

Employer Supported Policing



**Kent
Police**



Home Office

ESP 
EMPLOYER SUPPORTED POLICING



What is a Special Constable?

- Special Constables are volunteers who want to give something back to their local communities, making them safer places to live and work.
- They are fully warranted police officers
- Full police powers
- Same uniform, equipment and responsibilities
- Bound by Police Regulations and Code of Ethics



What is Employer Supported Policing?

- Employer Supported Policing (ESP) is a national scheme owned by The Home Office.
- It's a simple yet powerful partnership between employers and the police.
- Allowing staff who are Special Constables some paid time off to volunteer in their local communities is a great way to enhance your corporate image, whilst at the same time playing a big part in making local communities a safer place to live and work.
- Completely bespoke
- No contractual commitment
- No administrative burden for businesses



What's in it for **you**?

Corporate Social Responsibility

An effective and powerful way for you to invest in your people and local community.



Conflict management



Prioritisation of demands



Leadership



Taking personal responsibility



Crisis management



Effective communication



Problem solving



An understanding of the law



Decision making



The delivery of objectives



We will record and publicise any good work by **your** employee



What's in it for your employees?



- A sense of achievement and satisfaction
- Improved physical and emotional health
- New and transferable skills



From a 2023 report on the Kent Special Constabulary,

76,858

hours were volunteered by

7,191

999 calls attended

256

arrests made

184

Special Constables

They undertook

11,949

duties

1,423

traffic reports issued

526

other traffic offences and

228

vehicle seizures



The ESP scheme is backed by many business groups, including

HRGO Recruitment

“HRGO Recruitment is a family business that's been around since 1957. Our team of experts is dedicated to making hiring easier for you. We use personalised methods and the latest tech to find the right people for your job fast.

“We are pleased to now be ESP registered, supporting the hard work of Kent Police and the Kent Police Special Constabulary where we can.”



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Westwood Global Energy Group:



Westwood
Global Energy
Group

"It's been very interesting to follow Gareth's policing journey over the last couple of years.

The passion he has for it is clear and it's great to see Gareth have a new challenge where he can leverage his 'day job' skills but also bring new skills and perspectives back into Westwood. Through his police experience I've observed a change in how Gareth approaches certain situations – e.g. when dealing with internal stakeholders, managing conversations that could have the potential to be 'tricky' and how to mediate when needed. Gareth's calm and diplomatic manner certainly allows for a more constructive dialogue and ultimately better outcomes.

Since knowing Gareth he's always displayed high levels of empathy and emotional intelligence, but I feel this has been cemented through his police training too. He demonstrates an awareness of others' wellbeing, as well as being more able to identify and articulate his own wellbeing.

I know Gareth already applies these learnings to the 'day job' and this is one way I'm sure Westwood has and will continue to benefit from Gareth's training. I believe the police work gives Gareth a real 'energy boost' due to how much satisfaction he gets from it, which in turn translates back into a 'revived' Gareth when he's back at his Westwood desk. It's win-win!"

Emma Loomes, Global Head of Sales & Marketing, Executive Director



Home Office



Testimonies



Special Inspector Dawson:

The role allows you to progress in key areas and develop great transferable skills.



Special Constable Grout:

A great opportunity to experience a career I'm interested in, whilst being able to fit around my family life.



Special Inspector Hector:

Having to make decisions in high pressure situations really build confidence in your own abilities and judgement.



Testimonies



Special Sergeant Opaleye:

For me it is the chance to make a difference, the warm feeling of satisfaction knowing I have made a positive impact on someone.



Special Constable Martin:

I now have a much deeper understanding and awareness of vulnerable people. Professionally, my leadership, confidence and communication skills have all improved.



Special Constable Rendall:

I get a great deal of satisfaction from knowing that I am doing my best to help others.

