

(Ref 7 – 2013) Extension of funds for Cadets scheme

Cleveland Police Cadets

The Cleveland Police Cadet Service has been running since 2009. The scheme is intended to assist with young people's personal development and as a community volunteering programme, to build bridges within communities, working to reduce the risk of crime and encouraging progression towards responsible adulthood.

It comprises of a structured, uniformed programme for 13 – 17 year olds providing a range of transferable skills for in excess of one hundred young people each year from a diverse mix of backgrounds, encouraging them to develop a real sense of social responsibility for the communities in which they live.

The programme supports positive futures for local young people, providing a range of positive engagement and diversionary opportunities. It also addresses issues affecting young people such as alcohol and substance misuse which are contributing factors connected to offending and re-offending. Further, it serves to inform and educate about a range of safety matters from first aid and the dangers of fire to internet safety.

The strong sense of social responsibility bestowed on each Cadet is demonstrated through the hundreds of hours of volunteering that they do each year. Each Cadet is targeted with volunteering for a minimum of three hours each month. From fundraising to sponsored activities, to supporting local events such as the Middlesbrough Mela, Northern Games for People with Disabilities and helping out at local retirement homes, the Police Cadets continue to seek out opportunities to contribute and make a difference.

The scheme is managed by Safe in Tees Valley (SITV) under the strategic governance of the Police & Crime Commissioner's Office with support from the Cleveland Police Communities & Partnerships Manager.

There is a stipulation within the recruitment guide for the Cadet scheme that at least 25% of Cadet recruits come from a vulnerable background. Recently it was estimated that the actual number of Cadets who could be considered as falling within this category is nearer the 40% mark.

There are some notable examples of individuals who have joined the scheme under these terms and have completely turned their lives around, becoming positive role models for other young people. Some have continued to be involved in the Cadet scheme by becoming junior leaders, whilst others have gone on to undertake other commendable activities working with young people in other organisations. It is therefore quite clear that this objective has been, and continues to be valid.

**Report to the
Police & Crime Commissioner**

4th December 2014



It is recognised that some individuals who complete the scheme may later go on to join the Special Constabulary and ultimately the regular police service. Cadets have regular contact with the police service and are provided with details of the benefits and

opportunities of a career in policing. However, the overall aim of the Cleveland Police Cadet Volunteer Cadet Scheme is to create socially responsible young people through involvement in crime prevention and safer community activities and it is not intended as a recruitment pool.

The Cadet Service aims to ensure that a number of the Cadets enter into the following schemes:

- Duke of Edinburgh
- Duke of Cornwall
- National Citizenship Service
- Any other schemes arising

Unit Coordinators (leaders to develop and support the Cadets) and volunteers are provided with opportunities for Cadets to achieve all the elements of the Cleveland Curriculum Manual during their tenure, to include opportunities for Units and individual Cadets to become involved in policing operations, initiatives and training.

The Cleveland Curriculum Manual, which is in keeping with the National Volunteer Police Cadets Programme has recently been reviewed to align with the National Programme and provides 7 areas of achievement namely:

- Citizenship and Volunteering
- Life Skills
- Health and Fitness
- Outdoor Activities
- Purpose of the Police
- Crime Awareness
- Community Safety

Each of the achievement areas has learning objectives and a competency framework.

Volunteers are required to sign off the Cadet once the area has been completed and a certificate will be issued recognising the achievement, signed by the PCC, ACPO Officer and SITV CEO.

It is anticipated that it will take each Cadet two years to complete the seven areas and once that takes place the Cadet will be 16/17 years old. The Cadets are then to be encouraged to progress to a Senior Cadet position and become more involved in Community Volunteering and mentoring younger Cadets, again a certificate will be issued in recognition of their leadership role.

At 18 years of age, the young person can no longer be a Volunteer Cadet but may be encouraged to become Volunteer Instructors and assist in delivering the Programme.

An annual satisfaction report is being implemented involving a survey of Cadets on how successful they believe the Cadet Service is, how much they gained from the programme, and any areas for improvement.

Improvements are being made in the programme to support police initiatives and neighbourhood policing. For example, Cadets have assisted with promotion of the community messaging system; Cleveland Connected, have visited farms and landowners

to help prevent rural crime and have embarked on a programme of heritage crime prevention.

Governance

The programme is mainly funded by the PCC with additional revenue being raised by SITV and Cadet charitable fundraising.

Performance reports will be developed in accordance with the plan that is agreed for each year that funding is granted for.

The target is to recruit 140 Cadets per year to engage in the Cadet programme. The aim is for all of those Cadets to successfully complete their programme.

Further performance targets and reports will be developed during 2014/15 to improve the service and outcomes for 2015/16 and beyond.