



# City of London Police Volunteer Police Cadets

## Annual Report 2021 – 2022

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## Introduction

The purpose of this report is to consolidate the progress the Police Cadet Program has made over the past year, recognising the contributions made by Cadets and charitable organisations, and highlight achievements our cadets have made in support of the wider service we provide to the City.

With the Re-Launch of the Police cadets in September 2021, 27 cadets enrolled on a structured grade 1-5 'achievement and learning framework' developed by the Cadet team. This was aimed at promoting a better understanding and overview of policing, to ensure that all cadets had the basic knowledge and understanding, similar to a student Police Officer. This was developed in-house and at the current rate, a number of Cadets will aim to ascertain their grade 3 by the end of 2022, and all cadets having obtained at least grade 1 by June of 2022.

Prior to the re-launch the cadet unit numbers were static at 9 Cadets, this was primarily due to Covid which meant that the unit could not operate as normal for nearly two years. Post-launch we now have a healthy number of active Cadets and have been undertaking equal to or more operations /expeditions when compared to other cadet units within surrounding boroughs.

Since the re-launch of the unit, we have expanded our joint working, this has now enabled us to work with the British Transport Police Cadets, Metropolitan Police Cadets, and Essex Police Cadets. We are now aiming to build upon these relationships, further such links, and raise the profile for the City of London Police Cadets nationwide.

The team has worked closely with the national Volunteer Police Cadets team, which has enabled us to showcase our unit on a national level; current feedback from the national team is that all social media posts they have released involving the City of London Police Cadets has a higher viewing number than other posts from Forces around the country. We have also received several requests from other forces asking for joint working or advice in how we run our operations, so that they can replicate them elsewhere.

## Strategic Lead C/Supt. Rob Atkin MBE Comments

The recruitment aim for end of 2022 is to have 50 active Police Cadets attached to the City of London Unit within both the Senior and Junior portfolio. We will create a culture of inclusion and aim to retain a diverse talent pool of Cadets, to either enter the world of Policing or simply develop themselves as individuals and become advocates of the Police.

In support of this recruitment aim, a priority is to facilitate an increase in the number of Cadets from black and minority communities and increase our female cadet membership. By doing this, we aim to ensure that young people from all areas of the community are offered the opportunities to develop within the VPC. Further to this, we will ensure we continue to develop our approach to Cadet wellbeing, providing the appropriate support mechanisms for each individual. In addition, we will develop our leadership capabilities via schemes such as the D of E award scheme, enabling continuous learning, so that each cadet achieves their potential.

Within this recruitment drive, we will also offer initiatives aimed at diverting young people from crime. This will positively impact young people, reaching different communities and building trust and confidence in the Police, demonstrating a different side of law enforcement to the public. In turn, this will increase our youth engagement within the Square Mile and beyond.

The Cadet Unit, both within the current Senior Scheme and future Junior Scheme, will also play a key role in achieving the City of London Policing Plan. On this basis, I see the Cadets continuing to play a fundamental role in helping those who live, work, and visit the City feel safe. This will be achieved by Police Cadets undertaking further deployments within the City footprint, both as an engaging and preventative role. The Cadet Unit will also provide a key link between the youth community within the City and surrounding London Boroughs, helping us understand what we are doing well within the Community and how we can improve.

Secondly, the Cadet Unit can play a key role in assisting with limiting the threat of Economic and Cyber Crime. This can be achieved by providing education during Police Cadet training nights, covering key topics within this crime type. Cadets can then utilise this education with family, friends and engagement events within businesses and schools across the City of London and beyond.

Finally, the Cadet Unit can continue to assist the Policing Service by ensuring the Victim is at the heart of what we do. The VPC are one link between the Police and the Public and can assist in ensuring the victims of crime are at the centre of everything we do.

By achieving this, the City of London Police Cadets will continue to underpin the Policing Values of professionalism, integrity, and compassion, assisting in projects that will truly make a difference to both the Community they are in and the Public at large. Since their re-Launch in 2021, Cadets have achieved this by deploying with Operation Servator, Sector Policing Engagement and Education Hubs, Weapons Sweeps across the City of London, and Southwark Boroughs.

