



The Army's Cadet Forces An Overview

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Agenda

- The Army's Cadets (ACF and CCF)
- Why does the Army support cadets?
- The Army 'Cadet Experience'
- Army Structures
- The cost of the CCF to the Army
- Cadet Safety
- Training of CCF Contingent Officers
- Administration
- Funding and Resource Allocation
- What we seek from Headteachers



Dominating constants

- Governance and Assurance: Is Cadet Training safe? How do we, the Army's chain of command, know that it is safe?
- Resources (aka money): How much do the Cadet forces cost the Army? Are they cost effective? Is the money being spent wisely and properly? What do we get for that money? Can we get more for the same? Can we get more for less?
- Performance Measurement: How do we measure success? What are the outputs?



The Army's Cadets

- The Army Cadet Force (ACF). Strength c: 45,700 cadets and 8,400 adult volunteers.
- The Army sections of the Combined Cadet Force (CCF). Strength c: 29,400 army cadets and 930 adult volunteers and 155 SSIs.
- Inclusive: All sexes and ethnic groupings welcome.

Figures as at February 2012



The Army's Cadets

ACF

- Predominantly Community based, although it has a few 'closed detachments' in schools and colleges
- County based
- Adult Instructors are volunteers from all walks of life within the community

CCF

- Schools based (independent and state) but is increasingly reaching into the community
- Contingent Officers are, mainly, members of the school staff



Why does the Army support the Cadet forces?

- History. Because we have always 'done it'. Cadets were 150 years old in 2010
- Awareness. It is in Army's interest to ensure that as many young people as possible are aware of the Army's role in the world and have a favourable impression of how it operates
- Recruitment. At the other end of the spectrum the Army conducts bespoke operations specifically designed to recruit the required number of the right quality people into the Army
- Development. Supporting the Government's wider Youth agenda (largely achieved through Cadet Force activity) [NB: Altruistic. Not a funded Defence task.]



Moving on

- The Army 'Cadet Experience'

The Army Cadet Experience

Fieldcraft

On training areas,
especially for annual
camp

Shooting

Using a rifle with 'live'
ammunition on ranges
and blank ammunition
on training areas

Structured fun

Via a structured syllabus





The Army Cadet Experience – Survey 2009

Continuous Attitude Survey conducted over ACF Annual Camp 2009

For cadets by far the most attractive activities were:

- Shooting 81%
- Adventurous Training 67%
- Fieldcraft 66%



The Cadet Experience – Essential Requirements

- Shooting:
 - Live firing on ranges
 - Fieldcraft training (with safe blank firing attachments) on training areas
- Annual camp (mainly at training camps and training areas provided by Defence Training Estate)



