# Employer Supported Policing



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# 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.

An understanding of

the law



Conflict

management

Effective

communication







Problem

solving



Taking personal responsibility

Decision

making



The delivery of objectives

Crisis

management



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



### What's in it for your employees?



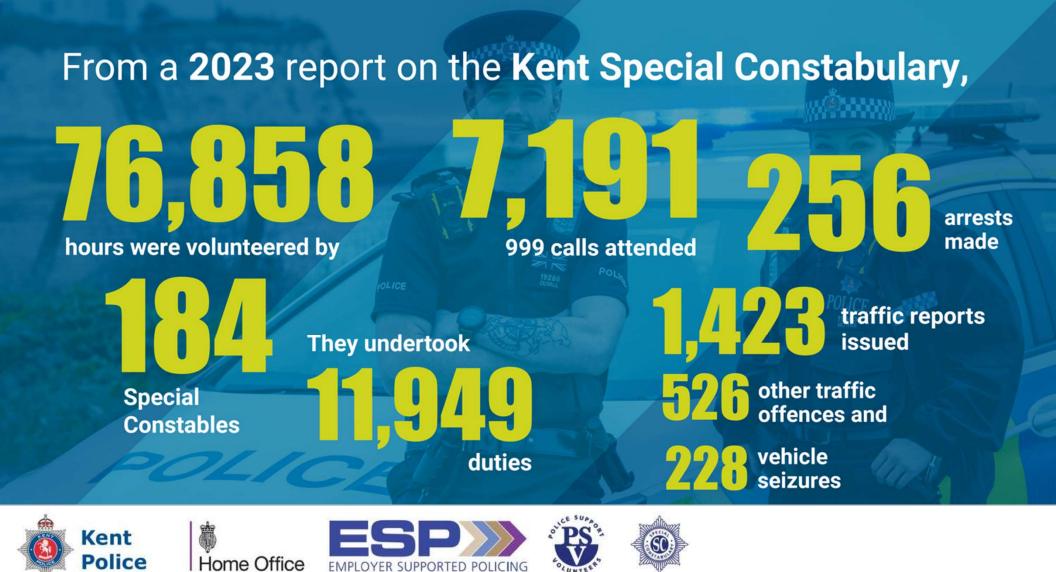
- A sense of achievement and satisfaction
- Improved physical and emotional health
- New and transferable skills



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# 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."



recruitment



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### 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



### 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.





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### 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.



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