



GMP LAUNCH NEW CADET PROGRAMME

SEE CENTRE PAGES



WELCOME

Volunteering Matters is pleased to welcome Claire Teal, Programme Manager at Volunteering New Zealand who talks about Learning Pathway for managers of volunteers.



Learning and development... It's all about qualifications, right? As we found in our work with New Zealand managers of volunteers, qualifications aren't always the most appropriate road to follow.

For the past 3 years, Volunteering New Zealand (VNZ) has been involved in major development work for individual managers of volunteers and the organisations they work within. At first, when we asked managers of volunteers what 'learning and development' meant to them, they would say "getting a qualification". However in the same conversation, they would also express concern about the potential divisiveness of a qualification in an incredibly diverse field only just opening up to the idea of growth and development.

Given this situation of wanting a qualification but not wanting a qualification, we moved to ask managers of volunteers what the initial attraction was; what did they think attaining a qualification would achieve for them? They said things like:

- It will give us leverage to demand higher status / more recognition / increased remuneration.
- It will provide us with a clear entry point to the role.
- It will give us an easy way to find out what we need to know, and where we can learn it.
- It will make our role less invisible – it will be there

amongst other qualifications that people can choose from.

- It will give us direction.

It became clear that a qualification is a means to an end; that managers of volunteers want what it offers, but are currently unsure about the implications for the field in New Zealand if one is developed.

To use their words, New Zealand managers of volunteers want a learning pathway that they can use for their own individual professional development. A pathway suggests movement, and to show movement, you need markers along the way. To create these, we've been working on a set of competencies for New Zealand managers of volunteers. They are high-level, not task-focused, and they map out four key areas of skills/values/attributes that managers of volunteers demonstrate in their work. We purposefully steered away from ascribing tasks to the broad, wide-reaching competency areas we constructed. Why? Because asking managers of volunteers what tasks they do, and how they do them, is kind of like asking how long a piece of string is. As has been mentioned, we wanted to respect and reflect the diversity present across managers of volunteers in New Zealand, while at the same time drawing us together as a shared profession/field of practice.

Our next goal is to work these competencies into a self-assessment tool that sits alongside a database of training opportunities from across New Zealand on the VNZ website. This will make it easier to find the best-suited-to-you learning and development options that already exist, including assessment of prior learning. Managers of volunteers will be able to make informed choices about their own professional development from the day they enter the field through to the most advanced level.

For more information on Volunteering New Zealand: <http://www.volunteeringnz.org.nz/volunteermanagers>

Claire Teal

Programme Manager
Aotearoa New Zealand

Volunteering Matters is produced by Tina Shelton with support from the College of Policing, volunteers and volunteer practitioners.

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If you would like to be placed on the e-subscription list, please email the editor: tina.shelton@gmp.pnn.police.uk

VOLUNTEERING MATTERS WOULD LIKE TO SHARE SOME GOOD PRACTICE & NEWS

Volunteers' Week is an annual campaign which takes place on 1-7 June and celebrates the fantastic contribution millions of volunteers make across the UK.

www.volunteersweek.org

Volunteering Matters would like to hear what the forces around the UK did for this initiative – we will report in August's issue

Email the editor:
Tina.shelton@gmp.pnn.police.uk

With your stories

Community Life Survey results show rise in volunteering The first quarterly results of the government's eagerly awaited new survey, the Community Life survey, were published recently and shows a significant rise in rates of volunteering since 2010-11: **30% volunteered at least once a month (up from 25%) and 45% volunteered at least once a year (up from 39%).**



GREATER MANCHESTER POLICE VOLUNTEER RECEIVES ANMBE

Janet Gould, a Police Support Volunteer working for Greater Manchester Police (GMP), has received an MBE in the New Year Honours list.

Janet will have given 20 years' service to GMP in 2013, during which time she has acted as a link between the community and the police.

