



Volunteer Police Cadet Strategy 2020 - 2024

Connecting communities to policing and policing to communities



youth**united**



Contents

Foreword	4
Introduction	6
Our vision	8
National objectives	10
Developing the VPC journey	18
Building the VPC journey	20
Youth led social action	28
Terms	30





CSyP

Recognise the Difference

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Lost
Room Consoles

Foreword



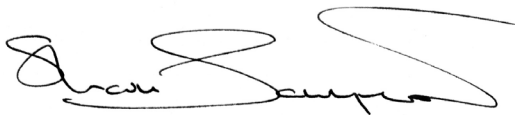
I have had the privilege to lead the national portfolio for the Volunteer Police Cadets (VPC) since 2013 when the Police Chiefs of England and Wales took the far-sighted decision of developing Cadets as a police-led, inclusive youth membership organisation that would open up policing to a diverse group of young people, regardless of background or intention to join the police as an adult. This long-term approach has been actively supported by Police and Crime Commissioners and has proved successful in attracting and supporting young people from all backgrounds who come together and grow under the shared values of British policing, volunteering in support of their communities and the police.

By the spring of 2019 and with significant support from Police Chiefs, Police and Crime Commissioners and the Home Office, at least 40,000 young people have been members of the Volunteer Police Cadets. Membership currently stands at over 18,000 and we are delighted to now include our Mini-Police who are aged 8 to 10 years as members of our organisation. We have ambitions to expand our membership to over 30,000 whilst retaining the quality and impact of the experience for young people.

Running a Volunteer Uniform Youth Group of over 18,000 young people is not without its challenges. We, the police, must do all we can to ensure our young people and their leaders are safe, supported and fulfilled while they are with us. We have been

fortunate to have the support of the other uniformed youth groups who make up the Youth United Network, who have generously shared their wealth of experience with us. This has assisted in the development of minimum national operating standards and good practice. This introduces a set of national standards and good practice, while ensuring that local Volunteer Police Cadets operate flexibly in local police forces according to the needs of local people. Our ultimate ambition is that when a young person joins the Mini Police at 8 years old, they should have the opportunity of uninterrupted membership until adulthood with a balanced and varied programme that keeps them engaged. Should they wish, young people are then equipped to take on one of the array of adult volunteering roles within the extended policing family and beyond.

As we head towards 2029, the 200th anniversary of the introduction of Sir Robert Peel's principles of modern policing, I am proud to be part of the Volunteer Police Cadets, a living, 21st century embodiment of Sir Robert's principle of the 'police are the people'.



Shaun Sawyer QPM,
Chief Constable, Devon & Cornwall Police



Introduction



The Volunteer Police Cadets (VPC) is the uniformed youth group of policing in England and Wales, with delivery and management supported by volunteers and other members of the Policing family.

The VPC, encompassing Mini Police, is a diverse group of young people aged 8 - 18 years, who have a desire to support their local communities and gain a practical understanding of policing, developing their leadership skills by undertaking challenging social action projects in their communities. There is no expectation of forces to operate the entire Mini-Police & VPC offer and this is outlined in the strategy as an aspirational vision. It is recognised that the emerging strands of Mini Police and Junior VPC require further support nationally within the lifespan of this strategy.

Mini Police - The Mini Police is an innovative police engagement programme aimed at 8-11 year olds. Originally conceived in Durham, the aim was to provide a fun and interactive way to introduce children to a positive experience of policing and to get them involved in the local community. Initially piloted we now see that several forces have launched their own programmes, each with unique aims, programme designs and selection processes.

Whilst recognising such diversity, the aims of all mini-police initiatives resonate with government strategy that seeks to work with children and young people to reduce their risk of becoming offenders or victims; build positive relations between the police and young people; and nurture their feelings of social responsibility so that they become active citizens.

VPC - The purpose of the VPC is not to recruit police officers of the future. Instead we are opening up Policing to our young people giving them a practical understanding of policing, which will encourage the spirit of adventure and good citizenship amongst its members. We believe that every young person deserves the opportunity to thrive regardless of his or her background, including those who may be vulnerable to the influences of crime and social exclusion. We aim to build resilience in our young people enabling them to develop skills to achieve and make a positive contribution to society.



