



# Citizens in Policing

Strategy  
2023 - 2025

NORTHAMPTONSHIRE  
**POLICE**  
Fighting Crime. Protecting People.



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Citizens in Policing Strategy 2023 -2025

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***“A volunteer is someone who through personal choice wants to devote their time for the benefit of others without the expectation of any financial reward.”***

## Foreword

We understand that there is a breadth of knowledge and experience out there that will add value to our organisation, we know there are people who can enrich the skills and diversity of our organisation, we know by actively encouraging those people to participate in policing our communities we will be representative of the public and communities we serve.

We are proud to have invested in our Citizens in Policing offer so that it complements our established volunteering infrastructure and values our volunteers, by ensuring they feel part of the police family as they act as ambassadors in their community.

A volunteer is someone who through personal choice wants to devote their time for the benefit of others without the expectation of any financial reward. The purpose of this strategy is to show our commitment to enabling such volunteers to play an integral part in enhancing policing capacity and capability whilst contributing to the connectivity with communities, partners, and the wider organisation.

Our Citizens in Policing Programme is extensive and growing, whether it is a young person who wants to be a cadet or a retired person who wants to give back to their community, and everything in between. We are confident that both the person and the organisation will benefit from their involvement.

I thank our volunteers for their dedication and support in helping us make Northamptonshire a better and safer place to work, rest and play in. We are Northamptonshire Police, and our values unite us all.

Chief Constable Nick Adderley

# Citizens in Policing

Vision  
2023 - 2025





## Introduction

The purpose of this strategy is to provide Northamptonshire Police with an innovative Citizens in Policing programme that will provide an effective, value for money service, building on the success of the Special Constabulary, Northamptonshire Emergency Services Cadets', and Police Service Volunteers. This document will bring all three distinctive elements together, ensuring a cohesive approach to the contribution they make to the policing family, benefitting the public by building capacity within Northamptonshire Police, improving our resources, increasing visibility and support in our communities, and encouraging young people to be respected citizens.

This strategy is cognisant of and seeks to endorse the NPCC National Special Constabulary Strategy, National VPC Strategy, NPCC National Police Support Volunteer Strategy and NPCC Citizens in Policing National Strategy. It will add value by placing emphasis on the Chief Constable's principles and priorities for the force, to protect the most vulnerable in our communities, underpinned by the Police, Fire and Crime Commissioner's priorities and desire to work with communities to make Northamptonshire safer. We are Northamptonshire Police, and our values unite us all.

***“Northamptonshire Police pledges to make volunteers feel valued and recognised”***

This strategy will be reviewed regularly and built upon as part of the development of Northamptonshire Police Citizens in Policing offer.

This strategy, supporting delivery plan and performance framework will help shape decisions around transformation and how we use our resources, skills, and experience to fully integrate our volunteers into the organisation. It will furnish volunteers with the opportunity to carry out a diverse range of meaningful roles, whilst developing personally and professionally, that support and complement the work of police colleagues and improve our connectivity to partners and the communities we serve.

Northamptonshire Police pledges to make volunteers feel valued and recognised so that their active involvement in the police family makes a positive difference in their own lives as well as the lives of others.



## Strategy

The aim of the strategy is to maximise the relationship between Northamptonshire Police and those people who volunteer, ensuring that the needs and expectations of both the volunteer and the organisation are met.

This strategy intends to provide a framework that affords good leadership, planning and structure. A framework that will evidence good practice, evidence-based policing, performance indicators with measurable outcomes and investment in our volunteers. It will connect communities with organisations, bring new and innovative ideas to the business, increase trust and confidence, and improve resilience. Citizens in Policing, through the commitment and engagement of their volunteers, serves to reassure communities and increase social responsibility.

The framework will establish a positive experience that volunteers can be proud of, one where the common goal for both volunteer and the organisation is to deliver an exemplar police service within Northamptonshire and the communities they serve.