The introduction of Neighbourhood Policing and the Police Support Volunteer Programme gave her the opportunity to work more closely with local officers, but her community work goes beyond GMP - she served as chairman of the Broadbottom Village Community Association from 2000-2010, and now chairs the village's environment group meetings as well as organising her local Remembrance Day service and parade. Janet said: "I enjoy being part of the policing family and am proud to serve GMP. I am also very grateful to those who nominated me for this award, as it is heartening to receive recognition for the work you do."

Sir Peter Fahy said: "Janet is a great example of a local resident who has taken a stand against crime in her area and has done many things to bring people together in voluntary effort.

"She has given huge amounts of time to the community of Hattersley and to Tameside and really cares about victims of crime and anti-social behaviour. Local officers very much value the support provided by Janet over many years and it is good to see a local hero such as Janet getting a national honour." Janet will be attending the Palace on 28 June.

THE DIRECTORY OF SOCIAL CHANGE IS HOSTING A VOLUNTEERS FAIR IN LONDON ON THE 5TH JUNE THIS IS A DAY OF TRAINING DEVOTED TO HELP YOU SUPPORT AND MANAGE YOUR VOLUNTEERS
WWW.VOLUNTEERFAIR.ORG.UK

TAKE A LOOK AT INSTITUTE OF VOLUNTEERING RESEARCH EVIDENCE BANK

The Evidence Bank is home to all of IVR's publicly available research. It is an easy-to-use searchable database of research, reports, bulletins, publications and journal articles which is regularly updated

www.ivr.org.uk/ivr-evidence-bank



ENERGIZE INC
Especially for leaders of volunteers

STRATEGIC VOLUNTEER MANAGEMENT:

Expanding Your Organisation's Brain by Susan J. Ellis
Read Susan's Hot Topic on :

What Might a Volunteer Involvement Strategy Look Like?

<http://www.energizeinc.com/hot/2013/13may.php>

CHESHIRE AWARDS CEREMONY

Cheshire has many people who volunteer to support the Constabulary and their knowledge, experience and enthusiasm bring huge benefits to each of us, and the people of Cheshire.

Constable Janette McCormick and is the first time such a ceremony has been held in the Cheshire.

The event was opened by Cheshire's Police and Crime Commissioner, John Dwyer, who said:

"I was delighted to open the Awards Ceremony. I always find stories about volunteers very powerful when I realise what can be achieved by people who are prepared to give up a little time and energy and give something back to society. We heard some amazing stories about people who have gone that little bit further to work as part of the wider policing family in helping to make Cheshire safer."

There were two categories for Police Support Volunteers. Winner of the individual category was Denise Rogers, who works with the Drive Survive programme. The award for best team went to the Museum of Policing in Warrington.

Recognising how volunteers can add value to the organisation, the Force has embarked on an ambitious plan to recruit more people who want to volunteer and 'Participate in Policing' in Cheshire. If anyone is interested please contact Jenny Ford, Community Engagement Manager at jenny.ford@cheshire.pnn.police.uk

People already understand how the Special Constabulary supports frontline policing but many do not understand the roles that our Police Support Volunteers undertake on a daily basis. There are volunteers working in the Economic Crime Unit, Communities Unit, Neighbourhood Policing Units and the Museum of Policing to name a few.

On Monday 28th January 2013 Cheshire Constabulary held a joint awards ceremony to recognise the work of Special Constabulary Officers and Police Support Volunteers. The event was hosted by Assistant Chief





HUMBERSIDE VOLUNTEERS IN PARTNERSHIP WITH FIRE & RESCUE

Volunteers who offer their time and effort to Humberside Police are set to wear two hats as their services are shared in partnership with Humberside Fire and Rescue.

Rescue in further developing our partnership working, sharing costs and expanding our joint community engagement programme."

within two public sector services and also avoid duplication of effort at community events.

Their approach will be to develop tasks for the volunteers in response to the needs identified with each task assessed for its suitability and a volunteer matched.

