



Ministry  
of Defence

Air Command Secretariat  
Spitfire Block  
Headquarters Air Command  
Royal Air Force  
High Wycombe  
Buckinghamshire  
HP14 4U

Ref: FOI2019/02696

[REDACTED]

28 March 2019

Dear [REDACTED]

Thank you for your emails of 28 February and 1 March 2019 requesting the following information:

*"Having done some research it is very clear from the RAFAC website that there are no nationality requirements to join as a cadet (under the age of 18). However I have received conflicting information with regard to adult volunteer roles and I am seeking official clarity from the MoD on the Nationality and Residency requirements for the following roles within the RAF Air Cadets:*

- 1) Over 18 Staff Cadet
- 2) Civilian Instructor
- 3) Civilian Welfare Committee Member
- 4) Adult NCO
- 5) Cadet Forces Commissioned (CFC) Officer"

and

*"My apologies... I omitted the categories of 'Registered Civilian Committee Member' and 'Civilian Gliding Instructor' from my original queried list of RAFAC adult volunteer roles. Rather than put in a separate request, I would really appreciate the nationality and residency requirements for these categories too."*

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

A search for the information has now been completed, and I can confirm that information in scope of your request is held.

There are no nationality requirements for the categories of Staff Cadet and Cadet Force Adult Volunteer (CFAV) roles as per your request. However, there is a residency requirement for both Staff Cadet and CFAVs which is linked to the appropriate timescales for undertaking safeguarding checks. Some CFAVs, such as those involved with shooting activities and weapon security, also require Security Checks.

Please see extract from Air Cadet Personnel Regulations, Personnel Instruction No 501 relating to staff cadets:

3. Staff Cadets. Cadets aged 18 and 19 are known as “Staff Cadets” and wear an epaulette inscribed with “Staff Cadet” and their NCO rank badge, as appropriate. However, for continued service beyond their 18th birthday cadets must meet the following criteria:

- a. Pass the Adult Volunteer Induction Package (AVIP) including the Staff Cadet Module.
- b. Obtained a valid enhanced DBS check in accordance with ACP 4, Chapter 8.
- c. Achieved the Leading Cadet classification.
- d. Completed a Staff Cadet Service Agreement. (copy at Annex D )
- e. Possess a specific skill that adds value to the ATC, such as:
  - (1) Flying and gliding; VGS Staff Cadet, AEF Staff Cadet, GS (solo), Flying Scholarship, Pilot Navigation Scholarship, Gliding Instructor.
  - (2) Shooting; any training or supervisory qualifications.
  - (3) Adventure training; any recognised instructional or supervisory qualifications.
  - (4) Ground training; qualifications or skills in first aid, food handling, radio communications, BTEC in Aviation Studies or Public Services, musical instruments, leadership, information technology.
  - (5) Sport; qualifications in coaching a specific sport or a Community Sports Leader’s qualification.
  - (6) Any other significant qualification that will be of value to a Squadron

Please see extract from Air Cadet Personnel Regulations, Personnel Instruction No 102 relating to nationality and residency rules for all CFAVs:

#### AIR CADET PERSONNEL REGULATIONS

#### PERSONNEL INSTRUCTION NO 102

#### NATIONALITY AND RESIDENCY RULES FOR ALL CFAVs WITHIN THE RAF AIR CADETS

Reference:

A. JSP 440.

B. ACP20 PI 103.

#### NATIONALITY RULES

1. Nationality rules are separate from those relating to a candidate’s residency; candidates must satisfy both sets of conditions for entry to the RAFAC. There are no specific nationality requirements for CFAV as long as the applicant has leave to remain (or settle) in the United Kingdom and is eligible to undertake work in the UK and meets the RAF vetting requirements. Applicants should have resided in the United Kingdom for a minimum of five years, preferably immediately preceding their application.

#### RESIDENCY RULES

General

2. The residency requirements exist to ensure that valid security checks can be carried out on candidates wishing to join the RAFAC. The period over which the checks must be carried out will vary according to the clearance required.

3. Residency is a matter separate from that of a candidate's nationality. CFAV candidates for clearance should normally have been resident in the UK for the time periods relevant to the level of security check as described in Reference A. However, in line with Government policy Service Lead Commands are authorised to risk manage their residency requirements for initial entry CFAVs. As such any person applying to join the RAFAC should have resided continuously in the UK immediately before their application for the following periods:

- a. DBS Checks – 5 years.
- b. Security Check (SC) – 3 years.

#### Waivers

4. If a candidate does not fulfil the requirements above, then advice is to be sought from HQ RAFAC (SO3 Pers Mgt) in the first instance.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact us in the first instance at the address above. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail [CIO-FOI-IR@mod.uk](mailto:CIO-FOI-IR@mod.uk)). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely,

Air Command Secretariat