

The Isle of Man Constabulary recognises that young people have an important part to play within their community and is committed to engaging with children and young people to ensure that they have the opportunity to lead rewarding and productive lives. This is in line with core government policies of 'being healthy, staying safe, enjoying and achieving, making a positive contribution and prospering'.

The Youth Scheme are an important part of our extended police family and are able to help progress current initiatives and enhance the way in which we capture and develop the skills and enthusiasm of young volunteers. Seeing young people in a positive way can help to reduce the fear of crime and, by being visible, the cadets can contribute to public satisfaction.

The aims of Isle of Man Constabulary Police Youth Scheme are:

- To promote and encourage a practical interest in policing among young people
- To provide training which will encourage positive leadership within communities
- To encourage the spirit of adventure and develop qualities of leadership and good citizenship
- To promote the Isle of Man Constabulary's core Values and Behaviours.

Parents and Guardians

The number one priority of the Isle of Man Constabulary is to ensure the safety and wellbeing of its staff, this includes the members of the Isle of Man Police Youth Scheme.

Youth Scheme Leaders

Youth Scheme Leaders will be police officers or members of police support staff. All adults working with our Youth Scheme members are vetted. All leaders will have safeguarding training and they are given clear guidance on how to work with young people.

Activities

Members of the Youth Scheme will be encouraged to arrange and undertake suitable social activities throughout the year, in line with their ongoing training, which may involve them spending time away from home.

Youth Scheme members will be expected to give full support to operational events which may involve cadets having to spend a limited time away from home. All local initiatives and projects will be approved by the Inspector and will be supervised by the Youth Scheme Liaison Officer. Members of the Youth Scheme will be encouraged to take part in activities/events arranged by other youth organisations, such as military cadet corps, or other approved organisations.

All activities are risk assessed. Whenever the Youth Scheme members are out on activities within the community they will be under supervision of Police staff. Members of the scheme will not be deployed where the risk assessment indicates any risk of conflict or confrontation. If a risk should arise during any deployment, members of the scheme will be removed from the deployment immediately.

Outdoor adventure activities will only be led by staff or contractors who are certificated and competent to lead and run such activities.

Uniform and Standards of Dress

Youth Scheme members are ambassadors for the Isle of Man Constabulary, particularly in the youth arena and as such must portray a professional image. Youth Scheme members will act responsibly at all times. All members, once they have attained the required standard, will be issued with a uniform, which will remain the property of Isle of Man Constabulary.

Youth Scheme members will be expected to provide their own black, flat-heeled uniform footwear, and plain black/navy socks long enough to fit onto the shin. Members will be responsible for supplying and maintaining their footwear at their own expense and ensuring shoes are clean and polished. Trousers and shirts must be clean and well presented. Hats will be worn at all times when wearing uniform outside, unless there are agreed cultural, religious or faith justifications otherwise. When in uniform, rank insignia must be worn. Members must wear a civilian/plain item of clothing over their uniform when travelling to and from activities to ensure they are not readily identifiable as a Youth Scheme member or confused with being a police officer.

Meetings

Youth Scheme meetings will take place weekly normally Thursday evenings throughout the year. These meetings will last approximately two hours. Activities may be organised outside of this core time, but must be held outside of school times, eg weekends and schools holidays. Meetings will usually take place at Police Headquarters, Douglas.

Attendance

Youth Scheme members will be expected to attend all meetings. If a member is unable to attend the weekly meeting, or arranged activities, they must contact an agreed person/telephone number within their unit in order to notify the Youth Scheme Liaison Officer of their non-attendance. If a member repeatedly gives notice of non-attendance, the Youth Scheme Liaison Officer will be responsible for contacting the member to find out why and whether they still want to be on the scheme.

If necessary, members may be given a maximum of six months 'career break', for example, to allow for studying or family commitments this will be at the discretion of the Youth Scheme Liaison officer.

Youth Scheme Code of Conduct

As a member of Isle of Man Constabulary Volunteer Police Youth Scheme you will be required to observe the highest standards of behaviour at all times. It is important both you and your parents/carers understand fully what is required of you throughout the entire time you are a Youth Scheme member, and whilst you are in the care of your unit leaders or members of the Constabulary. In accepting a place on the scheme you are required to agree to accept and undertake the following:

- To carry out any instructions or restrictions required by your unit leaders or any other member of staff without dissent.

- To demonstrate the highest standards of behaviour, attitude and conduct at all times, both on and off duty, to members of the Constabulary and members of the public. This will also apply away from the unit (i.e. at school, at home and in the community)
- Not to be absent from the scheme without notifying or seeking the permission of the unit leader.
- To adhere to the uniform and standards of dress as set out in the Police Youth Scheme procedure.

Members of the Youth Scheme will be required to sign the Official Secrets Act as they will be privy to information and tactics held by Police.

We expect our members to undertake the Duke of Edinburgh award.

Frequently asked questions?

How much does it cost?

The scheme members will have the opportunity to raise funds for their DOE or trips away, throughout the year. There is no subscription or hidden cost.

Will I be going on Police patrols?

There will be occasions when members of the scheme will be in the public arena, such as family fun days, Christmas shopping events etc. but they will always be with a police officer or experienced member of Youth Scheme unit leaders.

Will it help me join the Police when I am older?

Being a member of the scheme will give you a good insight into policing and will install you with the right values and behaviours, however, it is not a direct path to joining the police.

What will I learn as a member of the scheme?

As a member of the scheme you will be taught about how we Police the Island including working with the different partners we work with. You will be taught life skills and how to effectively be part of a team. We are a Duke of Edinburgh award unit and we will teach the members of the scheme their First Aid at Work certificate and their Open Water Rescue Certificate.