

Why hasn't my son/daughter been promoted?

A common question that is asked by parents, and to be perfectly honest, the answer is this:

“Currently they are probably not displaying the qualities that we wish to see, to be able to progress to the next rank.”

The squadron operates the following policy:

To be considered for promotion to Cadet Corporal, cadets *must*;

- a) Be at least 15 years of age
- b) Have successfully passed their leading cadet examination

To be considered for promotion to Cadet Sergeant, cadets *should*;

- a) Be at least 16 years of age
- b) Have served as a Cadet Corporal for a minimum of 6 months
- c) Served a minimum of 18 months with the ACO
- d) Attended a UK annual Camp
- e) Attended a wing JNCO Course

To be considered for promotion to Cadet Flight Sergeant, cadets *should*;

- a) Be at least 16 years, 6 months of age
- b) Have served as a Cadet Sergeant for a minimum of 6 months
- c) Served a minimum of 18 months with the ACO
- d) Attended a UK annual Camp
- e) Attended a wing SNCO Course

To be considered for promotion to Cadet Warrant Officer Cadets;

- a) Must be a staff cadet
- b) Must provide an exceptional contribution to their squadron and wing
- c) Be recommended by the Squadron Commander
- d) Be recommended by Wing Staff Officer (North)
- e) Sit a board with the Wing Commander and two members

The squadron pro-actively monitors all cadets, all of the time. Staff meetings, usually held bi-monthly are used to discuss the relative merits of each potential candidate. Every staff member, and all NCO's senior to the cadet being considered are consulted and the collective input is then considered by the squadron commander who will make a decision on whether to invite a cadet for their promotion test or not.

Once invited, cadets are given guidance as to the content of the exam, so it is not a surprise, but it does require knowledge of the Squadron, the Wing and Corps, and is not as easy as some may think.

If the candidate fails, they will, subject to continual monitoring be invited to re-sit the test after a period of time (usually 3 months) has passed.

If the candidate passes, they will be invited to participate in a drill test, performed by the SWO. If the candidate fails, they will, subject to further training, be invited to re-take the test after a period of time (usually 2 months) has passed.

If the candidate is successful in their drill test, the CO will make a final decision as to whether the candidate is promoted.

This decision is final and non-negotiable.

We are not a democracy.

Contrary to popular belief:

- ✓ Promotion is not automatic.
- ✓ Cadets have to work hard to achieve it.
- ✓ Not everyone is suitable for promotion.
- ✓ Not everyone is suitable to progress beyond their current rank.
- ✓ There is no "I am next in line to be promoted because I have been in this rank the longest".
- ✓ Once promoted you cannot rest on your laurels.
- ✓ The higher you go, the harder you are expected to work.
- ✓ The higher you go, the more responsibility you are given and must show.
- ✓ The higher you go, the more commitment is expected.

Please see the advice sheet "To be a good NCO" – available from the Website and the unit on request.