



EMPLOYER SUPPORTED POLICING

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Why did we develop ESP?

Research showed:

- A desire by Special Constables / Police Support Volunteers to have their employers support them
- The police service wanted to engage with employers
- There was goodwill from employers towards the police

Plus

ESP contributes to increasing the diversity of knowledge and skills within a workforce, offers a rewarding scheme within staff can participate and supports the ethical, social and community aims of many organisations



Definition of ESP

Employer Supported Policing (ESP) is a Home Office sponsored scheme

“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 ESP by actively encouraging their staff to volunteer as a Special Constable or Police Support Volunteer”



How can your organisation get 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

Organisations can promote ESP by actively encouraging their employees to volunteer as a Special Constables or Police Support Volunteers



Supporters of ESP

- There are 204 companies currently recorded as supporting ESP

Openreach

Merlin
Entertainment

Tesco

Santander

E2V

BT

Police Mutual

Willmott
Dixon

BBC

Cumbria
Police

IKEA

Vodafone

Worldpay UK

Cambridge
City Council



Which?

Benefits of ESP

For Employers

- Supporting their local community
- Transferable skills
- Enhanced staff development / training
- Improved staff morale / motivation
- Greater staff retention / lower recruitment costs and corporate memory retained
- Crime reduction advice and support
- Enhanced reputation with local community
- Consumer Purchase Preference
- Tax effective giving

For Employees

- Employers giving staff an enhanced working experience
- Continuous Professional Development
- Enhanced skills / training – valuable for career progression
- Individual fulfilment / improved relations with employer
- More flexibility to attend training / police duty
- Employees are being supported to enable them to give back to their community



Benefits of ESP

For Community

- Increased engagement with police
- Increased reassurance due to police visibility
- Increased public confidence
- Connecting businesses / public sector organisations to the community
- Greater resources for tackling crime & disorder leading to reductions in crime

For Police

- Additional police resources
- Improved volunteer retention
- Opportunity to increase recruitment
- Positive engagement with business community / public sector organisations



More Benefits of ESP

- An engaged employee will be more enthusiastic / absorbed in their work (Research: Business in The Community)
- Provides strong platform for leadership and skills development – allows workers to expand skills, build strengths and connect with their community (Research: Volunteering in the Business Report 2010)



More Benefits of ESP

- Volunteering is great for your mental health and has been shown to help with depression

Research :

United Healthcare found that employers who volunteer through their workplace reported a more positive attitude towards their employer as well as colleagues. It also demonstrated the benefit to employers around the improved physical and emotional health of employees who volunteer



Employee volunteering is an effective and powerful way for businesses / public sector organisations to invest in their people and their local communities



What Next?

If you are interested in becoming a partner in ESP all you need to do is:

- Complete the Business Registration Form and return
- Ensure details of the ESP scheme is published in your company / organisational policy

You will then be entered onto the ESP database and issued with a Certificate of Participation

If you wish to promote the ESP roles within your organisation, please just contact me



Thank you

Any Questions?

