

<b>Committee(s):</b> Police Authority Board- For information	<b>Date(s):</b> 29 <sup>th</sup> July 2020
<b>Subject:</b> City of London Police Reserve – Strength and Composition	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 50-20	<b>For Information</b>
<b>Report author:</b> James Phipson, Special Commander	

### **Summary**

At Police Authority Board on 5<sup>th</sup> June 2020 in response to a Member question on Black and Minority Ethnic (BAME) recruitment in the Special Constabulary, the Chairman requested a report on the present composition of the City of London Police Reserve (comprising the Special Constabulary and Volunteers) with particular focus on Female and BAME representation.

This report is presented to the Board for information.

### **Recommendation**

It is recommended that Members note the report.

### **Main Report**

#### **Background**

1. At your Police Authority Board (PAB) on 5<sup>th</sup> June 2020, in response to a Member question on Black and Minority Ethnic (BAME) recruitment in the Special Constabulary the Chairman requested a report on the present composition of the City of London Police Reserve (comprising the Special Constabulary and Volunteers) with particular focus on Female and BAME representation.

#### **Current Position**

2. As at Monday 6<sup>th</sup> July 2020, the numbers in the application process, in vetting/training and deployed are as follows:

Role	Application being processed	In Vetting/training	Current Numbers	Note
<b>Special Constables</b>	7	17	78	2 new joiners since last report to Force strategic Workforce Planning (SWP)
<b>Volunteers</b>	16	10	18 (107*)	4 new joiners since SWP report *Including FANY <sup>1</sup> & volunteers outside the Reserve
<b>Cadets</b>	-	-	36	At present the Cadets sit within Communities and not the Reserve.

Table 1- Source HR DMS

As referenced in the table, a comprehensive report on the Reserve's strength and composition is submitted every month to HR/Strategic Workforce Planning (SWP) and includes the following:

- Special Constabulary (SC) & Volunteer numbers by rank and directorate
- SC numbers available for duty and Independent Patrol status
- SC breakdown by gender and BAME

The full report submitted for June 2020 is set out at Appendix 1 and is summarised below:

Type	At 30/6/2020	Target
SC	76	100
SCs at Independent Patrol Status:	78.3%	75%
Volunteers	14 (now 18 4 have joined since June)	Unlimited
SCs in Specialist Directorates (ECD, Crime, I&I, PSD)	22	As per operational requirement
Volunteers in Specialist Directorates	14	As per operational requirement
Female	21.62%	35% (national target is 30%)
BAME	16.22%	20% (or in line with Force Target)

Table 2- Source HR DMS

### Gender/BAME Representation

3. The Force has made significant progress in improving Female and BAME representation for volunteers and Special Constables (SCs) by encouraging applications from each category. 20 probationer SCs were due to commence training in April 2020 and would have included 10 female and 8 BAME SCs. However, due to Covid-19 this course will now commence in September 2020

<sup>1</sup> FANY- First Aid Nursing Yeomanry

and we are in the process of confirming its (reduced) numbers and composition. This cohort will make a significant difference to our Female and BAME representation, taking us some way above the national averages in each category. We are also encouraging those with disabilities to apply to appropriate volunteer roles.

4. CoLP Reserve is determined to improve Female, BAME and disability representation, whilst reassuring other applicants that they are welcome and will not suffer any form of discrimination as a result of our efforts.

### **Capacity**

5. A full time Reserve Coordinator (for whom third party sponsorship was obtained) was recruited in early 2019 but decided to take early retirement in autumn 2019, and the role has been vacant since then, significantly reducing our capacity to recruit and process new volunteers and specials. On 7<sup>th</sup> July 2020 an individual commenced work as the part-time Police Reserve Support Manager. This role will oversee all the Reserve's recruitment and support processes, reporting directly into HR, the Reserve Senior Leadership Team (SLT) and other interested stakeholders (such as deploying directorates). The uplift has caused some capacity issues in relation to vetting, HR and Occupational Health (medicals) which has inevitably created delays in volunteer recruitment and SCs. This now appears to be partially resolved, however the focus has been on recruiting permanent FTE officers.

### **Reporting**

6. All Volunteers are being brought into the Reserve reporting structure, which will enable comprehensive reporting of performance and other criteria across the reserve (and not just the Special Constabulary as at present). The national "Duty sheet" performance monitoring system has been extended to all volunteers and the new Reserve Support Manager will enable the Reserve/HR to report on other criteria such as representation.

### **Volunteers**

7. The numbers of volunteers are growing slowly and steadily, and our focus is on quality rather than quantity. 18 volunteers have joined the force since the initiation of the Reserve project in 2019 and numbers are expected to grow steadily. 4 volunteers have joined the Reserve in the past fortnight, including a Business Continuity expert; a Corporate Governance/project management Consultant (who is managing the implementation of the MPS' new control system); and two ex-regular officer volunteers (and one special) as part of the Commissioner's Covid appeal. It is these skills the volunteer project was created to target and acquire. The rate of growth is dependent on the ability of directorates to identify and manage appropriate volunteer roles. We are investing significant energy in stimulating this demand, with new roles being created across the force, including in Finance, ECD, and UPD.

8. We have identified and formed a number of strategic partnerships to ensure that all demand can be met with appropriate volunteers of the highest calibre. On Tuesday 14<sup>th</sup> July 2020 a new pilot partnership with Chartered Institute for Securities and Investment (CISI) was launched, which aims to generate volunteers with specialist financial and corporate skills from the City community. Other candidate organisations keen to participate include CMS Cameron Makenna, the Honourable Artillery Company (HAC) and Institute of Chartered Accountants in England and Wales (ICAEW). Our key aim is to ensure that any growth in volunteer numbers is appropriate, supported and managed, and that expectations are managed.

### **Cadets**

9. Operational and recruitment activity for the Cadet unit has been suspended as a consequence of Covid-19. The unit presently sits within UPD/Communities and not within the Reserve. This is under review, and it is intended to relaunch the unit in tandem with a new partnership with the Worshipful Company of Grocers. The launch date has been postponed twice (again due to Covid-19) but will take place at the earliest appropriate opportunity.

### **Appendices**

**Appendix 1 (Non-Public pending confirmation its content is public) Report to SWP of Reserve Composition in June 2020**

#### **Contact**

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