Over the next three years, the VPC will continue to be a visible, engaging part of the City of London Police. Our partnerships, with numerous Organisations across the City, have already been greatly enhanced through the support we have provided at various high-profile events. This ongoing support has undoubtedly already made positive impacts within the City of London Community.

## Recognition of Supporters/Contributors

We would like to extend a special thanks to the following organisations for their generous donations, which have been extremely valuable in the success of the Volunteer Police Cadets for the City of London:

City of London Police Special Constabulary  
Jack Patchy Association  
Worshipful Company of Security Professionals  
Worshipful Company of Educators  
Worshipful Company of Tallow Chandlers  
Worshipful Company of Innholders  
Cross sector safety and security communications  
Crime Prevention Association  
Worshipful Company of Makers of Playing Cards  
Worshipful Company of Tax Advisors

## 2021 Engagement Events/Deployments

2021 and into early 2022 has been a very productive year for deployments for the Police Cadets. We have made many connections within the City of London, across greater London and surrounding country areas. Currently, we now work with BTP Cadets, Met Cadets, Essex Cadets, and other outside organisations such as the Fire Cadets.

From September 2021 to February 2022 the Cadets have undertaken the following deployments: -

- Meeting /Greeting at the Police Authority Board Dinner
- Joint Crime Prevention Event at Tower of London with Metropolitan Police Cadets
- Meeting/greeting at the CSSC 10th Anniversary Charity Dinner
- Meeting/greeting at the Fishmongers Hall Commendation Ceremony at Guildhall
- Lord Mayors Show
- Assisted at the Official Opening of the Garden of Remembrance at St Paul's Cathedral
- Assisted at the Remembrance Sunday Service at St Paul's Cathedral
- Designed and painted a mural of the City skyline in the new outside custody exercise space
- Joint weapons sweep with the Metropolitan Police Cadets
- Meeting/greeting at the Worshipful Company of Security Professionals Annual Carol Service at the Tower of London
- Engaged with members of the public on two Servator Deployments

Further to this we have several more events booked for the Cadets in the coming year, ranging from joint working events, reward events, deployments with Servator teams and assisting with a private service event within the City of London to name just a few. The number of events we have on offer for our Cadets and the people who live and work within the City of London continue to grow.

### Examples of deployments

Below is a small snapshot of the events and activities that City of London Police Cadets have undertaken so far.



**Painting of a mural in outside custody space**

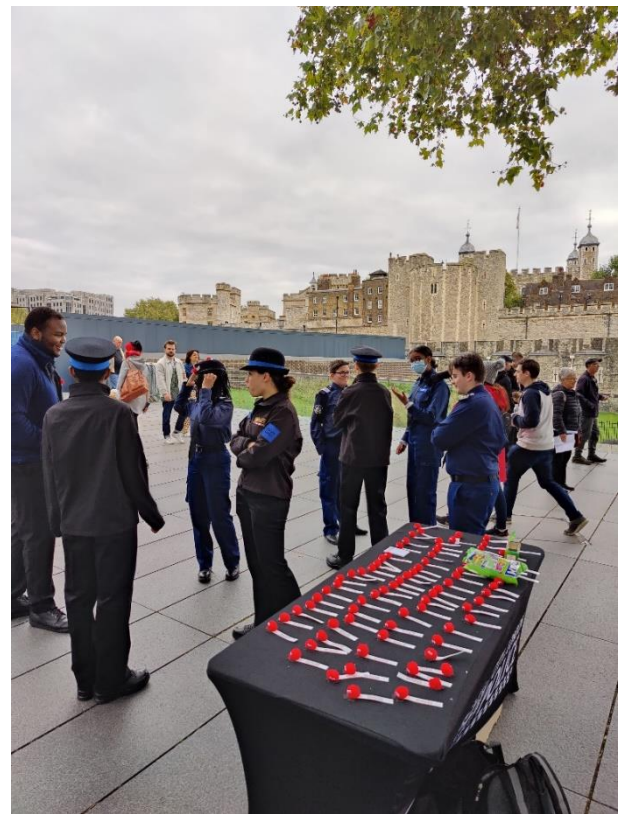
**Official opening of the Garden of Remembrance**







**Lord Mayors Show 2021**



**Deployment at the Tower of London  
with Metropolitan Police Cadets**

## Grade 1-5 Program and its progress

The Cadet learning program so far has covered the following topics. These include both theory-based and practical learning.

