

YOUTH PROGRAM

GENERAL

1. As a component of the St. John Ambulance Brigade, the Youth Program was established to give young people between the ages of 6 and 20 the chance to join in the work of the St. John Ambulance Brigade. The Youth Program provides opportunities for personal development, as well as training for first aid, health care and safety skills.
2. The youth component of the St. John Ambulance Brigade is intended to meet the needs of Canadian youth and provide opportunities for social, educational and personal development through community service, special events and leisure activities.
3. The St. John Ambulance Youth Program is comprised of Juniors (age 6 to 10 years), Cadets (age 11 to 15 years) and Crusaders (age 16 to 20 years).

OBJECTIVES OF THE YOUTH PROGRAM

4. The objectives of the Youth Program are:
 - a. to develop team spirit and encourage personal development through challenges that promote self-sufficiency;
 - b. to provide young people with the opportunity to learn and practice first aid and safety skills and to support their community;
 - c. to encourage youth to follow the ideals set out in the “Cadet Code of Chivalry” by being involved with local community issues;
 - d. to promote health and healthy lifestyles;
 - e. to encourage young people to participate fully in the range of activities offered by the Youth Program and in the decision-making process of their Unit;
 - f. to provide support and role models to young members; and
 - g. to encourage youth to become Adult members and future leaders of the St. John Ambulance Brigade.

SCREENING

5. St. John Ambulance has an obligation to provide safe, well-managed services to the community and to their membership. All applicants aged 18 years and up, and upon their first appointment to a leadership position, must be screened according to the procedures in StJCI 2-9-2.

MEMBERSHIP

6. St. John Junior, Cadet and Crusader programs together form the Youth Program. Refer to StJCI 2-3-1, paragraphs 9 to 12 for membership requirements.

ST. JOHN JUNIORS

7. The St. John Junior Program is an activity program designed for children between the ages of 6 and 10. It focuses on having fun and earning badges while learning about St. John Ambulance and why we care for others. Personal development, home safety skills, how to make new friends, and first aid training are strong components of the program.
8. Participants must have written consent of a parent or guardian to participate.
9. St. John Ambulance Juniors are not authorized to provide Community Care Services or Patient Care Services.

ST. JOHN CADETS

10. The Cadet component is designed for young people between 11 and 15 years of age. Candidates for enrollment must hold, as a minimum, a valid Emergency First Aid Certificate, and must have written consent of their parent or guardian.
11. The focus of the Cadet program is on the expansion of personal skills and knowledge through work on Proficiency Subjects and training in Emergency First Aid. Cadets are encouraged to achieve sufficient Proficiency Subjects to attain the Grand Prior's Award (see StJCI 2-6-1, paragraphs 11-14).
12. Cadets 14 years of age and older, by the nature of the program, may choose to participate in the Duke of Edinburgh's program. Camping and other fun activities are also included in the training, and Cadets are taught the importance of working in groups, while giving due consideration to individual growth and input. Some Cadets excel and can take on Junior leadership roles. Cadets may also participate at community service events under the guidance of a Crusader or adult member who has attained at least BTS Level 1.

ST. JOHN CRUSADERS

13. The Crusader program is designed for young people between 16 and 20 years of age. The Crusader component is for the more senior youth members. Candidates for enrollment must hold, as a minimum, a valid Standard First Aid Certificate.

Participants under age 18 must have the written consent of their parent or guardian. Members age 16 to 17 who are not residing with their parent or guardian may sign on their own behalf.

14. The Crusader program provides more advanced patient care training and an emphasis on individual leadership qualities and performing community service. Crusaders are encouraged to continue the Proficiency program leading to the Grand Prior's Award, continue to participate in the Duke of Edinburgh's program, and undertake the Brigade Training System (BTS). Crusaders can participate in the same activities as Cadets and can take on leadership roles with Juniors or Cadets.
15. Crusaders must be proficient in BTS Level 1 and be at least 18 years of age to perform independent patient care duties (see StJCI 2-4 for details on the BTS). Crusaders not attached to a division offering BTS training and assessment (Brigade Assessment Process or BAP) may "challenge" the BAP. See StJCI 2-4-5 paragraphs 5 to 7, for details on challenging the BAP.
16. At the age of 18, Crusaders have the following options:
 - a. become an adult member in an adult division;
 - b. become an adult member as an officer in a St. John Ambulance Youth Program;
or
 - c. maintain Crusader status until they reach age 21, at which time they must transfer to an adult division.

