

**Report of the Chief Constable to the Chair and Members  
of the Operational Policing Panel  
26<sup>th</sup> May 2011**

**Executive & Presenting Officer: Mr Derek Bonnard, Deputy Chief Constable**

**Status: For noting**

**Cleveland Police Cadet Programme Update**

**1. Purpose**

1.1 To up date members on progress of the Cleveland Police Cadet Programme.

**2. Recommendations**

2.1 That Members to note contents of this report

**3 Reasons**

3.1 The Cleveland Police Cadet Programme is now approaching its second anniversary and thanks to funding from Cleveland Police Authority, Cleveland Police and the Stockton, Hartlepool and Redcar & Cleveland councils we have developed a robust community safety-themed programme of personal development for young people across Cleveland.

3.2 This long-term programme is about engaging young people from all backgrounds using policing and community safety as the core tool. The young people are aged between 13 and 17 and attend weekly 2 hour sessions which alongside community safety, also engages them in physical activities and outdoor adventure.

3.3 Through disciplined, structured activity, the uniformed Cadets develop in the areas of teamwork, leadership, decision making and communication through a range of challenging, interactive workshops. Duke of Edinburgh accreditation is now available as part of the Programme to ensure the Cadets depart with

valuable qualifications alongside the life skills learned. They are also encouraged to participate in a wide range of District and Cleveland-wide community volunteering, supporting Police and Council-led events.

#### 3.4 Achievements to Date

During the first two years of the scheme there have been a number of achievements, which are detailed below.

- 3.5 Aims met - The initial aim, of producing an inclusive youth cadet scheme with a focus on diversion and re-engagement and provision for eighty young people across Cleveland, continues to be met and exceeded, with numbers now up to ninety six.
- 3.6 Accreditation – All cadets are offered the opportunity of doing their Duke of Edinburgh Awards and we recently celebrated our first six cadets being awarded with Bronze certificates.
- 3.7 Media – Ongoing press activity and coverage is ensuring regular exposure, this has taken place alongside focused work with agencies working with hard to reach young people, to ensure opportunities to join the programme are continually provided to young people of all backgrounds.
- 3.8 Strong delivery team – A delivery team of volunteer police staff, officers and youth workers, headed up by seconded officers continue to run the units effectively. Ex-cadets are also benefiting from the opportunity of joining the staff delivery team. Junior Leader training is being introduced to prepare them for this.
- 3.9 Effective management and delivery processes – Management processes, including quality assurance, health and safety, roles and responsibilities and minimum standards have recently been updated and a new guidance manual will be provided to all staff. The manual also provides delivery guidance, ensuring consistency.
- 3.10 Recognition Event – Our annual Recognition Event will take place on 21<sup>st</sup> June at the Oakwood Centre and will be led by our Cadets. This is where we formally recognise all cadets and staff and share the programme's successes with an invited audience of parents and partners.
- 3.11 Camp 2011 – We are currently planning our second Cadet Camp at Kielder in Northumberland. A roman-themed event will include a hike along Hadrian's Wall, a trip to the Roman Army Museum, numerous land and water-based activities and a final night Roman gala.
- 3.12 Open-Night Format – A new open-night format for potential new cadets was successfully introduced at the end of last year and is working well, providing a taster of what to expect, ensuring that the new cadets are fully aware of what the programme is about.

- 3.13 Uniform and personal presentation – This is a current focus, we are working closely with our cadets to ensure that they look smart at all times.
- 3.14 Community volunteering embedded – community volunteering continues to be a key part of the programme – since inception Cadets have amassed some 2000 volunteering hours. Cadets carry out a variety of roles in the community across Cleveland including a recent river mapping project for the emergency services, creating a youth-version of the Policing Plan and supporting many community events across the County.
- 3.15 Regular Cadet-led fundraising – This is taking place across Cleveland with Cadets to be found bag-packing or car washing on a weekend. A recent talent show night also brought in some much needed funds.
- 3.16 Internal fundraising has brought in £23,000 in the past six months from trust funds, national public sector funding.
- 3.17 An evaluation strategy is currently being rolled out, to include a six monthly biannual quality audits.

#### **4. Implications**

##### **4.1 Finance**

Sustainability of the programme is dependent on secure core funding, currently received from Police and Police Authority Funds. Funding from Redcar & Cleveland, Stockton and Hartlepool Councils secured in 2009/10 and 2010/11 is not available in 2011/12 due to government funding cuts. However, with guaranteed funding from Cleveland Police and Cleveland Police Authority plus continued funding applications to external trusts and funding organisations, the programme can continue at its current level.

##### **4.2 Diversity & Equal Opportunities**

There are no diversity or equal opportunities implications arising from this report.

##### **4.3 Human Rights Act**

There are no Human Rights Act implications arising from this report.

##### **4.4 Sustainability**

Sustainability of Cadets is dependent on funding as outlined in 4.1 above, continued support from District Management Teams in releasing staff to fulfil the Unit Coordinator role and volunteer support. Interest from young people applying to join Cadets has not decreased and there is a current waiting list in all Districts, however it is the intention to sustain the programme at its current level rather than consider increasing capacity.

#### 4.5 Risk

Continued funding poses a risk to the future of the Cadets and subsequently the investment provided by the Police and Police Authority. A continued programme of fundraising and external funding applications will reduce the risk. Robust management and supervision of Cadet Unit staff and all activity ensures reputation risk is minimised.

### 5. **Conclusion**

- 5.1 The Cleveland Police Cadets scheme continues to develop as it approaches its second anniversary, and there continues to be strong interest from young people who wish to join the scheme.
- 5.2 Cleveland Police and Cleveland Police Authority will continue to provide a robust community safety-themed programme of personal development for young people across Cleveland.

Sean Price  
Chief Constable