



I. WHAT IS THE STUDENT POLICE CADET PROJECT?

The **STUDENT POLICE CADET** Project is a school-based youth development initiative that trains high school students to evolve as future leaders of a democratic society by inculcating within them respect for the law, discipline, civic sense, empathy for vulnerable sections of society and resistance to social evils. The project also enables youth to explore and develop their innate capabilities, thereby empowering them to resist the growth of negative tendencies such as social intolerance, substance abuse, deviant behavior, and anti-establishment violence. Equally, it strengthens within them commitment towards their family, the community, and the environment.

Implemented jointly by the Departments of Home and Education, and supported by Departments of Transport, Forest, Excise and Local Self-Government, the SPC project was launched in August 2010 in 127 schools across Kerala, with 11176 students - both boys and girls - enrolled as Cadets (**Ref:** G.O (P) No 121/2010/Home dtd 29-05-2010). The project has now been expanded to a total of 234 high schools across Kerala with a combined strength of nearly 16,000 SPCs.

The potential of the SPC Project for community development has been endorsed by Dr Manmohan Singh, Hon. Prime Minister of India, HE Dr APJ Abdul Kalam, Former President of India, successive Chief Ministers and other Ministers of Kerala, MPs and MLAs, as well as Judges of the Kerala High Court. Other dignitaries who have been favourably impressed include Sri T K A Nair (Advisor to Prime Minister), Sri V N Rai (Director, Sardar Valabhbai Patel National Police Academy), Sri Hormese Tharakan IPS (former Director, RAW,) late Radha Vinod Raju IPS (former Head, NIA) etc. The Kerala Legal Services Authority (KELSA), Kerala Road Safety Authority, Bharat Petroleum Corporation, and several other organisations have partnered with the SPC project to take forward their own community-based activities. A recommendation by the All India Police Science Congress (Dehra Dun, 2011) that all states implement the SPC project led to a team of police officers from Rajasthan visiting Kerala to study the project, and enquiries from states of Punjab, Goa, Bihar, Tamil Nadu, etc. for details of the SPC scheme.

A statewide field-level assessment of the SPC project by SIEMAT (State Institute for Educational Management and Training, Kerala) has established the value of SPC training for students, parents, teachers and police personnel. The ever-increasing community demand for the project reveals a deeply-felt need within society for better coordination between citizens and uniformed authorities to ensure a safe and healthy future for the country.

UNIQUE FEATURES OF SPC PROJECT

- An association between the educational and security frameworks of a state, that trains and encourages youth to develop respect for law and practice abiding by law as a way of life.
- Uses existing network, infrastructure and leadership qualities of Police to supplement physical, mental and educational development of youth
- Enables school communities to create safe school environments and confident youth willing to react against social evils, and find solutions to community problems
- Stimulates parents and community leaders to work with police in creating safer communities

II. WHY STUDENT POLICE CADET PROJECT?

The need for a school-level intervention such as the Student Police Cadet (SPC) project derives from a combination of philosophic, demographic, sociological and economic factors that are expected to influence the future global standing of the nation. The significance of the SPC Project lies in its potential to positively impact the following:

2.1 DEMOCRACY AND RESPECT FOR LAW

Democracy is a system of governance whereby people adopt, enact and give to themselves a framework of rules, called Laws, which they are expected to abide by voluntarily. Ownership of law by a community implies that children inherit the Law by birth. Children in a democracy must not grow up in dread of or with contempt for Law. Rather, these children must be brought up knowing that law exists for their safety and security, and that obeying Law is part of their general civic duty.

2.2 CHALLENGES OF DEMOCRATIC POLICING

In a truly democratic state, there must occur a paradigm shift in the policing function from “enforcement” to “facilitation” of law. However, Police today also have to respond to challenges in increasing violent, terrorist and separatist activities from aggrieved sections of society, triggering outbursts of social disharmony and anti-establishment violence.

2.3 PROBLEMS OF CONTEMPORARY YOUTH

Increasing intolerance, criminal and deviant behavior among youth has been attributed to weakening of family ties, declining moral standards in society and liberal use of intoxicants, among others. Other problems experienced by students include poor physical and mental endurance, lower self-esteem, and lack of personal goals.

2.4 IMPACT OF INFORMATION & COMMUNICATION TECHNOLOGY

Rapid developments in the field of Information and Communication Technology (ICT) throw up immense opportunities as well as pose threats to youth. Youngsters heavily exposed to such technology become vulnerable to cyber crime, misuse of social media and mobile phone technology.

2.5 INDIA’S DEMOGRAPHIC DIVIDEND

Today, 50% of India’s population is less than 25 years of age. It has been predicted that by the year 2030, India will have the world’s largest population, at approximately 153 Crores, of which the youth would constitute about 95 Crores, i.e. 63%. For the country to benefit

from this demographic profile, India's youth must become capable of leadership in all fields of human activity.

2.6 CIVIC SENSE, SOCIAL RESPONSIBILITY AND INCLUSIVENESS

Today's communities experience contentious issues such as poor waste management, environmental degradation, disregard of rules and regulations, and lack of respect for others' rights. Youth must come face-to-face with such issues early in their personal development. Only then will they grow as socially responsible citizens with a willingness to empathize with and find solutions to problems of wider humanity.