The deployment and use of volunteers will support and enhance the delivery of policing objectives as outlined in the Chief Constable's principles and priorities of the force, and the priorities of Northamptonshire's Police, Fire and Crime Commissioner. This will ensure that the Chief Constable's vision, to be capable of addressing future demands and mission to fight crime and protect people, as stated in the Chief Constable's Five Year Vision, 2021 and beyond, will be embedded across all layers of Citizen in Policing.



### The force principles are

- Integrity *We do the right thing*
- Public Service *We keep people safe*
- Impartiality *We act with fairness*
- Transparency *We communicate clearly*



### The force priorities are

- Drugs Harm
- Serious and Organised Crime
- Violence Against Women and Girls
- Serious Violence



### Police, Fire and Crime Commissioners Priorities

- Prevention that keeps the county safe
- Effective and efficient response
- Protect and support those who are vulnerable
- Effective justice
- Modern services that are fit for the future
- This strategy will be reviewed and updated regularly to meet changing priorities and contemporary community developments

## National Context

Northamptonshire Police has adopted the Citizens in Policing National Strategy 2019 – 2023 approved by the National Police Chiefs Council. Their vision is that every volunteer, in every force will be engaged, effective, integrated and valued. Their priorities are to raise the profile of volunteering with the police, widen opportunities and further develop Citizens in Policing.

At national level, under the guidance of the National Police Chief’s Council and the College of Policing, Northamptonshire Police is an active participant in a network of practitioners from across the country. We are active participants in regular regional meetings that promote good practice and innovation. This platform enables us to feed the views of the region back into the National Citizens in Policing Governance framework.

These networks aim to support each other to develop and promote volunteering and bring under one umbrella the different strands of volunteering.

### Volunteering Strands in Northamptonshire

- The Special Constabulary
- Police Support Volunteers (PSVs)
- Northamptonshire Emergency Service Cadets (NESC)



In addition, Northamptonshire Police is committed to work with its many community-based volunteers who provide an excellent level of support and commitment, by working with police and others to improve safety and reduce crime.

*“These networks aim to support each other to develop and promote volunteering.”*







## Governance

Northamptonshire Police Citizens in Policing Strategic Steering Group, chaired by the Assistant Chief Constable provides the executive lead and central governance function of the volunteers' strategy. The group is supported by Divisional and Specialist Unit Management Team members and Heads of Department.

In addition, the Citizens in Policing falls under the Local Policing pillar of the force governance structure. This is a group chaired by the Head of Local Policing and reviews the progress of all its elements, ensuring Citizens in Policing is considered as a valued operational resource.

*“Citizens in Policing is considered as a valued operational resource.”*

## Strategic Objectives

Northamptonshire Police value all strands of volunteering and appreciate the value they holistically bring to the organisation under the Citizens in Police banner. Our strategic objectives will thread through all strands to provide a clear and precise view of what we can achieve together.



### It will focus on the 5Cs

- Capacity
- Contribution
- Capability
- Consistency
- Connectivity



### Strategic Objective

#### To increase connection with communities

We aim to harness the potential to increase public participation and promote active citizenship through volunteering. We will work with individuals and businesses through wider promotion of Employer Supported Policing to build safer and more resilient communities and increase public confidence in Northamptonshire Police, in line with Northamptonshire Police Engagement, Visibility and Accessibility Strategy.

#### We will do this by

- Inspirational recruitment that is more representative of the communities we serve
- Raising the profile of our volunteers
- Effective partnership working
- Developing opportunities for Employer Supported Policing (ESP)
- Expand community-based opportunities, in partnership with the Emergency Services and voluntary sector partners
- Grow the concept of volunteers as ambassadors of the force