Our Vision



We have a vision to be a world-class, socially inclusive uniformed youth group based on the values of British policing, demonstrating every day positive impact in our local communities.

This Strategy encompasses all the children and young people, and their leaders, who make up the Mini Police, Junior and Senior Volunteer Police Cadets. The VPC represent a fundamentally different strategic approach to policing positively with young people. Many significant reports into policing and a growing body of research evidence have highlighted the need for the police to engage with communities and with young people in a deeper and longer-term way. The VPC truly embodies Peel's principle that 'the police are the people, and the people are the police'; Mini Police and Cadets *are* the police.

This Strategy sets out why we have Volunteer Police Cadets, based on our four national objectives of:

(1) Making a difference in local communities, building character, confidence and contribution through youth-led social action.

(2) Actively helping divert young people away from negative influences and crime.

(3) Building trust and confidence between young people, their communities and the police.

(4) Enabling young people to have a real voice and influence in building a positive, relevant 21st century policing.

Based on our national objectives, the strategy sets a high-level direction for the priorities and development of VPC together over coming years. Based on the Strategy, the National Volunteer Police Cadets Board will develop a **National VPC Delivery Plan**, which will provide more detail on coordination and delivery at national level and across police forces. We will also publish alongside this Strategy a document entitled '**Evidencing the Volunteer Police Cadets**', which will summarise the research-base upon which this Strategy has been developed.





Delivering the ‘Citizens in Policing’ Ambition

The VPC represents the largest element of the wider strategy of direct citizen involvement in police forces. Nationally, the VPC sits within a wider ‘Citizens in Policing’ ambition to see thousands of people volunteer their time to support policing, connecting communities to policing and policing to communities. Through the national ‘Citizens in Policing’ strategy, policing is committed to supporting forces to keep communities safe and building resilience through volunteering contribution; raising the profile and widening the opportunities for volunteers in policing, attracting volunteers from diverse backgrounds, promoting a positive volunteering culture within the policing family, and ensuring volunteers are an integral part of the policing family. As the largest single element of police volunteers, with 18,000 young volunteers supported by a growing group of 1,800 adult volunteers, the VPC make a substantial contribution to this national ‘Citizens in Policing’ ambition. With potential to grow to over 30,000 young people if we invest further.

The Recognised Benefits of Uniformed Youth Groups

The VPC forms part of Youth United – which brings together uniformed youth groups and seeks to build and celebrate their contribution. Uniformed youth organisations offer young people a plethora of skills and experiences, laying the building blocks for young people to overcome a number of barriers in order to be the best that they can be.

Research points to the particular value brought by ongoing membership of disciplined, uniformed youth groups in terms of providing a positive environment to foster identity, character, personal growth and a strong sense of belonging and self-worth. The evidence points to the impact for young people of membership over a sustained period in a structured programme such as the Mini Police and Cadets, with the related sense of belonging; the structure of a safe and positive environment in which to personally grow; a context and ethos which provides a valued social role and opportunities for social contribution. This impact is far greater and longer-lasting than that achieved through the involvement in more time-limited, or more specifically focused, youth initiatives.

National Objectives



(1) Making a difference in local communities, building character, confidence and contribution through youth-led social action.

We aim to do this by inspiring young people to:

- participate positively in their communities, supporting local policing priorities through volunteering, and being empowered to learn about, understand and act on issues that matter to them and local people in their communities.
- be good citizens, develop character, the spirit of adventure and gain a practical understanding of policing.
- raise their aspirations, to realise their potential whilst in a positive space and gain experiences and recognition that add value to their future prospects.

When they volunteer, children and young people not only bring their time, commitment and talents, Mini Police and Cadets also bring their own perspectives and understandings on issues and challenges. They bring their own particular ability to communicate

with, engage and influence their peers. Children and young people can also be great innovators and leaders, providing energy to shake up traditional approaches, bringing fresh insight and new ideas.

There is significant research to suggest that initiatives that work with young people, that are directed and delivered by young people, tend to be more effective than initiatives that involve adults delivering to or for young people.