III. PROJECT FRAMEWORK

3.1 VISION & MISSION

The vision of SPC Project is a humane and just society where citizens respect and follow laws willingly, practice responsible behavior towards others, demonstrate empathy for weaker sections of society, participate in tackling community issues and resist threats to the natural environment.

The mission of the SPC Project is to unlock the potential of our youth and make them capable of becoming social leaders with global vision guided by humanitarian values.

3.2 OBJECTIVES OF SPC PROJECT

- To mould a generation of youth who willingly respect and abide by Law, and who practice civic sense, democratic behavior and selfless service to society as the natural way of life.
- To facilitate development of good health, physical and mental fitness, self-control and discipline in youth, thereby enhancing their capacity for hard work and personal achievement
- To enable youth to work with police and other enforcement authorities including Forest, Transport, and Excise in preventing crime, maintaining law and order, promoting road safety, and improving internal security and disaster management.
- To develop social commitment in youth and empower them against deviant behavior in themselves and others, thereby preventing growth of social evils such as drug and alcohol abuse, intolerance, vandalism, separatism, and terrorism in society.
- To enable youth to explore and develop their inner potential in achieving success, by inculcating in them leadership, teamwork skills, innovative thinking and problem solving ability.
- To increase knowledge and understanding of effective use of Information and Communications Technology (ICT) among youth, preventing its negative influence and enabling them to benefit from the vast potential of ICT.
- To motivate youth to develop secular outlook, respect for other's fundamental rights and willingness to carry out their fundamental duties as enshrined in the Constitution of India by developing in them qualities of Patriotism, Open-mindedness, Large-heartedness, Inclusiveness, Capability and Effectiveness (POLICE)

The objectives of the Student Police Cadet project are synchronous with the goals of the National Youth Policy which seeks to involve youth in the noble work of nation-building.

3.3 SPC MOTTO

The SPC motto is “We learn to serve.” The feeling of togetherness implied by 'we' should be reinforced in students to enable them to shoulder the responsibility both of learning and social service. Service-mindedness emphasised by Mahatma Gandhi, the father of our nation, is to be instilled in young minds to make them ideal future citizens. Service to nation and study through service are the primary messages expressed by this motto.

3.4 SPC EMBLEM

The letters “SPC” are engraved in gold within a circle on blue background signifying discipline. The Asoka Chakra positioned just above it stands for the sovereignty and integrity of the nation. Below it is inscribed the Indian motto “Satyameva Jayathe”, which means “Truth always prevails”

3.5 SPC FLAG

The flag is designed with the emblem of SPC engraved on blue background. The flag represents national integrity based on discipline and creativity.

3.6 SPC UNIFORM

SPCs are expected to wear appropriate uniform during training as well as project-related activities. Two types of uniforms are prescribed, to be worn depending upon the type of activity as described below:

- i) Official: Khaki Pants and Shirt, Black Belt, Black Shoes with Khaki Socks, Blue Beret Cap, Lanyard with whistle, SPC badge.
- ii) Physical Training: White T-shirt, Black Pants, Canvas Shoes (white).

IV. STAKEHOLDER DEPARTMENTS

4.1 POLICE

In all communities, the police organization is the visible and apparent face of Authority. Police have the responsibility of executing Law, and ensuring order. Police has a presence in all remote corners, and is a network with many nodes that connects all communities. Police personnel undergo strict training regimens, practice organizational discipline, and follow clear chains of authority. In a democracy, police are duty-bound to function as the protectors of community, and facilitate equitable enjoyment of fundamental rights. Students invariably have respect and fascination for uniformed authorities, especially police. And, what is more, the resources and manpower at the command of the police department make them the ideal Government agency to lead the SPC programme. Forging a mutually productive relationship between today's youth and police organizations is a worthwhile investment in our country's future.

4.2 EDUCATION

Education must not be limited to the development of knowledge, academic or otherwise. It must make the student a well-rounded person able to live harmoniously in society with others. One of the goals of education in a democracy must be to form productive citizens who can function well in such a democratic society. To be truly effective citizens in a liberal democracy, students need to be equipped with the knowledge, ability and dispositions to engage in a pluralistic society that internalizes global values. Citizenship education supports students to acquire knowledge, attitudes, and skills needed to make decisions and choices that will be just and fair not only for their nation but the entire human community. The training programme of the Student Police Cadet project is designed to provide high school students with the internal framework, motivation and guidance to evolve as well-developed citizens. Hence, the Department of Education has a major role to play in the success of the SPC project.

4.3 TRANSPORT

The ever-expanding network of road connectivity, the increasing number of vehicles on our roads, and consequent rise in the occurrence of road accidents makes road safety a major issue in communities everywhere. Young users of the road must be trained at an early age to be safe and sensible users, as pedestrians, passengers and future drivers. Therefore, the Transport Department is a significant stakeholder and beneficiary in the SPC project implementation.

4.4 FOREST

For meaningful environmental education, students must gain direct exposure to issues of ecological importance affecting our communities. Since it is the stated mission of the forest department to work for such objectives, the resources and manpower of the Forest department may be utilized to strengthen the effectiveness of the SPC training programme. Nature camps, workshops on environmental protection, classes on bio-diversity, etc. are all matters that can best be handled by officials of the Forest department.