### Grade 1

- Theft
- Guilty Mind, Guilty Act (Mens rea, Actus Reus) and its application within UK Law
- First Aid
- Drill, Marching and Parade
- Human Rights and Ethics within Policing the law enforcement
- Phonetic Alphabet
- Section 23 Misuse of Drugs Act
- Stop and Search
- Arrest and Section 24 Pace
- Base Level OST, Handcuffing, baton, and use of Pava (Input from OST instructors)
- The Police Caution
- Different Police Services within London what they do and how we work with them
- Common and Statue Law and the difference with them
- Grade 1 written exam, Stop and Search practical exam and First aid Practical Exam.

## Grade 2 - Started Jan 2022

- Criminal Damage
- Domestic Incidents
- Domestic Offences
- Managing a crime scene
- Managing a road traffic collision Scene
- Intro to CBRN
- Intro to level 2
- PNC (Name checks and Vehicle Checks)
- How to question Victims and Witnesses
- Drink Drive Offences
- Grade 2 exam and two practical assessments.

## Cadet Recognition

Throughout the year Cadets have the chance to be nominated for the following awards, and lateral movement into specialist ceremonial Cadet Positions. Currently the City of London Police do not operate the D of E awards owing to a lack of suitably trained staff, and a licence to run the program. However, we do support all cadets with this, should they be taking D of E in any other educational setting.

### Awards

#### Jack Petchey Award 2021- Cadet Dayana



The Jack Petchy award is a quarterly certificate of recognition, the winner is selected by staff and Cadets for their dedication to the unit, overall good work and if they have excelled in topics or areas within the fields the unit teaches or volunteer work / deployments that the unit undertakes.

#### Deputy Lieutenant's Certificates Award 2021/2022 – Cadet Grace

The Deputy Lieutenants Certificate Award is a yearly award, it enables one youth unit per Borough in London (Including the City of London) to nominate a Cadet or young person, who staff feel have contributed to the unit in an exceptional way. Further, who has undertaken challenges and difficulties in their private life and overcome them.



## Lord Mayor Cadet 2021/2022 – Cadet Twahla



The Lord Mayors Cadet is an annual or bi-annual position given to a Cadet by staff who has shown enormous dedication to the Cadet team. It is a ceremonial position of high importance to the City of London Police Cadets.

## Head Cadet – Cadet Mathilde

The role of the Head Cadet is to manage a full team of 30 Cadets including a Deputy Head Cadet, 2X Team Leaders and 2X Deputy Team Leaders cadets.

They have overall charge of making sure the whole Cadet team is ready for parade and that their uniform is up to the correct standard, delegating of work to their deputy and lower ranks within the unit. They also act as the ‘standard’ that cadets should be aiming for within the unit; they are expected to attend all Cadet meetings and several events. They are a direct link between the unit and staff in terms of reporting any issued that may arise.

The Head Cadet is expected to assist in delivering lessons, mentoring new cadets, and in assisting other cadets when they struggle with law topics. They must have excellent knowledge of drill and be able to lead drill sessions if required to do so. They must have obtained grade 1 of their law knowledge exam and practice assessments.



## **Case Study**

The following case study centres around two of the Cadets who started with the unit in the first 2021 intake. They share what the Cadets means to them and what opportunities the program has given them.

**Cadets Grace and Marie:** “Police cadets has been an incredible experience so far and we are sure there is more to come. A few months ago, some police constables, who are cadet representatives, visited our school and explained why joining police cadets might be beneficial. They allowed us to try on pieces of police uniform and were extremely welcoming. This was very appealing to us and the very next day we completed the application forms which consisted of a couple of questions of why we wanted to join and what we could bring to the cadet team. Following this, we had our first session which took place at the Honourable Artillery Company and involved cadets from several different schools in the City.”



