



VIOLENCE reduction unit

CAMPUS OFFICERS

Purpose

The purpose of this document is to outline the current role of the Campus Police Officer. Consultation has taken place with territorial divisions and our educational partners to help establish a clear understanding of the future development of the role within Strathclyde. It also provides information on a number of key issues to be considered and if appropriate adopted as best practice for the role of Campus Officers Force wide.

Introduction

The VRU has been tasked by ACC (Community Safety) to maintain an overview of the Campus Officers role within the Force and on a national basis. The Unit will continue to monitor and evaluate best practice and share this information with officers performing this role.

The VRU will promote the preferred option of shared funding arrangements and explore and maximise any funding opportunities that become available.


The unit has carried out visits to several local authority areas and interviewed Head Teachers, Senior Police Management and Campus Officers themselves to solicit their views and to identify current best practice.

The outcome from these visits and discussion has informed the recommendations contained within this document.

Background

There are currently twenty Campus Officers within the Strathclyde area with several local authorities currently reviewing their potential. The funding and resource arrangements vary with some local authorities contributing to their cost and some not.

A directory including all current officers performing this role, their respective policing sub divisions, schools covered, Head Teacher details, and their own personal contact details has also been created and shared



amongst the Campus Officers and other agencies involved (copy as per Appendix B).

Role/Remit of Campus Officer

To successfully impact in reducing offending and anti social behaviour, including violence, strategies and practices must be wide and deliver short term locally relevant resolutions as well as longer term prevention.

Sustainable reductions in violence will only be achieved by a commitment to long-term attitudinal and societal change. By developing and resourcing sustainable solutions within our schools we can help bring about this long-term aim and at the same contribute to effective and immediate resolutions.

The current Campus Officers role is already enhancing and supporting local structures within the education system, the wider local community as well as contributing to local policing objectives and outcomes:

- Education and schools play key roles in influencing outcomes
- Poor behaviour, attendance and attainment are common characteristics of those who experience negative outcomes
- High rates of truancy and exclusion are common-place amongst young offenders


Positive contact and effective communication between police officers and young people in our communities is vitally important and this has long been recognised by Strathclyde Police in their commitment to community policing. The role of the Campus Officers is fundamentally a community policing role.

Schools provide an opportunity for positive interaction. Divisional Commanders have already recognised the positive potential of a dedicated Campus Officer whose role will help establish trust and encourage positive engagement. For many young people the campus officer may be the only positive role model in their life.

The school environment is a community within a community. It offers an insight into young people's circumstances and life opportunities well beyond the sphere of academia.

It provides an opportunity for agencies to work collaboratively to address complex and interrelated issues that challenging and vulnerable young people present with.

Campus Officers are ideally placed to facilitate communication, interaction and understanding between themselves and young people and also between young people and their peers.




During our own evaluation of the performance of this key role it quickly became apparent that whilst there was an increasing appetite to participate and commit to this process there was also significant differences in how the role was performed. This was dependent on location and how long officers had been performing the role.

Proper structures and processes combined with good support mechanisms both internally and externally with our partners are key to ensuring best performance.

There is no standard within the Force in relation to the role or structures and processes. We have created a Job description and Person Specification and it is enclosed at Appendix A.

The following guidelines are suggested as current best practice.

- Joint interview of prospective candidates by police and local education authority.
- The Campus Officer to be responsible for **one** secondary school and it's feeder primary schools.
- The Campus Officer to be located within the school.
- Minimum tenure of post to be 2 years.
- Background in Community Policing considered desirable.
- Defined, recognised line management support and structure for officers performing the role. It is suggest line management is via local Community Safety or Community Policing departments.
- Establish a local forum for Campus Officers. This would meet regularly to assess, discuss and review the practices and processes surrounding the role. This structure will ensures all partners including Head Teachers, Youth Services, as well as local police management and LALOs have a forum to discuss and review all relevant issues and locally relevant development of joint services.
- Where these posts are part funded consideration should be given to allow Education to chair these forums.
- Campus Officers to each provide a monthly report of activity.
- Training is an ongoing issue for officers performing this role. The Force is currently reviewing a training programme for Community officers. This



will be monitored by the VRU to ensure any additional training gaps or opportunities relevant to the Campus Officers role are considered. The additional skills may include, mentoring, mediation and restorative practices.

- Training opportunities provided by local education and individual schools should be viewed as good practice and encouraged.

Duties Currently Being Performed by Campus Officers


- High visibility patrols
- Safe travel to and from schools
- Campus Officers Surgeries for local communities
- Restorative Justice Warnings
- Dealing with issues of Bullying
- Mentoring via Careers Scotland
- Classroom Presentations including promotion of Citizenship & The Law, Knife City DVD and lesson notes, Internet Safety, Child Exploitation, Alcohol and Heart Start.
- Campus Officers are also involved in environmental issues in promoting community ownership and arranging litter pick ups.
- Submission of Community Intelligence
- Involvement in a range of diversionary after school activities
- In some areas officers have secured their own funding re obtained employment opportunities via the NEET Group (Not in Education Employment or Training) of school leavers.

IT Provision and Requirements

A consistent observation made by the current Campus Officers was their lack of access to force databases including Crime Management, SID, Storm and the Intranet. Access to these databases is vital if the officers are to make a full and positive contribution to local crime prevention and detection. It will also facilitate better communication with their line manager.

