



Cumbria Police Cadets



VOLUNTEER POLICE CADETS

Statement of Expectation

When you become a Volunteer Police Cadet, there are certain expectations that we have with regards to your behaviour and involvement. These are outlined below:

- Cadets will arrive 15 minutes before a parade and will be reliable in their attendance at weekly unit meetings and events, or will otherwise provide a reasonable explanation as to why they are prevented from doing so to Unit Leaders as far in advance as is possible.
- Cadets who have missed three or more weekly meeting without advance notice and reasonable explanation may have their membership reviewed.
- When required to do so, Cadets will wear the uniform provided for them by Cumbria Constabulary, ensuring it is ironed, cleaned and presented to the required standard for inspection, unit meetings or VPC events.
- Cadets are expected to adhere to the VPC Code of Conduct at all times.
- Cadets will uphold the values of Cumbria Constabulary by conducting themselves in a disciplined and orderly manner towards staff, fellow Cadets and members of the public at all times. Cadets will adhere to the Cumbria Constabulary commitment to Equality and Diversity by treating everyone fairly, equally and with respect at all times.
- Cadets are to follow the chain of command, seeking advice and guidance from their Leaders and Unit Commanders, including any welfare issues which will be directed to Cadet Team Leaders immediately.
- Any Cadet who has an interaction with Police outside of VPC related events will inform their VPC Leader or CiP team at the first available opportunity.
- Every Cadet is expected to dedicate a minimum of 3 hours per month to supporting neighbourhood and community safety activities in line with local policing priorities and in addition to their Unit's regular weekly Cadet meetings (these activities will always be fully supervised and supported by Police Officers, and stringently risk-assessed).
- Cadets will return health and permission forms and any other relevant paperwork by the given deadline or forfeit the opportunity to take part in events.
- All Cadets are encouraged take part in the Duke of Edinburgh Award Scheme to a minimum of Bronze level.

- Cadets who do not comply with any of the above will have their membership reviewed and possibly revoked.
- We expect that you will treat everyone fairly, equally and with respect, this means friends, colleagues and the public.
- We expect that you will behave at all times and set a good example.

In return, Cumbria Constabulary Volunteer Police Cadets programme undertake to provide each cadet with the following:

- A varied and interesting programme where each Cadet will be able to learn about the Police Service.
- Support you to develop as a Cadet and as part of the Cumbria Constabulary Police family
- Ensure your safety and welfare at all times
- Treat you fairly and with respect, having regards to your individual circumstances and opinion.
- Within 12 weeks of joining, supply a full uniform.
- Opportunities to volunteer in the local community for the benefit of all.
- Access to the Duke of Edinburgh Award Scheme.
- A safe and structured learning environment.
- The opportunity for promotion and self-development within the VPC.
- An environment where effort and hard work are rewarded and misbehaviour is challenged appropriately.
- Consistency in the application of rewards and sanctions.
- A voice in how the Unit and the VPC as a whole is run.
- Be a role model to you and show you the best possible image of Cumbria Constabulary at all times.