

Employer Supported Policing



NATIONAL STRATEGY 2025-2030




Home Office

ESP 
EMPLOYER SUPPORTED POLICING





CONTENTS

- ❖ Forewords
 - ❖ Introduction
 - ❖ Drivers & Enablers for Change
 - ❖ Vision, Mission & Priorities
 - ❖ Celebrating Success
 - ❖ Testimonials
 - ❖ National Delivery Plan
- 

FOREWORDS



The National CiP Strategy 2024-28 reaffirms the long-standing purpose of volunteers in Policing; to help keep our communities safe through positive contributions; to increase connectivity between communities and Policing; to provide additional capacity and capability to Policing.

For Police Forces to effectively implement and deliver this purpose as daily business our volunteering provision must continuously advance to be attractive to volunteers across our diverse communities, whilst operating to meet business need. How we value an individual's time and contribution is key to any success.

Employer Supported Policing offers valuable support to our working volunteers which can benefit greater retention, increased productivity and positively impact health & wellbeing. Used well as an engagement tool, it offers accessibility and inclusivity to our volunteer programmes whilst opening the door to new and different skills, knowledge and perspectives professionally across policing.

DCC Dave Thorne
Devon & Cornwall Police
National Citizens in Policing Chief Officer Lead



The National Employer Supported Policing (ESP) Strategy 2019-2023 provided Policing with clear direction for ESP implementation and the benefits it offers as a corporate engagement tool, supported by innovation funding and in part, dedicated resource.

Celebrating the successes and incredible progress made, this next ESP Strategy 2025-2030 is enabled by the established networks and good practice in place across England & Wales. Citizens in Policing practitioners are a vital network for ESP, providing the advocacy and administration roles required for ESP to operate as an engaging and inclusive partnership tool across Policing.

This strategy aspires to enhance and expand our partnership working, evidencing the positive impact ESP has on CiP objectives whilst also valuing the contributions made to broader Policing priorities and strategic vision.

I look forward to progressing our three key priorities with regions and the National ESP Working Group.

ACC Deborah Smith
Wiltshire Police
National Employer Supported Policing Chief Officer lead



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 to expand the ESP Scheme to include Police Support Volunteers and to have a new ESP definition:

‘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’.

A toolkit and a module on DutySheet are in place to support the administration of ESP, alongside the ESP Impact Report 2019 and national benchmarking.

Building on these successes, this next strategy looks to embed good practice and strengthen ESP as a tool to enable and support police volunteering over an extended period of time.

In doing so, forces can strategically target employers for their skills and expertise evidencing how fresh perspectives positively impact on policing priorities.

As the volunteering landscape continues to evolve, our strategy recognises the changing needs and expectations of volunteers. To ensure ESP is supportive and beneficial to volunteers and their employers the strategy looks to support direct delivery and inform strategic change.



DRIVERS & ENABLERS FOR CHANGE

NPCC National Citizens in Policing Strategy pledges to extend the Employer Supported Policing Scheme through building connectivity, strengthening community engagement, participation and partnership working. Sitting below the CiP Strategy, each volunteer workstream set out nationally their deliverables. The ESP strategy aligns to each of these and is informed from CiP benchmarking returns to agree a strategically coordinated approach.

The National ESP Working Group evolved in April 2018 and its purpose is to share good practice and work collaboratively across England & Wales for Employer Supported Policing. They will continue to help drive the progress of ESP striving to maintain consistency in managing the ESP Scheme nationally. Each region has a named ESP Strategic Lead and Regional Representative.

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. The ESP working group uses the - Outcomes; Capabilities; Capacity Requirements; Consistency and Standards; Collaboration; and Connectivity with Partners – to guide us as we develop ESP further.

Environmental Social and Governance (ESG) encourages companies to be aware of how they impact aspects of society, including economic, social, and environmental. By registering with the ESP scheme and supporting colleagues who volunteer, a company can evidence how they are positively impacting local communities. In 2024 this was strengthened by the UK Government launching the Civil Society Covenant Framework.

As the Home Secretary sets out plans to deliver major Policing reform the ESP Strategy will advocate for the significant contributions made by volunteers and look to increase the visibility and impact made by Police volunteers. ESP is a vital enabling tool to work in partnership with local and national employers.



VISION, MISSION & PRIORITIES


Vision:

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

Mission:

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

Priorities:



Embed a sustainable infrastructure to deliver and administer ESP

Evidence the Value-added and Impact of ESP on Policing priorities

Broaden the remit of ESP to reflect employer and volunteer expectations



Lord Ferrers Award Winners 2024

The British Institute of Kitchen, Bedroom & Bathroom Installation (BiKBBI)

“We would highly recommend business leaders consider joining the Employer Supported Policing (ESP) scheme.

