



Meeting	SPA People Committee
Date	31 May 2023
Location	Video Conference
Title of Paper	Volunteering Update
Presented By	ACC Bond
Recommendation to Members	For Discussion
Appendix Attached	Yes Appendix A – Strategy Overview Appendix B – Volunteering Strategy Delivery Plan Appendix C – Deliverables Appendix D – Special Constabulary Newsletter Issue 6 Appendix E – PSYV Business Plan

PURPOSE

The purpose of this paper is to provide information on the current position of Volunteering in Police Scotland to the People Committee of the Scottish Police Authority.

1 BACKGROUND

- 1.1 Volunteers have actively supported Policing in Scotland for over 100 years, primarily in their capacity as Special Constables (SCs). The Special Constabulary continues to be an integral and extremely valued part of Police Scotland, reflecting in the strongest terms, the Service's commitment to be reflective of the communities we serve. SCs provide a significant contribution to service delivery, contributing more than 60,300 volunteering hours in 2022.
- 1.2 Since the inception of Police Scotland, the number of SCs has reduced from circa 1400 in 2012/13, to around 440 in 2023. To provide context around these numbers, a full review of the existing SC numbers was undertaken early in the life of the single service, whereby it was ascertained a significant number of those recorded on legacy systems were not active. Direct engagement took place with each SC and records were updated to reflect the true volunteering position across the country.
- 1.3 In 2014 Police Scotland established a new volunteering group in the guise of the Police Scotland Youth Volunteers (PSYV). PSYV provides young people aged 13 to 18 years of age from a wide range of diverse communities, including 25% from vulnerable backgrounds, with a positive means of engaging with the police through regular training, participation in community safety initiatives and volunteering in their communities.
- 1.4 We have continued to witness an upward trend in the numbers of both youth and adult volunteers joining PSYV since 2014, and after work to re-establish existing and develop new groups in the aftermath of the pandemic, we now have 44 groups in operation. This brings the number of PSYV volunteers to almost 1100, with groups volunteered over 29000 hours, across Scotland in the last year.

2 VOLUNTEERING GROUPS

Volunteering across Police Scotland comprises of three groups, those being SCs, the PSYV, and Additionality Volunteers, as outlined below.

2.1 Special Constables

In January 2021, an internal Volunteering Strategic Overview (Appendix A) was presented and approved by the Service, with the following three key priorities:

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- Expand capacity and skills in line with policing demands – Expand the impact of volunteers by developing a response that is skilled, capable, empowered and aligned to local and national policing priorities.
- Modernise and evolve – Develop a modern volunteering service that is flexible and adaptable and can evolve to meet the needs of policing challenges now and in the future.
- Value, empower and trust – Create a positive working environment where volunteers are valued, supported and enabled to serve Scottish communities

Early considerations were around the potential to grow the Special Constabulary by almost double over three years, however, with the advent of the pandemic, coupled with significant policing operations, including COP26, ambitions were recalibrated and resources in the Volunteering Coordination Unit (VCU) aligned accordingly.

Additionally, the impact of the Pension Remedy in 2022, caused the Service to prioritise the recruitment of regular officers, thereby reducing resource to facilitate Special Constabulary applications.

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Despite these factors, a number of key aspects of the Delivery Plan (Appendix B) are being delivered and the year-on-year attrition of Special Constables has been slowed significantly and stabilised. Governance structures are in place to ensure we capture the work ongoing and the deliverables from the delivery plan. (Appendix C)

Structures are now in place to peer support applications and a focus on Employee Supported Policing (ESP). ESP events are regularly taking place across the country, with a number of officers recruited and supported through this more targeted method.

ESP is a partnership between an organisation and Police Scotland. It enables an organisation to grant their employee some paid days/hours to volunteer as a Special Constable at Police Scotland – typically 5 - 10 days a year. Many of Scotland's local councils are signing up to ESP and supporting their employees.

ESP tends to attract 'career Special Constables', those that want to give back to their own community for a number of years, providing a

capable and consistent local resource of valued volunteers in their communities.

Our Special Constables work is highlighted in a quarterly newsletter (Appendix D), which highlights individual case studies of officers working in their communities and also showcases good practice nationally. Some recent regional activity is below –

West – A Special Constable based in Ayrshire Division co-ordinates specific deployments aligned to local policing priorities in Ayrshire. He has developed his road policing knowledge including leading Quad Bike patrols on the busy beaches of the west coast alongside other Special Constables and representing Police Scotland at Community Safety Events.

East – #NEST (North East Support Team) is a pro-active group of Special Constables based within Community Policing in E Division who also work cross border with J Division SC colleagues. SCs within NEST are mentored and trained to become an independent resource targeting local priorities. #NEST feature on national social media and are influencing other divisions with cross divisional working.

North - Special Constables Kelman and Stewart are employees of Perth and Kinross Council and held a Special Constables recruitment event at Perth and Kinross Headquarters. The session was to promote Employer Supported Policing (ESP) which Perth and Kinross support. SC Kelman and Stewart spoke with potential applicants by using their personal insights into the role, their experiences and how they achieve balance taking duties alongside their work/personal life commitments.

North - Shetland has 4 Special Constables with 3 carrying out a very unique role as Drug Dog Handlers. The officers full time role are as part of the 'Dogs Against Drugs' which is a Registered Scottish charity and community led project started in 2002 by the community, in an effort to help to safeguard the islands from the issue of illegal drugs. The officers are all serving Special Constables who use their warranted position to have the dogs trained and deployed as police dogs

2.2 Police Scotland Youth Volunteers

As outlined above, PSYV was established in 2014 with the purpose of giving young people of all backgrounds and the service a positive meaningful way of engagement with local communities.

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The stated aim at this time was

- To deepen police engagement with young people, breaking down barriers with traditionally difficult to engage communities and promoting positive role models.

The objectives of PSYV are

- promote a practical understanding of policing amongst all young people;
- encourage the spirit of adventure and good citizenship;
- support local policing priorities through volunteering;
- give young people a chance to be heard; and
- Inspire young people to participate positively in their communities.

Through regular training and participation in community safety initiatives, youth volunteers are given opportunities to overcome barriers and discover their talents whilst making a positive contribution to their communities.

The programme has recovered well after Covid, growing rapidly and has a national governance structure in place as business as usual.

Police Scotland Youth Volunteers aim to recruit 25% of their Youth Volunteers from vulnerable backgrounds. This is an area in which PSYV have been very successful and received continued support and funding from the Scottish Government (Violence Reduction Unit). Current funding equates to approximately £80,000 annually, down from a high of £120,000 over the first years of PSYV. (Appendix E)

Each group has autonomy to meet their local community's needs and the PSYV delivers training to its volunteers in order to meet the identified needs and meet Policing priorities aligned to the Police Scotland Annual Policing Plan. By meeting these objectives this enhances safer communities and builds trust and confidence. In doing this we ensure that our priority of reducing violence is met.

Acknowledging the benefits of peer education and working in collaboration with partners the service has delivered Peer Education awards for our PSYV. There are two levels, being educated and then being an educator. An example of this being a group arranging an 8 week programme, organised and delivered by our youth volunteers on water safety to local community groups.

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PSYV has also been identified internationally and this year we have been invited by a similarly aligned organisation, Bluelight New Zealand, to attend a Leadership and Development course along with youths from Australia and USA. Bluelight NZ are keen to understand how we support local policing priorities through volunteering and wish to develop some of their future strategies and programmes based on our PSYV volunteering model. We are will also seek reciprocal learning around the prevention and intervention work they conduct with young people through outdoor education and intervention programmes, with the potential to replicate these programmes in Scotland and a similar international event.

On June 10th 2023 we are bringing our 'kilted kiwis' together at the Scottish Police College for a national 'Braveheart' event along with over a 100 youths from our groups nationally. Some other recent regional activity is below –

North – Aberdeen / North Aberdeenshire participated in the national campaign of proxy buying of alcohol "It will Cost You" by visiting all Off licenses in their area and distributing posters and highlighting the campaign through engagement and educating the general public.

East - Dunfermline PSYV have deployed in areas identified as speeding concerns under Community Speed Watch –PSYV would safely deploy signage encouraging drivers to adhere to speed limits.

The 150th Open was held at the old course St Andrews and numerous PSYV Groups supported this large scale event throughout the competition days.

West – Glasgow PSYV Groups have distributed leaflets to elderly/ vulnerable residents in relation to Bogus Work People/Scammers, as well as distributing leaflets to students within the city.

2.3 Additionality Volunteers

The service has always looked to our own staff who take on additional voluntary work both within the organisation, e.g. Well-being and Veterans Champions, and externally, e.g. RNLI and Army reservists. By supporting our own staff to undertake these additional responsibilities this strengthens our own commitment to public service and strengthens the link with local communities.

Cognisant that a number of officers have recently retired from the service, we have actively looked to offer these officers the chance to remain as Special Constables whilst also retaining some of their experience.

We are working to expand this model and streamline the process to welcome retired officers' back, who may not wish to become a Special, but remain committed to contribute to the service and Scotland in any way that suits them and us. This work is at an early stage of consideration and engagement with key partners, including Staff Associations and Trade Unions will take place to inform our thinking.

3 NEXT STEPS

Now more than ever, the need for volunteers within policing is not only recognised but seen as a priority in terms of service delivery, community engagement and youth empowerment. We also recognise its value in helping support our aims under Policing Together to become a diverse and representative organisation.