Safe Blank Firing Attachment



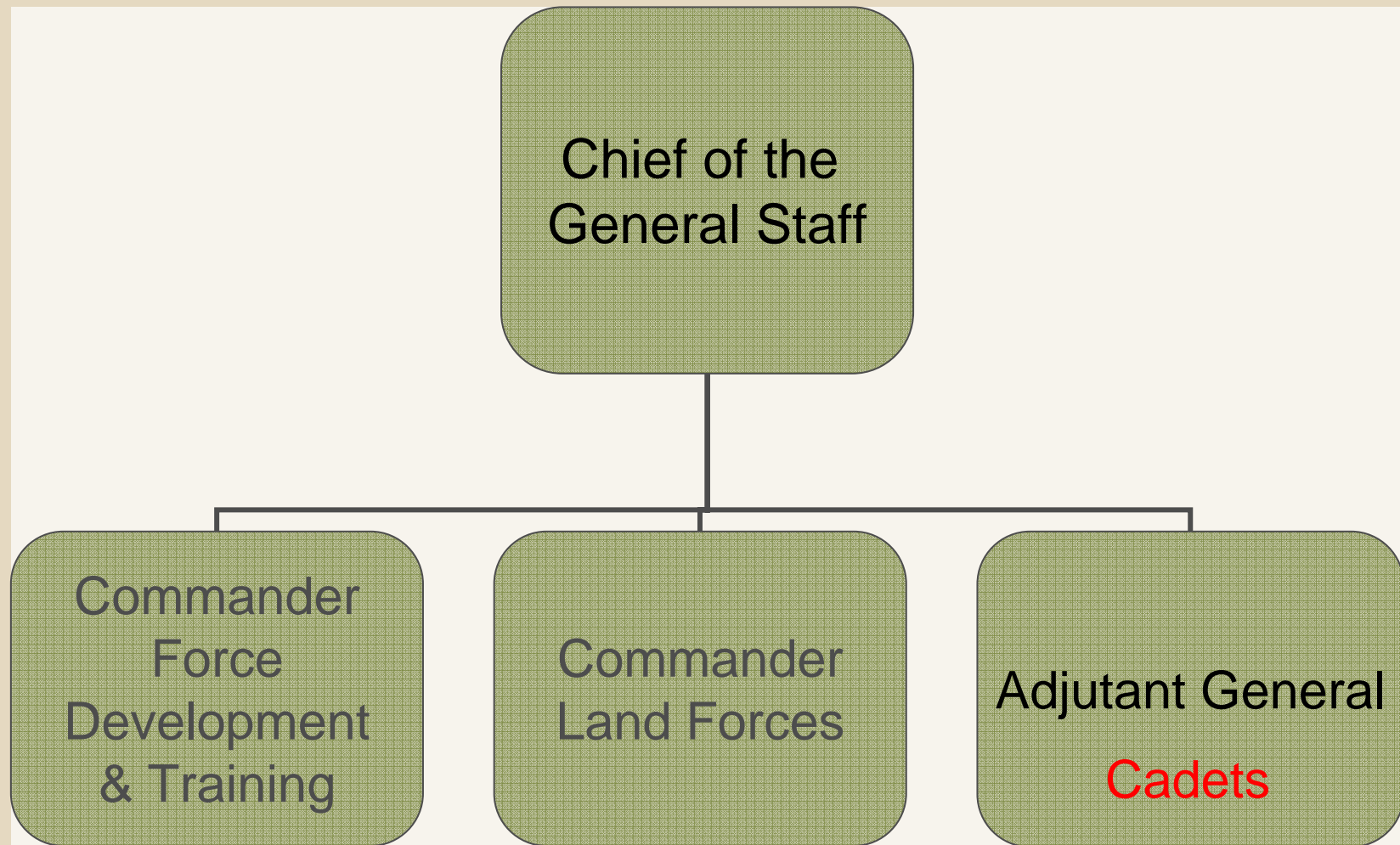


Moving on

- Army Structures

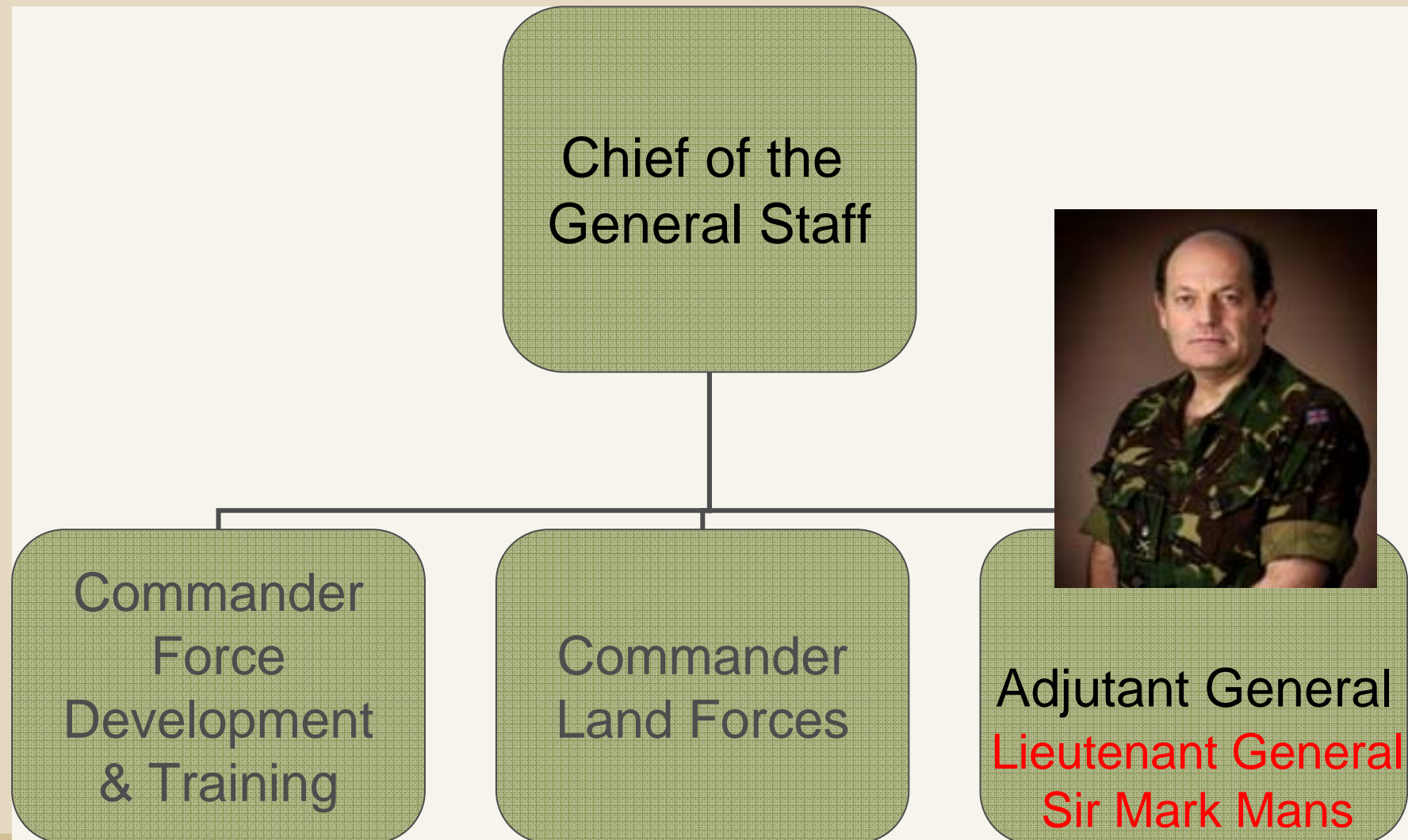