4.5 LOCAL SELF-GOVERNMENT

Since one goal of the SPC programme is to train students to be law-abiding and responsible citizens of a democracy, local self-government bodies certainly have a long term interest in developing SPCs. The process of administering and executing Law is a process that involves the respective Local Self-Government body. Inculcating civic sense, facilitating participation in community development, and ensuring equitable access to government services for all community members; these objectives of the SPC training programme are particularly relevant to local administrations. Student Police Cadets can be given exposure to the functioning of government at the local level by making the Local Self-Government Department a stakeholder in the SPC training programme.

4.6 EXCISE

The worrisome increase in use and abuse of intoxicants among community members, especially youth, is a matter that needs to be effectively countered. Laws and regulations concerning such

substances are an administrative responsibility of the Department of Excise. Professional expertise and domain knowledge of Excise Department personnel are an effective resource for the dissemination of cautionary messages for community members. Students can be educated early in life about the health risks and social dangers of alcoholism, narcotic use etc. and the Excise Department has the resources and expertise for effective educational empowerment of students on these issues.

4.7 OTHER AGENCIES & ORGANISATIONS

Since the SPC project seeks to develop a generation capable of responding appropriately to community issues, they must be given supervised exposure to problems and situations, which require multiple skills for their smooth resolution. Environmental protection, human rights issues, cyber security matters, community health, and several other areas requiring attention of community leaders may be introduced to SPCs during their training programme by agencies working in the respective areas. Agencies that may be considered for association with the project include the National Rural Health Mission (NRHM), Department of Youth Affairs & Sports, Suchitwa Mission, etc. However, such association must obtain clearance from the State Advisory Committee, and exact details of the working arrangement must be spelled out clearly prior to launch of any related activities.

V. ADMINISTRATIVE STRUCTURE

The Student Police Cadet scheme envisages a well-designed two-year training programme, with different components. Ongoing supervision and evaluation are essential for its success. Therefore, a hierarchy of advisory bodies and executive officials has to be constituted, with clear role and responsibilities for project implementation, as below:

5.1 STATE –LEVEL ADVISORY COMMITTEE

This is the highest policy-making body in the SPC hierarchy, with authority to approve selection of schools, formulate guidelines for project implementation, issue directions to SPC programme officials, and ensure adherence to project guidelines by all stakeholders. Committee will comprise Director General of Police as Chairman, Education Secretary as Convenor, and Director of Public Instruction (DPI), Department Heads of Higher Secondary, Vocational Higher Secondary, Forest, Excise, Transport, and Local Self-Government as members. Other departments and agencies to be included in State Advisory Committee are Youth Affairs, Sports Council, NRHM, and others as per discretion and decision of Government, or as felt necessary by State Committee itself. State Advisory Committee has the responsibility of monitoring and assessing statewide project implementation, which is done through the State Nodal Officer, a designated police official with statewide authority. State Advisory Committee is required to develop and submit an annual project implementation report to Government, each year. State Advisory Committee will meet every two months to monitor progress and

status of statewide SPC project implementation. Secretary of State Advisory Committee will be a police officer of rank IGP (HQ)

5.2 FUNCTIONS OF STATE LEVEL ADVISORY COMMITTEE

- Advising Government in the development of SPC programme
- Helping Government departments plan and implement SPC programmes
- Making arrangements for preparation of training modules for key persons and CPOs
- Making arrangements for the periodic evaluation of SPC Programmes.
- Encouraging research and publication works in connection with SPC.
- Overseeing the maintenance of state, district, school level records for the implementation of the programme
- Supervising the functioning of SPC at various levels.
- Recommending the government to increase the strength of cadets in the state.
- Mobilizing funds from various sources including government for the Implementation of the SPC programmes.

5.3 DISTRICT-LEVEL ADVISORY COMMITTEE

Committee with District Collector as Patron, District Police Chief as Chairman, and District Panchayath Standing Committee Chairman (Education), District heads of Education, Forest, Excise, Transport, Local Self-Government and other departments as members will be formed in each Police district. This committee will support, monitor and evaluate project implementation in SPC schools in the

respective District. Convenor of the District-level Committee will be District Head of Education, its Secretary will be District Nodal Officer and it will meet every 2 months.

5.4 FUNCTIONS OF DISTRICT-LEVEL ADVISORY COMMITTEE

- Providing necessary support and guidance for SPC programmes in schools
- Preparing priority list of schools where SPC project would be Implemented.
- Co-ordinating various departments for the smooth functioning of SPC programme.
- Monitoring school-level SPC activities throughout the District
- Proposing district-level programmes and activities for facilitating development and ensuring ongoing effectiveness of SPC scheme

5.5 SCHOOL-LEVEL ADVISORY COMMITTEE

Committee comprising School Principal as Chairman, Inspector with jurisdiction as Convenor, President of Parent-Teacher Association, local representatives from Education, Forest, Excise, Transport departments, sitting member of Local Self-government body, Staff Secretary and Sub-Inspector as Committee Secretary will be formed in each SPC school. This committee will have responsibility for overseeing and supporting project implementation in the school, with meetings every month.