Special Police Constables now have an established and more streamlined supported route into the service and we will build on the delivery plan, albeit cognisant of the internal and external factors that have impacted on the initial timetable.

Police Scotland Youth Volunteers are one of our most impactful preventative role models we have. They deliver real prevention activity on the ground, whether it be as positive role models or peer educators to the delivery of prevention messages to all our local communities. This is recognised by the service and we are working to bolster their formal accreditation for both adult and youth volunteers, with the aim of ensuring they are equipped to be employees of choice in their chosen career path.

Our clear ambition is to continue to enable, develop and increase volunteering opportunities right across the organisation, and we recognise and value the evolving nature of volunteering over the last ten years nationally. This is evidenced in our commitment to the PSYV programme, which continues to be incredibly successful and is underpinned by a large number of adult and youth volunteers, working alongside and complementary to a more traditional Special Constable model. Combined, we are fortunate to have more than 1500 individuals from a wide variety of diverse backgrounds and walks of life volunteering their time, life experience, and passion with Police Scotland.

Our focused activity in pursuit of this ambition, includes the following key activities -

- Employer Support Programme – we will continue to engage with local and national partners to gain their support in enhancing community wellbeing through volunteering;
- Seldom Heard Communities – we will continue to engage directly with and learn from with individuals or groups who often feel marginalised, and can have an active role in policing through the volunteering opportunities open to them; and
- Officer Return Opportunities – we will examine more flexible and accessible volunteering models for those leaving the service as police officers to return in a volunteering capacity, which makes best use of their skills and experience.

Police Scotland and its dedicated Volunteer Co-ordination Unit, remain the central function to drive and maintain all these efforts with formal governance structures and Executive support in place.

4. FINANCIAL IMPLICATIONS

4.1 There are financial implications in this report.

Assistance from all volunteering sections will add value to the organisation and the communities we serve in a number of ways. Volunteers can assist the service and local divisions to focus on local and national priorities.

Our volunteers can provide experience and skills from their own backgrounds that the service can benefit from and volunteers can help to build relationships between the police and the community, which can lead to increased public trust and confidence.

Two separate and recent research projects from the Metropolitan Police Service and the College of Policing shows that for every £1 invested in Special Constables, £3.35 - £3.40 is returned in policing service delivery

The investment we make into volunteers is a long term one and one we will continue to undertake to ensure best value.

5. PERSONNEL IMPLICATIONS

5.1 There are personnel implications in this report.

Volunteers can add value to the organisation from a personnel and wellbeing perspective. With a strong cadre of Special

Constables we can resource events without leaning into officers rest days whilst affording our volunteers the experience such events provide.

Our volunteers come from various backgrounds and opportunities exist for them and the service to benefit e.g. a Special Constable working in IT assisting in Cyber training.

6. LEGAL IMPLICATIONS

6.1 There are no legal implications in this report.

7. REPUTATIONAL IMPLICATIONS

7.1 There are reputational implications in this report.

There is still belief that the Special Constabulary are the only volunteers in the service and since the inception of Police Scotland there has been a decrease in these officers however this is offset with the other opportunities we offer to volunteers such as PSYV. The Special Constabulary remain a strong focus for Police Scotland. We continue to recruit Special Constables and now have mechanisms in place to support those who apply. We have the facility to now localise recruitment days and training, this requires to be aligned to attraction of candidates.

8. SOCIAL IMPLICATIONS

8.1 There are social implications in this report.

Our wide demographic of volunteers represent the communities that we serve. Special Constables in remote and rural areas are integral to their community and the service providing them and their local communities the support required.

Police Scotland Youth Volunteers ambition is to ensure 25% of youths come from a vulnerable background, offering them the opportunities to gain experience, qualifications and relationships in order to become future employees of choice.

9. COMMUNITY IMPACT

9.1 There are community implications in this report.

Volunteers provide the service the opportunity to represent their communities and hear from them how Policing impacts the

communities they identify with. Having a strong and diverse volunteer cadre allows the service to listen to and act upon feedback. Having either urban or remote and rural Special Constables or PSYV groups in those areas builds upon public trust and confidence.

10. EQUALITIES IMPLICATIONS

10.1 There are equality implications in this report.

Police volunteers can have a positive impact on seldom heard communities by building trust and relationships between the police and the community. This is especially important in communities that have historically been difficult to reach. By getting to know members of the community and working with them on projects, volunteers can help to break down barriers and create a more positive atmosphere.

Volunteers can provide a variety of services to seldom heard communities, such as crime prevention education, victim advocacy, and community outreach. These services can help to make communities safer and more supportive.

Volunteers can help to promote understanding between different cultures and groups. This can help to reduce tensions and conflict in communities.

Volunteers can empower community members to take an active role in their own safety and well-being. By working with community members to develop solutions to problems, volunteers can help to build a more resilient and self-sufficient community.

Overall, police volunteers can play a valuable role in improving the lives of people in seldom heard communities. By building trust, providing services, promoting understanding, and empowering community members, volunteers can help to create safer, more supportive, and more resilient communities.

11. ENVIRONMENT IMPLICATIONS

11.1 There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to note the content of the paper and, along with the service extend our thanks to all our volunteers for their continued unwavering support and the difference they make to the communities we all serve.

Committee endorsement is sought to continue with the volunteering plan and the continued recruitment of volunteers.

STRATEGY OVERVIEW



Priorities	Objectives	Outcomes
<p>EXPAND CAPACITY AND SKILLS IN LINE WITH POLICING DEMANDS</p> <p><i>Expand the impact of volunteers by developing a response that is skilled, capable and empowered</i></p>	<ul style="list-style-type: none"> Support policing with a blend of volunteering roles from Youth, Support, Special Constabulary, retired officers to Specialisms such as Cyber Grow the impact of police volunteers. Increase the scale and breadth of their contribution across policing functions into areas such as Criminal Justice, Specialist Crime and Operational Support Improve the attraction, contribution, experience and retention of 'career' Special Constables Improve pathways between the Special Constabulary & Regulars 	<p>THREATS TO PUBLIC SAFETY AND WELLBEING ARE RESOLVED BY A PROACTIVE AND RESPONSIVE POLICE SERVICE</p> <p>THE NEEDS OF LOCAL COMMUNITIES ARE ADDRESSED THROUGH EFFECTIVE SERVICE DELIVERY</p>
<p>MODERNISE AND EVOLVE</p> <p><i>Develop a modern volunteering service that is flexible and adaptable and can evolve to meet the needs of policing challenges now and in the future.</i></p>	<ul style="list-style-type: none"> Enhance diversity in the Special Constabulary and Volunteers Volunteers can be mobilised in support of dynamic or anticipated demands Draw on the skills and attributes of volunteers and ensuring resources are focussed on policing priorities locally and nationally Activities are innovative, professional and evidence based to attract and retain the experience and skills that policing needs 	<p>THE PUBLIC, COMMUNITIES AND PARTNERS ARE ENGAGED, INVOLVED AND HAVE CONFIDENCE IN POLICING</p> <p>POLICE SCOTLAND IS SUSTAINABLE, ADAPTABLE AND PREPARED FOR FUTURE CHALLENGES</p>
<p>VALUE, EMPOWER AND TRUST</p> <p><i>Create a positive working environment where volunteers are valued, supported, trusted and enabled to serve Scottish communities.</i></p>	<ul style="list-style-type: none"> Recognise, value and reward the contribution of Police Volunteers Effective representation, engagement & wellbeing support for volunteers Provide opportunities for continuous professional development for volunteers Volunteers are co-ordinated, well managed, resourced and supported by a framework of guidance and appropriate regulation 	<p>OUR PEOPLE ARE SUPPORTED THROUGH A POSITIVE WORKING ENVIRONMENT, ENABLING THEM TO SERVE THE PUBLIC</p>

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Delivery Plan:

Develop a targeted and effective approach to Attraction and Onboarding



Phase 1 (April 2022 – March 2023)

- Develop a retention process for retiring officers/staff
- Further develop accessible regional recruitment that supports volunteers from all areas and backgrounds and supports flexible learning/working arrangements
- Develop university/college and national attraction events
- Introduce Candidate Support Advisors to support applicants and reduce attrition in the recruitment phase
- Increase the recruitment and retention of longer-serving 'career specials' by improving their experience with a model of active career development and support and targeted recruitment
- Develop a corporate communications strategy based on urban, rural and specialist attraction and targeting of 'career specials'
- Research companies and organisations who positively support volunteering linked to Employer Supported Policing (ESP)
- Develop industry partnerships to attract a diverse range of skills and experience and further expand ESP adopting a focused and targeted approach:
 - military police reservists (subject to Queen's Regulations)
 - local government/housing association (diversity/urban)
 - gamekeepers/agricultural/conservation/forestry (rural)
 - mountain rescue teams
- Reduce delays in recruitment journey and localise by involving Divisional Coordinators in as many aspects as possible

Phase 2 (April 2023 – March 2024)

- Focused rural recruitment and Comms in particular for the islands
- Proactive engagement with recently retired officers and unsuccessful candidates
- Engagement campaign with Police Scotland Support staff in relation to internal ESP
- Make best use of E & D data to target attraction/recruitment of under represented groups
- Explore SPC pathways from PSYV
- Develop flexible modular delivery of initial training making best use of a digital approach (6 days training?)