### Strategic Objective

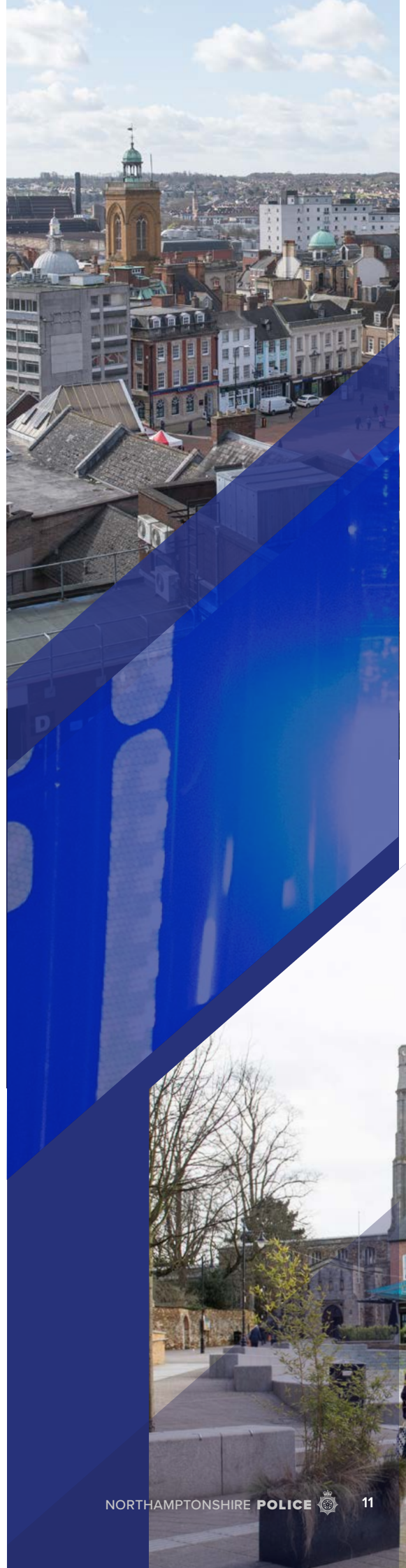
## To ensure volunteers are meaningfully engaged and feel valued

We aim to engage volunteers, recognise their skills and experience and value the contribution they make to policing whilst upskilling them for the benefit of our force, our communities, our partners', and themselves.

### We will do this by

- Reviewing the training and induction of volunteers
- Developing procedures to improve the volunteer experience
- Refining volunteer roles
- Expanding volunteering opportunities
- Developing volunteering career pathways
- Reviewing volunteer retention
- Matching volunteer skills to roles
- Recognising volunteer contribution through force and community awards
- Develop volunteer satisfaction survey
- Use staff survey to assess the success of volunteers within Northamptonshire Police

*“Developing procedures to improve the volunteer experience”*





### Strategic Objective

## To integrate volunteer capacity and capability into operational policing and the wider organisation

We aim to maximise the training, skills, and expertise of our volunteers to provide an effective, additional resource to support and complement the work of uniformed officers, staff, and support services.

### We will do this by

- Effective deployment and tasking of Specials and other volunteers, ensuring they have the relevant equipment to fully carry out their duties
- Developing the volunteering offer to include specialisms in support of operational policing
- Maximising volunteer skills, experience, and networks
- Recognising the contribution and potential of cadets
- Reviewing rank structures within Citizens in Policing
- Promoting a positive and inclusive team ethos through strong leadership



### Strategic Objective

## To make effective and efficient use of volunteer resources to support service delivery and achieve policing objectives

We aim to use maximise the use of public money by using our resources efficiently and adding value to our existing delivery. Volunteer activity will be focused on those areas of business where the most effective contribution can be made to force objectives.

### We will do this by

- Early identification of opportunities in the tasking process for improved volunteer participation
- Developing the mentoring, operational supervision, and deployment of Volunteers
- Making more effective use of volunteer duty management systems
- Targeted recruitment campaigns aimed at volunteers with specialist knowledge and skills
- Volunteer skills audit with annual review



## Strategic Intent



*“Our Citizens in Policing Programme is extensive and growing, whether it is a young person who wants to be a cadet or a retired person who wants to give back to their community.”*

## Special Constabulary

Northamptonshire Police recognises the Special Constabulary as sworn volunteers who hold full police powers and the office of constable. They are subject to police regulations and procedures. They contribute many hours of volunteering and without them a significant amount of the good work undertaken would not happen.