The greater diversity of the Mini Police and Cadets compared to other aspects of policing, and their very strong engagement into their communities, some of which policing has otherwise traditionally found 'hard to reach', reinforces the capability of the Volunteer Police Cadets to add value to policing through their social action.



The national Civil Society Strategy argues the importance of young people helping to shape the future of the country through developing skills and habits of social responsibility during childhood and youth. There is evidence that volunteering at an early age is a key shaper of volunteer participation in adulthood. The Volunteer Police Cadets is a partner

and supporter of the national #iwill campaign. #iwill aims to make participation in social action the norm for young people. Our new VPC programme for young people will embed the six key attributes of youth led social action as set out in the #iwill campaign.





(2) Actively helping divert young people away from negative influences and crime.

The Volunteer Police Cadets have a big part to play in fighting crime, making our communities safer and helping young people have positive futures. The VPC can and already does significantly impact on many key priorities in our communities and for young people, such as knife crime, gun crime, gang crime, self-harm, hate crime, loneliness, school exclusion, community cohesion, adverse childhood experiences, mental health and wellbeing. The VPC intervenes and diverts young people away from negative influences in their lives. It assists them to personally develop independence, self-esteem and self-efficacy in a positive and safe environment. By supporting young people to recognise and manage risk, membership of the VPC enables them to make informed choices, through a VPC programme that allows young people to explore issues, make positive contributions and keep themselves safe.

The VPC aims to be a positive, diverse social group that supports all members to recognise and achieve their potential. The VPC aspires to reach into all communities and engage young people including

those who policing and other youth activities and provision often struggles to reach and engage. Research indicates significant positive impacts and influences for children and young people through their participation in the Mini Police and Cadets. The Volunteer Police Cadets are committed to giving opportunities to all young people, to provide a sense of belonging within a safe and disciplined environment in which to help them build their identity, and to give them opportunities to experience success and achievement and to realise their potential.

Serving as a member of the Mini Police and as a Cadet provides opportunities to build confidence, character, wellbeing and resilience. It provides exposure to supportive relationships and to positive role models. Based on the tradition and values of British policing, membership of the VPC fosters policing virtues and values of honesty and integrity, tolerance, valuing diversity, fairness, respect, helping others and in particular the most vulnerable in society, courage, loyalty and personal responsibility, providing opportunities to learn and to 'live out' those values in practical ways as part of the VPC and the wider policing family. The VPC provides opportunities for new adventures and challenges, all within a





diverse group of people. Involvement in the Cadets helps build key life skills such as first aid, boosts independence, self esteem and self-efficacy, provides 21st century digital skills, fosters team working and become young leaders for the future. Being a member of the VPC can help steer young people towards positive futures and can nurture commitments to public service that last a lifetime. Some young people will wish to translate to adult roles in the police family, including as police officers.

(3) Building trust and confidence between young people, their communities and the police.

We do this by engaging with young people over extended periods of time, valuing their contribution and fostering positive relationships between young people and the police. This opportunity to forge more positive, mutually engaging and respectful relationships can extend well beyond Mini Police and Cadets themselves to their families, peers, and wider communities.

Evidence suggests that issues of police trust and legitimacy are a recurring issue which can be

particularly challenging in respect of children and young people, with young people in particular being more exposed to contact with the police and more likely to experience that contact as adversarial and problematic. Research suggests that the VPC contributes to improved understandings of policing, greater trust in policing, enhanced perceptions of legitimacy, and increased likelihood of cooperation and reporting of crime. Mini Police and Cadets also act as ambassadors in their communities, and through family, peer and neighbourhood relationships can bring a broader shift in trust, confidence and engagement

Good practice also identifies that when working with children and young people it is important to do so within a safe space. A space where children and young people can feel safe and be able to understand what a safe space can look like and who can help them if it is not safe. It is important that we work with children, young people, leaders and their families to ensure that safeguarding is firmly embedded within everything we do.



(4) Enabling young people to have a real voice and influence in building a positive, relevant 21st century policing.

The VPC aspires to ensure young people are at the heart of local policing, enabling young people to get involved and contribute to shaping local policing priorities. Through active consultation on issues that matter to young people the VPC will create a journey of activities that can be developed to further explore current issues and topics, resulting in the co-design and co-production of social action projects.

