



Charter to Strengthen Relations between the Citizens in Policing Programme and Police Staff Trade Unions in England and Wales

1. Introduction

The purpose of this Charter is to give guidance and understanding around the remit of Police Support Volunteers, their role(s) and responsibilities within the Police Forces of England and Wales.

The Citizens in Policing Programme will work with police staff trade unions, police forces, managers and staff to set out clearly the distinction between the roles of Police Support Volunteers (PSV) and paid police staff and to ensure that tasks are allocated to volunteers appropriately.

This Charter will also provide a framework within which trade unions, police forces, managers and staff can discuss local Police Support Volunteer roles.

The Citizens in Policing Programme will work with Trade Unions to review roles locally to ensure that PSV's can meet the aim of the programme. PSV roles should fulfil the purpose of bringing additionality to the service provided and work with Staff, Officers and members of the community in a way which does not put employed roles at risk.

The Charter sets core principles which every force should include in its local policies and procedures relating to the use of PSV's. The Charter is intended to complement, not replace, existing PSV policies.

2. Core Principles

- a. The Citizens in Policing Police Support Volunteer programme will bring additional diversity and community focus to policing.
- b. The roles of PSV's will enhance and complement the roles of existing paid police staff. They will not be deployed in a way which replaces paid staff, carry out work which has been declared redundant, create new roles which could reasonably be expected to be filled as paid roles, or cover police staff vacancies/staff shortages
- c. Police forces will work collaboratively with their police staff trade unions, consulting them on all proposals to create new PSV roles, with on-going joint

monitoring of the way in which existing PSV's are deployed in line with this charter.

- d. Police Support Volunteers shall be subject to vetting to the appropriate level for the role carried out and the same Standards of Professional Behaviour, and/or other conduct requirements which apply to paid staff
- e. Citizens in Policing advice, materials and training provided for PSV's will be consistent with this Charter
- f. There will be a clear link between proposed Police Support Volunteer roles and local/force policing priorities, so that the roles have meaning and purpose

3. Defining volunteering in the Police Service

In order to distinguish between paid and PSV roles in the Police Service, Police Support Volunteers are defined by this Charter as:

Members of the community who offer their time and skills to police forces free of charge for the purpose of supporting officers and staff in their delivery of policing services.

4. Joint Working between Citizens in Policing and Police Staff Trade Unions

Citizens in Policing and the Police Staff Trade Unions will work together to promote local engagement between police force volunteer co-ordinators and trade union branches with a view to discussion and agreement on the local use of PSV's. It is expected that the terms of this Charter will inform those local discussions/agreements.

It is believed that by adopting this charter at force level, relationships between the trade unions, PSV co-ordinators, police staff and volunteers themselves will be strengthened for the benefit of police forces, the whole workforce and the local communities in which they serve.

5. Volunteer Police Cadets.

Volunteer Police Cadets (VPC) sit alongside the police service as a uniformed youth group separate from the core policing functions performed by officers and staff.

Police staff shall not be compelled to work in support of the cadet program unless it is an integral part of their paid role. The trade unions will be supportive of staff who wish to give their own time to assist the Volunteer Police Cadets.

6. Governance

This Charter was agreed at the National Citizens in Policing Board on the 5th August 2021. This meeting was chaired by Chief Constable Lisa Winward the NPCC Lead for Citizens in Policing.