Lead for the North West  
and Employer Supported Policing





# Introduction

The initial conception of police employee volunteering was originally used by the Metropolitan Police Service with their 'Shop Watch Scheme'. In October 2009 the Metropolitan Police Service passed national responsibility for the Shop Watch brand to the National Policing Improvement Agency (NPIA), and the Employer Supported Policing (ESP) brand was born.

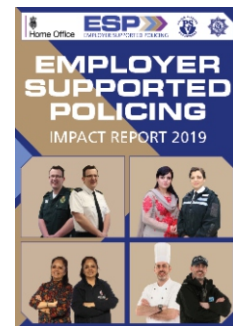
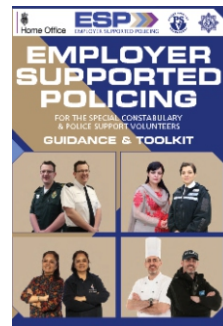
The Home Office took ownership of ESP and in 2016 approval was granted via the Citizens in Policing (CiP) National Programme Board to expand the ESP Scheme to include Police Support Volunteers and to have a new ESP definition. An updated toolkit and a module on DutySheet were introduced.

In 2017/18, via the Police Transformation Fund, an innovation project relating to Employer Supported Policing commenced. The purpose of the project was to:

- Innovate and test future models of ESP, including focus on:
- Expand ESP to more employers/volunteers
- Enhance the benefits for employers/volunteers
- Improve the experience
- Widen the scope for Police Support Volunteers and Volunteer Police Cadets
- Enhance recognition and communication
- Further build the ESP evidence base.

As a result of the research undertaken for the ESP Project a new National ESP Toolkit has been launched, enhancements were made to the ESP DutySheet Module and the ESP Impact Report 2019 was produced – all of which support Forces to develop ESP further.

There was a National ESP event to launch these products and feedback from the plenary session was clear that forces felt they would benefit from a National ESP Strategy.

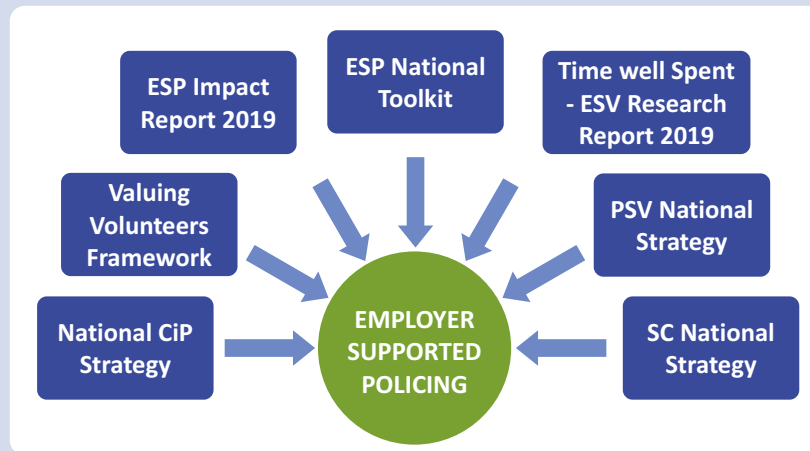


The definition of Employer Supported Policing is:

*'Employer Supported Policing is a partnership benefitting employers, their staff and the Police Service, by releasing Special Constables and Police Support Volunteers to volunteer in the community they serve.'*



# Drivers and enablers for change



## ESP Impact Report

This has been designed to inform Forces of the outcomes of the ESP Research Project set up under the Home Office Transformational Funding awarded in 2018. The report sells the benefits of ESP and provides good practice for Forces who are aiming to increase their ESP activity, or who are already driving the agenda proactively in their local communities but want to further develop the Scheme.

### ESP Guidance & Toolkit for Forces

The Guidance provides support, and offers national consistency, for Forces setting up an internal or external ESP Scheme. The Toolkit contains literature and documentation that promotes ESP and helps Forces engage and negotiate with organisations in their aim to register them as partners on the Scheme.



## Time Well Spent – Employer-Supported Volunteering Research Report 2019

The primary aim of this report is to create an updated picture of Employer-Supported Volunteering (ESV) that explores the level of participation in Employer-Supported Volunteering, the main motivations for getting involved as well as looking at ESV volunteer experiences.



## NPCC National Citizens in Policing Strategy

The National Citizens in Policing Strategy pledges to extend the Employer Supported Policing Scheme through building connectivity, strengthening community engagement, participation and partnership working.

**The ESP Development Network Group** evolved in April 2018 and its purpose is to share good practice and work collaboratively across England & Wales in terms of Employer Supported Policing. They will continue to help drive the progress of ESP striving to maintain consistency in managing the ESP Scheme nationally



**The Strategic Policing Requirement (SPR)** ensures that when threats and harms to public safety assume national dimensions, the police can deliver an appropriately robust, national response. Part of the SPR outlines the policing response that is required nationally to counter these threats, using 5Cs. This strategy is written with the 5Cs in mind and we will use these - Capacity, Contribution, Capability, Consistency and Connectivity – to guide us as we develop ESP.



# What does the evidence tell us?



The ESP Impact Report 2019 (<http://www.ipsci.org/police-transformation-fund-cip-reports/>) shows the current picture for Employer Supported Policing and evidences the benefits of the Scheme. It also identifies areas where improvements can be made.