5.6 FUNCTIONS OF SCHOOL LEVEL ADVISORY COMMITTEE

- Providing necessary support and guidance for SPC programmes in the school.
- Supporting the SPC unit in the effective conduct of programmes.
- Mobilizing funds and infrastructure for SPC unit
- Co-ordinating with the PTA for various SPC programmes
- School advisory committee can change the programmes according to the specific circumstances of the school (Sports meet, Science, Maths, Work Experience, IT Fairs etc).

VI. PROJECT IMPLEMENTATION

6.1 INITIATION & SCHOOL APPROVAL

District-level Advisory Committee will draw up a priority list of schools, who have expressed an interest to commence SPC units. These schools must satisfy criteria laid down for inclusion in the programme, and be willing to support SPC project implementation. DNOs will verify the availability of training facilities in such schools. Final priority list of schools from each District will be submitted to State Advisory Committee, for final screening and approval.

6.2 SELECTION CRITERIA FOR SPC SCHOOLS

- School must have minimum strength of 500 students, and must be either Government or Government-aided school.
- SPC schools must have an active and supportive Parent Teacher Association
- There must be two willing teachers to serve as Community Police Officers, one of whom must be a lady

- There must be a ground and facilities adequate for providing physical training for cadets
- There must be a special office for the SPC project, with separate changing rooms for boy cadets and girl cadets.
- School facilities shall be provided for CPOs and ACPOs to participate in project-related training camps and workshops.
- There may be a maximum of SPC schools in one Police District, with one school to each Circle

6.3 SELECTION OF STUDENT POLICE CADETS

First year cadets are called Junior Cadets and Second year cadets are called Senior Cadets. The strength of each batch will be 44 cadets ie. two platoons of 21+1 each. In case of co-educational schools (with both Boys and Girls) one platoon must be of girls only. For selection as SPCs, students

- Must have secured a minimum of 50% marks or C+ grade in the previous annual examination.
- Must possess required physical and medical fitness.
- Must produce the conduct certificate from the Headmaster or Principal and consent letter from parent or guardian.

- **Student Police Cadets (H.S Wing)**

In High Schools, SPC units with cadets from 8th Standard onwards will be the SPC – High School wing.

- **Student Police Cadets (H.S.S Wing)**

In Higher Secondary Schools, SPC units with cadets from +1 level will be the SPC - Higher Secondary School wing.

6.4 APPOINTMENT OF CPO/ACPO

In each SPC school, two dedicated and service-minded teachers will be selected as Community Police Officer (CPO)/Additional Community Police Officer (ACPO), with responsibility for implementing the SPC programme in the school. One of them will be a lady teacher. Teachers from any discipline may be appointed as CPOs.

6.5 APPOINTMENT OF DRILL INSTRUCTORS

In each SPC school, two trained police personnel will be assigned to function as Drill Instructors, entrusted with the task of training the SPCs. The DIs are police personnel attached to the local Police Station or AR camp, and will undergo special training for the SPC project.

6.6 ANNUAL ACTIVITY CALENDAR

Each year, the CPO, ACPO and Drill Instructors in a school will draw up a school-specific SPC Activity Calendar, meant for the cadets in that school. This schedule will follow the guidelines and instructions laid down in the Annual State SPC Activity Calendar, which is a timetable of activities that the SPC units statewide are expected to follow. Detailed schedules for each training component as well as activities, camps, field visits and so on are listed in this calendar.

6.7 SCHOOL-LEVEL PROGRAMME MONITORING

Every month, before a specified date, CPO/ACPO will prepare and submit to the respective DNO a report on the implementation of SPC

in that school. The Monthly Performance Report is in the form of a pre-designed format, with provision for including all details relevant to such a report. Drill Instructors will assist the CPO/ACPO in this task.

6.8 ASSESSMENT & EVALUATION

At the end of the two-year training programme, all cadets will undergo a battery of tests, including physical, written and skill-based components. On the basis of the performance in such tests, each SPC will be awarded grades appropriate to his/her level of proficiency. Cadets will also be eligible for SPC Training Completion Certificates on successful completion.

VII. TRAINING PROGRAMME

7.1 COMPONENTS

Appropriate training programmes must be organised in order to achieve project objectives and develop capacity of cadets to carry out their responsibilities. Training programmes are divided into five components:

i. PHYSICAL TRAINING (OUTDOOR CLASSES)

The goal of physical training is to inculcate discipline in mind and body of cadets, and develop in them capability and endurance to carry out their responsibilities. Drill Instructors are required to visit SPC schools and conduct physical training for cadets, including Drill, Parade, Cross-country March, Yoga etc., as per the Annual SPC Activity Calendar.

ii. STUDY CLASSES (INDOOR TRAINING)

Goal of indoor training is to acquaint cadets with Police-related topics, Matters of Law, Constitutional Principles, Community Policing, National Movements, Personality Development principles, inculcate in them self-esteem and raise them as confident citizens. In each SPC school, CPOS and DIs will organize indoor classes on various topics as above, as per the Activity Calendar.

iii. FIELD VISITS

In order to increase effectiveness of indoor classes, as well as ensure achievement of project objectives, field visits to establishments that administer, implement and adjudicate the law, places of historical, cultural, scientific and national importance, must be conducted and study reports on such visits prepared. CPOs and Drill instructors must coordinate with PSLCs to arrange such visits.

iv. SPC CAMPS

- **Mini Camps:** Junior Cadets and Senior Cadets must participate in 3-day camps during vacations. These camps will be arranged in the respective school itself. These camps may be residential or otherwise, depending on convenience of school concerned.
- **Annual District-level Summer Camp:** For Junior SPCs, at the end of the academic year, a 7-day residential camp will be organized in each District. These camps may be organized at a central location in the District, such as: District Armed Reserve

Camps, Battalion Headquarters, Police Training College, or Police Academy.