Phase 3 (April 2024 – March 2025)

- Develop direct pathways (non-warranted and Special Constables) into a range of specialist roles
- Ride along opportunity as part of recruitment journey

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Phase 1 – April 2022 – March 2023

A selection of the most significant Deliverables from Phase 1 with many deliverables from Phase 2 and Phase 3 having made significant progress or complete.

Attraction and Employer Supported Policing (ESP)

- PSOS ESP Promotion package created for ESP attraction events – leaflets, Participation Certificates, posters, presentations and FAQs. Successfully utilised to attract several organisations to ESP including COSLA who are supporting all Scottish Local Councils to sign up to ESP.
- Divisional ESP Toolkit also created- full package created to support and enable Divisions to approach organisations about ESP and facilitate Special Constable Attraction presentations. One example Perth and Kinross Council and D Division where Special Constables led the presentations.
- Partnership working with Volunteer Scotland (sharing of ideas on attraction), Metropolitan Police, Northumberland Police and Humberside Police sharing ESP ideas which has led to Police Scotland being invited to the quarterly Citizen in Policing Meetings to share ideas with England and Wales. Citizen in Policing Lead has been invited to our SC Conference as a result of this new relationship.

Recruitment and retention

Reduce delays in recruitment journey

- Recruitment team are currently working on offering support to outlying police divisions which have difficulty recruiting. Consideration is being given to involving local officers in the initial recruitment stages to save travel to centrally located police training centres.
- Special Constable Recruitment is now in line with regular officers with the full recruitment process being documented on the new PSOS [erecruitment portal](#) which details the progress of each stage of the recruitment journey from application form, to booking medical, fitness test, vetting status and references. This has led to significant improvements in the speed and efficiency of SC applications.
- Regular – SPC recruitment – The Transformation Team worked closely with Recruitment to streamline a Regular retiree – SPC streamlined process. This is now with recruitment to work on.
- Military Reservists – work over a number of months as part of the Strategic Group clarified that Military Reservists could join PSOS as SCs along with members of other voluntary organisations.

Focussed rural recruitment

- VCU visited Shetland, Tiree and Oban during autumn 2022 to gauge recruitment and ESP through Attraction events at local public areas. Results indicated that the approach required

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had to be more focussed more on ESP and large organisations such as councils with a vast skill base. This led to the creation of the previously documented ESP packages and work with COSLA. This is supported by our work with academic Dr Iain Britton who promotes ESP as a way of attracting Career Specialists.

- VCU now sit on the Rural Recruitment and Retention Group which is attended by rural divisions who have recruitment and retention challenges. Opportunity to promote SCs. Many of these rural divisions are now actively promoting ESP with local large organisations to try and attract more volunteers. These divisions are also in regular contact with the VCU for support and encouragement on how best to attract volunteers within their local area – an approach never tried before by many divisions.
- OST – Bespoke OST training arrangements considered for our rural and remote SCs policing. With support from national OST individual business cases to be raised to ensure retention of these valued volunteers in outlying areas.

Training

- SC Initial Training course commitment has been reduced significantly from 3 weeks to 6 days at the training college with the remainder of training being online and ‘face to face’ at division. This training style was first piloted with Probationer Training during COP26 and was successful. This has significantly reduced the volunteers time away from their ‘main’ job and family and ensures greater attraction and retention.

Retention and Development

- Special Constable Conference in 2022 and the second within May 2023 – Stadium inputs, training workshops and networking opportunities for all SCs across Scotland along with attendees from Citizens in Policing England and Wales, The Met Police and academic Dr Iain Britton who will be presenting to our SCs.
- Continuous Professional Development – Bi-monthly training events held online and led by the VCU team with guest speakers. Well attended by Special Constables who have also had the opportunity to present to their colleagues. Topics include – Trauma in Children, Wildlife Crime, Road Traffic, Stop Unit, CPD, C3.
- SC Divisional Coordinators – Ongoing support for Divisional Coordinators, Bi- monthly meetings with VCU team to cover any issues raised and support required. Coordinators also attend SC Conference and engage well with quarterly Newsletter showcasing the work of their SCs within Division.

Develop a retention process for retiring officers/staff

- Pre-read leaflet developed for retirement course.
- VCU now make contact with each regular officer who submits their retiral form to HR. We asks them to give consideration to returning as a SC due to their skill set and experience.

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Explore the development of a lead Special Constable position

- Transformation Team have prepared a full paper for executive requesting a pilot within 7 of PSOS divisions to support the introduction of a lead Special Constable to support divisions. Close working with academic Iain Britton, Met Police and Sussex Police has contributed to creation of paper.

Develop local, regional and national processes and plans to ensure SCs and volunteers are included in resourcing key operational requirement

- Transformation Team reviewed SC performance regulations and insurances with paper being prepared for executive with recommendations.

Introduce My Career to support career development for volunteers and provide greater access to Specialisms

- SCs are included within the MyCareer Formal Support Framework along with their regular colleagues. They receive monthly contact meetings with their coordinator along with 2 MyCareer, Formal Support Framework discussions with their divisional coordinator which is formally recorded. This covers performance and career development in line with regular colleagues.

Review and widen the number and types of roles, tasks and deployments available to volunteers

- Cyber Kiosk training made available for SCs
- Opportunities within Border Policing Command
- Custody Training
- OSD events are including SCs in deployment plans – upcoming Cycling Championships.
- Newsletter created bi-monthly to highlight good work in divisions, training opportunities, deployment opportunities with different departments and divisions. This is published on PSOS intranet, send to all Divisional Commanders and work is ongoing to have this published on Police Scotland Website.
- ESP work continues to target specific organisations to attract a diverse range of skills to PSOS through volunteering from ITC Global Satellite Company to Forest and Land Scotland.

Recognition and awards

- SCs are included in divisional and national award ceremonies with recognition covered on social media and newsletter. Many SCs have received Royal Honours for their volunteering within PSOS.

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Academic Work

The Transformation Team work closely with Dr Iain Britton in relation to Police Volunteering, Career Special Constables, Lead Special Constables and ESP. This led to a visit from the Transformation Team to London to a conference attended by Police Volunteers from around the world where Police Scotland had the opportunity to present to the audience and highlight the challenges and unique structure of PSOS including the islands. A visit to the Met Police and Sussex Police led to ongoing support and the sharing of ideas. This in turn supported the creation of a Lead Constable Briefing Paper for consideration.

Regulations and Protection

Introduce a National Guidance document to replace the existing SOP

- Final amendments in progress, working with Policy Support to take to Mandatory Consultation. This new guidance is approx. 39 pages long and contains several positive amendments as a result of the Delivery Plan such as Training, Recruitment, ESP, MyCareer

Commence process to introduce performance aspects into the Special Constable Regulations

- Briefing paper being prepared detailing issues with Regulations in relation to performance of SCs. This paper has recommendations.

Review of the current financial/benefits package

- Briefing paper being prepared also recommends regulatory provision to update current financial benefits package.

Insurances for SCs

- Details of review insurance provision for SCs detailed within Briefing Paper for consideration.

Communication Strategy

- In talks with Corporate Communications regarding priorities and what we need to focus on in relation to SCs. Recruitment, rural, career specials, retirees and police staff, live experience, videos, newsletter, the use of social media as a promotion and recruitment tool.

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SPECIAL CONSTABULARY NEWSLETTER

Police Scotland : Issue 6



APRIL 2023 SPRING EDITION

INSIDE:

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E DIVISION

#NEST

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CPD MEETINGS

EVENTS

SAVE THE DATE

Welcome to our new Special Constables

On 1st February 2023 fifteen new Special Constables were appointed to Police Scotland Special Constabulary.

The initial 6 days of training at the Scottish Police College was a huge success.

Our new Special Constables have now been deployed to their divisions where they will continue to learn their role alongside uniform colleagues with ongoing support and training from the Learning, Training and Development team.

Thank you and welcome!





Chief Constables Awards for Police Officers, Special Constables, Police Staff and Members of the Public, who have carried out acts of exceptional Bravery or Meritorious Conduct, over and above that which would normally be expected of them.

**SPC Stephen Booth, North East Police Division,
Meritorious Award**

Displaying incredible presence of mind and great courage apprehending an armed male within a river in Aberdeen on 2nd July 2022

Special Constable Steven Booth and other officers attended a call regarding a vulnerable male who had self-harmed on the edge of a bridge and jumped 15ft below into a fast flowing river. As the officers entered the water to rescue the male, he continued inflicting self-harm wounds with a knife. They removed the male from the water and provided initial medical treatment. The courageous and decisive actions of the officers ensured the male survived and he received the care and assistance required.



**SPC Robert Roper, Ayrshire Police Division,
Special Constable of the year**

Special Constable Robert Roper commenced his policing career in December 2012, dedicating a significant number of hours to Ayrshire Division, particularly over the last year. Robert is widely recognised as the lead Special Constable in the Division and informally manages and co-ordinates specific deployments aligned to local policing priorities. He has undertaken a number of training courses, developing his road policing knowledge, carrying out road traffic initiatives and representing Police Scotland at Community Safety Events. Robert is an invaluable member of the team and goes above and beyond to ensure he maintains a high level of performance.



Employer Supported Policing (ESP)

New 2023 participants



Employer Supported Policing

ITC Global based in Aberdeen and Perth and Kinross Council have recently signed up as supporters of Employer Supported Policing alongside Police Scotland. We are very excited to have them on board and really appreciate their support.