The Army's Top Level Structure - Army HQ



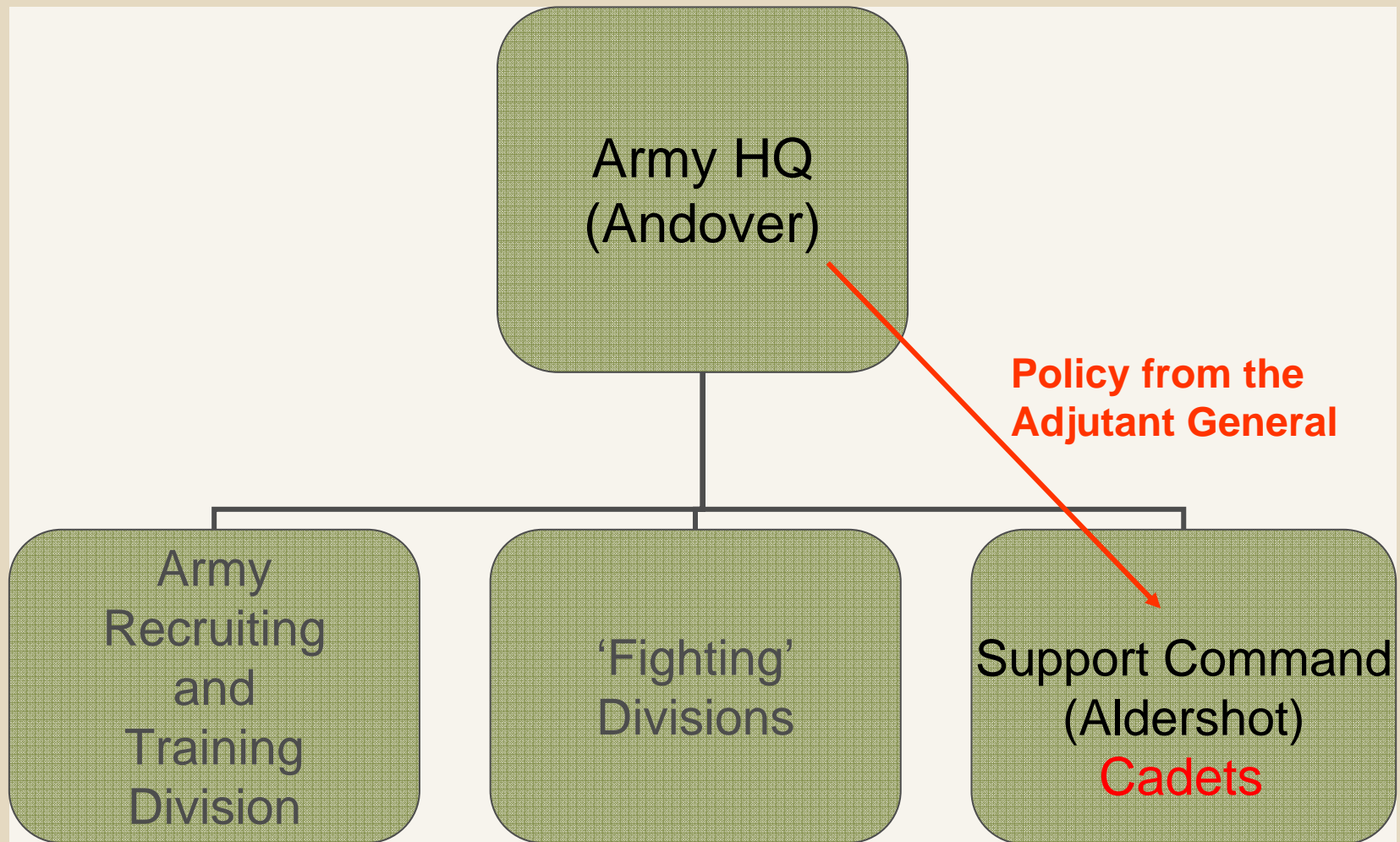


The Army's Top Level Structure – Army HQ