Police and Crime Commissioner Matthew Grove said: "Our police volunteers are driven by their wish to help protect our communities and this excellent arrangement will allow them to do even more." Collaborating with other public services is essential because we are delivering similar messages around public safety. Our

Chief Fire Officer Richard Hannigan said: "This is a good example of collaborative working with Humberside Police. Volunteers bring a great deal of enthusiasm and experience into both services and they will enable us to work even more effectively with our community." Councillor John Briggs Chair of the Humberside Fire Authority, said: "The volunteers will complement our support services, such as volunteering within our community to offer fire safety advice to residents. Although they will not replace any of our existing services, they will offer valuable support to many of our functions."



In January 2013 the army of volunteers currently working for the police will also be utilised by the fire service, assisting them with delivering, developing and supporting some of their key areas of business.

The team of more than 100 volunteers who have been working for Humberside Police under a successful scheme run by the Community Safety Unit for a number of years will now branch out to assist the fire service.

The volunteers will be involved in a variety of activities including home and fire safety support, engaging with local communities at events, administrative tasks and undertaking role playing activities.

Chief Constable Tim Hollis welcomed the move. He said: "This initiative is the first of its type by way of sharing our volunteers. There are significant benefits to both Humberside Police and Humberside Fire and

communities will benefit from joined-up working like this which means we can do more to keep people safe at less cost. I commend this initiative."

The joint partnership will assist the Humberside Police volunteers to gain experience



GMP LAUNCH NEW CADET SCHEME



In 2012, Sir Peter Fahy, the Chief Constable of Greater Manchester Police, pledged to create a new Volunteer Police Cadet Scheme for young people in the region.

The scheme, developed by Sergeant Jane Butler and Youth Strategy Officer PC Andrew Marsden, is aimed at 13- 17 year-olds and provides a programme of weekly Cadet nights filled with activity, information and – hopefully

– some fun.

The aims of the scheme include:

- Promoting and encouraging a practical interest in policing among young people,
- Providing training which will encourage positive leadership within communities which will include volunteering opportunities,
- Encouraging a spirit of adventure and developing qualities of leadership and good citizenship. Cadets will be given the opportunity to obtain a Duke of Edinburgh Award, First Aid qualification etc.

Cadets units will be based in areas where there is currently little to occupy local youngsters. The scheme will mirror the national VPC Model whereby at least 25% of the cadets will be from backgrounds vulnerable to crime and/ or social exclusion and inclusive of those with diverse needs.

Volunteers will have to apply, stating their



reasons for wanting to be part of the scheme and will be encouraged to remain with the scheme for as long as they can. Upon reaching the end of their time as a cadet, they will be given advice on careers and business, help

with CVs and information about any opportunities to remain with the Force.

The first cadet scheme has been developed with the support of the Co-op Academy, Blackley.

Cadets are currently completing a

“probationary” period and have so far experienced drill, physical exercise classes and advice on subjects such as the effective and safe use of social media.

Further items on the curriculum are lessons on the law, public order awareness, phonetics and radio use, problem solving ... and more drill!

A uniform will be worn but only issued on completion of a successful probationary period.

The scheme’s team leaders are also volunteers and include schools based officers, PCSO’s, special constables and university students, all contributing their own time to run each cadet night.



To build a number of successful schemes across Greater Manchester, GMP is looking for help. Anyone interested in becoming a volunteer team leader who can demonstrate a commitment and desire to “change hearts and minds” can contact Sergeant Jane Butler at volunteerpolicecadets@gmp.police.uk.



CUMBRIA POLICE CALL FOR WILLING VOLUNTEERS AS THEY LAUNCH NEW SCHEME

Cumbria Constabulary has reviewed and developed its Police Support Volunteers program with the new scheme launched on 15th April.

