



West Midlands Police Cadet Scheme Ambition

By May 2020, we will

1. Expand to 500 cadets

Have at least 500 regularly attending, active cadets attending the units, delivering regular high impact community volunteering activity

2. Recruit a cohort of 100 internal and external volunteer cadet leaders

Have recruited a stable, productive and engaged cohort of 100 cadet leaders that reflect the diversity and experience of our internal workforce and represent the communities we serve (this will include cadets aged 18 who progress to becoming cadet leaders)

Have strong and supportive cadet unit commanders who are clear about their responsibilities and drive the development of the scheme, who retain and support leaders, and ensure cadet capacity is increased and maintained

3. Develop a rich and engaging curriculum, including community based social action

Have a rounded, considered and well-planned curriculum that ensures every cadet progresses in line with the objectives of the scheme and also develops a personal portfolio to support future employment prospects.

Have cadets leading social action volunteering within their local community on a termly basis.

4. Deliver a programme of external events and activities to support self development of cadets

Have facilitated cadet involvement in a wide range of public events and delivered attendance at activities throughout the term and during school holiday periods to ensure continued engagement and increased volunteering by cadets

In order to achieve this a delivery plan will focus and prioritise activity under the following headings

- **Cadets**
 - Schools – build on existing partnerships
 - Seek alternative sites and establish new relationships
 - Develop an 'Open a Cadet Scheme' toolkit and 'Running a Cadet Scheme' framework

- **Cadet Leaders**
 - Develop and deliver a Cadet Leader Recruitment Strategy
 - Develop a Cadet Leader handbook
 - Ensure Cadet Leader CPD
 - Finalise WMP Cadet Scheme Recruitment and Vetting Policy
 - Ensure termly Cadet Leader meetings
 - Ensure Cadet Unit Commander development
 - Develop induction and 'keep warm' events
 - Consider and support Cadet succession - Leaders and potential recruits

- **Curriculum**
 - VPC engagement
 - Schools relationships and support
 - Cadet portfolio
 - Guest speaker – development and expansion
 - Professionalising the scheme - how do we improve on this year on year?

- **Activities and events**
 - Annual programme and activities planner
 - Deliver end of term summer holiday event(s)

- **Communication and engagement**
 - Internal comms strategy – branding and promotional video
 - External comms strategy – identify and pursue fundraising and sponsorship opportunities
 - Community engagement

- **Governance and accountability**
 - Policy and practice (inc National best practice)
 - Performance dashboard
 - Alignment with Building Blocks charity
 - Cadets Subgroup
 - Monthly oPCC updates and SPCB