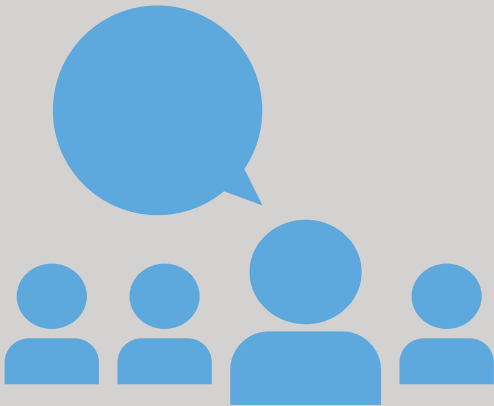
Employer supported policing (ESP) is a partnership benefitting employers, their staff and the police service. It enables an organisation to grant their employee some paid time away to volunteer as a Special Constable at Police Scotland.

Welcome Perth and Kinross Council and ITC Global Aberdeen who are both supporting employees to volunteer as Special Constables.

Do you think your employer would be interested in signing up? The process is very simple. Contact us on email volunteercoordination@scotland.police.uk and we will support you and your organisation. We can provide leaflets and arrange a Teams meeting or phone call with your employer if they would like a chat about ESP.

Your employer can also request more information on ESP please by completing the form on the ESP section of the Police Scotland website at www.scotland.police.uk. or they can contact us direct by email at volunteercoordination@scotland.police.uk.

D Division Tayside Police Division Employer Supported Policing (ESP)



On Thursday 26th January 2023, D Div Special Constables Co-Ordinator PC Alison Tooze, accompanied by Special Constables Nicola Kelman and Conor Stewart held a Special Constables recruitment event at Perth and Kinross Councils 2 High Street building in Perth. The session was to promote Employer Supported Policing and was led by PC Tooze with the assistance of SPCs Kelman and Stewart.

The Specials were able to answer potential applicants questions by using their personal insights into the role, their experiences and how they achieve balance taking duties alongside their work/personal life commitments.

As employees of Perth and Kinross Council, SPC's Stewart and Kelman are taking on an employer supported policing recruitment project of their own accord and are providing a Q&A session on Tuesday 18th April 2023 via Microsoft Teams for fellow council employees, and are planning more in-person recruitment events in the future.



E Division - Edinburgh City Police Division



Many thanks to our team of Special Constables for their dedication and hard work during the 6 nations tournament BT Murrayfield.



During February and March Special Constables from Edinburgh Division volunteered over 1100 hours serving local communities, working sporting events and the emergency services day, supporting regular colleagues, leading warrant initiatives and delivering citations.

Congratulations to PC Mark Dickson, who represented Police Scotland at the Edinburgh Chamber of Commerce Awards 2023 at Edinburgh Chamber for his dedication to the recruitment and support of Special Constables, regular officers and PSYV



PC Dickson recently attended job fairs at Balerno High School, Currie Community High School and The Royal High School Edinburgh where he spoke to many interested pupils about working and volunteering with Police Scotland.



#NEST

(North East Support Team)

NEST (North East Support Team) is a proactive group of Special Constables based within Community Policing in E Division.



Based on an approach now common in English police forces, Special Constables (SCs) within NEST are mentored and trained to become an independent resource that can arrange and conduct their own initiatives.

NEST tackle a range of issues including street prostitution, drug-dealing and anti-social behaviour. Recent initiatives resourced and led entirely by NEST SCs include a warrant initiative with enquiries and arrests and a significant number of road traffic initiatives undertaken in the Edinburgh North East area.

NEST are highly regarded and supported by all within division with the provision of equipment, vehicles and training which maximises the efficacy of the team. Training includes mobile device, pedal cycle patrol, laser speed detection and ANPR. Community Policing officers are highly supportive of SCs working with NEST, providing training events and one-to-one mentoring to develop skills.

NEST differs quite significantly from Response Policing, providing an environment that is conducive to developing as an SC. It is extremely rewarding to see a conviction which is as a result of our own work! Almost all work is pro-active, allowing SCs to target issues that they find interesting or important to them. The variety of deployments available is unparalleled, we often deploy in plain-clothes with covert equipment carriage and unmarked vehicles. We invite specialist departments and partner agencies to deploy alongside us, from Roads Policing and the Dog Section to Council Parking and the DVLA.

NEST parade from Leith Police Station, with any SC from either E or J Division able to deploy. Shifts are highly flexible, with targeted initiatives each month run by full-time Community Policing officers, alongside those arranged by SCs.

Harry.Wallace@scotland.police.uk (Special Constable, NEST)

Contacts;

Allan.MacDonald3@scotland.police.uk (Community Policing, NEST Lead)

Callum.Clark@scotland.police.uk (Community Policing, NEST Lead)



J Division - The Lothians and Scottish Borders Police Division

Special Recognition

J Division would like to give special recognition to Special Constable Alistair Cameron who whilst working with Roads Policing was first to attend a fatal vehicle accident in the Scottish Borders. Alistair administered CPR and utilised an AED device at scene in a valiant attempt to preserve life. Despite the traumatic scene Alistair had the presence of mind to assist with preservation of evidence securing the scene and speaking to witnesses once Scottish Ambulance Service arrived.

In early February Special Constables Cameron, Errington, McDonald, Greyvenstein and Acomb all deployed with short notice to assist the division with a missing child in the Scottish Borders. Their assistance during the large scale multi agency operation was invaluable. SC Alistair Cameron in particular deployed on three consecutive days the last of which was a 12+ hour shift.

Training assistance

Special Constables Williamson, Drummond and Barclay attended Edinburgh Castle and other locations in the east to assist OSD with the Initial Firearms Course (IFC) and National Protection Officers Course (NPOC). They helped with forming crowds, acting as angry individuals, conducting press interviews, foot follows, fixated persons and a whole lot more!!! Some had the opportunity to observe vehicle drills and firearms attacks.



One Special Constable was part of a blue light convoy during which the Police motorbikes attended the airport and back to practice the route for a Royal visit which was taking place later that week.

J Division

Days of Action

On 26/02/2023 Special Constables McLaren, O'Neill, Smith, Beckett, Barclay and Errington deployed across the division taking part in a coordinated day of action targeting named suspects, warrants and high risk domestic enquiries. The efforts of those involved ensure the completion of over 20 high priority enquiries.

Media Campaign

Special Constables Small, Smith and Olowoyeye were selected to form part of the force wide Policing standards campaign which can be seen online and on posters distributed in stations.



Emergency Service Day

Special Constables Hughes, McLaren, Smith and Olowoyeye attended the large scale Emergency Service Day Event at the Scottish Government Building, Victoria Quay, Leith helping E division's community policing team.

Thanks from J Division

We would like to show our appreciation to all of our volunteers who regularly deploy operationally and serve their communities. We would like give an extra thanks to the individuals who made an exceptional commitment by sacrificing so much of their time.

N Division - Highlands and Islands Police Division

Divisional Commanders Award

On Friday, 20th January 2023 Superintendent for Operations Dave Ross, presented a Divisional Commanders award to Special Constable Michael Wall in recognition of his excellent work. Michael has been a Special Constable for 14 years originally starting his career with Dumfries and Galloway before transferring to Orkney.

Michael said "Over the years there have been many good times, a few tougher ones, and a host of supportive colleagues and interesting people and places. I'm pleased to be of assistance to local policing and the community."

Chief Inspector Scott Robertson said

"As Local Area Commander for Orkney, we rely on our team of Special Constables who give up their time to volunteer in order to give back to their communities for which I am very grateful. We are fortunate in that we have an excellent team of Special Constables, who collectively help in keeping people safe, often in unique and remote locations and often we ask them to attend demanding incidents which they do without question. Michael is one of the these Special Constables and this is a typical example where he has gone above and beyond what is expected. Well done Michael!!"



Q Division - Lanarkshire Police Division

Meet Lanarkshire's longest serving Special Constable, Michael Lydon

When I was asked if I could contribute this article, my first thought was where do I start? So lets start at the beginning.

Officially on Scope I joined Strathclyde Police on the 10th April 2003, having said that, I recently came across my first ever notebook in which the first entry is a wee bit before that, but we'll not split hairs.



When I joined, those reading this with a similar length of service will concur, it was a different organisation than it is now, we didn't enjoy the, and I'm choosing my words carefully, acceptance that we all enjoy today. It wasn't unusual to turn out for a shift to be told by the gaffer to go sit in the canteen while they "found" you a neighbour.

It soon became clear that some shifts were "better" than others, one particularly stood out for me, Group 3 in East Kilbride, with a young in service shift and a newly promoted, proactive gaffer welcoming someone that was authorised to drive one of the 3 police vehicles in the back yard. In those days selected Specials got their "Basic Authorisation" before the cops as a trial. As a testament to this shift, I have worked solely with them for the past 19 years, and today, are accepted locally as an integral part of that shift and being regarded as the same as every other member of the shift.

I soon got into a pattern where I would work the same shifts, albeit predominantly at the weekends, even with the change of shift patterns. Attending various training events, including training normally only available to regular officers, assisting at football etc and generally being used where required. When the country went into lockdown I had already approached my employer after an email from the ACC asking us specials to consider committing more, so when my employer shut the doors, the following night I started working full time with Group 3 East Kilbride.

