

Superintendent Marion Deegan
Head of Crime Prevention
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Date: 3 June 2015

Your ref:

Our ref: JAG/MD

Reply contact name is: Inspector Martin Schorah

Dear Colleague

I am writing to you, as the current Head of Crime Prevention for Wiltshire Police, a role recently established to co-ordinate strategic efforts to reduce crime and antisocial behaviour (ASB) in Wiltshire and Swindon.

As well as focusing on 'hot spot' locations, working with victims and targeting our most prolific offenders we are being creative in the way we look to the wider community, in our efforts to reduce the demand on public services. In conjunction with the Police and Crime Commissioners office, we have recruited key staff to drive forward our vision to provide a cohort of community volunteers and to increase the number of Special Constables across our force area.

The PCC has defined the longer term aim of recruiting 300 Special Constables to each deliver a minimum of 16 hours of policing per month. He has also given an ambitious figure of 1% of the eligible community to come and volunteer for Wiltshire Police and serve the wider community in a number of roles.

As part of our commitment, in the summer of 2014, Sergeant Joe Saunders was appointed to oversee the 50 recommendations made in a detailed report following a review of the Special Constabulary. One of those key report recommendations was the need to provide a full time, paid Special Constabulary Coordinator to oversee recruitment, training, deployment and retention of our Special Constables. In September 2014 we appointed Sarah Pickles to this role, working now from our People Services Centre at Police Headquarters. Currently, we have 160 'active' Special Constables, with a new intake having undergone training in January 2015 and two further intakes scheduled for May and September 2015. We are currently reviewing our attraction, recruitment and retention strategies to ensure realisation of the audacious goal set.

We currently have over 40 volunteers working in a number of roles across the force area but historically this has been relatively 'ad hoc' with issues over 'ownership' and deployment as well as minimal training and a lack of corporacy. In June 2014, we recruited Scott Bateman MBE (who previously volunteered with The London Ambulance Service) as our strategic lead on volunteers. Scott has linked in with the national leads for 'Citizens in Policing' and provides a wealth of ideas as well as having a great talent in securing partnership buy-in for some of our proposed roles.

In November 2014 we secured a new, paid post of Volunteers' Coordinator; this is a position taken by Sarah Holden who is also based within People Services at Police Headquarters. Sarah is responsible for co-ordinating the job descriptions, recruitment, health & safety, training, vetting and deployment of volunteers. In addition to the existing roles we hope to publically 'launch' two new roles in June 2015, one as volunteer drivers to move staff/equipment around our area; the other as a Community Support volunteers to add value in our rural areas.

Having recently written a Wiltshire Police Volunteer strategy and in order to identify and maximise efficiencies across organisations we have actively engaged with Wiltshire Council, Swindon Borough Council and the Wiltshire Fire and Rescue Service. The group intends to formalise its existence with some terms of reference later this month.

I hope this letter has been enlightening and has demonstrated our commitment to volunteering and to increase the number of Special Constables serving the public of Swindon and Wiltshire. Sitting behind this, we continue to engage with and support the work of Neighbourhood Watch, Farm Watch, Horse Watch and other local community schemes.

As of the 1st June 2015, I will be taking on another role in the Force and Superintendent Andrew Carr will be taking on the role of Head of Crime Prevention. Therefore, if you require any further information please do not hesitate to contact Superintendent Carr or Inspector Martin Schorah.

Yours sincerely,

A handwritten signature in black ink that reads "Marion Deegan". The signature is written in a cursive, slightly slanted style.

Superintendent Marion Deegan
Head of Crime Prevention