To achieve the strategic objectives highlighted within this document we are committed to pledging the following:



### We will

1. Review the training and induction
2. Establish rank structures within the Special Constabulary that provide good leadership, operational and welfare support, so that it develops in line with the regular force, and they work respectfully together to support the organisation
3. Work with the Positive Action Team and Human Resources to ensure that inclusivity is at the heart of the recruitment process and that every effort is made to enable the Special Constabulary to truly represent the communities we serve
4. Develop more effective deployment of Special Constables, ensuring they have the relevant equipment, training, and resources to fully carry out their duties
5. Include the capacity and capability of the Special Constabulary within workforce planning, problem solving, and tasking processes, to raise the profile of the Special Constabulary and embed them within the policing family
6. Identify specialisms within the force where there is potential for Special Constables to use their personal and professional expertise, or opportunity to learn new skills and knowledge to support specialist departments in times of need
7. Grow the concept of volunteers as ambassadors for the force, locally, regionally, and nationally



## Police Support Volunteers

Northamptonshire Police recognises Police Support Volunteers as people who are recruited to a volunteering role where they will serve under the direction and control of Northamptonshire Police. They will be trained, supported, and managed by Northamptonshire Police, and in most cases will be required to undergo the vetting process. They play an integral part in enhancing policing capacity and capability whilst contributing to the connectivity with communities, partners, and the wider organisation.

To achieve the strategic objectives highlighted within this document we are committed to pledging the following:



### We will

1. Review the training and induction
2. Champion diversity and inclusion
3. Develop the volunteer offer to include opportunities within specialist departments
4. Grow the impact of PSVs ensuring that it is focused on force and PFCC priorities
5. Empower volunteers to contribute innovatively and creatively to shaping the future of policing in Northamptonshire
6. Grow the concept of volunteers as ambassadors for the force, locally, regionally, and nationally

***“They play an integral part in enhancing policing capacity and capability.”***



## Northamptonshire Emergency Services Cadets

Northamptonshire Police, Northamptonshire Fire and Rescue Service and East Midlands Ambulance Service recognise Emergency Service Cadets as: Young people who have been selected because of their desire to support their local communities and gain a practical understanding of the emergency services, developing their interpersonal and leadership skills by following an Emergency Service based curriculum and undertaking social action activities within their communities.



To achieve the strategic objectives highlighted within this document we are committed to pledging the following:



### We will

1. Adopt the national Volunteer Police Cadets Safer Standards framework
2. Work in collaboration with statutory and voluntary partners to deliver an exemplar youth development and involvement cadet programme
3. Build trust and confidence between young people, their communities, and the Emergency Services
4. Training for cadet leaders that equips them to work effectively, in an inclusive manner, using youthwork practice and principles, with a diverse range of young people
5. Develop NESC Youth Forum, enabling young people to be part of the decision-making process

*“Young people who have been selected because of their desire to support their local communities.”*



## Summary



*“...at the heart of it all  
there is the intrinsic  
desire to fight crime,  
protect people and make  
Northamptonshire safer.”*

Plan on a Page

Strategy



Guided by this strategy, Northamptonshire Police will strive to cultivate an exemplar Citizens in Policing programme, where volunteers are recognised, valued, and seen to be part of the police family.

A programme that encourages innovation and creativity in service of integrated working, inclusive excellence, and sustainability.

A programme that is aligned to a robust performance framework that evidences Citizens in Police success by showing an increase in the number of people who bring skills and specialisms to their role, the benefits Northants Police volunteering and partnership programmes have brought to the communities we serve, and the retention of those people who become part of the police family by giving their time freely to improve the quality of life for all the people of Northamptonshire.

**We are Northamptonshire Police,  
and our values unite us all.**





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