The Army's Higher Level Command Structure





Army Cadets Command & Control within HQ Support Command



GOC Support Command

Major General

Chief of Staff
Support Command

Brigadier

Colonel Cadets

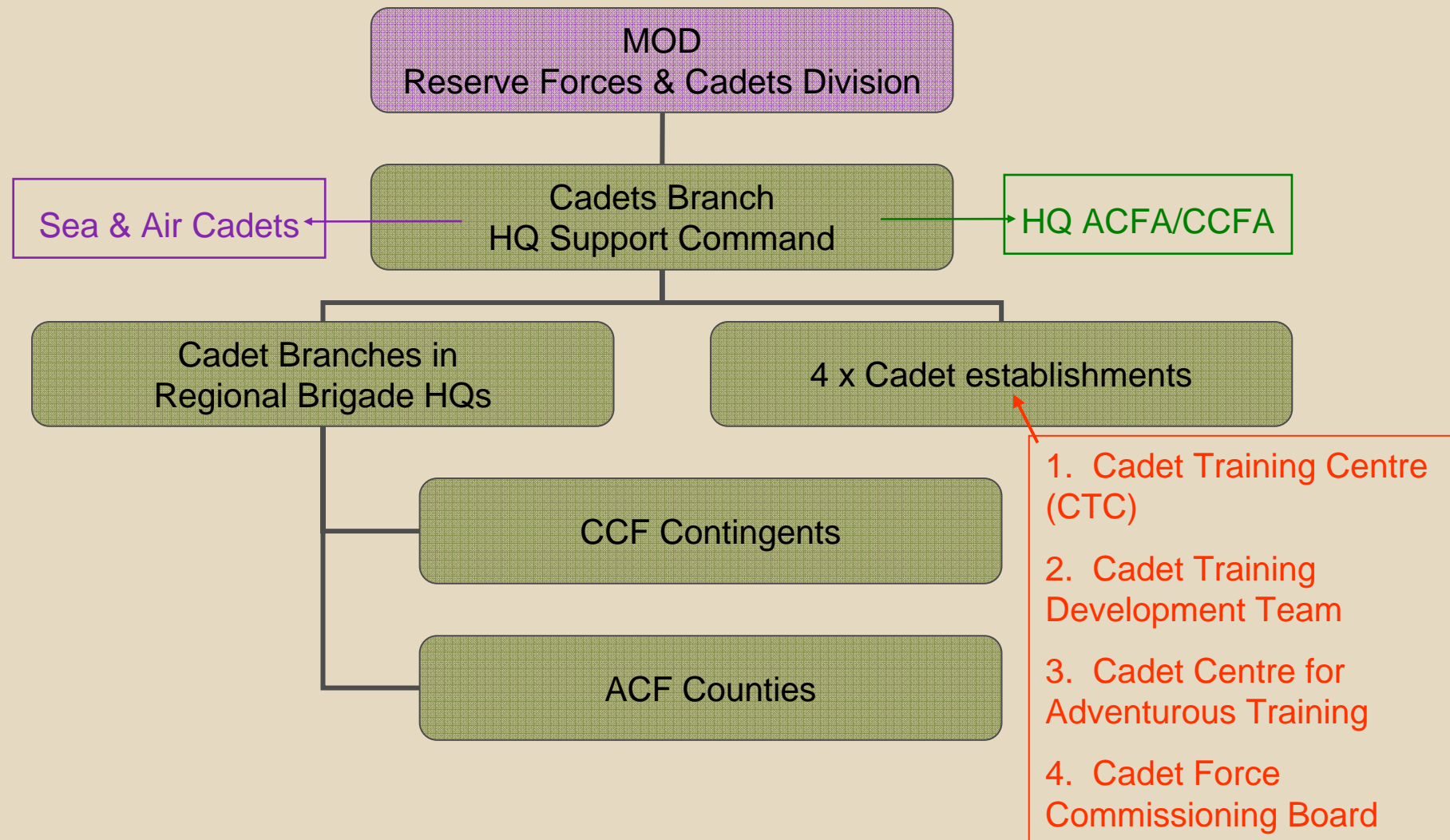
Other staff branches

