



Cumbria Special Constabulary Recruiting



The Special Constabulary is a voluntary body, whose officers form a vital part of the police family, working alongside their regular colleagues to police the communities of Cumbria. Specials come from all walks of life and are valued members of our organisation, who give up some of their spare time to help us keep the county safe.

Specials perform a variety of police duties to support regular officers with the day-to-day policing of Cumbria. This could involve foot and vehicle patrols, being part of the immediate response team or assisting with police operations.

As a special, no two shifts are ever the same - you could be dealing with road traffic collisions, public order, domestic disputes, missing persons or fires. You may also be asked to assist at large scale public events such as Appleby Fair, Kendal Calling and Cartmel Races to county shows and royal visits.

➤ Why become a Special Constable?

People become a Special Constable for a variety of reasons. Some people have free time and have a desire to give something back to their community, some people are very happy in their present job but want something totally different in their spare time, some people may have wanted to work in the police but for different reasons they have gone down a different career path. Specials have the same powers as regular officers, wear the same uniform and carry the same equipment as regular officers.

In all these circumstances the Special Constabulary gives you the opportunity to have a second career. This is a great opportunity to meet people from all walks of life and gain experience in wide range of policing duties.

You will be presented with constant challenges and opportunities to develop your skills and you will also receive excellent training - both initially and throughout your career.

Speak to anyone serving as a Special and they will tell you that they achieve a real sense of satisfaction from their work - particularly after an incident where their work has had an impact on people. They also find their confidence and self-esteem improves and that they find a great deal of pleasure and a sense of pride in helping others.



➤ What skills do I need?

A successful applicant will be able to demonstrate their abilities in the following Policing Competencies-

Serving the public	Professionalism
Openness to change	Decision making
Service delivery	Working with others

➤ Where will I be based?

You must be 18 years or over to join the Special Constabulary, there is no upper age limit but you do need to have a reasonable standard of health and fitness. There are no formal educational requirements however you will need to pass the Special Constable Assessment Centre. Life experience is an important attribute for Specials.

➤ What training will I receive?

You will be required to attend formal induction training at Police HQ, Penrith. This is a combination of attendance on weekdays, weekends for training in legislation, first aid, police powers and procedures and one 5 day block of training Monday to Friday where you will undertake personal safety training. Currently this requires a commitment of 22 days you're your initial 3 months service.

The course is designed so that you have two blocks of training to ensure that you have both a basic grounding in the aspects of police work before you carry out any operational duty.

You must complete all mandatory induction training before being deployed operationally.

There will also be ongoing training available to you on new legislation, conflict management and other key skills, which will also support you in your full-time employment and personal development.

➤ What happens once I have completed my training?

Once your training is complete you are ready to go on operational patrol. You must complete at least 16hrs of service per month (average). Your hours will be flexible and you can arrange them according to your personal, home and work commitments. However, in an operational emergency, we may call you out for duty.

This will be alongside a fellow Special Constable or a regular officer from your home station who will give you all the help and guidance you need. The more hours you put in, the more you will get back and the quicker your confidence will grow. Many specials do far more than the minimum required and there is no restriction. We will, however, discourage you from letting your work as a special take over your life.

➤ Pay and expenses

Special Constables are volunteers and as such do not receive any pay for their work however uniform is provided and out of pocket expenses are reimbursed, for example travel and subsistence.

A large number of employers are also part of the Employer Supported Policing Scheme and have agreed to allow their staff a certain amount of paid leave to carry out their duties as a Special Constable.

➤ Further information

For further information about the role, please email CIP@cumbria.police.uk or check out the specials section of the College of Policing website. Specials must have attained Safe and Lawful status before applying to become full time officers. An application form can be found on our website www.cumbria.police.uk