“Our favourite thing about joining cadets has been gaining incredible experiences and opportunities as well as gaining more confidence to enable us to be assertive and do challenging activities within a group environment. For example, we have learnt how to use handcuffs, batons, and what happens during an arrest.”

“So far, the most enjoyable and interesting deployment we have taken part in has been a weapon sweep, where we searched certain areas for weapons and other dangerous substances. This experience allowed us to have an insight to specific aspects of policing, as well as this, it was nice to know that we were doing something positive for the community.”

“What’s surprised me most is how much we’ve learnt in so little time being a cadet. Additionally, it’s been amazing to see the growth of the cadet unit since we joined, with new members taking part every week.”

“The cadet team has been incredibly supportive with other extracurricular commitment, for example, there was a period where I (Marie) could not attend the events due to another activity. Despite this, the coordinators ran catch up sessions for me to ensure I didn’t fall behind, so when I was able to return, I could continue learning, taking part, and being in events.

“A couple of weeks ago, we met with a dog handler within the City of London Police. He told us about what being a dog handler entailed and about his years training and managing his dogs. This experience has inspired us both to look further into a career within the Dog Unit! As you can see, we really enjoy taking part in this scheme and are excited to see what’s to come.”

## Communications

Since the re-launch of the Police Cadets in 2021, we have used social media channels, internally and externally to promote the Unit. All materials are sent directly to corporate communications who then disseminate this information out through the various platforms.

The staff within the unit are going to be trained on how upload material on the social media platforms. Currently the City of London Police Cadets do not have our own Twitter or Facebook/Instagram profiles, instead we utilise the central ones owned by the City of London Police.

There are two active COLP twitter Sites @CityPolice with Nearly 132K Followers and @CityPoliceCops with 11.3K Followers. Both accounts are tagged in every Police Cadet post.

The Volunteer Police Cadets national team have also sent out several pictures and communications, via their Facebook, Twitter and Instagram promoting the City of London Police Cadets. The National team have posted 40 stories from our Cadets and tagged City Police within their main social media banner. This has been done over the space of 6 months from September 2021 to February 2022.

The combination of this has resulted in the photos being viewed 10,000 times with 1500 shares and retweets (NVPC statistics).





**NationalVPC** ❤️

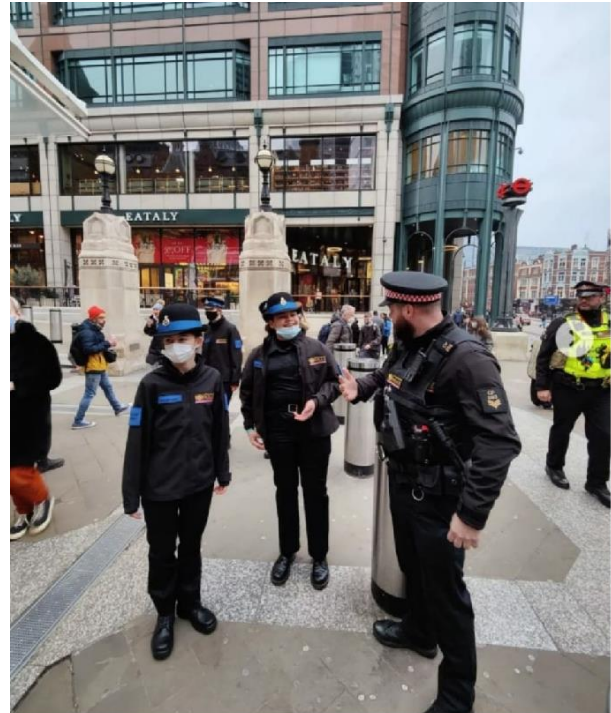
@NationalVPC

Volunteer Police Cadets are the police's nationally-recognised uniformed youth organisation for young people everywhere. Don't report crime here. 📞 101 or 999.