The Constabulary's new Volunteer Scheme has been set up to encourage community participation in policing issues and is being introduced to help ensure the Constabulary can continue delivering an excellent policing service across Cumbria. The scheme appeals for willing volunteers to put themselves forward for brand new roles that have been created across Cumbria Constabulary to support police staff members and police officers. Those who successfully secure one of the volunteer roles will receive training and be entitled to claim any out of pocket expenses. Assistant Chief Constable Jerry Graham said: "We have taken a great deal of time preparing the new Volunteer Scheme to ensure that the opportunities we offer are mutually beneficial - to those who apply, and to the Force.

"Community policing is at the heart of Cumbria Constabulary. By inviting members of local communities to carry out these new roles, volunteers are given the chance to get involved in the issues

that directly affect them and their families. It will also give the Constabulary better access to more skills, experience and local knowledge which will help us to continue delivering an excellent policing service to the people of Cumbria.

"Police officers already receive support from community volunteers through the Special Constabulary which has been invaluable. The new Volunteer Scheme looks to replicate this success by identifying new, specific, support roles for Police Staff Volunteers."

A number of volunteer roles have been created based on the business need of the Neighbourhood Policing Teams and the wider Constabulary with some roles in the CID department. Some of these include Community Speed Watch Administration Assistants, All Watch Assistants, and a Crime Stoppers liaison volunteer. Senior managers, members of staff, police officers and staff unions have been involved in setting up the new scheme. All the roles



are new, specific, and have the opportunity to provide the volunteer with personal development, job satisfaction, enhanced skills and improved prospects.

ACC Graham continued: "The Volunteer Scheme will help officers and staff concentrate on core policing duties at a time when Cumbria Constabulary is striving to provide an excellent policing service in a more efficient and cost-effective way.

"The new volunteers will not replace any previous or existing staff members but will instead be an extension of the policing family - just like the Special Constabulary. These roles have been identified to support police officers and staff in their current roles, so that they can continue to supporting front line policing.

"Although important and valuable, these roles do not require fixed, regular hours so can be carried out at times that best suit the volunteer.

"I believe the new scheme offers local people with exciting opportunities. If you want to find out more or apply for any of the new positions, please visit Cumbria Constabulary's website, www.cumbria.police.uk."



DORSET VOLUNTEER AWARDS

Congratulations to Alan Hunt for winning the Dorset Police Support Volunteer Award 2012.

Alan Hunt is a very popular member of the North Dorset team and his support has significantly assisted in the successful policing of Blandford Town Centre. He volunteers approximately 70 hours a month, providing a reliable and effective communication link between CCTV cameras, Pubwatch radios and patrol officers. Alan also supports officers by viewing historical incidents and dealing with essential downloads to assist with evidence gathering.

Alan works unsociable hours and has even cancelled personal commitments to attend briefings so he is always aware of policing priorities and can identify wanted criminals. Alan has pushed for the CCTV system to

be upgraded and, to enhance viewing, has made cabinets to house new monitors at his own expense. He provides early intervention in dealing with ASB and nighttime economy crime issues and, through the Pubwatch scheme, updates door staff and officers whilst monitoring events as they unfold on camera. As a result of this, figures for crime in this area have fallen.

On one occasion, Alan was monitoring the system and identified a Domestic Violence incident unfolding. He immediately notified local officers who were able to respond and deal with the incident and safeguard the victim without delay. He has also identified underage drinking, potential drink drivers, and one particularly violent and life-threatening assault

where the offender was immediately detained and the victim was able to receive prompt medical assistance.

Alan is highly valued by his colleagues and his commitment makes local policing much more effective.

**Well Done Alan!
'On behalf of the Volunteers Support Team as well as the rest of Dorset Police thank you for your hard work and commitment that has gone towards you winning this award.'
You thoroughly deserve it!!**



GWENT CADETS



CADETS JOSHUA HURN AND AYE OZGUL WITH PCSO AMY COUSINS

Gwent Police is welcoming 92 police cadets into the force, following a recruitment drive at the end of 2012.

They are also saying goodbye and thank you to 44 police cadets that have worked with local Neighbourhood Policing Teams across Gwent since 2011.