Cadets Branch
6 x staff officers

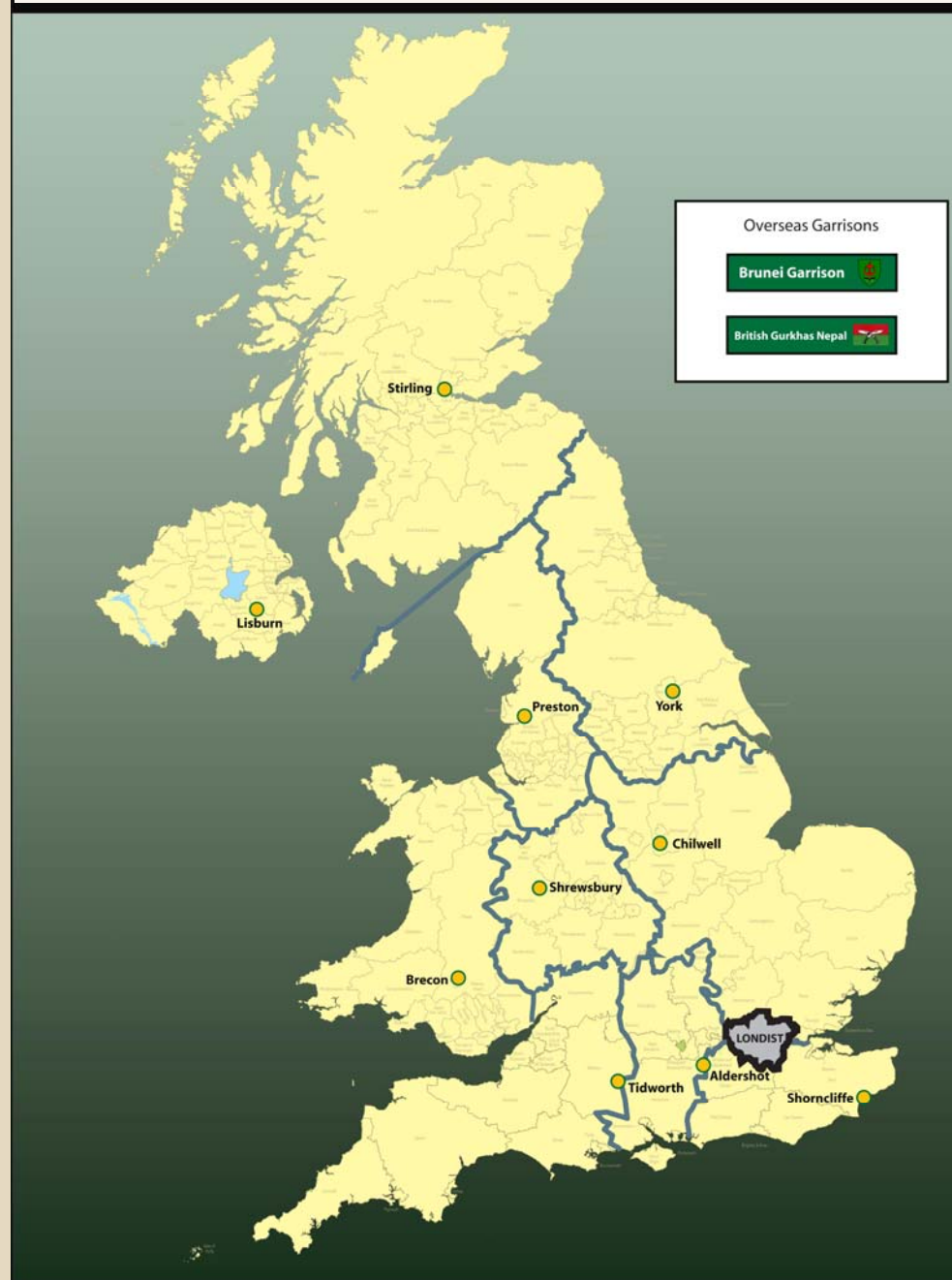
For the Army's 84,500 cadets and adult instructors