- **Annual State-level Summer Camp:** Every year, a state-level SPC Summer Camp will be conducted at a central location for selected SPCs from all over the state. The camp will be a 7-day residential activity, comprising life-skills enhancement workshops, interactions with renowned and prominent personalities, senior Government officials and political leaders, and other personality development components. Preferably State Annual camp will be at State Police Academy.

v. PRACTICAL TRAINING PROJECTS

Leadership capabilities of SPCs will be strengthened by involving them in arranging awareness classes for fellow students on various community issues such as road safety, drug and substance abuse, environmental protection, and aspects of law and crime. Cadets will be encouraged to participate in social service projects, take responsibility during school festivals, sports meets, etc. and traffic control duties.

7.2 MONITORING PROGRESS OF SPC TRAINING

There is a need for timely and ongoing monitoring of the progress of SPC programme implementation in each school. This will be done through a structured reporting process, involving SPC officials at various levels, such as:

- Monthly Performance Report on implementation of SPC Project will be prepared by the Community Police Officer and Drill

Instructor jointly. It will be submitted to the State Nodal Officer with specific remarks of Heads of Institution, Police-Student Liaison Officer (Inspector of Police), District Nodal Officer and District Superintendent of Police.

- Quarterly Assessment Report based on performance of SPCs in Outdoor and Indoor activities to be prepared by the District Superintendent of Police with the assistance of a three member team constituted for this purpose.
- Overall Evaluation Report will be prepared by an independent team constituted by the State Advisory Committee to evaluate the progress in the implementation of SPC project in each district.

VIII. EXECUTIVE HIERARCHY

8.1 STATE NODAL OFFICER

In order to assist the State Advisory Committee on the implementation of the SPC project, a senior police officer is designated as State Nodal Officer – SPC project. The SNO has overall executive responsibility for the project implementation, with jurisdiction in the entire state. The SNO will liaise with District-level officials, coordinate with officials from other departments and report regularly to the State Advisory Committee on a regular basis.

8.2 DUTIES & RESPONSIBILITIES OF STATE NODAL OFFICER

- Participate in all meetings of State Advisory Committee
- Provide overall guidance to district-level officials on various aspects of project implementation
- Convene monthly meetings of DNOs to assess status of project implementation

- Issue periodic guidelines and instructions to DNOs & other project officials on aspects of SPC programme implementation
- Ensure that decisions taken at the State Advisory Committee are implemented by DNOs & other field-level officials
- Oversee the functioning of the SPC Secretariat
- Motivate and influence DNOs & other SPC officials to constantly improve project implementation aspects
- Liaise with heads of supporting Departments to strengthen and streamline project implementation
- Prepare periodic reports on project outcomes for internal circulation as well as community-wide dissemination
- Communicate with a wide range of stakeholders, community leaders and well wishers to generate support for the project at various levels
- Conceptualise and implement schemes for the higher effectiveness of the programme
- Provide leadership to continual efforts to widen scope and impact of the project
- Initiate and lead efforts to create appropriate content for various components of the training programme
- Undertake visits to various training establishments to study ways of improving programme effectiveness, as well as promote the project.
- Organise training programmes for project officials
- Lead the team to organize and conduct the state-level Summer Camp for SPCs.

8.3 DISTRICT NODAL OFFICER (DNO)

In each District, a police officer of rank not less than Deputy Superintendent of Police shall be appointed by DPC as District Nodal Officer for SPC project. DNO has the overall responsibility of project implementation in the District, and will coordinate with SPC officials to carry out various training activities. DNO will report to the SNO on the performance of SPC project on a regular basis.

8.4 DUTIES & RESPONSIBILITIES OF DNO

- District Nodal Officer will assist District Police Chief in implementing the SPC project in schools within the respective Police District.
- DNO will prepare the list of schools where SPC project is to be implemented.
- DNO will co-ordinate with district-level officials of various departments and agencies to carry out SPC programme activities in schools
- DNO will monitor school-level project implementation as per the Activity Calendar.
- DNO will supervise selection of SPCs with assistance from Inspectors, SHO's, Drill Instructors, Headmaster/Principal, CPOs, and ACPOs.
- DNO will inspect each SPC school once a year, with inspection report sent to State Nodal Officer through District Police Chief.
- DNO will conduct monthly conference of Drill instructors, CPO and ACPOs.

- DNO will conduct monthly conference of Circle Inspectors and SHO's concerned, preferably on the same day of district crime conference.
- DNO will be in charge of the district level office for the SPC project, wherein all records and registers shall be maintained up-to-date.
- DNO will initiate action on projects for obtaining financial help from Local Self Govt. and other institutions.
- DNO will obtain, consolidate and forward periodical reports to the State Nodal Officer.
- DNO will constitute, with permission of District Police Chief, an Inspection Team, comprising Officers from the District Armed Reserve to evaluate the performance of PT and parade.
- The respective DNO is responsible for organizing the Annual District Summer Camp in each district.

