**Cadre membership - VKPP Peer Review Team August 2022**

Cadre members are passionate and enthusiastic individuals, who bring their experience of vulnerability to deliver an ethical and well-respected peer review. Thus, contributing to the mission of the VKPP, to improve the police service response to protecting vulnerable children, adults and communities.

The aim of the peer review is to offer forces a robust peer review service which supports effective local implementation of the NVAP actions, to deliver a peer review methodology which allows forces to identify strengths and development opportunities in their approach to drive improvements in practice, based on a sound evidence base, providing a consistent and effective service to those who are most vulnerable in our communities.

The peer review process relies upon a cadre of subject matter experts built from policing, partners and voluntary organisations, across the breadth of vulnerabilities, to add their professional insight to the findings of the review, complementing the academic research to build a robust evidence base against the NVAP actions where there are identified gaps.

Cadre membership is built upon individuals with a variety of knowledge and experience including:

* Detective Inspectors or above or police staff equivalent, PIP 2, working in vulnerability and with previous experience ideally of Individual Management Reviews or similar review processes
* Police Officer or Police staff equivalent with senior management responsibility for Learning and Development, Wellbeing or HR
* Director level/senior managers from partner and voluntary sector organisations who work to support vulnerable children and adults who are involved in the criminal justice system, either as a service user or witness of a crime.
* A diverse group of partners who advocate for or represent a wide range of protected characteristics including but not limited to gender, race, ethnicity, religion, disability and sexuality.

Cadre members can be involved in peer reviews at a number of levels;

* Commenting on the desk-based research prior to the physical peer review, this will involve reviewing documents, strategies, plans and comms
* Being part of the group of subject matter experts in the peer review visits
* Attending/leading workshops and meetings, taking note of insight shared by the force and feeding back
* Undertaking focus groups/interviews etc. on a local level, with organisations who are working in partnership with the force subject to the review
* In a remote advisory capacity to offer a national perspective on findings arising from the peer review process

Membership of the cadre is purely on a voluntary basis and whilst there will be no remuneration for their time, all expenses are reimbursed. Involvement in the peer review is based on the relevance of the subject matter and availability of the individual.

Being a member of the cadre affords development opportunities to learn, reflect and improve understanding whilst providing insight into promising practice approaches being adopted elsewhere in the country. Any learning can be disseminated in a member’s own organisation, with prior consent of the host force.

We are looking for cadre members across children and adult services incorporating the 16 strands of vulnerability.All applications must be supported by Forces where relevant.

If you are interested then please contact Di Malkin [diane.malkin@norfolk.police.uk](mailto:diane.malkin@norfolk.police.uk) for an initial chat.