[vpc.police.uk](http://vpc.police.uk) 📅 Joined April 2013

1,285 Following 4,702 Followers

Follow



30 likes

**vpcnational** @citylondonpolice Volunteer Police Cadets had a great weekend with #ProjectServator officers! Here's the team at... more

3 HOURS AGO

**Finance**

Currently the Cadet unit obtains most of its funding from livery companies within the City of London. Due to the generosity of these organisations, the Police Cadets have managed to run reward trips for the work and time our Cadets give to the City of London, giving them a well-deserved break from regular deployments. As well as purchase bespoke uniform to improve the overall look of the unit when on deployments.

**Monies Deposited into Cadets Account**

Organisation	Amount Deposited
Worshipful Company of Educators	£200
Livery Committee	£300
Worshipful Company of Makers of Playing Cards	£500
Worshipful Company of Tax Advisors	£500
Worshipful Company of Tallow Chandlers	£7500
Crime Prevention Association	£1000
Worshipful Company of Innholders	£1000
CSSC Dinner	£1000
Jack Petchey	£250
<b>Total Money Deposited</b>	<b>£12,250</b>

### Monies Spent from account

Reason for Expenditure	Amount
Intramark (Uniform Patches for Cadets)	£2,246.83
Tesco Christmas Gifts	£100
Subsistence	214.52
Omiscape (Team Building Day)	£427
City of London Tour, Police Surveillance /Jack the Ripper Cases	£300
<b>Total Remaining</b>	<b>£9391.69</b>

## Facilities

The City of London Police Cadets operate out of the Honourable Artillery Company (HAC), this has been a long-standing arrangement with the HAC. Cadets have been allowed to use the facilities free of charge and supported by the HAC and the regiment. This location is our primary site for all Tuesday Cadet activities.

The HAC provide us with a classroom and use of the parade square; here Cadets can undertake drill and other activities outside such as OST or searching open areas.

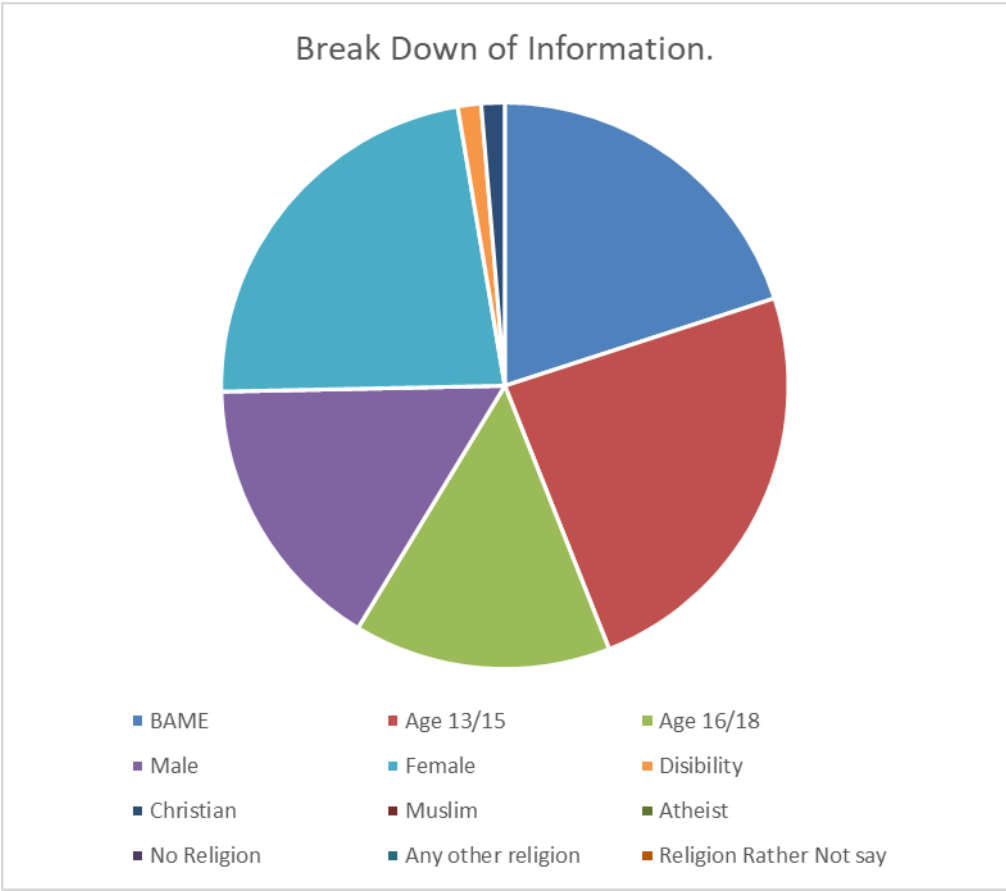
In the unlikely event that the HAC cannot accommodate us we have a secondary site which is located at New Street (5<sup>th</sup> Floor L and D). This location has only been used once to date. However, use of this area may become problematic with the new intake of officers commencing in 2022. Currently we are reviewing this and attempting to obtain other secondary back up venues.