STRUCTURE

17. The Youth Program is an element of the existing Brigade organizational structure. Refer to StJCI 2-2-2, paragraph 5.
18. St. John Junior, Cadet and Crusader programs function as either separate Units, or in certain circumstances, as sections of existing Brigade Units. Where Branches exist, they are responsible for providing support to the local youth Unit in the same manner that they provide support to adult Brigade Units.
19. When a request for the program is made from the community, and such factors such as geography or logistics limit the possibility of Branch alignment, then independent youth Units may be established. These Units must deal directly with their respective Council for support.

LEADERSHIP

20. Youth Units are managed by Divisional Superintendents, and have other adults assisting with the efficient operation of the program. *Youth Leader* includes any individual given responsibility of youth within the St. John Ambulance Youth Programs. All Youth Leaders should make use of tools such as the *St. John Ambulance Youth Leaders' Manual* to assist them.
 21. Youth Leaders are responsible for the overall administration and training of the Unit. Youth Leaders work closely in cooperation with Divisional Officers, Cadet NCOs and youth members to ensure the smooth, efficient operation of the program.
 22. Coordinators for Cadet or Junior Programs are responsible to the Divisional Superintendent for the efficient implementation, administration and operational support of the Program.
 23. Responsibilities of Youth Leaders include:
 - a. ensuring reasonable measures are taken to care for and protect young, vulnerable and impressionable people in accordance with StJCI 2-9-2;
 - b. liaising with the local Adult Division to encourage joint activities;
 - c. planning an annual training schedule and submitting it to the appropriate Officer;
 - d. planning, scheduling, coordinating and directing effective weekly meetings;
 - e. maintaining accurate and up-to-date records for attendance, individual youth progress records and recognition, and submitting them to the appropriate Officer;
 - f. ensuring that all records and reports are completed accurately and submitted on time to the appropriate level in accordance with StJCI 2-8;
 - g. planning meetings with St. John Ambulance volunteers to receive input into the training schedule, to plan upcoming meetings, and to discuss concerns, problems or issues;
 - h. assisting and advising the Divisional Superintendent on policy within the youth program;
 - i. supporting and encouraging officers and youth in all activities undertaken by the Division;
 - j. teaching youth in the Division;
 - k. ensuring that each volunteer helper is aware of weekly expectations;
 - l. ensuring that youth members have access to adequate resources;
 - m. maintaining appropriate discipline;
 - n. ensuring that there is adequate and appropriate leadership for each youth group;
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- o. ensuring that all leaders or instructors are aware of their responsibilities and are consistent with disciplinary control and action;
 - p. ensuring adequate and appropriate supplies are available;
 - q. ensuring that members have access to adequate resources and space;
 - r. attending scheduled meetings for the Division; and
 - s. other duties as assigned by the Divisional Superintendent.
24. Leaders or instructors for the Cadet or Junior Program may include adult, Crusader or Cadet members of the Brigade, and non-Brigade personnel such as parents, health care professionals, teachers or other interested community members.

ESTABLISHING A YOUTH PROGRAM

25. Brigade units seeking to establish a St. John Ambulance Youth Program locally are encouraged to follow the procedure in Annex A.

MAINTAINING A YOUTH PROGRAM

26. The St. John Ambulance Youth Program is grounded in the philosophy that young people are valuable resources who can make a significant contribution to St. John Ambulance and the community they serve.
27. Whenever possible, young people should be offered a range of options so that they can choose meaningful and challenging tasks that best meet their needs, interests and abilities. These assignments should attempt to meet real needs in the community and have real consequences.
28. Youth volunteers must be recruited, placed, trained, oriented, supported, and supervised in roles that are appropriate to their interests and abilities. This process should include motivation, recognition and assessment of their efforts.

PREVENTATIVE SUPERVISORY PRACTICES

29. St. John personnel assisting youth must take measures to avoid high risk situations. See StJCI 2-9-2 for the screening policy and procedures.
30. A balance between protecting the young person and guarding the reputation of the supervising adult must be established.