Our national 'Youth Voice' campaign aims to further transform the way that young people across Mini

Police and Cadets engage in shaping the future of the Volunteer Police Cadets locally, regionally and nationally.

The voices of children and young people are too often silenced and marginalised within societal and policing policy. The VPC provides a platform for the voices of children and young people to be heard, with children and young people formulating plans and contributing to community safety. For those children and young people who are most disenfranchised and who are perceived negatively within communities, the VPC creates an enriching environment to construct more positive identities raising their aspirations for the future.

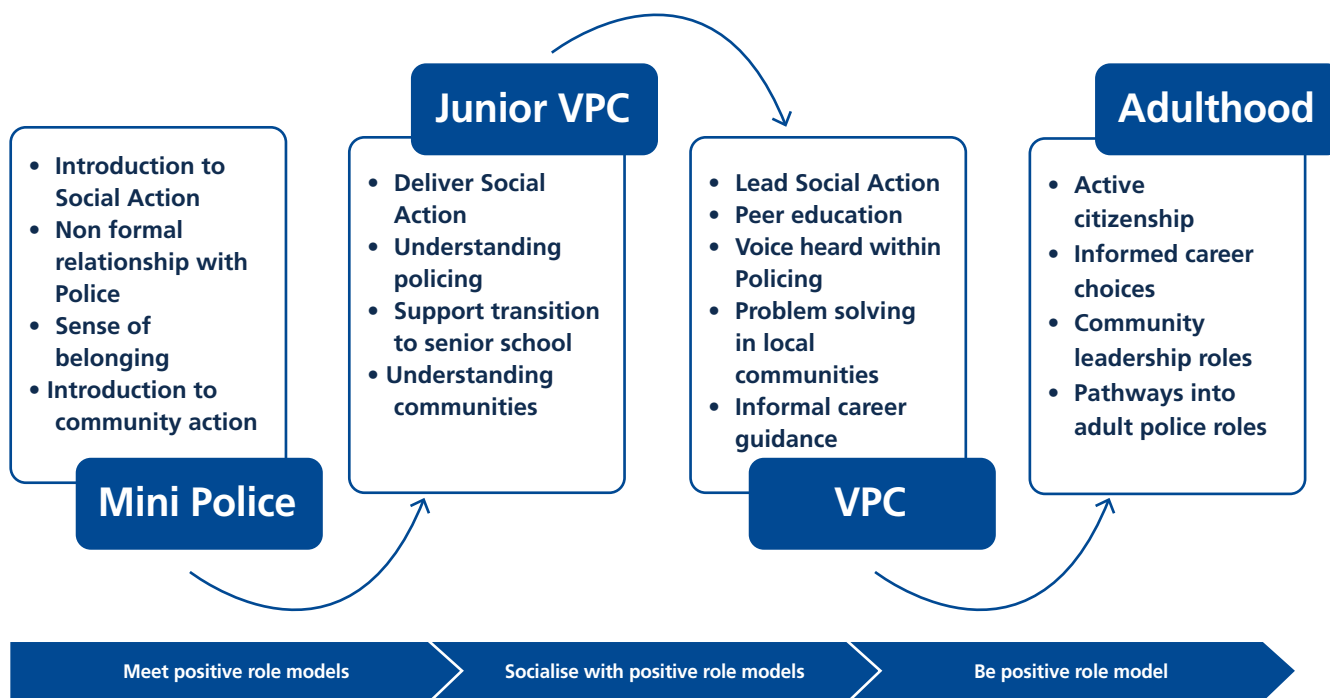






#iwill

Building resilience while inspiring a lifetime of active citizenship



The VPC offers a safe environment in which young people, aged 8 years onwards can build resilience to negative influences, while developing skills for life as they mature into active citizens with a habit of social action

Developing the VPC Journey



Building the Mini Police and Junior Cadets

Whilst there is now an established model of VPC in every police force, a major achievement for policing, it is recognised that the development of Mini Police and of Junior Cadets requires further support.

The strategic vision of the VPC nationally, ultimately, is to achieve the opportunity for children and young people to be engaged and involved from 8 to 18 and beyond, from Mini Police, Junior Cadets, Senior Cadets, adult leaders and other adult volunteering roles. It is hoped that this, 8-18, journey will be the start of a lifetime of civic contribution and public service.