Aside from the obvious benefits for businesses supporting local policing efforts generally, your business and employees will benefit from the scheme in a number of impressive ways.

Whether that’s upskilling your team with tangible transferrable training and development, supporting retention through supporting them to upskill, or whether it’s simply fulfilling your Corporate & Social Responsibility, we are big supporters of both the initiative and incredibly thankful for the return on our investment.”



Damian Walters
Chief Executive Officer

TESTIMONIALS



“Employer Supported Policing has allowed me to dedicate more time to my Special Constable duties, enabling me to make a meaningful difference to local communities. In 2024, I used ESP for part of my Grade 5 blue light training, which has enabled me to respond to incidents and be the first on the scene. Being able to perform my police officer role alongside my job as a Security Solutions Architect, has allowed me to fulfil my passion for supporting the community whilst continuing to grow in my career. This dual role has also helped me develop transferable skills that are beneficial in both positions. I am very grateful for the time Admiral offers under ESP, as it enables me to fulfil my aspirations as a police officer”.

Danny S/Sgt North Wales

“I look at situations more objectively and impartially now, something that’s been important in policing, but is not something we tend to do as individuals ordinarily. As well as communication skills, I’ve learned first aid qualifications too as well as a whole host of training and development that helps stimulate my ability to learn – again, this has been really useful in the workplace”.

Claire, SC Essex



DELIVERY PLAN

Employer Supported Policing: Coordination and Oversight

Priority	Regional Deliverables	National ESP Working Group Deliverables	Outputs
1. Embed a sustainable infrastructure to deliver and administer Employer Supported Policing.	<ul style="list-style-type: none"> ➤ Develop and implement regional delivery plans ➤ Review the national delivery model required to consistently and effectively embed ESP into daily business 	<ul style="list-style-type: none"> ➤ Continue to support and strengthen the national network both internally across policing and externally across the sectors. ➤ Clarify Charity eligibility for ESP participation. ➤ Maintain and champion the national ESP Administration Tools. ➤ Host and Annual ESP Conference. ➤ Review national CiP products to best support ESP (VVF, ROI, Branding etc). 	<ul style="list-style-type: none"> ➤ A connected, productive national infrastructure that engages, administers, and celebrates ESP deliverables in a sustainable manner.
2. Evidence the value-added and impact of Employer Supported Policing on policing priorities.	<ul style="list-style-type: none"> ➤ Capture ESP data and identify local, regional and national trends. ➤ Support ESP benchmarking and surveys aligned to National ESP standards. ➤ Utilise ESP data to inform strategic planning and assist Force management. 	<ul style="list-style-type: none"> ➤ Develop IT solution in support of ESP/ESV management. ➤ Advocate for ESP as an effective policing engagement tool, escalating national trends and improvement opportunities through a quality assured decision-making approach. ➤ Proactively support the priorities of each CiP workstream set out in each strategy/delivery plan. ➤ Reflect the Lord Ferrers nomination criteria in ESP guidance and tools. ➤ Introduce strategic ESP metrics that measure progress against the National ESP Strategy and other policing strategies. 	<ul style="list-style-type: none"> ➤ An evidence-base that showcases the impact and value of ESP to policing and the continuous improvements being achieved.
3. Broaden the remit of Employer Supported Policing.	<ul style="list-style-type: none"> ➤ Scope opportunities to engage with Employer Supported Volunteering (ESV) in addition to registered ESP employers. ➤ Consider opportunities for ESP to enable and facilitate other forms of volunteering outside of CiP, such as corporate volunteering and virtual volunteering. ➤ Identify opportunities for ESP when progressing strategic and specialist volunteer engagement initiatives, such as Cyber. 	<ul style="list-style-type: none"> ➤ Raise the profile and advocate for ESP with strategic policing partners and key stakeholders, including; Home Office, College of Policing, Association of Special Constabulary Officers (ASCO), HMICFRS and Academia. ➤ Further develop engagement opportunities with new and existing stakeholders who can support the continuous improvement and delivery of ESP, 	<ul style="list-style-type: none"> ➤ A volunteer-friendly engagement tool that supports inclusive and accessible police volunteering opportunities. ➤ Employer-friendly engagement tools that enables corporate social responsibilities to be met. ➤ An engagement tool that positively impacts on policing priorities with additionality and flexibility.