

**ORIGINATOR: DEPUTY CHIEF
EXECUTIVE**

DECISION NUMBER: 9-2016.

REASON FOR SUBMISSION: FOR DECISION

SUBMITTED TO: POLICE AND CRIME COMMISSIONER

SUBJECT: SUFFOLK VOLUNTEER POLICE CADET SCHEMES

SUMMARY:

In May 2013 the PCC approved plans to appoint a Volunteer Police Cadet Liaison Manager and the introduction of five further Volunteer Police Cadet Schemes (PCC Decision 32-2013 refers).

A number of factors have impacted on the plans, including staffing and partnership working which has required that the original plan be modified and this paper now details the modified plans for consideration and approval by the PCC.

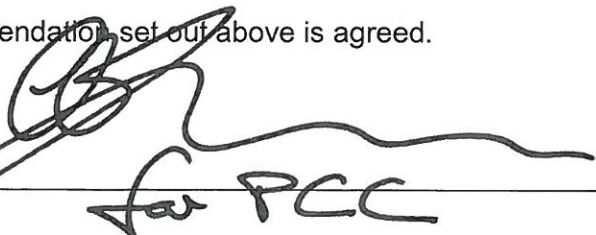
RECOMMENDATION:

1. The PCC approves the actions proposed by the Constabulary listed at paragraph 1.2.
2. That the PCC awards a Crime and Disorder Reduction Grant of £13,750 as detailed at paragraph 2.1 for the purposes of the introduction of new schemes and conversion of existing cadet schemes to joint police/fire cadets.

APPROVAL BY: PCC

The recommendation set out above is agreed.

Signature



for PCC

Date 26 February 2016

DETAIL OF THE SUBMISSION

1. KEY ISSUES FOR CONSIDERATION

- 1.1 There are currently six Volunteer Police Cadet Schemes operating across the county as listed below:

Martlesham (Felixstowe/Woodbridge)
Bury St Edmunds
Lowestoft
Sudbury
Haverhill (Joint Police/Fire Service)
Ipswich

- 1.2 A key feature of Suffolk's Police and Crime Plan was to extend the cadet programme across the county to a total of 9 units and 225 cadets across the county. In May 2013 the PCC approved the plans to appoint a Volunteer Police Cadet Liaison Manager and the introduction of five further Volunteer Police Cadet Schemes (PCC Decision 32-2013 refers). A number of factors have since impacted on the plans, including staffing and partnership working which has required that the original plan be modified. As a consequence revised plans are proposed as follows:

- The position of Cadets Co-ordinator post will be made a permanent position and the Constabulary will aim to recruit to the position by 31 March 2016.
- New schemes will be introduced at Mildenhall, Stowmarket, and Beccles. All three schemes will be launched by 31 May 2016.
- The Lowestoft scheme will be converted to joint Police and Fire Service Scheme by 31 March 2016.
- The Constabulary continues discussions with the Fire Service regarding the potential to further schemes to joint schemes (and in particular Bury and Martlesham schemes).
- The Co-ordinator will develop a revised action plan and timeline for the PCC's consideration. The plan will set out all relevant developments and milestones associated with conversion to joint schemes and introduction of new schemes. The revised plan will be submitted by 30 April 2016¹.

2. FINANCIAL IMPLICATIONS

- 2.1 Converting schemes to joint Fire/Police schemes will have financial implications. There are direct costs associated with converting the Lowestoft scheme as additional equipment needs to be purchased. Following negotiations the Fire Service has confirmed that it will contribute £10k and Suffolk County Council £5k. It is proposed that the PCC will award a Crime and Disorder Reduction Grant for the remaining £13,750.
- 2.2 There are costs associated with developing the three new Police Volunteer Cadet Schemes in Mildenhall, Stowmarket and Beccles which totals £5,542 (£1,847 per scheme). Once the schemes have been introduced an evaluation will be undertaken to establish the schemes' suitability to convert them to joint schemes.

¹ Subject to the successful appointment of a new Coordinator.


3. OTHER IMPLICATIONS AND RISKS

- 3.1 There are no major risks associated with these proposals. There are however a number of day-to-day organisational risks. Any delay in the recruitment of the Cadet Co-ordinator is likely to have an impact on the introduction of new schemes and the conversion of the current schemes. In order to mitigate this risk it is agreed that the post be made a permanent position which will increase the possibilities of recruiting to the post. The other risks arising from these proposals are the risks relating to sustaining the schemes and ensuring that the schemes attract good quality leaders and cadets continue to be attracted. The PCC will wish to monitor this and accordingly will require a progress report regarding the Cadet Schemes in September 2016. It is stressed that the original guiding principles of the Volunteer Police Cadet Schemes such as representation from disadvantaged/disaffected backgrounds continue to apply.

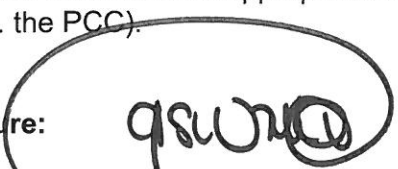
ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	YES
Has the PCC's Chief Finance Officer been consulted?	YES
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	YES
Have human resource implications been considered?	YES
Is the recommendation consistent with the objectives in the Police and Crime Plan?	YES
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	YES
Has communications advice been sought on areas of likely media interest and how they might be managed?	YES
Have all relevant ethical factors been taken into consideration in developing this submission?	YES

In relation to the above, please ensure that all relevant issues have been highlighted in the 'other implications and risks' section of the submission.

APPROVAL TO SUBMIT TO THE DECISION-MAKER (this approval is required only for submissions to the PCC).

 **Chief Executive**

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the (add decision-maker's title e.g. the PCC).

Signature:  Date 26/2/16.