At present there are only a handful of police forces which have a Junior Cadet provision (engaging the younger years of secondary school). And only approximately fifteen police forces (though that number is set to grow in coming months) have a Mini Police programme presently in their primary schools within their areas, and those programmes vary significantly in their current scale.



The decision to develop Mini Police and Junior Cadet programmes will sit with individual forces. The national VPC team will work to support and develop a **Strategic Action Plan for the Mini Police**, and **Guidance for the development of Junior Cadets**, for those forces who wish to develop these elements of their VPC programmes in the future.

“The work with the police officers has been very beneficial in increasing the confidence of the children and how they engage with people in authority. The variety of the activities is amazing.”



Building the Volunteer Police Cadet Journey



The VPC will embed a number of key design principles to enable the future growth to further expand the scale and impact of Mini Police and Cadets:

- Reflect good practice/standards for youth organisations;
- Seek to consistently achieve the best possible experience for every member of the Mini Police and every Cadet;
- Ensure a safe, challenging and fun, environment for all our Mini Police and Cadets;
- Embed a youth-centred, youth-led approach in everything we do;
- Support, nurture and celebrate our leaders, without which the enormous impact of the Mini Police and Cadets would simply not be possible.

The strength of the VPC has been the ability of police forces with the support of Police and Crime Commissioners, Mayors and Chief Constables, to operate their VPC according to the national aims and principles while delivering their cadets according to local needs and demands.

It is now widely recognised that there is a need to establish more robust and consistent operating processes. These processes must ensure that there is stringent governance at a national and force level to ensure we are operating within recognised youth sector standard and legally. It must also allow all our members the opportunity to have similar consistent experiences wherever they are in the country, balanced of course with the need for police forces to operate according to local needs and demands from their communities.

A key aspect of this is establishing, quickly and robustly a nationally consistent quality approach to safeguarding. This needs to learn from national good practice and standards across the youth sector, to create confidence that the highest standards are applied across the VPC programme in all forces, to keep young people safe and build a culture of safeguarding.

“Insight in to policing and seeing that officers are friendly and approachable. They may come from a home where their parents are very anti police!”