Some 55 shifts later accruing over 500 hours of "living the dream" my industry opened back up and reluctantly I went back to the mortgage paying job. G8 before and COP26 was treated the same way, the occasions where I got to experience life as a regular officer.

Over the past 20 years, if I had a pound for every time someone has asked why do I do it, I would have a fair few bob. I had always wanted to be in the police, applying full time to Strathclyde when I was 19 but after the then 18 month application process, I got a date for my final interview. When I told my employer, they offered me a promotion including a company car. Having a mortgage, a soon to be wife, and a clapped-out VW Polo of my own, I selfishly opted for the promotion, to be honest, the car sold it!

Q Division

I never gave up in my want to get involved, so once the kids were at school, a friend suggested the Special Constabulary. So I applied and, to this date, never regretted it.

Over the years I have met and worked with many good people, a number of whom have become good friends. But as I come to what will probably be final chapter in my response career, and after over 13,000 hours on the street, I still look back with a smile on my face.

Don't get me wrong, my commitment has been rewarded over the years, with a Chief Constables Award, numerous Divisional Excellence Awards, National Special of the Year Finalist, the Queens Golden, Diamond and Platinum Medals along with my Long Service, Good Conduct Medal and Bar. Not to mention the odd appearance on, You Tube, The Daily Record, Facebook or the House of Commons!

The Police Scotland Special Constabulary is a fine body of individuals, if you are reading this as a warrant card holding member, you should be proud of yourself, whether it be as a pathway to the regular force or, like me, a career Special remember. When you turn up at a locus, step out the vehicle, members of the public don't look for a 7 at the start of your shoulder number, they just see the police. As such, if I were to offer any advice, get involved, learn from your colleagues, and strive to be as knowledgeable and professional as your "regular" colleagues.

Michael Lyon
Special Constable



Training night

Q Division held their second face to face Divisional Training night on the 28th March 2023 where Special Constables were provided with an input regarding Distress Brief Intervention and the Community Triage Service. These training nights are held bi monthly offering local Special Constables the opportunity to come together, gain some valuable training and catch up on Moodle training over a cuppa and a biscuit!

U Division - Ayrshire Police Division

Outstanding work and bravery

On Wednesday the 8th of February special constables Thomas Jacques and Mary Brown were deployed to assist in the delivery of citations within Cumnock town of East Ayrshire.

A call was received to Police Scotland from a staff member from a local assisted living care establishment stating that she was following a service user who was in possession of a knife. This male had stated he was going to use the knife to inflict self-harm and jump off a nearby viaduct.

Overhearing this on their radio Tom and Mary recognised that they were nearby and with their expert knowledge of the local area they started to assist with a search for the male.

Four minutes later Tom and Mary had sight of the male at the viaduct. At this point the male was still threatening to kill himself whilst. He was in possession of a 6" kitchen knife. Using their skills and knowledge from Officer Safety Training Tom and Mary created their reaction gap and went into their contact and cover position. Tom asked the male to drop the knife however he refused and placed it within a pocket. Tom and Mary then used their positive and empathetic communication skills to build a rapport with the male which allowed both of them the opportunity to approach him.

Thomas and Mary observed an opportunity to safely secure the male and took hold of him and placed him in handcuffs and removed the knife from his front trouser pocket.

The weather conditions for the night were dark and wet.

Colleagues observed no hesitation from either Tom or Mary of to ensure the safety of the male and the wider members of the community.

Absolutely fantastic work from them both. Their expert knowledge, willingness to assist, Officer Safety / Communication skills and their braver is commendable.

Thomas and Mary undoubtedly prevented this male causing harm to himself and or becoming a high risk missing person. Well done and thank you Thomas and Mary.

Road Safety

During March 2023 Special Constables worked alongside Troon and Prestwick Locality Officers conducting speed checks in response to recent complaints regarding drivers exceeding speed limits.



C3 Division



C3 ONE

Lifelines Scotland Sessions

C3 Division are hosting a series of Lifelines Scotland sessions which are open to all officers, Special Constables and staff. The two hour bespoke sessions will focus on health and wellbeing awareness. The events are planned for the following dates;

- Tuesday 25th April 2023 - 1800 to 2000 hours
- Tuesday 2nd May - 1000 to 1200 hours
- Thursday 11th May 2023 - 1400 to 1600 hours

Lifelines Scotland is a national Tri-service project supporting the health and wellbeing of the emergency services community in Scotland.

In two hour awareness session Lifelines trainer James Evett will focus on:

Staying well: Understanding resilience and self-care. This session looks at what you can do to take care of yourself as you carry out your important duties. Whatever your role, this session will help you understand the things that support your wellbeing in and out of work and what you can do to boost your resilience and will cover the following:

- Understanding your protective armour
- The ten essentials
- Warning signs and stress responses
- Psychological first aid kit
- Break the stigma
- Q&A

If any Special Constable would like to attend this input then please contact the C3 Division Improvement Team with your name, PSI and division so we can keep track of numbers. We will then send you a MS Teams Link.

C3DivisionImprovementTeam@scotland.police.uk



If these events are on a working day please speak to your Line Manager where applicable to ensure you are able to attend.

Volunteer Coordination Unit

Continuing Professional Development

Thank you to everyone that joined us at our last couple of continuous professional development online events. The Volunteer Coordination Unit are hoping to hold bi-monthly CPD events for all Special Constables on the first Monday of every second month.

On Monday 6th February 2023 we enjoyed a session from DC Michael Nodes. STOP Unit, Organised Crime which was very informative and we thank DC Nodes for his time.

On Monday 3rd April 2023 we enjoyed a **Continuous Professional Development Workshop - How To empower, enable and develop yourself and your team**. Our newly improved learning platform, How To, makes continuous professional development (CPD) easier and more accessible than ever. How To has over 2,000 resources, covering a range of topics, including personal skills and development, CPD, business skills and development, leading people and teams, as well as leadership and strategy. The How To platform can be accessed anywhere, at any time. The platform is designed to suit a range of learning styles and busy work schedules. How To offers videos, infographics, articles, playlists, book excerpts that can take as little as two minutes to learn from or that can be the start of a much deeper and longer learning journey. Find out more about at How To via the intranet homepage. Both username and password are 'policescotland'.

Upcoming CPD events are listed below. MS Team invites will be sent out in due course and we hope you will be able to attend.

Monday 5th June 2023 – Wildlife Crime – PC Ben Pacholek

Monday 7th August 2023 – RTC Exercise - PC Alan Beattie

Monday 2nd October 2023 – HM Coastguard

If you missed any inputs and would like to see them run again, or have suggestions for inputs that you would find beneficial, please contact volunteercoordination@scotland.police.uk.

PS Gordon Miller
Regional Coordinator

Events and International Days

International Women's Day 2023

Wednesday 8 March saw the organisation mark International Women's Day, a global day which looks to celebrate the social, economic, cultural and political achievements of women, with an online Teams event for staff, and the start of this year's Women in Policing Conference in Edinburgh. This year's theme was #EmbraceEquity.

Transgender Day of Visibility 2023, 31/03/2023

Friday, 31 March, 2023 is Transgender Day of Visibility, an event which takes place every year to celebrate the lives and achievements of transgender people across the world. In Police Scotland we celebrate Trans Day of Visibility because we know that while our officers and staff come from different backgrounds and experiences, what unites us are our shared values of integrity, fairness, respect and a commitment to enabling and upholding human rights.

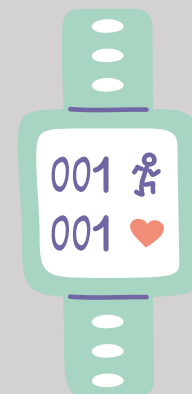
Move in May 2023 - National Team Challenge

We are delighted to announce that the National Team Challenge Championships will be returning this year with Move in May 2023. This event has been developed as part of Police Scotland's commitment to promote and support the benefits of physical and mental wellbeing.

This is the second national event and last year we saw 170 teams take part across the whole of Police Scotland, with 1362 total participants. The invitation to take part is open to all police officers and police staff within the organisation, including retired officers/staff. Although there is a competitive nature to this event, the main aim is to improve the physical and mental wellbeing of staff members across the organisation.

Teams can exercise for a maximum of 21 days throughout May 2023, known as 'exercising days'. There is no minimum number of exercising days, however applying a maximum of 21 days will allow people with other responsibilities to participate. To make the event more inclusive, the activities accepted for tracking have been extended. Participants can choose from:

- Walk
- Run
- Cycle
- Swim
- Move
- Lifestyle activities
- Copstrong exercise classes



Full guidance on how to track activities and a list of the rules can be found on the [National Team Challenge Invitation](#) page on the intranet.

Save the date

Special Constable Conference - Friday 26th - 28th May 2023

This years Special Constable Conference will be held again at the Scottish Police College. Registration forms have been sent out with accommodation options, workshop choices and descriptions and dietary requirements.

If you have not received a Registration Form and Conference Agenda please get in touch with us at volunteercoordination@scotland.police.uk and request a copy as soon as possible so we can add you to the attendee list.

The conference is very flexible. If you would rather not use the accommodation you can attend during the day on the Saturday and the Sunday, or just for one day, whatever suits you best. You can stay for 1 night or 2 nights, just let us know your preference.

There will be workshops on both the Saturday and the Sunday, there is no obligation to take part in all of the workshops, we will also have information stalls during the day on the Saturday, so if you would rather browse and have a chat with the stall holders then you can select this option rather than a Saturday workshop.