Cadet Command & Control – Working Relationships

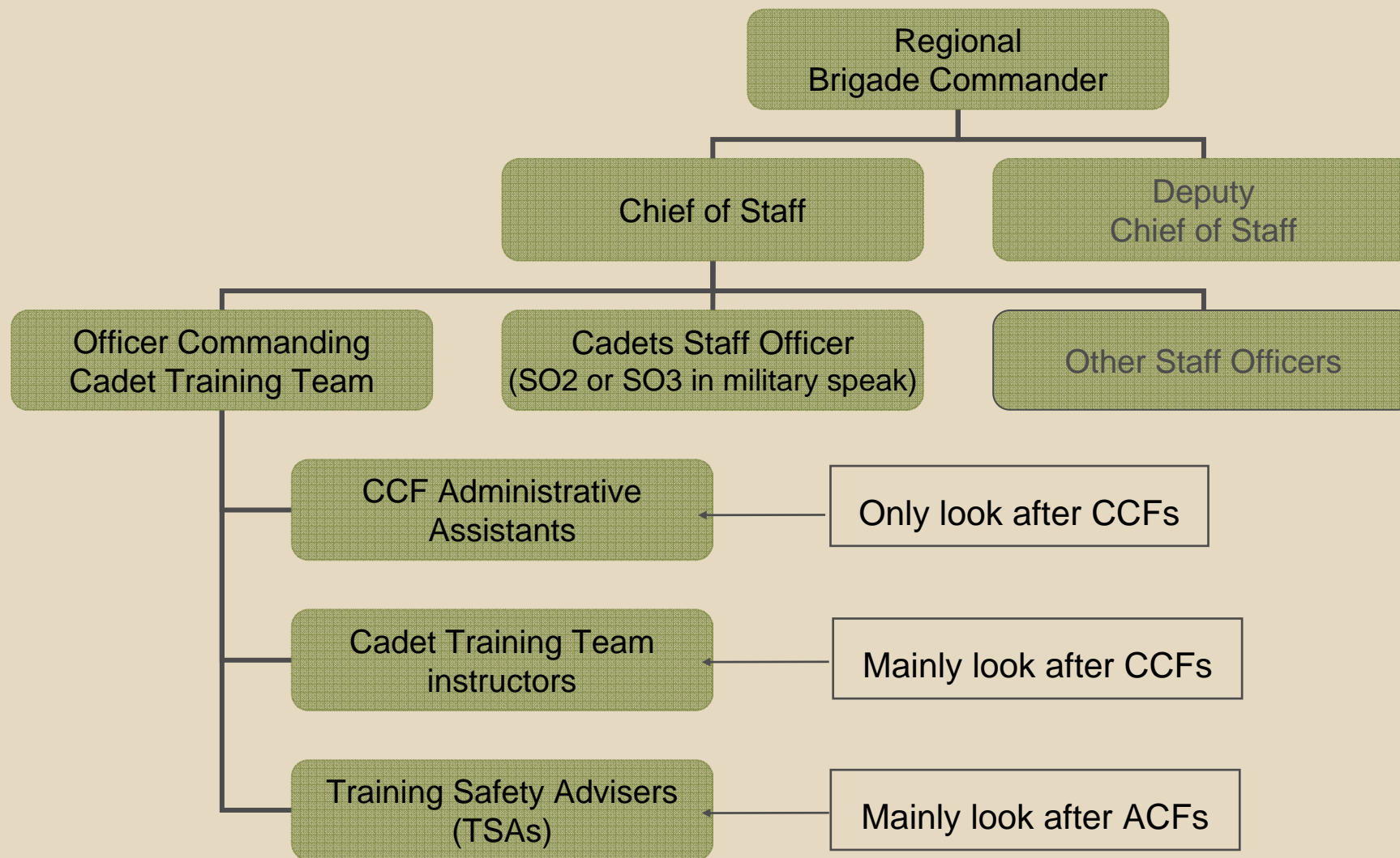


Regional Brigade Boundaries





Cadet Command and Control – A Regional Brigade Headquarters





The roles of Army HQ and HQ Support Command

Army HQ

- Develop Top Level Army Policy for Cadets
- Allocate Resources to Support Command for Cadets
- Chair Army Cadet Executive Group (ACEG)
- Justify and defend the “Cadet Experience”

Support Command

- Allocate Resources to Brigades for Cadets
- Set Training and Safety Policy for Cadets
- Allocate CCF Central Camps



The Role of Brigade HQs for CCFs

- Conduct CCF Commissioning Interviews
- Allocate MOD CCF Grants
- Pay School Staff Instructors (SSIs)
- Remunerate Army Section officers ("PTDs")
- Deploy CCF Admin Assistant to support CCF
- Organise Brigade run CCF Central Camps
- Provide Training Support through Cadet Training Teams (CTTs) and Training Safety Advisers (TSAs)
- Security (inspections of armouries etc)
- (RFCAs: Maintain Armouries and Ranges)



Moving on

- The cost of the CCF to the Army



Summary: Army Support to the CCFs

- Weapons *
 - Equipment *
 - Training
 - Administrative Support *
 - Financial support
 - Contingent Grant
 - Remuneration for Army Section officers – “Paid Training Days” (PTDs)
 - 51 PTDs for CCF SSIs *
- * NB: Including RN, RM and RAF sections of CCF



Army Training Support – Courses for Cadets

- Easter Cadet Leadership Courses at Nesscliff (2 x 1 week courses)
- Summer Cadet Leadership Courses at Frimley Park (3 x 1 week courses)
- Canada exchange exercise. 53 Army cadets per year for 6 weeks in July/August



The cost of CCFs to the Army

30,000 Cadets and adults cost about £10M per year:

