



Home Office

INTRODUCTION TO Employer Supported Policing

for the Special Constabulary
& Police Support Volunteers



What is Employer Supported Policing?

It is a partnership benefitting employers, their staff and the police service by releasing Special Constables and Police Support Volunteers to volunteer in the communities they serve.

Organisations can promote Employer Supported Policing by actively encouraging their staff to volunteer as a Special Constable or Police Support Volunteer.

GMP Supported Employees



Greater Manchester Police give 10 days additional paid leave for their staff who are Special Constables for volunteer duty, plus a minimum of 3 days for training. They also give 3 days additional paid leave for their staff who are Police Support Volunteer.



“Employer Supported Policing is an effective and powerful way for businesses to invest in their people as well as their local communities. Police volunteers can help reduce crime and make communities feel safer”

Chief Constable Dave Jones
NPCC National Lead for
Citizens in Policing



“I believe the benefits for employers are well in excess of the investment made.

By supporting staff to volunteer in policing, employers can help keep their communities safe and at the same time help their employees learn valuable skills”

Rt Hon Brandon Lewis MP

The Employer Supported Policing Scheme Explained

How can my organisation be involved?

We are asking organisations to consider releasing their staff who are Special Constables and Police Support Volunteers by giving them paid time off to undertake their volunteer police duties and/or training.



WILLMOTT DIXON

SINCE 1852

Willmott Dixon give 5 days additional paid leave for their staff who are Special Constables.

“As an organisation we recognise the significant contribution that Specials make in policing and the significant personal risks it brings in protecting the public and serving the community. At Willmott Dixon we are always happy to support whether that be sponsoring special events or time off for training and duties. Furthermore we recognise the significant benefit it brings to both individuals and company.”

*Simon Butcher - Director of Operations
Willmott Dixon Construction*



Police Mutual give 10 days additional paid leave for their staff who are Special Constables for volunteer duty, and 5 days for training. They will also consider additional reasonable requests.

“Police Mutual is delighted to have signed up to Employer Supported Policing. Supporting the police is at the heart of what we do and this scheme helps us to support our colleagues to do something they love whilst making a valuable contribution to their local community. Having a deep understanding of those we serve is important to us, so opportunities for colleagues to use their understanding of policing and develop some fantastic new skills is hugely beneficial to us and our members. We’re very proud to be involved.”

Kenny Graves, Head of HR



Santander give staff 5 days additional employee volunteering days for all organisations and 10 days additional paid leave for staff who are Special Constables.

“We have hundreds of colleagues across the UK who are volunteering their time to make a real difference in the community. Our volunteering policy enables our staff to support community activities which are close to their hearts. We’ve seen the benefits that volunteering, specifically the Employer Supported Policing scheme, has on our staff; improving levels of engagement, developing team building skills and creating a sense of pride in the organisation.”

Sharon Squire - Head of Corporate Social Responsibility

Why engage in Employer Supported Policing and what are the benefits?

The Employer Supported Policing (ESP) scheme increases the diversity of knowledge within a workforce, offers a rewarding scheme to participate in, as well as supporting the ethical, social and community aims of many organisations. The ESP scheme contributes to a safer, more resilient and empowered society which leads to community well-being through volunteers who enhance the connections between different sectors such as industry, public sector, enterprises and employers as well as promoting active citizenship and engagement with policing.

Benefits to the Community

- Increased direct engagement with local police
- Increased reassurance due to more visible policing on the street
- Increased public confidence
- Greater resources for tackling crime and disorder, resulting in lower levels of crime and higher sense of security
- Connecting businesses to the community

Benefits to the Employer

- Supporting the local community
- Crime reduction advice and support
- Enhanced reputation with local community
- Positive marketing opportunity
- Staff development at little or no cost/transferable skills
- Improved staff well-being/morale
- Greater staff retention / lower recruitment costs/corporate memory retained

Benefits to Staff

- Professional Development
- Enhancing skills and training, valuable for career progression
- Giving something back to the community
- Fulfilment and improved relationship with their employer - more flexibility for supporting time for volunteer work
- Sense of wellbeing within the workplace
- Employers giving staff a better working experience
- More flexibility to attend training/police duty
- Employees are being supported to enable them to give back to the community

Benefits to the Police

- Increased police visibility
- Improved recruitment and retention
- Wider pool of resources available
- Potential rise in public reassurance and confidence
- Positive marketing opportunity
- More integration with community and local businesses

"We see the ESP programme as an effective partnership between us as an employer, our people, and the Police Service to increase public safety and confidence. This brings benefits not just to the employer, but also the individual and the community that we serve. I wholeheartedly encourage our employees to consider becoming Special Constables and support this with an additional 10 days employee volunteering leave per year."

"They are not just Special Constables, they are special people."



Bernie August
Head of Security, Openreach BT



To find more out about Employer Supported Policing (ESP) please contact:
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