



**POLICE AND CRIME PANEL**  
**1 DECEMBER 2016**

**AGENDA ITEM NO:**

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## **SPECIAL CONSTABLE RECRUITMENT UPDATE**

### **1. Introduction and Background**

- 1.1 This paper provides a brief update on progress to date with the recruitment of Special Constables.
- 1.2 Up to the end of October, the position was as follows:
- The recruitment website [www.wiltshirepolicespecials.co.uk](http://www.wiltshirepolicespecials.co.uk) is live and is providing the link between the marketing strategy and the on-line selection process.
  - The phase 1 training website is also live and being used by cohort 1 of the new Special Constables cohort.
  - The project team have facilitated two Experience Days (ED's) which include the job-related fitness test, a literacy test, a group exercise, DNA testing and the medical. Overall the feedback, internal and from candidates, has been very positive with a few tweaks being made.
  - **The ED's have delivered the following: 61 successful candidates of which 44 are male and 17 female. The total includes 7 BME candidates which represents 11.48% of the total; the project aim is 5% BME candidates.**
  - The first cohort has completed the induction day and commenced training. The cohort 2 induction event took place in October.
  - The project has so far secured over **200 expressions of interest (EOI)** to become Special Constables. The EOIs have been achieved through internal advocacy and prior to any external marketing with the associated costs.
  - To address the identified tattoo issue in the selection process (namely, the panel that assess suitability of candidates' tattoos and previous convictions only met once a month) a virtual tattoo panel has been suggested, facilitated on FirstPoint. The virtual panel is cost and time effective and is likely to become 'business as usual' for People Services.
  - Following an internal advertisement, **8 new Personal Safety Trainers (PST)** have been identified. The existing OST team have designed a bespoke cascade

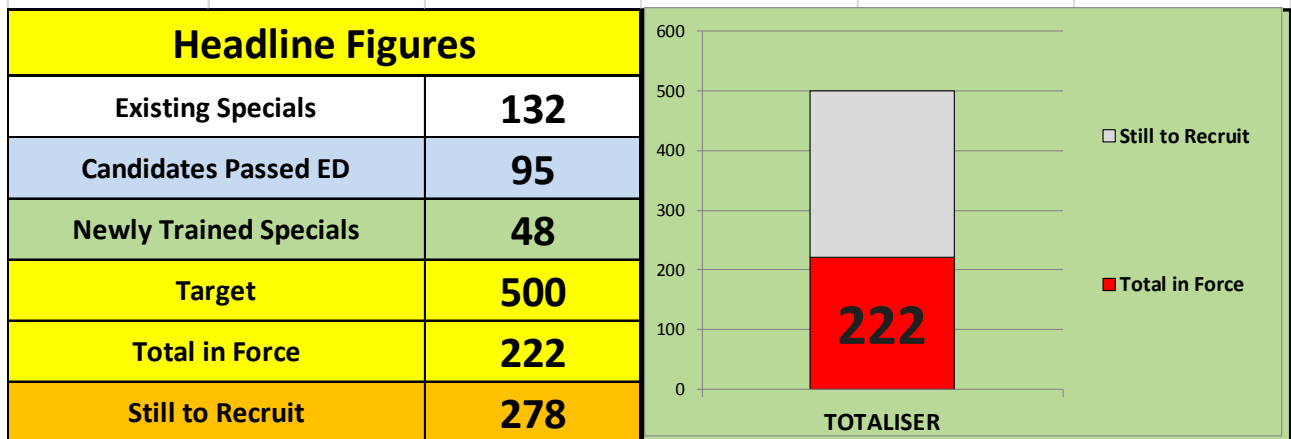
training program for the new trainers and the existing team will support the development of the new trainers, maintain oversight and quality assure the training as required by the COP.

## **2. The latest position**

- 1.2 On Saturday 12<sup>th</sup> November 2016, the Special Constabulary project team ran the third candidate experience day (ED). Thirty-four candidates were successful and as a result the project team has now recruited 95 new Special Constables to join Wiltshire Police. Eleven of the 95 will finish their phase 1 initial 12 week development program and be deployed to the hubs before Christmas. The remainder are either waiting for induction or have completed 5 weeks of phase 1. Among the new recruits there are 7 BME Special Constables.
- 1.3 If the pattern of the first three ED's is repeated at the ED in December, the total number of new recruits will rise to 125.
- 1.4 The table below outlines the specific breakdowns in terms of gender, BME and the progression of candidates. You will see Wiltshire Police now has 227 existing officers (including those in training and waiting for induction) with 273 still to recruit. Manpower, the agency employed to facilitate the recruitment has provided an excellent service, and the project team have not yet spent any money on marketing. The new recruits are the result of positive advocacy by our existing staff and officers along with social media and real world interviews led by Simone Matthews in Corporate Comms.
- 1.5 The success to date has been a very good example of different teams within the Force working together, especially the Project Team, the Positive Action Officer who is supporting the project with advice on the recruitment and retention of BME Special Constables and the People Development Team.
- 1.6 The design of phase 2 training will start shortly (accompanied to independent patrol).

Experience Days	Total Candidates	%	Successful	% of total	% of successful
Total	106		95	89.6%	
Male	70	66.0%	67	63.2%	70.5%
Female	36	34.0%	28	26.4%	29.5%
BME	9	8.5%	7	6.6%	7.4%

TRAINING	Waiting for Training Place	Commenced Training	Not Completing Training	New Specials in Force	%
Total	42	53	5	48	
Male	27	40	4	36	75.0%
Female	15	13	1	12	25.0%
BME	1	6	1	5	10.4%



This report is for information.

**Kieran Kilgallen**  
Chief Executive