

From: Matthew Scott, Kent Police and Crime Commissioner
To: Kent and Medway Police and Crime Panel
Subject: Kent Volunteer Police Cadets
Date: 28 March 2017



BACKGROUND:

1. The Volunteer Police Cadets (VPC) provides an opportunity for young people to get involved in activities which support community policing and also learn about responsible citizenship.
2. While the VPC does not provide direct entry into the police, it does give an insight into policing and develops employability as well as life skills that enhance opportunities for further education, training and employment.
3. The [National VPC](#) is the National Police Chiefs Council (NPCC) supported overarching framework under which police forces across the UK operate VPC schemes, all of whom share common aims and principles.
4. By working together under a common brand it aims to raise the profile of the VPC and bring recognition to the Cadets and Leaders who volunteer their time supporting local communities. It also looks to increase the funding, resources and opportunities available.
5. The National VPC Team are led by Chief Constable Shaun Sawyer of Devon and Cornwall Police, and were brought together to develop the framework and encourage sharing of good practice.
6. The aims of the VPC are to:
 - promote a practical understanding of policing amongst young people;
 - encourage the spirit of adventure and good citizenship;
 - support local policing through volunteering and give young people a chance to be heard; and
 - inspire young people to participate positively in their communities.

KENT VOLUNTEER POLICE CADETS (KVPC):

7. The KVPC scheme is open to young people aged 13 to 17 years who live in Kent irrespective of background or financial circumstances, including those vulnerable to crime or social exclusion.
8. The intention is that at least 25% of those who join will come from vulnerable backgrounds. For the purpose of KVPC, a young person is considered 'vulnerable' if they are:
 - Vulnerable to crime
 - vulnerable to committing crime due to domestic or social influences, or peer pressure;
 - vulnerable to re-offending;
 - vulnerable to being a victim of crime;
 - vulnerable to the effects of fear of crime.
 - Vulnerable to exclusion:
 - vulnerable to social exclusion through disability, language barriers (including dyslexia), cultural barriers or isolation (young carers etc.);
 - vulnerable to financial exclusion;
 - vulnerable to educational exclusion.

Vulnerable to emotional, physical, sexual or psychological abuse.
9. KVPC units meet on a weekly basis and are run largely from non-police venues, such as schools. Cadets are asked to contribute £10 a month subscription to help finance the scheme (all monies raised are spent on running the scheme and activities).
10. Before graduating and receiving a uniform each cadet carries out 15 weeks of training, with 3 weeks focussed on policing in Kent as well as activities to encourage communication skills and teamwork.

11. Each cadet is encouraged to provide at least three hours volunteering time per month, helping with local initiatives which may include:
 - stewarding events;
 - bike and property marking;
 - crime prevention stands at community and charitable events;
 - advising on youth issues and concerns.
12. At the age of 18, individuals may be encouraged to become volunteer Cadet Leaders. They will also be signposted to full time employment with Kent Police, modern apprenticeships, the Special Constabulary or other volunteering opportunities.
13. Current Cadet Leaders are members of the police family - police officers, Special Constables, police staff and existing volunteers. They receive a 50% time payback, for every 2 hours they volunteer they get 1 hour off in lieu (capped at 100 hours per year). Leaders are also eligible to apply for an additional 1 week cadet forces leave to participate in camps and other activities.

KVPC STRUCTURE:

14. Current units:
 - Tonbridge (Tonbridge School) - 28 cadets and 12 awaiting the next intake which launched 21 March 2017. The unit has 15 Leaders.
 - Canterbury (Chaucer School Site) - 44 cadets and 25 awaiting the next intake. 10 are likely to move to Dover when launched (see below). The unit has 13 Leaders.
 - Medway (Maths School, Rochester) - 51 cadets. The unit has 11 Leaders.
15. Of these cadets, 8.5% are from an ethnic minority background, albeit the first intake was not asked to self-define and the information is provided voluntarily, so the percentage is likely to be higher. In addition, 41% are female and 42% considered 'vulnerable', although this may increase as Leaders get to know the cadets better. Work continues with partners to identify, refer and recruit suitable individuals.
16. The cadets also come from a mix of educational establishments including Comprehensive, Public, Grammar, Academies, Free and residential special schools, as well as Further Education Colleges.
17. New units:
 - Maidstone (Kent Police College) - 50 cadets and was launched 2 March 2017. The unit has 6 Leaders.
 - Dover (Dover Christ Church Academy) - 35 cadets with 10 likely to transfer from Canterbury. Launched 21 March 2017. The unit has 7 leaders.
 - Gravesend (venue and launch date to be confirmed) - 30 cadets. The unit has 8 Leaders.
18. The plan is to launch three more district based units in September 2017 and a further three in January 2018. Once established KVPC will have approximately 600 cadets.

ACTIVITIES & QUALIFICATIONS:

19. KVPC now have sufficient kits to start running bike marking schemes; the first will be on 29 April at Bedgebury Pinetum, followed by the Tonbridge Triathlon on 1 May.
20. KVPC is a registered Duke of Edinburgh (D of E) provider with Kent County Council. Cadets are currently completing registration forms and 4 Leaders have attended the Introduction to D of E course. There will be Bronze Awards by the end of the year.
21. CVQO is a UK-based education charity offering a broad range of vocational qualifications, designed to recognise the work undertaken by young people and adult volunteers within youth organisations. KVPC has been audited by CVQO and approved as a provider. KVPC will use their BTEC Level 2 in Teamwork and Personal Development - Medway and Canterbury units are already running this. It is free of charge to KVPC, but cadets need to be aged 16 to complete. There is a level 1 BTEC for under 16's but the cost is £75 per cadet.

22. The Force's Staff Safety Training Unit is providing Basic Life Support (BLS) and Emergency First Aid (EFA) Training to the cadets. These are both College of Policing approved courses. The British Red Cross is also looking to provide First Aid at Work training – whilst expensive, a proportion of leaders should be qualified which will also benefit Kent Police.

FINANCE & GOVERNANCE:

23. The Commissioner and the Chief Constable have both supported the development of the KVPC scheme. This includes £72,000 over the two year period 2016/17 to 2017/18 from the Office of the Police and Crime Commissioner (OPCC) to help cover the costs of essential staff, including a project manager and administrative support, as well as a full time Youth Ambassador funded by Kent Police. The project manager role has been extended for a year to embed the existing units, provide continuity and to establish the new units over the coming 12 months.

24. Each KVPC unit is launched with a £2,000 'pump prime grant' from the National VPC Team and a £1,000 'start-up grant' from the OPCC. Unit costs reduce into year 2 which will free up finance for further activities and additional Leader training.

25. Typical Expenditure for a unit of 40 cadets – per annum:

Uniform - Cadets (£100 per cadet)	£4000
Uniform - Leaders	£500
Venue Hire	£600
Equipment (sports, unit 1st Aid Kit etc.)	£1000
National VPC Workbooks	£600
VPC Pocket Note Books	£200
Total	£6900

26. Additional costs at a county level include; tents, stoves, compasses, IT, Archery equipment, items for volunteering (bike marking kits), High Viz Jackets, radios for communication and staff training (First Aid at Work, Community Sports Leader, Basic Expedition Leader, D of Courses, Archery Leader). Grants and additional sources of income are being sought to cover this funding.

27. Cadets are also asked to contribute £10 a month subscription. In addition to providing 'start up grants', the Commissioner's 'Backing Young People' document (soon to be published) reinforces his commitment to ensuring no young person is excluded from the scheme on the basis of an inability to pay associated costs.

28. Oversight of the KVPC scheme is through the Volunteer Police Cadet Project Board which is chaired by the Chief Superintendent, Head of Strategic Partnerships and includes representation from the Force, Police Federation and OPCC. The Project Board reports into the Citizens in Policing Board which is chaired by the Assistant Chief Constable for Central Operations, and includes representation from the OPCC and wider Force.