

Our mission, vision and values

Our mission is at the heart of what we do:

We detect and prevent harm; protect the vulnerable and reduce crime

We work together as one team to safeguard communities and neighbourhoods

We are sustainable and resilient and provide a high quality service to the public

We act in accordance with the national Code of Ethics and our Force standards of behaviour

Our vision

To be the best rural, coastal and urban police service. "One team - innovating to be the best"

This means that we will deliver the best policing service we can and recognise the unique needs of each community within Devon, Cornwall and the Isles of Scilly.

We will listen to people and understand what is most important to them, and work with them to solve matters which concern them most. Our officers and staff will be approachable and available to the public, and will continue to provide a visible presence within communities.

Our values

Our behaviour and code of ethics underpin everything we do and the service we provide.

Impartiality:

As a police service, we must show impartiality throughout all our dealings with colleagues, partners and members of the public. This is achieved by being unprejudiced, fair and objective. We consider different sides of a situation and ensure that each side is given equal consideration. We do not favour one person or group over another, acknowledging that discrimination increases feelings of unfairness and makes our jobs harder to do. We must not allow personal feelings, beliefs or opinions to unfairly influence our actions in any situation. We assess each situation based on its own merits ensuring we are fair and consistent in

our actions. We are clear in our rationale for the decisions or actions we take ensuring they are clear and evidence-based.

Integrity:

We understand and reinforce expectations of professional behaviour and openly recognise good and bad performance. We maintain the highest levels of professionalism, making sure that we always uphold the values and ethical standards of the police service.

We need to build and maintain confidence with the public, colleagues and partners if we are to deliver a modern and effective police service. Doing the right thing is about becoming a role model and upholding public trust.

Public Service:

As individuals and as part of a wider organisation, we have a responsibility to ensure that we act in the best interests of society as a whole.

Improving the safety and wellbeing of the public underpins all that we do.

We constantly think about how to create the best possible outcomes for those we serve and we take personal responsibility for delivering these. We show resilience and determination to overcome barriers and to provide the best outcome.

We are dedicated to work in the public interest, engaging and listening to their needs and concerns. We work to make sure that the public feel valued and engaged, which helps to build confidence in the police service. We are respectful to the needs and concerns of different individuals and groups.

Transparency:

We are transparent in our actions, decisions and communications with both the people we work with and those we serve. This ensures that we are honest and open in our interactions and decision making. We are genuine with those we communicate with and endeavour to create trusting relationships. We accept feedback and are comfortable in responding to criticism and finding ways to improve.

We build trust with our colleagues, partners and communities by being open about what we have done and why we have done it and by keeping our promises so communities can rely on us when needed.

Volunteer as a special constable

Making a change for the better



Support the work of your local police in the neighbourhood that matters most to you...yours

www.dc.police.uk



Devon & Cornwall Police

Special Constabulary: Frequently asked questions

What is the Special Constabulary?

The Special Constabulary is a force of **trained volunteers** who work alongside, and support, their local police.

- Specials are volunteer police officers with the **same powers as regular officers**.
- Specials spend a minimum of 16 hours per month, or more, supporting the police to tackle crime in their communities
- Specials are recruited locally by all police forces in England and Wales
- Specials work in partnership with regular officers and the wider policing family.

Who can become a special constable?

- Special constables are local people from our communities who wish to make a difference
- Specials are men and women of all races and faiths
- Specials must be 18 or over

What's in it for you?

- The satisfaction of supporting your **community**
- The opportunity to learn new transferable skills and gain valuable **experience**
- The opportunity to work in a professional environment, supported by up-to-date training and knowledge
- A chance to **challenge** yourself and show what you're capable of
- An **opportunity to learn** about the police before committing to a job within the service.

Will it change you?

- You can grow in self-confidence and may discover personal strengths not previously recognised
- You'll improve your communications skills
- You'll learn a great deal about your community
- You'll develop new contacts, associations and firm friendships.



What do specials do?

Specials take part in front-line police work. They spend most of their time on the streets, doing intelligence-based patrols in crime hotspots or taking part in crime-prevention initiatives. This could mean anything from keeping town centres safe at night through to conducting house-to-house enquiries or helping prevent vulnerable people from becoming victims of crime. It's hard, demanding work, but from your first day on duty, you'll see the impact you're having.

Why become a special?

Become a special and find out what you're capable of – for yourself and your community.

- Make the streets safer
- Find out what you're capable of
- See a different world

Becoming a special may provide you with new skills useful for your career and life.

The skills you need

Specials have many varied talents, but a **positive attitude** and thorough training will give you a great start. Support and training are ongoing as you develop.

The Special Constabulary welcomes applications from all members of the local community.

One of the most important requirements for all specials is a **commitment** to making a positive difference in their local area.

Does this sound like you?

The kind of people we need have good life skills and experience plus strong community awareness.

They need to be able to:

- stay calm in a crisis
- **communicate** clearly
- resolve disputes tactfully
- think laterally and **solve problems**
- plan and take the initiative
- be tolerant and work well in a team
- be **honest**, fair and impartial
- act with **integrity**
- treat the public and their colleagues with **respect** and courtesy.

Training to develop your skills

Before becoming a special constable all recruits are fully trained in areas including:

- what the police force does
- the role, powers and duties of police officers
- preventing, detecting and handling common crimes
- preparing evidence for court
- conflict resolution and handling difficult situations
- self-defence

The training you get as a special constable, can be valuable and useful in your career and personal life. Training is ongoing and there will be opportunities to take on more responsibility so you're constantly challenged and learning new skills.

Can I join the Special Constabulary?

Those applying to become a special constable must satisfy the following basic criteria:

Nationality

You must be from a country in the European Economic Area or have leave to enter and remain in the UK free of restrictions.

Education

You don't need any formal qualifications. However, you will have to pass an assessment prior to joining.

Time

You must be available to volunteer for four hours a week/ sixteen hours a month or more.

Age

You must be at least 18 to apply. There is no upper limit for becoming a special.

Height

There is no minimum height requirement.

Health and fitness

You need to be in good health to be able to complete a fitness test.

Occupation

You do not need to be working to become a special. We welcome applications from the unemployed and from those at home bringing up a family. Some people's jobs will, however, be deemed a conflict of interest e.g. members of the armed forces can't serve as specials. For details of other jobs affected, please visit the www.college.police.uk (enter guide to recruitment in the search box). See document Recruitment – Specials PDF

Character and previous convictions

You must be of good character and must not associate with any known criminals. If you have previous minor convictions or cautions, this could disqualify you from becoming a special; it will depend on the type of offence. If you are a member of an inappropriate group this could disqualify you from becoming a special.

Got a question?

If your question relates to recruitment or the application process, please contact the Devon and Cornwall Specials Recruitment team specialsrecruitment@devonandcornwall.pnn.police.uk