31. Brigade personnel in charge of youth Units are encouraged to adhere to the following guidelines for ratio of adult to young member:

- a. Juniors in group meetings 1 : 6
- b. Junior on field trips 1 : 5
- c. Cadets in group meetings 1 : 12
- d. Cadets on field trips 1 : 10 (ideal is 1 : 6)
- e. Cadets on camping trips 1 : 10 (ideal is 1 : 6)

32. Practices to be adopted include:

- a. avoid one-on-one situations with a young person; where such a situation is unavoidable, keep a door open or ensure another person is nearby;
- b. avoid managing a division with only one adult present;
- c. ensure an appropriate balance and number of male and female helpers;
- d. where circumstances dictate, do not allow males to enter female rooms/tents or vice versa;
- e. be aware of individual and personal sensitivities during first aid practical work: give prior notice so that young people wear suitable clothing; avoid touching the young person; demonstrate on a colleague with their pre-arranged permission or ask an experienced young person to demonstrate or practice with a peer;
- f. where physical contact is unavoidable, ensure another adult is present;
- g. when a young person is upset, seek ways to provide comfort and support without an unnecessary degree of physical contact;
- h. do not leave the premises until all youth are accounted for;
- i. do not drive or walk a young person home without prior parental permission;
- j. do not take an unaccompanied young person to your home;
- k. involve Cadets and Juniors in establishing their own list of rules, outlining what is and what is not acceptable in their Division;
- l. do not dismiss or trivialize bullying;
- m. avoid showing favoritism or singling out individuals on a regular basis;
- n. avoid inappropriate language and subject matter.

UNIFORMS

33. The Provincial/Territorial Commissioner in each province is responsible for the design of the working uniform for Brigade members including youth members. See StJCI 2-12-2 on Uniforms. Separate membership badges are available for the Cadet and Junior Programs.

CADET AND CRUSADER AWARDS

34. St. John Ambulance recognizes the valuable contribution young people make to the organization and has an established awards program to recognize their efforts. Crusaders follow the same guidelines as set for adults. Refer to StJCI 2-6-1.

JUNIOR PROGRAM AWARDS

35. Recognition is particularly vital at the Junior age level. Although a formal badge system has been developed, Junior Leaders are encouraged to provide other creative recognition as well.
36. The Junior coloured level badges and certificates provide a means of recognition on completion of each level of the program. Although there is flexibility in relation to age at entrance, level 1 is intended for the six-year-old, level 2 for the seven-year-old, etc. Each Junior member is encouraged to complete each level of the program, earning the appropriate coloured level badge.
37. Junior certificates can be produced locally and coloured level badges may be purchased through Ontario Council Stores.
38. The badges may be worn either on the sash or the uniform, as determined by the Provincial/Territorial Commissioner.

LEVEL	AGE	BADGE COLOUR
1	6	white
2	7	blue
3	8	yellow
4	9	red
5	10	green

GRAND PRIOR'S AWARD (CADET PROFICIENCY SUBJECT PROGRAM)

39. The Proficiency Program exists as a way to motivate youth in the Brigade, as a vehicle for developing a broad range of skills, and to encourage Cadets to achieve proficiency in a number of subjects. It is designed to occupy the interest of Cadets over a number of years and to help develop individual competence and confidence. Refer to StJCI 2-6-1, paragraphs 11 to 14, and StJCI 1-4-3 for detailed information on the Cadet Proficiency Program leading up to the Grand Prior's Badge.

LINK BADGE PROGRAM

40. The Link Badge program is to recognize the service and continuity of youth members from one program to another. There are three link badges: Link One recognizes membership completed in the Junior program, Link Two in the Cadet program, and Link Three in the Crusader program. Refer to StJCI 2-6-1, paragraphs 15 to 18 for detailed information on the Link Badge Program.

CADET CAMPS

41. Effective 1 January 1999, Camp Leaders must hold a National Camp Accreditation Certificate Program to operate a St. John Ambulance Youth Camp (see Annex B). Preventative Supervisory Practices (refer to StJCI 2-3-4, paragraphs 29-32) must be adhered to.
42. A National Camp Accreditation Certificate signed by the National Commissioner is given to Adult and Crusader members who have completed the National Camp Accreditation Certificate Program (see Annex B).
43. Councils administer the Program and send a written request to NHQ for the certificates. Councils must provide NHQ with a list of persons who have completed the program, indicating recipient's name and unit number. NHQ will then send the certificates to the Council for distribution.
44. Camping brings youth members together to have fun and learn in a different environment, and in a spirit of co-operation. It is an opportunity for youth to learn how to get along with others, to share and to do their share. It is an excellent opportunity for leaders to get to know their youth members.
45. Divisions may have a regular schedule of small camps to help youth qualify for the Camping Proficiency Badge or may run one or two camps a year either by themselves or in collaboration with other youth Divisions. Provincial/Territorial Councils may run larger camps (100-300 or more), where different activities can be programmed because of the numbers involved.
46. It is important for the safety of all involved to ensure a ratio of at least one adult to ten Cadets is maintained in all camp settings. The ideal ratio is one adult to six Cadets.