Newport are welcoming 28 new cadets, with 22 cadets in Caerphilly, 16 in Monmouthshire, 14 in Torfaen, and 12 in Blaenau Gwent.

Chief Constable at the time, Carmel Napier and Police and Crime Commissioner Ian Johnston officially welcomed the new police cadets into the force on Thursday 10th January 2013.

The new cadets are all either 15 or 16 years old (year 11 or year 12) and it is hoped will remain in their volunteer roles

until they are at least 18.

The cadets, who have their own uniform, will meet once a week to take part in different activities. This includes attending workshops and talks to get an understanding of the work of a police force, including the roles of dog handlers, roads policing, scenes of crime and CID.

Local trading standards officers and drug and alcohol workers will also speak to cadets about the work that they do with Gwent Police. They will also receive first aid training and will learn about using a police radio, as well as team working.

Once the cadets have received their training, they will then be allocated to work with a local Neighbourhood Policing Team. They will assist the teams with local

crime prevention schemes, helping to deliver leaflets and speaking to local residents and businesses about staying safe, particularly in areas that have experienced recent crime.

They will be attending local events with the Neighbourhood Policing Teams to speak to members of the public and take part in community engagement. They will also be helping to carry out speed monitoring in areas where residents have raised concerns about the speeds of vehicles.



NEIGHBOURHOOD AND HOME WATCH WEEK 15TH-23RD JUNE 2013

STREET PASTORS

Tony Roberts of the Middleton team went out of his way to help a shop keeper whose windows were smashed by youths. He wrote to the council about CCTV cameras being installed, he obtained a contact from the local PCSO and also the local councillor for his area.

As a result, Tony was nominated for the Pride of the Borough of Rochdale award 2012 volunteer of the year, which he was awarded!



We are delighted to report that PC Shirley Murray, Specials & Volunteers Co-ordinator, has won a British Association of Women in Policing Award (BAWP) for Leadership. Whilst not the overall winner, Shirley has been highly commended.

This is well deserved recognition for the enthusiastic way Shirley carries out her work within Cumbria Constabulary, supporting Specials and Police Support Volunteers. The award will be presented in Cardiff on the 11th June. Congratulations to Shirley.



"WHAT SOME OFFICERS DO FOR VOLUNTEERING!"

SERGEANT LEE KERSLAKE HELPING OUT AT THE WRVS CHARITY CAKE SALE AT AVON & SOMERSET POLICE HEADQUARTERS



College of
Policing

OFFICIAL LAUNCH OF COLLEGE

The College of Policing was officially launched on Monday 4 February. The objectives of the College are: to protect the public interest; to set and enhance first-class national standards of professionalism to ensure excellence in operational policing; to identify evidence of what works in policing and share best practice; to support the education and professional development of police officers and staff; and to enable and motivate staff and partners to work together to achieve a shared purpose. Further information is available at:

www.college.police.uk/en/home.htm.

The College provides policy support on Police Support Volunteers and has a close working relationship with the Police Support Volunteer (PSV) Programme Board, chaired by the business area lead for the Citizens in Policing portfolio, Deputy Chief Constable Rob Beckley of Avon & Somerset Constabulary.

Further details in relation to the PSV programme can be found on the College of Policing website and on POLKA.

Conference

A national PSV Conference, funded by the College, is to be held at the College facility at Ryton-on-Dunsmore in early 2014. It will focus on the PSV programme and cover material on the wider Citizens in Policing initiative. Details will be communicated to forces shortly.

Research

The College of Policing is currently developing a research project to survey the views of volunteers and police forces on the PSV programme.

Roadshows

A number of Citizens in Policing roadshows have now taken place in police forces across the country. These provided an opportunity for managers, staff, volunteers and visitors from the voluntary and community sector to learn more about volunteering and explore ideas for development. Forces have reported that this has generated interest amongst staff and ideas for new volunteer roles.

The College of Policing is pleased to support Volunteering Matters.