## Key points tell us:

- Partnering in ESP evidences being a responsible business; it enhances the businesses reputation and profile
- Skills, experience and new perspectives are brought back into the business; Police Volunteering offers a level of staff development that cannot be bought commercially
- Employees' confidence through volunteering is increased; supporting them develops staff, improves morale and aids retention of employees.
- ESP can increase police visibility contributing to public reassurance and confidence, provides a wider pool of resources available to help reduce police demand, improves recruitment and retention of Police Volunteers and forms closer partnerships with the business community
- ESP helps volunteers' work/life balance and wellbeing and enables volunteering at different times, which often assists them to access training and other opportunities to develop
- There is a need to establish a greater differentiation and segmentation of the ESP 'offer' across different businesses and sectors. Whilst Policing, Retail, Banking/Financial Services, Transport, Utilities, Telecommunications, Media and Central Government are comparatively well-represented within the ESP Scheme, Education, Manufacturing, Health & Social Care, Real Estate & Housing, Accommodation/Hospitality Services are not
- Whilst the majority of Police Forces have an internal ESP Policy for staff who are Special Constables a policy to support Police Support Volunteers through Employer Supported Policing is very limited. There is also inconsistency across Forces in terms of volunteers being granted their ESP leave, and also a need for the Police Internal ESP Policy to take into account employees volunteering in other Forces
- There are a number of companies that have internal or “in-house” employee volunteering policies to support their staff to volunteer, however these are not yet registered as a formal partner on the ESP Scheme



- The number of Police Support Volunteers engaged and supported through ESP remains much lower than that of the Special Constables
- There is a need for a more cohesive and coordinated approach across Forces nationally supported with resources to coordinate and develop ESP to its full potential
- Communication is key; improved marketing of the ESP Scheme with the public, businesses and volunteers is needed to raise the profile of ESP
- There is a desire to expand the concept beyond time off for Police Volunteers; to develop the partnerships with employers in areas such as fraud and cyber support, supporting the employability of our Volunteer Police Cadets or looking at two-way secondments to improve knowledge
- Clearer national commitment, with a strengthened regional and national model of coordination is wanted.





# Vision, Mission, Priorities

**Developing an Employer Supported Policing (ESP) National Strategy will support greater consistency at Force, Regional and National Level, ensuring a coordinated approach to developing successful relationships with partner organisations for the benefit of our Citizens in Policing and the communities they serve.**

## Vision

To ensure Employer Supported Policing is attractive to employers and volunteers and is valuable to the Police Service and communities.

## Mission

To ensure that Employer Supported Policing is an effective partnership benefiting employers, their staff and the Police Service by supporting Special Constables and Police Support Volunteers with additional paid leave to allow them to volunteer in the community to increase public safety and confidence.

## Priorities

- **Develop Employer Supported Policing**
- **Raise the profile of Employer Supported Policing**
- **Broaden the remit of Employer Supported Policing.**



Shanaz is a Special Constable for GMP and is also employed by GMP as an Operational Support Officer. She benefits from 14 days additional paid leave per year to perform her volunteering duties and training. The Force also gives new Special Constables who are Police Staff an additional 9 days to support them with their initial training course as well as a first aid day every 3 years.

# Priorities



## Develop Employer Supported Policing

**WE WILL** continue to grow our partners through ESP, focusing on the current under-represented sectors.

**WE WILL** ensure that all Forces have an internal ESP Policy to support staff that are Special Constables, Police Support Volunteers and VPC Team Leaders (and that policy expands to them volunteering in other Forces).

**WE WILL** provide a framework to help identify resources to develop ESP at local/regional/national level.

**WE WILL** develop a model of data and performance management nationally across ESP which will include DutySheet refinements and a recognition model to feed back to employers.

## Raise the Profile of Employer Supported Policing

**WE WILL** raise the profile of ESP through marketing and business engagement ensuring that the contributions our partners make to enhance community safety through ESP participation are promoted both internally and externally.

**WE WILL** increase the level of confidence in ESP by emphasising the benefits of the Scheme to employers, including the transferable skills volunteers bring back into the work place.

**WE WILL** communicate the ESP brand nationally including a stronger on-line presence to promote the Scheme.

**WE WILL** develop clearer communication around ESP and its on-going development to Forces to encourage progress and consistency.

**WE WILL** communicate more with external partners/employers, with a focus on thanks and recognition.

**WE WILL** create ESP Ambassadors and Champions within Forces who understand the principles of ESP and will promote the benefits of ESP

## Broaden the remit of Employer Supported Policing

**WE WILL** grow the concept of ESP to support Police Support Volunteers, Volunteer Police Cadets, Volunteer Police Cadet Leaders as well as Special Constables.

**WE WILL** work with the Home Office and College of Policing to raise awareness and achieve support for ESP within Government departments.

**WE WILL** work with current and future ESP partners to explore how the relationships can be further expanded and developed to support policing with bespoke initiatives and evaluate to provide an evidence-base.



# What does success look like?

It is essential that we look to progress and develop Employer Supported Policing to ensure that our Citizens in Policing are supported, remain motivated, and we show that they are valued, thus leading to retention.

The partnership with ESP employers must be strengthened and we need to ensure that supporting policing through ESP remains attractive to them.

The ESP National Strategy will help Forces to deliver Employer Supported Policing more consistently across the current model of the Scheme.

- WE WILL see a growth in our ESP partners
- WE WILL achieve an internal ESP policy inclusive for all Police Volunteers across Forces
- WE WILL hear employers and volunteers telling us that their ESP experience is a positive one and that they feel their contributions are valued
- WE WILL see bespoke ESP initiatives that will be evaluated to provide an evidence-base
- WE WILL see the results from the Citizens in Policing Valuing Volunteers Framework that will demonstrate ESP development.



Karen is a Police Support Volunteer for Lincolnshire Police who is supported by her employer - G4S. They give up to nine days' paid leave to volunteer under the Employer Supported Policing Scheme.





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