8.5 POLICE STUDENT LIAISON OFFICER (PSLC)

Wherever there are SPC schools, the local Circle Inspector with jurisdiction shall be designated as Police Student Liaison Officer (PSLO) of SPC project. PSLO will have field-level responsibility of SPC project implementation in the school(s) falling in his jurisdiction. PSLO will report to DNO on project implementation on a regular basis.

8.6 DUTIES & RESPONSIBILITIES OF PSLC

- Circle Inspector (PSLO) with jurisdiction is the police officer in overall charge of SPC project in each concerned school.

- PSLO will convene school level advisory committee meeting at least once in a month with proper notice.
- PSLO will verify that school-level SPC activities are as per the Activity Calendar.
- PSLO will personally supervise selection of cadets in SPC schools, with the support of Headmaster/ Principal, CPO, ACPO and Drill Instructors.
- PSLO will ensure creation and maintenance of all records w.r.t to selection/rejection of SPCs in SPC school
- PSLO will conduct half-yearly Inspection of SPC schools, and forward copies of such report to designated officials, including DNO & SNO.
- PSLO will visit each SPC school once a month during the time of parade and PT, and forward appropriate remarks to designated officials.
- PSLO will have the responsibility to ensure that Mini Camps are conducted in each school, in coordination with school level advisory committee
- PSLO will appoint Drill Instructors for each SPC school, of which one will be WCPO if there is girls' wing in the schools. PSLO will ensure that DIs are regular in conducting training programmes in SPC schools
- PSLO will coordinate with CPOs to organize indoor and outdoor classes for cadets
- PSLO will supervise proper utilization of project funds in each SPC school

- PSLO will ensure that monthly performance report from each SPC school is prepared and forwarded to designated officials in a timely manner
- PSLO will also maintain relevant SPC records at his office.
- PSLO is required to be present at the time of inspection by superior officers.
- PSLC has the responsibility of organizing school-level camps

8.7 DRILL INSTRUCTOR (DI)

Selected Police personnel of the rank of ASI/HC/PC are designated as Drill Instructors with responsibility to impart physical training to SPCs in the school premises on a regular basis. They are responsible for ensuring that the cadets attain a desirable level of physical fitness and stamina, and are capable of participating in formation marching and parade drills during National Festivals such as Republic Day and Independence Day. The success of the SPC training programme in a school depends upon the effective execution of duties and responsibilities by the Drill instructors.

8.8 DUTIES & RESPONSIBILITIES OF DI

- DI will undergo such training as is necessary for the purpose of carrying out his/her responsibilities
- DI shall visit the school to conduct training for SPCs in Parade and PT as per Activity Calendar.
- DI shall be in neat and proper turnout during such visit to the school
- DI will coordinate with the CPO(s) in the school to arrange and conduct SPC training activities, visits and camps etc.

- DI shall ensure that the ground and other arrangements for such training is adequate for the required purpose
- DI shall be responsible for well-being of cadets during the training activities, visits and camps
- DI will assist CPO to prepare monthly report, maintain school records with regard to SPC project, ensure that cadets keep their SPC Dairy up-to-date, and extend necessary assistance to CPO as well as other project officials in smooth implementation of the SPC project in the school.
- DI shall arrange and coordinate Inspection visits to the school by officials, and have the responsibility of following up on instructions issued after such inspection.
- DI shall report to the respective PSLO on performance of SPCs with respect to the outdoor component of SPC training, as well as follow-up action on instructions from officials (Monthly report)
- DI shall, at all times, maintain decorum and dignity of police while carrying out assigned duties and responsibilities.

8.9 COMMUNITY POLICE OFFICER (CPO)

CPO is a key post of SPC programmes. Two experienced, willing and socially committed teachers will be designated as Community Police Officers in each school. However, since the CPOs are also expected to participate in the physical training routines, it is advisable that such CPOs be younger teachers, generally less than 45 years of age. Each CPO will undergo proper training by police personnel, bear the rank of honorary SI of Police after such training, and be responsible for the satisfactory progress of SPCs in the training programme. The responsibility of CPOs in the SPC

programme should be taken into consideration while allotting other duties to them in the School.

8.10 DUTIES & RESPONSIBILITIES OF CPO

- CPO/ACPO(s) will undergo SPC project related training at designated location, such as AR Camp, Police Academy, Police Training College, etc.
- CPO/ACPO will coordinate with DIs and other SPC project officials to ensure smooth implementation of the project in his/her school
- CPO/ACPO will be issued SPC uniform which (s)he is expected to wear during all SPC-related programmes and activities
- CPO/ACPO is expected to behave with decorum and maintain dignity, as part of the SPC project
- CPO/ACPO will attend meetings, workshops and training programmes as directed by SPC officials in charge of the district
- CPO/ACPO will act as a spokesperson for the SPC project in his/her school
- CPO/ACPO will liaise with police officers including DIs, PSLCs, and others for organizing indoor classes, outdoor training and camps for the cadets
- CPO/ACPO will be responsible for keeping the parents of the cadets informed about the progress and performance of their wards
- CPO/ACPO will maintain and update records of all SPCs in the respective school
- CPO/ACPO will submit reports on project implementation at school advisory board meetings

- CPO/ACPO will coordinate with SPC project officials to carry out practical training projects and activities by SPCs.
- CPO/ACPO will participate in district-level camps and, if necessary, in state-level camps as well.
- CPO/ACPO will make regular reports to SPC project officials regarding various aspects of project, as may be required from time to time.
- CPO/ACPO will constantly live up to the spirit of the SPC project and motivate cadets in his/her charge to do the same.

