

Appendix A

Warwickshire Police - Special Constabulary Recruitment Activity

Statistics

Total Number of Recruits as at 30 November 2008

207

Specials Recruits 2008/2009

INTAKE	White males	White females	BME males	BME females	Total
April 08	8	5	0	0	13
September 08	5	2	1	1	9
November 08					

November 2008 we are still going through the process but look like we are on target for an intake of approx 12.

Recruitment Seminars

These are still proving to be very valuable and attract between 40 – 60 people on most occasions. The next Seminar is booked for 4 November 2008 at the Learning and Development Centre, currently we have invited 150 and 49 have so far replied to say they are coming.

These numbers are generated by enquiries into the office via our website or telephone.

Active Recruitment

This has been quiet this quarter due to department commitments. However we are working with Senior Area Officers to really promote word of mouth when Specials are out and about. We are considering having a “business card” printed with recruitment contact details on which Specials can hand out if the occasion arises.

Previously we have worked with larger local employers in the region, to go into offices for a day, with stands and information about being a Special. This has proved successful and is something that we would like to continue once resource allows.

Internal Specials

In April 2008 as a force we introduced additional annual leave for Specials who work for the force in another capacity. This was to try and raise interest amongst our own work force. We have had some success with this but not significant.

Looking Ahead

Ideally would like to get back to more proactive recruiting, with local employers and exploring other opportunities. Would also be keen to process the internal route and raise awareness through the force.

Angela Dumper
Specials Recruiting Officer
Warwickshire Police