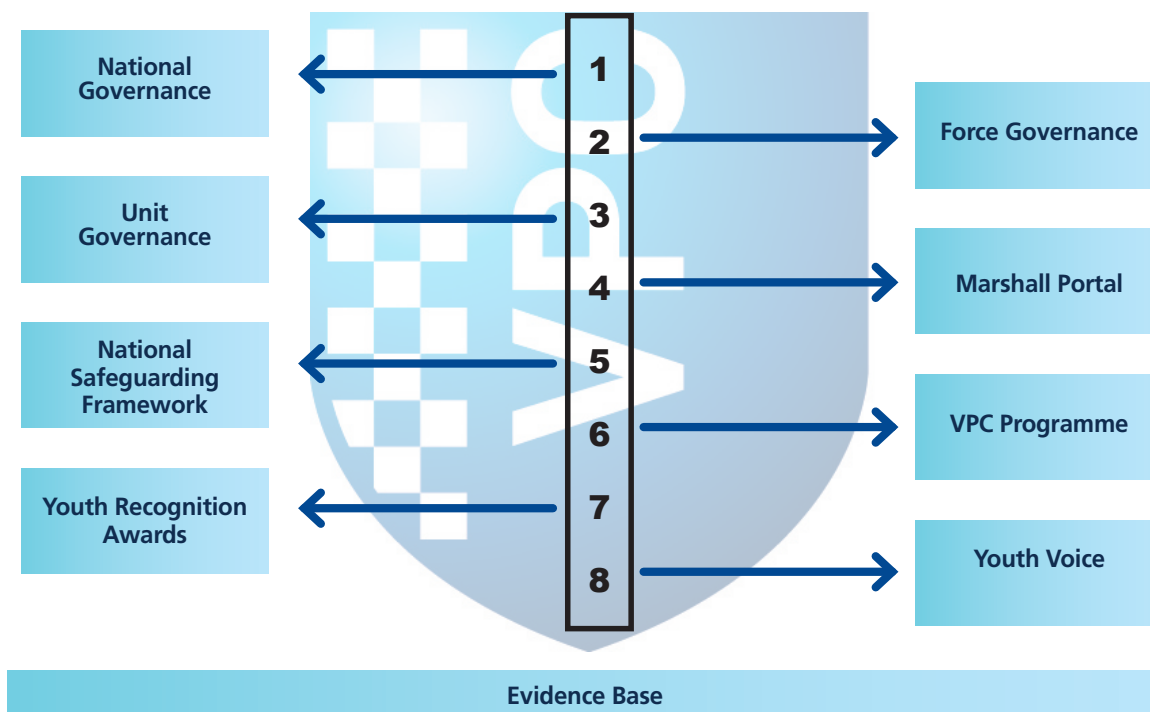


The 'VPC spine' has been developed in response to feedback from those that deliver the VPC and police leaders who are responsible for ensuring it is delivered safely. It has been built utilising the skills and experiences of experts in the youth sector. It seeks to balance the needs of operational policing

and the skills and expertise required to oversee the delivery of a safe volunteer youth organisation. It will ensure that there is clarity of responsibilities, while allowing all young people to have a consistent quality experience across the country.

#iwill

National Volunteer Police Cadets Foundation of Safe Delivery - 'The Spine'





National governance

National governance will consist of a board representative of NPCC, APCC, Home Office, young people, expertise from the youth sector beyond policing, regional representatives and academic expertise. Running a uniformed youth association, engaging over 18,000 young people, requires a need to draw upon a different set of skills and expertise and evidence-base than that of everyday policing. It is therefore important to look at other sectors and other similar organisations, in terms of good practice and governance models. The national VPC arrangements aim to support coherence across the national programme and the sharing of expertise and learning.

Police Force level governance

Locally, Chief Constables and Police and Crime Commissioners have the freedom to develop their force models for VPC, reflecting good practice across the wider programme. Police forces will continue to work at force level to further strengthen the local organisation and coordination of their models, in particular the support for Cadet Leaders.

There will be piloting of new models of Cadet Unit governance. These pilots will involve increasing the number of adult volunteer roles alongside significantly building the direct role that cadets themselves play in running and shaping the direction and priorities of their units.

Continual learning from other sectors reflecting good practice

There is some important work to be done, much of which has already begun, to work across police forces to improve the organisation of the Cadets, enhance the experience, and to create consistent national standards.

This will involve working with young people, and with leaders, police forces and external specialists, to develop some core national standards and guidance across the Volunteer Police Cadets, to develop a Governance Requirement to help support the safe and consistent delivery of all Units, and to facilitate a peer support model between Units and across forces to help build the implementation and monitoring of standards.



Safeguarding

A key aspect of sound governance will be the prioritised and consistent rolling out of a national model for safeguarding standards, and related practice guidance. This framework has been developed by youth sector experts and will ensure all police forces can deliver their VPC in a safe environment within the 'UK Youth' Safe Spaces framework. The VPC is the uniform youth group of the Police and therefore we aim to ensure compliance to the standards expected of youth organisations.

Safeguarding will need to be built from the bottom up, looking at gaining an understanding of what is a safe space for the VPC to operate within. The VPC will do this by launching a national safeguarding policy and detailed processes and guidance. This will cover the whole journey of the volunteer or leader, as well as the cadets themselves. The aim is to develop a culture of safeguarding throughout all operations, whilst ensuring the elements of risk, challenge and fun are maintained.

Further areas to develop:

- Youth-led safeguarding practice;
- Specific training and development programmes for all volunteers and young people (dependant on age) that supports a greater sense of engagement in safeguarding in the wider community;
- Specific training for leaders around working with young people, working on youth work principles and practice.





Safeguarding and Mini Police

In relation to the Mini Police Programme, leaders running these programmes should come to an official agreement with the school prior to sessions taking place. This agreement will state that whilst remaining cognisant of the National Standards the Mini Police Programme will, in the main, refer to the schools Safeguarding Policies and Procedures (providing that the school safeguarding policy meets the National VPC minimum standards for safeguarding) and staff leading the sessions should be aware of these. Should a member of staff receive a safeguarding concern, allegation or disclosure from a child during delivery of Mini Police then they have a duty to follow up this concern regardless of whether the school decides to or not.