IX. TRAINING THE TRAINERS

Since the SPC scheme envisages a well-rounded yet intensive in-school training programme for high school students, it is equally necessary that their instructors be equipped to carry out their responsibilities. Hence, CPOs, DIs, and other SPC officials need to undergo training in various aspects of the programme. The SPC scheme makes provision for regular training of such officials, including refresher training, by senior and experienced trainers. Preferably all such training programmes are to be conducted at State Police Academies/Training Centers. Three categories of training programmes are designed, as below:

9.1 BASIC COURSE

a) For CPOs & ACPOs

This is a 14 day residential training course for CPOs and ACPOs, comprising an in-depth coverage of the various aspects of the SPC programme. The course includes field-training for teachers in the various outdoor training modules, including parade, physical training,

and other activities. Classes and training routines are conducted by senior police officers connected with the SPC programme. CPOs & ACPOs are required to successfully complete training routines in formation marching, understand the basics of physical training, participate in cross-country walks, and unarmed combat as well. One outcome of the training programme is that teachers are facilitated to acquire fitness and develop positive daily habits. It is advisable to conduct such training at a centrally located Police Training Facility for CPOs/ACPOs from all over the state, in batches, as necessary. All CPOs & ACPOs must necessarily complete SPC – Basic Training during their first year after appointment to the post.

b) DRILL INSTRUCTORS & ADNOS

The basic course for Drill Instructors is a 7-day residential training programme that covers various aspects of the SPC programme, and is meant to orient police personnel as educators of high school students. Classes on personality development, motivational psychology, skill development, contemporary youth issues, and other relevant topics are the subject matter of this course. Senior police officers as well as professional trainers lead the various educational exercises. This programme sensitizes police personnel on various social and development issues, enabling them to empathise with student problems. An outcome of this training is that DIs (& other police personnel) who undergo the course are motivated and equipped to work with students, as mentors, facilitators and guides.

9.2 ORIENTATION COURSE

In order to acquaint senior officials with the SPC programme, one-day workshops and training classes on various aspects of the SPC project are conducted periodically. One category of officials for whom such orientation workshops are conducted include District-level Heads of Police & Education, as well as higher officials from these departments. Similarly, one day training programme on aims, objectives and other details of SPC Project are organized for District Nodal Officers, Addl. District Nodal Officers, Student Police Liaison Officers (Inspector), SHOs, Drill Instructors, Community Police Officers, Heads of Education institutions which is selected for implementing SPC Project and District level officers of and above the rank of Forest, Excise, Transport, Fire force and Local Self Government.

9.3 REFRESHER PROGRAMME

Every year, Refresher training courses for various categories of officials are conducted, viz. two-day Programme for District Nodal Officer, PSLOs, SHOs, and Heads of Educational Institutions, Three-day residential programme for Drill Instructors, and Seven-day residential programme for CPOs and Addl. CPOs. The purpose of these workshops is to update the officials on changes and developments of the project, invite their feedback for modifications to programme components, and ensure uniformity of SPC programme implementation across the state.

X. FINANCIAL ADMINISTRATION

10.1 SOURCE OF FUNDS

Funds for the SPC project will be sourced from the plan funds of Government Departments such as Home, Education, Forest, Excise, Motor Vehicle and Local Self-Government. Also, funds may be sourced from the Road Safety Fund, Rashtreeya Madhyama Shiksha Abhayan, community policing/modernisation fund, etc.

10.2 UTILIZATION OF FUNDS

All financial transactions relating to SPC activities will be governed by the rules and regulations of the state. All funds received from the government shall be reported to the Advisory Committee.

10.3 ACCOUNTS AND REGISTERS

The Principal/Headmaster is responsible for the overall functions of SPC in the Schools. S/he should ensure that the grants/aid by the government have been deposited in the authorised bank accounts. All original documents such as cash book, pass book, enrolment register, cadets' diary, vouchers and receipts, project register, etc should be maintained in the School. Community Police Officer shall be the custodian of the documents and register. A copy of all important registers must be kept in the office of the PSLO.

XI. SPC SECRETARIAT

A central administrative office is to be established to ensure the smooth implementation of the SPC project statewide. SPC Secretariat will be headed by one police officer of Deputy

Superintendent of Police rank, supported by a team of lower officials.

FUNCTIONS OF SECRETARIAT

- Secretariat will maintain state-wide records such as list of schools, DIs, CPOs and other relevant information.
- Secretariat will initiate and follow-up on inter-departmental correspondence, collect and analyse monthly performance reports, and prepare regular status reports on SPC project.
- Secretariat will be responsible for preparing agenda and minutes for State Advisory Committee meetings
- Secretariat will develop Annual reports, project presentations, etc. on SPC project
- Secretariat will ensure that all decisions and directions of State Advisory Committee are carried out/followed by project stakeholders.
- Secretariat will initiate and oversee Performance Review and Financial Audit every year.

