

Recognition and Rewards

As well as excellence, cadets should be rewarded for improvement and achievement weighted against their own personal achievements. Rewards might include inclusion on the more attractive Aid events, camps and trips away. Rewards should be announced openly in order that their distribution remains transparent and challengeable and so there is no hint of favouritism.

Good Practice

Introduce a points system:

Cadets can be rewarded for improvements in their attendance, appearance, behaviour, and volunteering. This can be used to reward individual cadets as well as teams. Accumulate scores over a term to give individuals time to make improvements. Follow this up with an annual awards / celebration ceremony.

NB: A suggested format for this type of system can be obtained from the National Hub Team.

It is just as important to recognise unit leaders and adult volunteers too. Most forces have award and recognition systems where individuals can be nominated for good service or individual acts for example. A search of your force systems should reveal details of the awards process.

Some forces have unit presentation nights where certificates are distributed for such things as number of hours volunteered, social action projects, good leadership. This is a good way of engaging with the families of young people, recognising volunteers and also attracting local interest or sponsorship.

Some Forces promote long standing cadets and issue ranks, along with which comes more responsibility as a reward and something to aim for. Others don't have ranks but will give cadets responsibility such as tuck shop, uniform, parade. There are also National Awards, especially in the Citizens in Policing Arena, such as the Lord Ferrers Awards these are advertised on social media and nominations are submitted for independent judging.