In cases where the Safeguarding concern relate to a member of the Police Family (Police officer, police staff or volunteer) then the National VPC Framework should be followed in terms of reporting and following up this concern.'

Building the 'VPC Programme'

The 'VPC Programme' will provide flexible content to help support leaders shape a stronger more consistent journey and experience for all Mini-Police and Cadets. The "VPC Programme" directly underpins the development of learning into youth-led social action across all ranges.

In the future, we aim to link the VPC Programme to every appropriate national policing portfolio.





A revolution across policing in youth-led social action

At the heart of the contribution of the VPC is youth-led social action.

Whilst a lot is already being delivered by young people within the Cadets and Mini Police, with the right support even more can be achieved:

- Moving towards youth-led social action rather than tasks driven by adults;
- Police forces need to consider how Mini Police and Cadets can integrate with and contribute through neighbourhood policing teams, reflecting good practice models already evident in some force areas;
- Further forging positive partnerships, such as with the Duke of Edinburgh Award scheme;
- Nationally and regionally, there is much more scope for shared social action campaigns across Units and police forces;
- Developing partnerships with policing portfolios;

- Partnering with organisations beyond policing to develop collaborative opportunities for future contribution through youth-led social action;

There is scope for a greater championing of youth-led social action by Mini Police and Cadets, developing a national case study project of good practice examples, and further developing national awards.

Young leaders programme

There are already many excellent examples across the country where young people impact through leadership roles in their Units. There are also some good examples in some forces where Cadets play a leadership role with the Mini Police in local schools.

There is an opportunity to grow this model, and to develop a world-class model of youth leadership development through the Cadets.

“Making children aware of their responsibilities as members of society and the impact their behaviour has on others”



Better supporting leaders nationally and locally

The quality and commitment of leaders are at the heart of everything that is currently achieved across the VPC, and there are key challenges identified in most police forces in respect of attracting, retaining, training, developing, and supporting leaders. This is probably the largest single constraint to future growth.

Cadet Leaders are the largest category of Police Support Volunteers, and these future challenges will be recognised and met through the development of the national Police Support Volunteer action plan. There is also a recognition of the considerable potential for future volunteer Cadet Leader recruitment through Employer Supported Policing, and again this will be recognised in the development of the Employer Supported Policing national strategy and national action plan.

There are some priority areas for leadership development and training, such as in strengthening support and training to leaders in managing behavioural problems and challenges, to help facilitate keeping the more challenging Cadets engaged and reducing drop out.

‘Friends of the Volunteer Police Cadets’

Looking across other uniformed youth groups, such as the Scouts and Guides, a considerable body of volunteers help to support and govern the programme, serving alongside those who are directly leading Units.

The concept of ‘Friends of the Volunteer Police Cadets’ is to mirror this, developing this broader range of volunteer contributions in the VPC context. The wider VPC family is already large, encompassing parents and family of Mini Police and Cadets, and the many direct linkages to schools, employers, peers and others in local communities. The ‘Friends of the Volunteer Police Cadets’ will further expand this powerful wider Cadets network, and in so doing also significantly expand the wider picture of Citizens in Policing, involving directly another sizeable group of people from the local community.

Alongside these broader volunteer support models for Cadet Units, other volunteer opportunities also present for development across the VPC programme. One aspect is in developing coaches and mentors for young people.



Supporting young people to have a greater voice

There is considerable scope for further increasing the voice that the young people of the Mini Police and Cadets have across policing, and also within the Volunteer Police Cadets. Ultimately, the shape this takes needs to be youth-led but could potentially include:

- Developing a ‘youth voice’ quality mark for police forces;
- Building youth forums and other similar models;
- Supporting the personal development of young people to help them grow in their capability to have voice, advocate and influence.

Robust national and international research and evaluation

One of the challenges of initiatives such as the VPC is building a robust evidence base. Good progress has been made with several recent research projects

being published. Over recent months, the first national surveying of Cadets and of Cadet Leaders has taken place with the first National Evaluation of the Mini Police.

