Executive summary:
In 2012 a review by Superintendent Godwin identified a need to realign the structure and supervision of the Special Constabulary. During the interim period extensive consultation has taken place as identified [point 8] below.

In April 2013 the Chief Constable’s Council approved a national rank structure/insignia for the Special Constabulary. The College of Policing are currently adopting Special Constabulary national rank/role profiles and standards agreed in conjunction with Skills for Justice, Special Constabulary National Consultative Group (SCNCG) and Association of Special Constabulary Chief Officers (ASCCO).

In 2014 the Chief Constable appointed David Pedrick-Friend as the Chief Officer of the Special Constabulary, his Intention is to restructure the Special Constabulary in line with the Special Constabulary review; the Organisational development report and neighbourhood policing model. The intention is to align and flatten the Special Constabulary linking with the local policing structure to achieve a one team, functional leadership based method of working. Furthermore there is a need to enhance the support that is given to Special Constabulary managers through additional training.
Recommendation in brief:

- Change structure/insignia of the Gloucestershire Special Constabulary
- Adoption of the National Special Constabulary role profiles
- Enhancement of Special Constabulary 1st line Supervisors and Senior leaders training (College of Policing) to professionalise the SC

1. Purpose of report
To seek ratification for the proposed Special Constabulary rank structure/insignia

2. Background information
In September 2012 ACC Berry commissioned a review of the Special Constabulary in Gloucestershire. In the terms of reference ACC Berry required the SC senior management structure to be aligned to the local policing structure achieving a one team method of working.
Supt Tony Godwin carried out the review and identified a number of recommendations.
The recommendations included a need to review the SC Senior Management Structure, align our rank structure with national agreement, improve supervision within the Special Constabulary and to promote integration of the Special Constabulary with regular constabulary colleagues.
On 11th March 2014 a new Special Constabulary Chief Officer was appointed, this provided an excellent opportunity to further consider the points that were raised in the review paper.
On 11th March 2014 the Chief Constable briefed the Special Constabulary and asked them to think “Different and Differently” and furthermore stated that “Following the Organisational Development Review I am looking to align SC ranks with regular colleagues”

3. Human resource and finance implications
There are minimal resource implications for this. HR / People services will be responsible for the recruitment process. The initial detail has already been discussed with HR colleagues.
There are no noteworthy financial implications.

4. Risk
None arising from this report

5. Ethical considerations and equalities issues
None arising from this report
6. Environmental and sustainability issues

None arising from this report

7. Legal issues and human rights considerations

None arising from this report

8. Who has been or should be consulted?

Consultation has taken place over an extended period since the start of the review in 2012, this has included:

- The Special Constabulary
- HR
- Organisational Change Team
- Ch Supt Local Policing
- Liaison with Ch/Inspector Smith regarding the Neighbourhood Policing Model
- ACC Berry
- In April 2013, the Chief Constable’s Council consulted on and agreed a national rank structure and insignia for the Special Constabulary.

9. Communications

If approved this will be subject of a communication plan via Corporate Communications.

10. Anything further that needs to be added?

Nothing further considered relevant

11. Lessons learnt

Nothing relevant
12. **Recommendation**

- That the SC Rank and Insignia should be changed in line with National agreement from the Chief Constable’s Council.
- The Special Constabulary structure should be changed to integrate and enmesh into the Force command structures allied to the Organisational Development Model.
- Human resources to identify a process for officers to take up roles within the new rank structure.
- Adoption of the National Special Constabulary role profiles
- Enhancement of Special Constabulary 1st line Supervisors and Senior leaders training (College of Policing) to professionalise the SC

13. **Appendices or attachments**

A  Chief Constables Council national rank structure and insignia for the Special Constabulary April 2013

B  Special Constabulary organisational chart