There is currently a limited budget provided by the VRU to provide officers in post with on site access to suitable IT facilities. This budget is finite and as the roll out of these posts continue, it will run out soon, therefore consideration should be given to future funding arrangements. Appendix C details the equipment, costs and security requirements.

The VRU has in consultation with IT and the Force Information Security manager has established the standard equipment and site security arrangements. The Force Information Security officer has completed the first site visits in three North Ayrshire schools and the equipment is currently on order.



The Force security officer has now established a minimum standard of security measures that when installed in North Ayrshire will form the basis of a roll out programme for other schools throughout the Force area.

Current Campus Officers have been made aware of these standard arrangements and will pursue compliance within their own school prior to further roll out.

The VRU have so far required individual schools to provide a dedicated ADSL line (minimum 2MB) (cost approx £150) and to absorb the cost of the monthly line rental (cost approx £40). This should be considered as a minimum contribution from the school and essential.

Conclusion

The role of Campus Officer provides a positive and effective contribution to local policing arrangements. They are however an expensive resource and while some divisions are currently bearing the full cost others have shared funding arrangements with local education departments.

As knowledge and understanding of their role becomes more widespread there will be an increasing expectation that the police will provide this valuable resource and it is anticipated that demand will increase accordingly. It is therefore vital that we clearly define the role, the cost and the qualifying criteria for such an officer. In relation to the latter point it unlikely that every school will require a Campus Officer and it is suggested that a profile of the individual school catchment area should be used to determine the need. This process will also allow positive discussion to decide the shared funding arrangements.

When a definitive role is established and a clear understanding of the criteria that will decide which schools require a campus officer and this is universally accepted the issue of joint funding will be far easier to negotiate.

We thereafter recommend that this cohesive standard be adopted as best practice with the caveat that further development of the role be progressed in consultation with partners at a local level.

For further information on Campus Officers please contact Inspector Pat Duffy at the Violence Reduction Unit

Patrick.duffy@strathclyde.pnn.police.uk

Tel – 0141 532 5873



APPENDIX A

JOB DESCRIPTION

THIS JOB DESCRIPTION IS INTENDED AS A GUIDE ONLY. IT SHOULD IN NO WAY BE REGARDED AS A DEFINITIVE DOCUMENT. THE NATURE OF POLICING REQUIRES FLEXIBILITY AND THEREFORE A RIGID FRAMEWORK IS NOT INTENDED.

Post: School Based Campus Officer

Rank: Constable

Responsible to: Sub-divisional Officer


PURPOSE AND OBJECTIVE OF POST

To perform the statutory role of protecting life and property, the prevention and detection of crime and to maintain peace in the community. To effectively patrol a designated area providing an efficient response to matters arising. To identify with the community in order to foster and maintain close and courteous relationships. To provide a quality service at all times.

MAIN JOB ACTIVITIES

Operational

- To undertake the duties and responsibilities of a beat Constable, in respect of a defined school or schools and community area(s)
- To liaise with the local community/tenants, businesses, associations and other statutory agencies, report on such consultations and where necessary take appropriate action in partnership with schools and other agencies to deal with emerging issues.
- To be actively involved in and promote effective information sharing between partners and other key agencies.
- Along with partners develop local action plans with agreed outcomes that tackle and address any emerging issues either for individual or groups.
- To be actively involved with and oversee projects that relate to the school and young people.

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- To take an active interest in the activities of the school and a lead in developing Safer School Partnerships.
 - The post holder will comply with the Force Health & Safety policy and be responsible for their own health and safety applying safe working practices which will minimise incidents of injury and ill-health in the working environment.
 - The post holder will have knowledge of, and promote procedures and practices that comply with the Strathclyde Police Equal Opportunities and Employment policies.
 - The post holder will be fully aware of the terms of the Data Protection Act legislation and the Crime and Disorder Act 1998 and will have knowledge of information sharing practices.
 - Participate on Case Conferences and support the sharing of information including sensitive information to improve safety for children and young people.

Personnel

- To liaise closely with the Sub-divisional Officer and all operational personnel and specialist departments, in order to have a good awareness of local and surrounding crime trends and intelligence matters that may concern the school
- To actively pursue meaningful and harmonious working relations with colleagues and other police personnel ensuring that a positive team spirit is achieved.

Administration

- To prepare thoroughly and dispatch on time to the appropriate recipient, all reports and correspondence, ensuring the highest possible standards are achieved at all times.



PERSON SPECIFICATION

POST: Constable – School Based Campus Officer

REPORT TO: Sub-divisional Officer

SKILLS/KNOWLEDGE/APTITUDES REQUIRED

The candidate must demonstrate the following:-

- Proven communication and interpersonal skills
- Ability to research, prepare and deliver presentations making use of a variety of media
- Possess a good working knowledge of the Youth Justice System and strategy
- Possess a good working knowledge of Criminal Law, Road Traffic Law and Force Policy and Procedure
- A sound knowledge of the role of Community Policing and Community Safety Departments
- Able to be flexible in relation to working hours
- Be approachable and particularly in relation to young people
- Demonstrate a good level of fitness

PERSONAL QUALITIES

- Able to work on own initiative and as part of a team
- Integrity
- Impartiality
- Self-disciplined, confident, motivated and assertive as required
- Able to maintain professional relationships whilst remaining approachable
- Resilient and possess a positive attitude
- Positive role model with an understanding of young people