XII. PROJECT COMMUNICATIONS

12.1 ANNUAL PROJECT REPORT

Each year, SPC Secretariat will develop an annual report on the status, achievements and notable developments of the SPC project.

12.2 ACTIVITY REPORTS (QUARTERLY)

Quarterly reports on district-wide SPC activities and other information from each District are to be submitted to State Nodal Officer by District Nodal Officers once every three months. Based on

these reports, SNO will prepare and submit to State Advisory Committee, a quarterly SPC Review report, on a regular basis.

12.3 WEBSITE

An attractively designed and structured website, with several user-friendly features will be developed and hosted on the worldwide web. The website will contain all details of the SPC project, contact addresses of officials and schools, news and articles on the project, and interactive sections for cadets, with regular updates as required. The website will adhere to guidelines laid down by Government of India.

12.4 IN-HOUSE MAGAZINE

Every month, an in-house print magazine of the SPC project will be developed, printed and distributed among all schools in the programme. The magazine will contain articles and life-experiences by SPCs, editorial section with articles from SNO, DNO and other senior officials, interviews by SPCs with prominent personalities, and describe best practices with regard to SPC project implementation. In this way, all participants in the SPC project will benefit from a shared vision and experiences, enabling better and stronger ties among programme participants.

In Conclusion...

The Student Police Cadet Project does not create more policemen, rather it seeks to grow the policeman within each young (and impressionable) member of our communities. Thus, the SPC project is a farsighted school-level activity that will generate significant nation-wide benefits, such as greater internal security, healthier and safer communities, and responsible future citizens of a stable democracy.

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FOR MORE INFORMATION:

P Vijayan IPS

***STATE NODAL OFFICER – STUDENT POLICE CADET
PROJECT & DISTRICT POLICE CHIEF, THRISSUR CITY***

ANNEXURE: **OTHER RELEVANT INFORMATION**

1. GENESIS, FORMULATION & LAUNCH

The Student Police Cadet Project has its roots in Janakeeyam, a community-level initiative by Kochi City police, in 2006. During the event, more than 400 high school students from 30 local schools interacted with police officers, engaging in wide-ranging discussions on community issues and visiting police stations. During these discussions, the students expressed a desire to have a permanent arrangement for ongoing communication with the police. Accordingly, a pilot Student-Police project was launched on an experimental basis in a few selected schools in Ernakulam Rural District and later in Alappuzha District. Within a short time, positive results began to be seen among the student community, with significant improvement in academic performance of students, tackling of school-level deviant behavior by police with the help of students themselves, empowerment of girl students to resist exploitation, etc.

Subsequently, at Kozhikode in January 2010, a squad of specially trained high school students was entrusted with the responsibility of crowd management at Kerala School Youth Festival, Asia's largest youth-centred cultural festival involving more than 10,000 participants. Following the successful execution of this task by the cadets, and in light of the success stories from project-implemented schools, a detailed proposal for a state-wide school-based training programme was prepared under the guidance of Sri. Jacob Punnoose IPS (DGP-Kerala) and submitted to the Government of Kerala. On the basis of this report, Government of Kerala issued GO (P) 121/2010/Home dated 29-

05-2010, with the stated objective of moulding a generation of law-abiding, socially committed and service-oriented youth. A state-level Advisory Committee was constituted with Sri. Jacob Punnoose IPS (DGP-Kerala) as Chairman, senior Government officials as members, and Sri P Vijayan IPS as State Nodal Officer for the SPC Project. An initial decision was taken to implement the project in 100 selected schools across Kerala, to commence in the month of August 2010.

2. OUTCOMES OBSERVED IN SIEMAT SURVEY

As per the results of a statewide survey of SPC officials and other stakeholders by SIEMAT-Kerala, the SPC project has brought about a positive impact on various stake holders of the society especially the cadets, teachers and school atmosphere in which the project was implemented. The following tangible outcomes are already felt:

a. STUDENTS

- Improvement in physical fitness, physical and mental endurance.
- Increased vigor, confidence, self discipline and more responsible behavior.
- Fearless and free interaction with police and better understanding of functions and roles of police.
- Positive attitude and readiness to serve others.
- Improvement in academic performance and better participation in extra-curricular activities.
- Time and goal consciousness
- Willingness to abide by law and motivate others to do the same.

b. SCHOOLS

- School premises and its surroundings made free from sales and usage of tobacco and tobacco products, other intoxicating substances and influence of antisocial elements.
- Schools are made free from accident and traffic congestion.
- Improvement in internal discipline. Children with deviant behavior are identified and brought to the attention of teachers.
- Neat, clean and plastic free School Campus. Gardens of flowers, medicinal plants are grown in some schools.
- Smooth and effective organizing of school level functions.
- Improvement in academic performance.

c. PARENTS

- Willingness to change. Being forced to obey law since their children insist upon them to do so.
- High appreciation of behavioral changes and responsible behavior among their children.
- Increased interest and knowledge in better and effective parenting.

d. POLICE

- Better and responsible behavior.
- Motivation to serve as a role model for community members.
- Opportunity to improve the image of Police, by correcting negative impressions created by Films and Media in young minds.
- Increased flow of information regarding antisocial activities.

e. TEACHERS

- Better and responsible behavior.
- Change in impression towards police.
- Increased awareness of problems of adolescents.

(Reworked: October 15, 2012)