There will be a catering van on site during Friday and Saturday evenings. There will be breakfast, lunch and dinner on the Saturday with breakfast and packed lunch on the Sunday. Tea and coffee will be available at set times during the day. The Copper Lounge will be open in the evenings.

There are many options to keep you busy and we hope to see you there. If you are unsure on any aspects of the conference or have any questions then please get in touch.

Volunteer Coordination Team





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PSYV Business Plan

2023-2024



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Section 1: Background & PSYV Aims

The overall purpose of the PSYV is to deepen police engagement with young people, break down barriers with traditionally difficult to engage communities, promote positive role models and create safer communities to reduce violence.

The programme provides young people aged 13 – 18, of all backgrounds (25% from a vulnerable background), a positive means of engagement with the police through regular training, participation in community safety initiatives and through volunteering in their communities.

The main aims for PSYV are broadly set as follows;

- Promote a practical understanding of policing amongst our young volunteers
- Encourage the spirit of adventure and good citizenship
- Support local policing priorities through volunteering in local events and initiatives to raise awareness
- Give young people a chance to be heard
- Inspire young people to participate positively in their communities

There are currently 44 PSYV groups across the 13 Policing Divisions in Police Scotland. 38 groups are active with 6 groups dormant due to resources for group coordinators. There are 200 Adult Volunteers supporting 903 Young Volunteers across Scotland from Shetland to Stranraer.

Section 2: How we do this

Volunteering for Communities - Through their volunteering the PSYV build relationships with other community agencies and bodies, become aware of local issues including local policing priorities and develop their sense of social responsibility and good citizenship in taking some ownership in supporting communities in addressing these issues.



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Each group has autonomy to meet their local community's needs and the PSYV delivers training to its volunteers in order to meet the identified needs and meet Policing priorities aligned to the Police Scotland annual Policing plan by meeting these objectives this enhances safer communities and builds trust and confidence. In doing this we ensure that our priority of reducing violence is met.

PSYV also aim to align some activities in 2023/2024 to meet the following community safety objectives

- 1) To support a society where people feel, and are, safer within their communities
- 2) Reducing and preventing non-sexual violence in Scotland's communities using a trauma informed approach;
- 3) Supporting effective person-centred multi-agency working

This in-turn will support The Violence Prevention Framework

- We are all safe, and feel safe, in our communities
- Our communities are stronger and more resilient
- We participate in healthier more respectful relationships
- People at risk of experiencing violence are supported to live healthier, more productive lives

Support National Events

Throughout 2023 Police Scotland Youth Volunteers will continue to support National events across Scotland.

Royal Edinburgh Military Tattoo

In 2022 the Royal Edinburgh Military Tattoo returned following the event being cancelled due to the Covid Pandemic and was supported by the PSYV. Their hard work and support was recognised and received thanks, along with all the performers, from Major General Buster Howes, Chief Executive of the Royal Edinburgh Military Tattoo. The PSYV have been invited to support the event again in 2023.





Tall Ships

Police Scotland Youth Volunteers Inverness, Shetland and Orkney will be volunteering at this 4 day event alongside the prestigious Tall Ships race in Shetland, 26th – 29th July 2023, volunteering at the crew parade, opening ceremony, music festival, parade of sail, assisting with crowd control, lost children wristbands, car parking and patrols of Shetland town centre and engaging with members of the public.



Community Alcohol Partnership CAP “It will Cost You Campaign”

An evaluation of the award winning campaign from 2022 highlighted that the PSYV were essential to its success, “Police Scotland supported by Police Scotland Youth Volunteers and in conjunction with retailers were key to delivery of the campaign on the ground”.

The campaign aims to reduce the risk of harm and vulnerability to under 18s by cracking down on proxy purchasing through raising awareness of the consequences

PSYV groups across Scotland will support the campaign again in 2023.

PS

UCI World Championships

The PSYV will offer local support to help deliver a safe event through a number of Local Policing Divisions throughout Scotland.



GLASGOW
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Support Local events and charities

PSYV Groups actively support local charities raising awareness for their charities, food collections and distributions of Christmas boxes and gifts. They will continue to be linked into their local charities and community needs throughout 2023 and support them where they can.

Glasgow Groups are already engaged in Golden Thread Project where Youth Volunteers will help document the stories told to them by the older generations who use the service. The stories will thereafter be written up into a booklet and given to the person so they can share this information with their families and the generations to come.

International Opportunity and events

Blue Light New Zealand are a registered charity that works in partnership with police to deliver an extensive range of youth programmes and activities. Blue Light NZ works in partnership with New Zealand Police and has a serving Police Officer as its chair.

Their goals, which align to ours are:-

- Reduce the incidence of young people becoming an offender or victim of crime
- Encourage better relations between the Police, young people, their parents, and the community

Blue Light NZ provides young people with positive lifestyle alternatives and strategies to avoid becoming an offender or victim of crime and achieves this through various programmes (mainly achieved through outdoor educational and intervention workshops and camps). Blue Light NZ have invited PSYV to New Zealand where the Young Volunteers will be able to take part in an International Leadership and Development Programme alongside similar teams from USA, Australia and New Zealand, where there is an opportunity for both organisations to learn and develop from each other.

Blue Light NZ are interested to learn how they can support local policing priorities through volunteering and wish to develop some of their future strategies and programmes based on our PSYV volunteering model.

Police Scotland will seek reciprocal learning from Blue Light NZ around the prevention and intervention work they conduct with young people through outdoor education and intervention programmes and there is a potential to replicate these programmes in Scotland.

Global Citizen Challenge

In 2019, Police Scotland's International Development and Innovation Unit (IDIU) through the Scottish Government (Sustainability area) provided £50,000 funding for a PSYV Global Citizen Challenge competition, which was devised to allow for one female and one male PSYV to be identified from each of the three hubs (North, East, West) thus identifying six successful Youth Volunteers to have the opportunity to take part in exchange activity in either Zambia or Malawi for one week.

The Challenge was for PSYV to design and implement a project that would support at least one of the Sustainable Development Goals, supported by Scottish Government, which could then be used to benefit young people and communities in Zambia or Malawi.

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Each young person designed and implemented their project in Scotland and thereafter presented them to Police Scotland, Scottish Government and Scottish Police Authority. The Corona Virus Pandemic forced this project to be stopped. The unspent funds were returned to Scottish Government.

Police Scotland will explore the viability to re-establish the Global Citizen Challenge for 2024, however work planning and funding from Scottish Government to support this project require to be confirmed in 2023 to allow for a selection process to commence.

The VCU aim to work with Police Scotland's International Development and Innovation Unit on this project and establish joint work in both the areas of Sustainable Development Goals and Prevention of Violence against Women and Girls.

Violence Prevention Framework

PSYV aims and objectives have a natural shared fit to the Violence Prevention Framework through their Peer Education and learning modules, by empowering our youth volunteers to become active role model in their communities, this encourages others to via away from risk and potential violent behaviour.

- **We are all safe, and feel safe, in our communities**

PSYV have a number of peer education modules, allowing for young and adult volunteers to become trained in peer education and become peer educators in Mentors in Violence Prevention, No Knives Better Lives, I am Me (EDI based input), Water and Fire Safety.

Last year saw the launch of peer education certificates and badges to recognise young people's achievements. Continuation of this to give young people tangible recognition that can be shown to future employers.

PSYV will work with Youthlink Scotland, to develop and train our adult and youth Volunteers in Peer Education, this will be through workshops and support to local PSYV Groups, This will enable Police Scotland Youth Volunteers to be peer educated and peer educators and give insight, knowledge and learning to their peer groups.

Over the last two years The PSYV has successfully run Road Safety, Young Drivers events, where in partnership with Scottish Fire and Rescue Service we have trained over 80 young people in Road Safety concentrating on Youth Volunteers who may be starting their journey to become drivers. The Volunteer Coordination Unit (VCU) will continue this programme with Young Driver events being held twice per year. An invite has been accepted by British Military for their young drivers to also attend these events to give them knowledge and insight with a view of making them safer drivers. The PSYV will work in partnership with them and Roads Policing. The events coincide with national campaigns around road safety.

Cyber Safety – Police Scotland Youth Volunteers.

Police Scotland Youth Volunteers have joined forces with Robert Gordons University and OSP Cyber Academy and are being trained in aspects of cyber awareness via an online training portal delivered by OSP Cyber Academy, one of the UK's leading online cyber training providers.

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The plan will be to make these PSYV Cyber Aware and become “Cyber Savvy”, to understand the threats and risks that they face on a daily basis online and share this knowledge when as peer educators, engaging with family and friends to help protect them.

All age groups of PSYV's including adult volunteers will gain the Cyber Knowledge necessary to support this great initiative, through peer mentoring.

More importantly they will be learning skills to help them educate the most vulnerable in society, with these newfound skills they will then go into the wider community armed with this capability to deliver education and awareness via a thought provoking Escape Rooms styled exercise developed exclusively for this Project by the science and technology faculty at Robert Gordons University.



Reclaim the Night events

Reclaim the Night events are local and national campaign and events against sexual harassment and gender-based violence. Each year people take the streets to march for an end of sexual violence and ensure safety and autonomy for all women and marginalised genders

In 2022 the PSYV supported locally held Reclaim the Nights campaigns and they will continue to support organisers in 2023 raising awareness.

