

On Boarding Young People

Recruitment

Induction

Interviews

Positional Statement – Young People and convictions

The Volunteer Police Cadets (VPC) is a National Police Cadet Scheme which runs a programme for young people aged 8-18 and works towards common aims and principles. A founding principle of the VPC is to establish a membership of 25% from a “*vulnerable*” background, including those at risk of offending or reoffending. Due to this there will often be cases where young people who have convictions for “*minor offences*” may wish to join.

These young people should be judged on a case by case basis and their involvement “*risk assessed*” and balanced against the benefit for the young person. Cadets are not vetted however it must be noted that the safety of the individual is paramount. Should circumstances come to light a local intelligence check should be done by an appropriate officer in line with current data protection laws.

In consultation with the Force Cadet Coordinator/Central Team, Unit leaders may also wish to implement trial periods or “Acceptable behaviour contracts” (ABCs) in order to set out clear boundaries for the cadets.

Young People and Vetting

No formal vetting is undertaken for cadets up to the age of 18. One of the aims of the VPC is to reach out to vulnerable young people and as such, the police have taken a decision that certain young people will have significant challenges. “***The purpose of vetting is to ensure that people who ‘police’ are suitable for the task and ensure the security of secrets and data.***” This is not the case with cadets who are young people that we are supporting into adulthood and active citizenship.

For the purpose of the VPC, a young person is considered as “vulnerable” if they are:

Vulnerable to social exclusion

- Through disability
- Through language barriers (Inc. Dyslexia etc.)
- Through cultural barriers
- Through isolation or commitment (young carers etc.)
- Vulnerable to financial exclusion
- Vulnerable to educational exclusion

Vulnerable to committing crime

- Due to domestic influences
- Due to social influences
- Due to peer pressure
- Vulnerable to re-offending
- Vulnerable to being a victim of crime
- Vulnerable to the effects of fear of crime