- Army Section officers and their PTDs
- SSIs and their PTDs
- Clothing
- Weapons and Ammunition
- Publications
- Courses and Annual Camps
- Transport
- Rations

but does not include infrastructure,
although RFCAs maintain ranges



Moving on

- Cadet Safety
- Training Contingent Officers
- Assurance: The Governance Matrix



Cadet Safety

- Extremely high on Adjutant General's radar screen
- The Head Teacher employs the Contingent officers and the SSIs
- But when CCFs are conducting Army training in Army uniform, the Army will hold the ultimate responsibility
- Therefore the military training must be on Army terms



Cadet Safety – Clearing Training

- CCF training using Army resources (money, adult volunteers paid for training, equipment, transport etc) must comply with Army rules and regulations.
- This includes overseas battlefield tours, which must be cleared through Cadets Branch in HQ Support Command
- This also includes adventurous training overseas, which too must be cleared through Cadets Branch in HQ Support Command, particularly diving, in good time
- It is recommended that training in the UK is cleared through the Brigade Training Safety Adviser



CCFs – Cadet Safety

- Are your Contingent's officers and instructors properly trained?
- Do you sense they are conducting training safely?
- Be aware of Joint Services Publication 535, "the 'Red Book" (Cadet Training Safety Precautions) reissued in April 2011



CCFs – Cadet Safety

- Are your Contingent's officers and instructors properly trained?
- Do you sense they are conducting training safely?
- Be aware of JSP 535 ("the 'Red Book'")
- Seek an independent view from your Army contacts:
 - Brigade Commander or his cadets staff officer
 - or their Cadet Administrative Assistants who visit your contingent
 - or the Cadet Training Team (CTT) that should visit your Contingent regularly



CCFs – Cadet Safety

- Are your Contingent's officers and instructors properly trained?
- Do you sense they are conducting training safely?
- Be aware of JSP 535 ("the 'Red Book'")
- Seek an independent view from your Army contacts
- Visit your Cadets when they are training and form your own opinions



Training of CCF Contingent Officers

- Initial training course with CTT (ideally)
- CCF basic course at CTC Frimley Park
- CCF Advanced Course (KGVI) at CTC
- Then other advanced career enhancing military training courses
- CCF adults can apply to attend the ACF Skill at Arms Course qualifying them to give weapon training to cadets



Training of CCF Officers – Initial Training Course

- Initial training course with CTT
- Sometimes delivered to individuals by CTT personnel at schools in modules over time (log book)



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Moving on

- Administration
- (The Army's burden on Contingent officers)
- Funding and Resource Allocation



Trying to strike a balance

Ensuring Governance and Assurance



Reducing the burden on adult volunteers



CCF Administration

- Bureaucratic burden on CCF contingent officers is recognised
- We are doing all we can to reduce it



WESTMINSTER

CCFs must use and populate it, as:

- Their Army budget allocations will be based on data drawn from it:
 - Funding allocated for each CCF Contingent will be based on the number of cadets undergoing training
 - The allocation includes all resources: PTDs, ammunition, rations, transport (cost) and Travel & Subsistence
- And the Army uses it to monitor CCF compliance with Assurance mechanisms



CCF Administration

- Cadet Administrative Assistants from Brigade HQ conduct low level administration for CCFs (ammunition, clothing, transport)
- The Brigade HQ staff will arrange a biennial inspection



Moving on

- To the Conclusion



The Army's top level concerns

- Cadet Safety (constant worry)
- Cadet Training Teams (transition to new structures) (short term worry)
- CCF Governance and Safety (constant worry)
- Process for selecting CCF (Army) contingent officers (a worry)
- Funding and Measuring Outputs (constant interest)



What the Army expects from Headteachers

- Personal Support and Interest
- A School Staff Instructor (SSI) with enough time to do the job
- Encourage Common Room staff to join the CCF as Contingent instructors
- Personal scrutiny of those suggested to be Contingent Officers, especially if they come from outside the school
- Understand the importance of WESTMINSTER and accept its use



The End