- **Our communities are stronger and more resilient**

The VCU will develop a forums for young people so that their voices can be heard, and to involve them seeking their views and experience to help shape future strategies and programmes within the PSYV and allow them to bring meaningful change to Police Scotland through consultation and meet Police Scotland’s commitment to UNCRC.

Groups will continue to support their local communities through positive engagement with community groups, charities and event organisers, build confidence and trust in policing and inspire good citizenship amongst our volunteers.

PSYV supports Police Scotland’s Partnerships, Prevention and Community Wellbeing (PPCW) whose aim is to improve the safety and wellbeing of individuals, localities and communities in Scotland, by reducing vulnerability, reducing harm and working collaboratively with communities and partners. The PSYV link some of their activities to the scheduled calendar of events. Some of the activities include supporting Hate Crime week, LGBTQI+ activities, Housebreaking Campaigns, Community Alcohol Partnership and Violence

Reduction information and activities, which are agreed on a national basis and are aligned to Scottish Government Campaigns.

Braveheart Challenge, will run a one day workshop bringing 100-120 young people together to design and create an exciting, effective and achievable ideas for a Community Action Project, which will provide a range of clear advantages for delivery to a key citizen group with their local community find solutions to problems that they see within their local areas.

The project will provide young people with a voice and a platform to share their knowledge and experience and understanding of issues within their communities, with a specific aim of empowering them to participate in informed, creative approaches and solutions with their own communities in partnership with the Police Scotland.

- **We participate in healthier more respectful relationships**

Male positivity (in collaboration with Youthlink Scotland)

The PSYV will aim to work with Youthlink Scotland and partners to deliver a programme aimed at young males, looking to explore the challenges facing boys and young men in Scotland, discuss the childhood adversity on boys and young men in Scotland, examine some of the dominant male stereotypes in Scotland and to equip participants with awareness and a range of tools to better engage boys and young men in discussing and reflecting on issues of masculinity.

Community Alcohol Partnership “It will cost you” Campaign

PSYV groups across Scotland will support the Community Alcohol campaign “IT WILL COST YOU” again in 2023. The campaign aims to reduce the risk of harm and vulnerability to under 18s by cracking down on proxy purchasing through raising awareness of the consequences.

The PSYV programme aim to attend future PRIDE 2023 events locally and nationally to engage with members of the public from the LGBTQI+ community and support such a cause.





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- **People at risk of experiencing violence are supported to live healthier, more productive lives**

No Knives Better Lives (KNBL) - The PSYV continues to work alongside No Knives Better Lives which is a prevention, early intervention and education programme in Scotland. KNBL help youth workers and practitioners working with young people to empower those who may be at risk of youth violence to choose a better path.

We have successfully trained 67 Police Scotland Volunteers and they have now received a certificate and badge as being peer educated in No Knives Better Lives. We have also trained 4 Young Volunteers to be Peer educators in NKBL and they have been busy in their schools and communities to help other young people understand the risks and dangers of knives and violence.

The VCU will continue to promote and prioritise this programme to all the groups in order to at least double the number trained as being peer educated and peer educators. We will encourage and empower them deliver inputs in schools and other youth activity areas.

A large, semi-transparent watermark of the PSYV logo is centered on the page, behind the main text. It consists of the stylized shield and the letters 'PSYV' in a light green color.

PSYV

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Section 3: Collaboration with Partners to deliver Peer Education

Police Scotland Volunteer Coordination Unit have developed Peer Education (Silver badge) & Peer Educator (Gold badge) along with relevant certificates for youths, adults and Group Coordinators (Police Officers / Police staff) who have completed such training

Peer Educator (Gold) = completed the required of coursework and awarded a certificate and able to complete this function as an EDUCATOR

Peer Educated (Silver) = complete the required coursework and awarded a certificate in being Peer Educated and can provide information and knowledge on the topic to their peers.

The PSYV will continue to engage with their peers giving insight, knowledge and awareness in the following Peer Education topics: (an example of this is PSYV Dunfermline have arranged an 8 week programme, organised and delivered by our youth volunteers on water safety to local community groups.



“I AM ME” – Keep Safe - I Am Me Scotland - Disability, Hate Crime, Disability, Charity – Changing attitudes and behaviours so that disabled and vulnerable people can feel safe within their communities. We currently have over 300 PSYV trained in Peer Education and 20 as Peer Educators around the country.

Water Safety - RNLI water safety education resource: Rewind workshop – In June 2022, following an increase in water related deaths, Water Safety Education Scotland conducted an online training forum in their Water Safety campaign. This was cascaded in-house to our volunteer throughout the country. To date approximately half of PSYV are trained in this topic.

Water Safety Code



Fearless - Home - Fearless - Fearless is the youth service of independent charity Crimestoppers who provide young people aged 11 – 18 years with key information about crime and give them a safe place to speak up with information 100% anonymously online or phone.

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Young Driver Scheme – Police Scotland bespoke programme designed to offer bi-yearly face to face workshops to all PSYV (mostly aimed at 16 – 17 years of age) the dangers and impact of drink/drug driving or being in a motor vehicle with a drink/drug driver. Approximately a third of PSYV are trained or scheduled to be trained in the coming year.



Mentor in Violence Prevention (MVP) – is a peer mentoring programme that gives young people the chance to explore and challenge the attitudes, beliefs and cultural norms that underpin all forms of gender-based violence in our society. The programme addresses a range of behaviours including physical violence, name-calling, sexting, coercive and controlling behaviour and harassment. Individuals are not looked on as potential victims or perpetrators but as empowered onlookers with the ability to support and challenge their peers whilst keeping themselves safe.



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FIRE AND RESCUE SERVICE
Working together for a safer Scotland

Fire Safety - Scottish Fire & Rescue continue to work in partnership with PSYV delivering all year round training, locally at division, on the dangers of cooking safely, fire safety education, water safety, actively working smoke alarms, deliberate fire setting and safety at home.

Equality, Diversity and Inclusive Education - Time for Inclusive Education (TIE) - Scotland's LGBTQI+ Inclusive Education charity who take an educational approach to tackling homophobic, biphobic and transphobic bullying and prejudice in schools. The training includes examining Equality, Prejudice, Allport's Scale, Discrimination, Prejudice Based Bullying, Hate Crime and Personal Values and was designed to meet SCQF accreditation (should we wish to grant a recognised qualification certificate).



No Knives Better Lives (NKBL) - Supporting young people to make more positive choices when it comes to knife crime and youth violence. NKBL is a prevention, early intervention and education programme in Scotland. In October 2022 a one day PSYV Youth Work training day was hosted at the Scottish Police College with guest speakers from No knives Belter Lives and this will be replicated in 2023. We have trained 105 Volunteers to be Peer educated in KNBL

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Cyber Crime Awareness - In January 2023, in line with the Scottish Government drive to promote raising Cyber awareness and opportunities Adult and young volunteers will be trained in aspects of cyber awareness via an online training portal delivered by OSP Cyber Academy, one of the UK's leading online cyber training providers. The plan is to make these PSYV Cyber Warriors. They will be learning skills to help them educate the most vulnerable in society, with these newfound skills and they will go into the wider community armed with this capability to deliver education and awareness via a thought provoking "Escape Rooms' styled exercise developed exclusively for this Project by the science and technology faculty at Robert Gordons University.



PSYV

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Section 4: Delivery Plan 2023-2025

- Formalise the PSYV Structure and build on existing formal educational accreditation – The Volunteer Coordination Unit (VCU) will look to consolidate the learning packages in one framework and to link that framework to an educational qualification. The vision will be to know a young person's journey with the PSYV both at the early years 1-3, (peer education, local and national events, community engagement and charity work) and senior years 4&5 (Peer educator, teaching early years, leadership skills, CV's becoming an employee of choice, local and national events, community engagement and charity work)
- The VCU will undertake a review all training modules, First aid, water safety, Fire Safety, with a view to consolidate into an educational accreditation and give a framework for young people
- Ayrshire Pilot – Modules 3, 4 & 5 currently on pilot within 4 PSYV Groups. The Volunteer coordination unit and initial feedback has been positive, continuance of positivity will see Modules 3, 4 & 5 be incorporated into the training framework for young volunteers giving them education and insight into Keeping people safe, Road Safety and Misuse of Drugs
- Develop a model of active development and support for both new and existing volunteers, both youth and adult
- Work with Youthlink Scotland to develop an adult learning framework to support our adult volunteers giving opportunity to learn about best practice in youth work
- Work with PPCW to increase the number of care experienced young people within the PSYV
- PSYV Forums – giving young people a direct voice to senior Police Management.

The VCU will develop forums with Divisional Command Teams and Executive Command Teams within Police Scotland to allow young volunteers from the PSYV to give their views and the views of young people from their local areas direct to Police Scotland's management. This will aligns with Police Scotland's commitment to The United Nations Convention on the Rights of the Child (UNCRC). ACC Gary Ritchie *"The UNCRC is acknowledged internationally as a gold standard for ensuring children live the happy and healthy lives that they deserve, by knowing their rights and being listened to by organisations like Police Scotland."*

"As a service with a strategic focus on prevention, everything we can do to positively engage with children early in their lives will have a significant long-term impact, for young people and also for their communities."