Further to this we have the option to use the City of London PST training facility at Mile End if there are no other options available, or the use of select OST equipment needed.

## Unit Numbers

Below is a breakdown of the makeup of the cadet unit, in terms of numbers and ethnic diversity of our Police Cadets. Currently within the Unit we have 29 Cadets in total.

Current Number of Cadets	29
<b>BAME</b>	15
<b>Male</b>	12
<b>Female</b>	17
<b>Age 13/15</b>	18
<b>Age 16/18</b>	11
<b>Listed Disability</b>	1
<b>Christian</b>	11
<b>Muslim</b>	4
<b>Atheist</b>	1
<b>No Religion</b>	7
<b>Rather Not Say</b>	6



## Cadet Uniform

Currently all cadets have been issued with Uniform, with patches and blue bands for hats now in place. This will mean that all cadets can be deployed to formal events in full uniform. New Police Cadet Baseball caps have also been delivered, which enables us to have a separate uniform for events such as weapon sweeps or physical activity.

The cost for patches, bands and hats has been covered by both the Cadet budget and donations made by Livery Companies. Currently we are now in a position with the supplier to obtain these with different designs on demand, as required. This includes the use of any specific designs that are required on the epaulettes, for instance the Lord Mayors Cadet or Commissioner’s Cadet.

As of February 2022, all cadets have been issued a Cadet ID Card to be worn when they are inside any Police Buildings. Prior to this being rolled out a message will be sent to all staff informing them that this is an escorted only pass, it will open no doors and Cadets are not to be given access to any rooms unless escorted by a leader. Cadets will not be allowed to retain ID cards and instead they will be given back to staff at the end of each event.

## Cadet Program Vision for 2022

Currently the vision for 2022 involves reaching and maintaining 30 senior Cadets within the unit and having them progress towards their grade 3 assessments. This number will be retained with an ongoing recruitment campaign, and possible pool of candidates if we are at capacity (30).

With current staff levels and commitment, we would struggle to have more than one senior unit running within the City of London Police, however we would like to launch a junior unit, subject to finding a location to host this. There seems to be a good appetite for this within the primary schools around the City of London.

The aim for this unit would be to have 15-20 Junior Cadets, for an hour and a half a week after school. With the hope that this will then feed into the senior unit as they turn 13, allowing for continuous recruitment for years to come.

Further to this we are looking into the possibility of running a 'Cadet to Probationary Police Officer' or Special Constable pathway. This program is currently being reviewed by the Metropolitan Police Service, and within the City of London Police Cadets we are looking to see if and how this could be best implemented.

From March 2022, there will be deputy team leaders, team leaders and a full senior cadet leadership team consisting of a deputy and head cadet in place. We are on track to achieve this goal.

We aim to have at least one weekend event per month with aspirations for more, when possible, alongside more deployments in the evenings if staffing is sufficient. Currently we are exceeding this aim with 2/3 events booked at weekends for the coming months. The unit is also looking to run Test Purchasing Operations with the local authority; how often will be dependent upon the current need/appetite of the City of London Corporation Enforcement Team.

Rewards - During the 2022 school holidays we will be hosting a number of fun events for the cadets to reward their hard work and commitment. However, this is still somewhat problematic due to payment issues (most suppliers request an upfront payment and will not accept purchase orders). This issue is being investigated/addressed by our finance team, however, to date no viable alternative has been found.