The VPC will look to undertake a large-scale, national, robust, independent evaluation programme to help develop a strong, bespoke evidence-base for the VPC, which will have longitudinal and comparative aspects to identify the effect for policing, communities and Cadets through time.

To help support this evaluative work, and to develop insight into ‘what works’ in enhancing the Cadet journey and experience, a national academic network will be created. Models of research and evaluation will be developed which are participative, directly engaging young people in the research activity, helping to build researcher and related skills and experience for Cadets interested in doing so.



Youth Led Social Action



What is youth social action?

Youth social action refers to activities that young people do to make a positive difference to others or the environment. There are lots of ways in which young people can take practical action to make a positive difference. Volunteering, fundraising, campaigning or supporting peers. Young people don't have to try and save the world on their own. Taking small positive actions to improve things, in a local town or community can make a big difference. Six key elements of genuine, youth-led social action projects are:





What are the benefits of youth social action?

When young people take part in high quality social action, everyone benefits:

- Organisations benefit from young people's energy, ideas and capacity to create positive change. They gain a different perspective that can shift their way of thinking and open up new ways of working.
- Communities benefit when young people feel valued, engaged and involved. It can create a greater sense of community and boost social cohesion and integration.
- Young people develop their character and confidence. They experience higher levels of wellbeing that can help improve their mental resilience. They also develop vital skills and networks that can support future employment.

Supporting VPC Leaders to facilitate and encourage youth-led social action

Adult Leaders are crucial to success of these projects. We need to train, support and encourage Leaders in how to facilitate this journey, motivate cadets without taking over, allow them to problem-solve and match aspirations with application. The VPC social action training course, UK Youth Achievement Awards programme and key projects like VPC involvement in Stephen Lawrence Day are all important parts of our social action journey.

Nationally, Volunteer Police Cadets have made a big local positive difference, giving up over 2.1million hours to social action and community projects. Young people stepping up to serve, linking communities and ensuring their voices are heard, with supporting partners, stakeholders, mentors and others.

It's what the Volunteer Police Cadets is all about!



The Volunteer Police Cadet Programme

This is made up of an Educational Framework – known as Volunteer Police Cadet Educational Framework.

It is structured into 4 Programmes – Mini Police through to Volunteer Police Cadet and into Adulthood.

Progressive in nature and using our “3 stage approach” model which is:

- Education – Topics
- Activities – Follow on activities based around the Topics
- Social Action – development of above learning into youth-led social action

Seeking to promote 6 areas of key development into each programme which are:

- Policing
- Personal Development
- Well being
- Learning
- Life
- Literacy

#iwill – www.iwill.org.uk

This national campaign started in 2013 and is a cross party campaign and runs until 2020. The #iwill campaign wants to make participation in social action the norm for young people under 20. Currently 4 in 10 young people participate in meaningful social action.

Those from less affluent communities are much less likely to take part than their wealthier peers. Young people aged 10-20yrs aren't just the leaders of tomorrow. They have the energy, skills and ideas to change society and environment for the better today. We must support and empower them to be active citizens, both now and in the future.

To achieve this, the #iwill campaign communicates with, connects and challenges organisations across the UK so that they embed support for youth social action into their culture and practice.



Youth Voice –

Youth voice refers to the ideas, opinions, knowledge and actions of young people. Youth Voice allows Young people within the VPC to stand up and be a part of a platform to voice their opinions and ideas in regards to the development of the VPC. It is recommended that Youth Voice is embedded at unit level, within the force, regionally & nationally.

Social Action: activities, projects, programmes, engagement intended to make a positive local difference commonly known as Volunteering.

Youth-led: Social action projects should be designed, discussed and planned by our young people. Leaders should resist the temptation to take over, lead cadets and direct them to achieve a goal. Leaders are vital to encouraging cadets to push boundaries, develop confidence, aim high and aspire. “Facilitation” is more important than direction / orders. Also allowing cadets to fail, self-reflect, problem-solve and overcome challenges is important. Encourage a genuine youth voice to be heard.

Comms channels –



www.vpc.police.uk



@NationalVPC



Volunteer Police Cadets - National Page



vpcnational



Volunteer Police Cadets