- Establish Divisional forums, incorporating young Volunteers and School link officers, allowing for young people to be heard have a voice and discuss policies and practices that affect them
- Establish Executive Forum to allow young people direct access to executive police officers to discuss, policies practices, - potential to introduce mentoring and reverse mentoring

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Section 5: Funding

Police Scotland has a significant contribution to the PSYV with associated 2023/2024 officer salary costings still equating to approximately £1,000,000.

The funding bid for 2023/2024 acknowledges that the foregoing could not be sustained without the continued support from the Scottish Government, on whom Police Scotland Youth Volunteers rely, to supplement baseline running, uniform, equipment and travel costs and to support the development and progression of the programme to meet the needs of all.

Funding costs are projected to be similar to those of 2022/23 where £81,000 was agreed. Groups are still recruiting young adult and young volunteers to recover back to pre-pandemic levels and some groups still require additional funding associated with start-up costs, particularly for uniform and equipment and this is reflected in the breakdown of anticipated costs below.

Contribution to baseline running costs (PSYV Uniform, stationary and ICT)	£45,000	<i>Each group receives £1000 for uniform and New and re-establishing groups require £2000-£4000, we currently have 2 groups who are starting to re-establish, Badges, Certificates notebooks and stationary.</i>
PVG application / Running costs	£6,000	<i>(PVG last for 3 years and therefore we have ongoing renewal cost, and we are still recruiting new adult volunteers. New PVG is £59 each. New and establishing groups require up to 10 adult volunteers</i>
Professional subscriptions (Adobe/Youthlink)	£2,000	<i>Membership for Youthlink Scotland being £1160 for public body full membership, Adobe and IT programmes (Microsoft Office) for standalone Apple Macs and group laptops.</i>
Accreditation and Administration (Catch the Light platform administration)	£8,000	<i>Catch the Light host PSYV Learning and Website platforms</i>
Inspections/Awards/National Events	£9,000	<i>travel and food cost for National Events</i>
Partnership Development	£5,000	<i>Used to develop new partnerships. This year may see partnership with Duke of Edinburgh and also a second Braveheart event following evaluation</i>
Braveheart Challenge	£5,000	<i>Hosted by an external company, to be reviewed and evaluated with a view of running a second event</i>
Recovery Costs	£1,000	<i>There are some PSYV groups still to re-establish following the pandemic and they require extra costs to re-establish, cost may include It provision, temporary accommodation fees etc</i>
Total	£81,000	

This budget has been kept at 2022 budget levels despite increases to inflation leading to increased costs.

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Section 6: Action Plan

Violence Prevention Framework Aims and Actions	Violence Prevention Framework Actions	PSYV Activities and Actions	Outcomes	Evaluation
		<p>Volunteering for our Communities. Attending and volunteering at community events, concerts and galas. Linking in with local and national charities. Attending and volunteering at National Events</p>	<p>Supporting our community needs</p>	<p>Locally evaluated through debriefs and impact on local communities.</p> <p>Evaluated nationally on a monthly basis through Police Scotland’s local Governance, via the Local Policing Programme Board led by an executive officer.</p> <p>Through quarterly returns to Scottish Government.</p> <p>Number of people engaged with. Number of PSYV completed Moodle 2 (self-evaluation from deployments and goes towards SCQF accreditation Lvl 4)</p>
<p>We are all safe, and feel safe, in our communities</p>	<p>Scottish Violence Reduction Unit will work with Police Scotland’s International Development and Innovation Unit, to</p>	<p>PSYV will participate in an International Leadership and Development Course in New Zealand in partnership with Bluelight</p>	<p>Young Volunteers and Officers from the VCU will bring back their learning from their participation with a view of how practices to reduce young people becoming an offender</p>	<p>Post deployment debrief and forum to Police Scotland Executive lead for Volunteering</p>

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	ensure that the latest international intelligence on reducing violence is shared, as appropriate, with our funded partners and that we collectively learn from international best practice.	New Zealand whose aims are <ul style="list-style-type: none"> • Reduce the incidence of young people becoming an offender or victim of crime. • Encourage better relations between the Police, young people, their parents, and the community 	or victim of crime could be implemented in Scotland.	
	The Scottish Fire and Rescue Service will continue to monitor and improve their service engagement processes and procedures to identify and support vulnerable and high risk people in their homes and communities to help keep people safe from harm.	PSYV will continue to in partnership with Scottish Fire and Rescue Service (SFRS) and deliver Fire Safety to Adult and Young Volunteers. Continue to work with SRFS to deliver Young Driver events	Raise awareness of fire and driver safety at locally and nationally. We will increase the number of adult and young volunteers to undertake the training	Locally evaluated through debriefs and impact on local communities. Evaluated nationally on a monthly basis through Police Scotland's local Governance, via the Local Policing Programme Board led by an executive officer. Through quarterly returns to Scottish Government. Numbers of young people attended and engaged with.
Our communities are stronger and more resilient	During 2023, the Scottish Violence Reduction Unit will lead work in partnership with YouthLink Scotland,	PSYV will continue to provide Peer education modules to our Young and adult volunteers on 7 topics, including working	Increase the number of Volunteers trained in peer education on the 7 topics and to develop programmes to	Locally evaluated through debriefs and impact on local communities.

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	<p>Police Scotland and other partners, to deliver possible solutions specifically aimed at targeting weapon carrying amongst some young people, and older people with histories of violence</p>	<p>with No Knives Better Lives and Mentors in Violence Preventions and enable them to be peer educated and peer educators, allowing them impart their knowledge and understanding to their peer groups.</p>	<p>deliver information and knowledge to their peers</p>	<p>Evaluated nationally on a monthly basis through Police Scotland’s local Governance, via the Local Policing Programme Board led by an executive officer.</p> <p>Through quarterly returns to Scottish Government. Numbers of young people attended and engaged with</p>
	<p>The Scottish Violence Reduction Unit will lead work with YouthLink Scotland and with other partners to identify opportunities over the next year to develop a collaborative plan with actions for harm reduction and violence prevention specifically targeting the effects of social media on violence</p>	<p>PSYV have formed a partnership with Robert Gordons University and OSP Cyber Academy</p> <p>Adult and young volunteers will be trained in aspects of cyber awareness via an online training portal delivered by OSP Cyber Academy, one of the UK's leading online cyber training providers. The plan is to make these PSYV Cyber Warriors. They will be learning skills to help them educate the most vulnerable in society, with these newfound skills and they will go into the wider community</p>	<p>Outcome will be to deliver training at all adult and young volunteers trained to deliver and recommend this unique training to their peers, family and friends.</p>	<p>Locally evaluated through debriefs and impact on local communities.</p> <p>Evaluated nationally on a monthly basis through Police Scotland’s local Governance, via the Local Policing Programme Board led by an executive officer.</p> <p>Through quarterly returns to Scottish Government.</p> <p>Number of people trained and number of people training delivered to</p>

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		armed with this capability to deliver education and awareness via a thought provoking "Escape Rooms' styled exercise developed exclusively for this Project by the science and technology faculty at Robert Gordons University.		
We participate in healthier more respectful relationships		The PSYV will aim to work with Youthlink Scotland and partners to deliver a programme aimed at young males, looking to explore the challenges facing boys and young men in Scotland, discuss the childhood adversity on boys and young men in Scotland,	The outcome will be for young male volunteers and adults to have a positive outlook and to examine some of the dominant male stereotypes in Scotland and to equip participants with awareness and a range of tools to better engage boys and young men in discussing and reflecting on issues of masculinity.	Locally evaluated through debriefs and impact on local communities. Evaluated nationally on a monthly basis through Police Scotland's local Governance, via the Local Policing Programme Board led by an executive officer. Through quarterly returns to Scottish Government.
		PSYV groups across Scotland will support the Community Alcohol campaign "IT WILL COST YOU" again in 2023.	The campaign aims to reduce the risk of harm and vulnerability to under 18s by cracking down on proxy purchasing through raising awareness of the consequences.	Locally evaluated through debriefs and impact on local communities. Evaluated nationally on a monthly basis through Police Scotland's local Governance, via the Local Policing

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				<p>Programme Board led by an executive officer.</p> <p>Through quarterly returns to Scottish Government.</p> <p>Evaluated by the Community Alcohol Partnership, who monitor changes in behaviour</p>
<p>People at risk of experiencing violence are supported to live healthier, more productive lives.</p>		<p>The PSYV continues to work alongside No Knives Better Lives which is a prevention, early intervention and education programme in Scotland. We help youth workers and practitioners working with young people to empower those who may be at risk of youth violence to choose a better path.</p>		<p>Locally evaluated through debriefs and impact on local communities.</p> <p>Evaluated nationally on a monthly basis through Police Scotland's local Governance, via the Local Policing Programme Board led by an executive officer and thereafter reported to Scottish Government through quarterly returns</p>
	<p>During 2023-2024, the Scottish Violence Reduction Unit will lead work to identify opportunities to intervene earlier to reduce and prevent harm by those that have</p>	<p>PSYV will continue to explore how we can attract and support more Care experience Children into the PSYV</p>	<p>Collaboration with PPCW to develop partnerships with organisations working with Care Experienced Children, <i>in order to increase the number of care experienced children being involved or supported by PSYV</i></p>	<p>Locally evaluated through debriefs and impact on local communities.</p> <p>Evaluated nationally on a monthly basis through Police Scotland's local Governance, via the Local Policing</p>

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	been, or at risk of being, care experienced.			Programme Board led by an executive officer. Through quarterly returns to Scottish Government.
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