

# CADET FORCE(CF) 2020 PROGRAMME - VISION, INTENT AND SCHEME OF MANOEUVRE (LINES-OF-EFFORT)

## CF2020 Vision

**‘A challenging and stimulating contemporary cadet experience that develops and inspires Young People within a safe environment.’**

## Intent

The benefits of the cadet experience – personal and social development as well as an increased awareness both of the Armed Forces and of possible military careers – should be within reach of most young people across the United Kingdom. Training will be safe, efficient and effective, and delivered by motivated and competent adult volunteers who are valued by Defence and Society. Cadets will be understood, recognised and supported by their local communities and sponsoring Service, whose values, standards and ethos they will personify. All those within the cadet movement will be allowed to challenge themselves, and in the process of so doing, will widen their horizons and their awareness of their own potential. The critical success factor is the continuing commitment of sufficient, high quality adult volunteers to deliver the cadet experience.

## Scheme of Manoeuvre – Outline

The intent will be met through 8 Lines of Effort (LoE) and delivered through the relevant single-Service and MSSC Cadet Programme Delivery Plan, with coherence and oversight provided by RF&C:

- **LoE 1 - Cadet Development**
  - Where cadets, through a vibrant and where necessary a reinvigorated syllabus, are provided with interesting, challenging and beneficial activities, as part of a stimulating syllabus that imbues values of respect, loyalty, self-discipline, commitment, honesty and integrity.
  - Where cadets can develop life skills relevant to their cadet force such as leadership, qualities of responsibility, self-reliance, resourcefulness, endurance, perseverance, team work, self confidence and a sense of service to the community.
  - Where it is recognised that it is the military themed elements which set cadets apart from other youth organisations and where the valuable individuality of each cadet force, reflective of its parent Service, is retained.
  - Where cadets have the opportunity to gain recognised qualifications and are encouraged to remain part of the cadet community for as long as possible.
  - **Effects achieved:**
    - **A modular, menu based training programme implemented.**
    - **Suitably recognised national qualifications awarded.**
    - **Retention of Cadets improved.**
- **LoE 2 – Safety & Safeguarding**
  - Where our Cadets operate within an environment which is safe and where they are appropriately safeguarded.
  - **Effects achieved:**
    - **Good practice safety and safeguarding procedures implemented including post-incident response.**
    - **Appropriate assurance processes followed.**

- **LoE 3 – Recruiting**
  - Where Cadets who show an interest (at the appropriate point) in pursuing a career within the Services (Regular or Reserve) are provided with timely, accurate and comprehensive information and career advice in order to enable them to make an informed choice.
  - Where increased pull-through to Cadet Force Adult Volunteer(CFAV) cadre has been achieved.
- **Effects achieved:**
  - **For single-Services, Cadet conversion rates improved.**
  - **Pull-through to CFAV cadre improved.**
  
- **LoE 4 – Awareness & Engagement**
  - Where our Cadets' awareness of Defence, and the role of the Armed Forces is raised; where cadets reflect the traditions, values and customs of their sponsoring Service and, no matter what their background, are recognised as part of the Defence Family<sup>1</sup>.
  - Where our 'Gatekeepers' (such as Head Teachers, Parents and Guardians) and stakeholders are engaged; they are kept informed and understand the value and contribution that the cadets provide to society.
  - Where awareness within local communities of Defence and the Armed Forces, has been raised through our Cadet Forces, supported by their parent single-Service. And,
  - Where there is better recognition across Government and the Devolved Administrations of the value and benefit that the UK derives from the Cadet movement.
  - Ensuring that the cadet experience is open to all regardless of background and that each cadet force is both reflective and an active part of the local communities in which it operates.
- **Effects achieved:**
  - **Improved awareness of Defence and Armed Forces amongst Cadets and Local Communities.**
  - **Improved recognition and awareness across Government and Devolved Administrations of the value and benefit UK derives from Cadets.**
  - **Gatekeepers & Stakeholders engaged and informed through regular dialogue<sup>2</sup>.**
  - **Cadet forces reflect and are an active part of their local communities in which they operate.**
  
- **LoE 5 – CFAV**
  - Where sufficient numbers of capable and motivated adult volunteers are attracted and retained, who see the Cadet movement as a worthwhile and advantageous experience. Where they are provided with development opportunities and their significant contribution is appropriately recognised and valued. Further, where in undertaking their role, their administrative burden has been reduced.
- **Effects achieved - Sufficient numbers of CFAVs who have:**
  - **Terms & Conditions of Volunteering (T&COV), which recognise and value their contribution.**
  - **The ability to achieve nationally recognised qualifications and status.**
  - **Their administrative burden reduced through improved effective support.**

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<sup>1</sup> Agreed by 3\* Youth & Cadet Steering Group (YCSG) Members at the 3\*YCSG meeting held at MOD Main Building on 25 Feb 15.

<sup>2</sup> GOC HQ Sp Comd, Headteachers Conference, 16 Mar 15; 'such as reinvigorating regional representatives; encouraging peer to peer contacts between schools; producing a termly CCF magazine and regular regional and national conferences'.

- **LoE 6 – Coherence**
  - Where coherent and complementary Youth policy and activity has been delivered across the single-Services, Devolved Administrations and OGDs to meet the Government’s overarching Youth Engagement Policy which aims to give *‘young people the opportunity to make their mark in society, make a difference in their local area and make the best possible start to adult life<sup>3</sup>’*.
  - **Effects achieved:**
    - **Key Youth stakeholder Policy contacts and network established.**
    - **Key Stakeholder Youth Policy regularly reviewed and influence applied for Defence benefit.**
    - **National coherency achieved, where appropriate.**
  
- **LoE 7 – VfM/Performance Management/Governance**
  - Where the resources at our disposal (money, equipment, infrastructure etc) has been exploited, by MOD and single-Services working closely together to ensure that quality and value for money is achieved through appropriate performance management processes, where bureaucracy and duplication is reduced, and governance processes for the delivery of the cadet experience are robust.
  - **Effects achieved:**
    - **Performance Management Processes developed and implemented in order to demonstrate and optimise quality and value for money.**
    - **Bureaucracy and duplication reduced.**
  
- **LoE 8 – Cadet Expansion**
  - Where MOD/DfE are prepared and deliver further expansion across the cadet movement, as directed by the Government within available resources.
  - **Effects achieved:**
    - **Expansion delivered in accordance with the Government’s direction.**

### **Main Effort**

The main effort is currently assessed to be the CFAVs<sup>4</sup> (LoE 5), spearheaded through the DYER IT work, supported by the single-Services. However, this will remain under regular review.

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<sup>3</sup> HM Government Positive For Youth – A new Approach to Cross-Government Policy for Young People Aged 13 to 19, dated 2011.

<sup>4</sup> Agreed by 3\* Youth & Cadet Steering Group (YCSG) Members at the 3\*YCSG meeting held at MOD Main Building on 25 Feb 15.