



Staffordshire Police - Role Profile

Cadet Leader

Grade/Rank:	N/A
Directorate:	County Command
Reports to:	Cadet Volunteers Coordinator
Direct Reports:	Cadets

Role Purpose

The role of a cadet leader supports officers, PCSO's, Special Constables, police staff and other leaders with the running of local Cadet Units and Community events. The Units run term time on a weekly basis with some of the events running through the holidays.

The Cadet Leader will need to be an Integral Part of a team who has responsibility over the Cadet Unit during their time within the organisation. Ensuring the development, wellbeing and safety of the cadets is at the forefront of each session, event or meeting.

The Cadet leader will integrate the Cadets into the unit ensuring that their best qualities are realised and they are fully supported to reach their maximum potential.

Key Tasks and Responsibilities:

- Cadet leaders will need to understand and practice Safeguarding procedures and have a willingness to under training internally within Staffordshire Police, some of which will be mandatory requirements.
- Cadet leaders will undertake the successful planning and day to day running of the unit, along with organising and establishing contacts for events. This will be achieved through team unit, area meetings and communication with the cadet volunteer's coordinator.
- Cadet Leaders will intellectually and emotionally support our young people during classroom-based learning and out at events to ensure that the learning needs are met and the cadets have the opportunity to have a voice and be treated fairly.
- Cadet Leaders will actively encourage young people to have the confidence to engage with their local communities and get involved in local events in the surrounding areas.
- Cadet Leaders will need to make sure that attendance, booking of events and management of cadet details are kept updated on the Dutysheet Portal.



And to be accountable for: (ie responsibilities held by others but measured and owned by this role)

The safe running of the Cadet unit within the Safer Standards Framework.

Behaviours

The Behavioural Competency Framework (BCF) has six competencies that are clustered into three groups. Under each competency are six levels that show what behaviours will look like in practice.

This role should be operating at the following levels:

Resolute, compassionate and committed

We are emotionally aware		Valuing Diversity	1b
		Managing Sensitivities/Political Savvy	1b
We take ownership		Customer Service	1b
		Maintaining Accuracy/Sustainable Working	1b

Inclusive, enabling and visionary leadership

We are collaborative		Partner Working	1b
		Managing Complexity/Strategic Planning	1b
We deliver, support and inspire		(self) Leadership	1b
		Supporting Colleagues/Coaching & Mentoring	1b

Intelligent, creative and informed policing

We analyse critically		Problem Solving	1b
		Situational Judgement	1b
We are innovative and open-minded		Continuous Improvement	1b
		Futurology	1b

Education, Qualifications and Experience

Essential:

Good Communication and Interpersonal Skills in order to enable them to deal with young people aged between 13-18 Years.

A good level of physical fitness to engage in all activities

Expected that you will hold or work towards a First Aid Qualification *

Desirable:

Previous experience working with young people

Previous work experience in the voluntary sector

Knowledge of safeguarding and an expectation you will attend the relevant non-negotiable training. *



Skills Matrix (See Skills Matrix)				
Essential:	Desirable			
<p>To recognise and deal with safe guarding issues.</p> <p>To engage and present to young people.</p> <p>To be able to communicate around a range of stakeholders.</p> <p>To promote Staffordshire Police in a positive manner.</p> <p>To ensure accurate record keeping via systems</p>	<p>Demonstrate a good standard of computer literacy.</p> <p>Experience of preparing and presenting information to a diverse audience both verbally and written</p> <p>Demonstrate excellent communication and interpersonal skills with the ability to maintain working relationships with a diverse range of people operating at all levels.</p>			
Leadership Passport Level	Practitioner s & Team Leaders	1 st Line Mngrs	2 nd Line Mngrs	Senior Mngrs
	1	2	3	4

* Indicates that training will be provided as part of the role in this skill

CPD Requirements
Commitment to develop professionally in respect of the skills and knowledge required to complete the role.

Professional Registration/Licences
Preferable but not essential that you have a full driving licence as there will be the requirement to travel to other volunteering locations both within and outside our Force area.

Special Conditions	
Own car for business use	Preferable but not essential
Level 2 vetting required	Y
DBS Vetting	Y
Requirement to wear Uniform	Y
Requirement for post entry training	Y - Safeguarding
Fixed Hours	N



Weekend Volunteering	Y				
Travel allowance	Y				
Fixed term or temporary role	Permanent Role				
	1 mont h				

As part of the limited duties profiling, this role has been identified that the role holder must be able to fulfil the following core capabilities. To meet the Equality Act (2010) reasonable adjustments will be made wherever practicable.

Limited Duties (Police Officers Only)			
Sit for reasonable periods(consider impact of driving) a1	Y	Evaluate information (d1)	Y
To write(a2)	Y	Record details (d2)	Y
Read(a3)	Y	Exercise reasonable physical force in restraint & retention in custody (e1)	N
Use the telephone(a4)	Y	Understand information (f1)	Y
Use(or learn to use IT)(a5)	Y	Retain information(f2)	Y
Run reasonable distances (b1)	N	Explain facts & procedures (f3)	Y
Walk reasonable distances (b2)	N	Work the full range of shifts	N
Stand for reasonable time (b3)	N	Shift - Earlies (g1)	N
Make decisions (c1)	Y	Shift - Lates (g2)	N
Report situations to others (c2)	Y	Shift - Nights(g3)	N

Agile Profile (See Agile Matrix)					
Desk	Confidentiality	Systems & Email	Telephony	Paper	Hours
5	5	3	2	3	3