



EAST MIDLANDS
RESERVE FORCES AND CADETS ASSOCIATION

ANNUAL REPORT

2018 – 2019

AT THE HEART OF THE COMMUNITY



WHO WE ARE

East Midlands Reserve Forces and Cadets Association (RFCA) is one of 13 RFCAs in the UK. We are a community-based organisation with the responsibility of advising and assisting the Defence Council, the Royal Navy, Army, and Royal Air Force on matters that concern Reserves and Cadets.

With its headquarters in Nottingham, East Midlands RFCA helps to promote and support the Reserve Forces and Cadets across the region. By harnessing the extensive knowledge and experience of its membership, it works to build relationships and increase understanding between military and civilian communities.

East Midlands RFCA is responsible for engaging with Reservists' employers; supporting Reservists and Cadets; assisting recruitment of Army Cadet Force Adult Volunteers; and the maintenance and support of Army Reserve Centres and Cadet Centres within which Reserves and Cadets conduct their activities.



DID YOU KNOW?

Our skills and experience date back to 1908



OUR VISION AND MISSION

OUR VISION

Our vision is to be the essential, effective and enduring partner that supports Reserves, Cadets and the wider Armed Forces community.

OUR MISSION

Our mission is to provide efficient and effective support to the Volunteer Reserve Forces and Cadet Forces to allow stakeholders to deliver military capability, estate compliancy and Cadet Force requirements including recruiting, employer and infrastructure support and regional representation, both now and in the future.

OUR AIMS AND OBJECTIVES

In April 2018, we set out a business plan to ensure that we were operating effectively within an environment of significant change. That business plan highlights the key goals below. In this report, you will see everything we've been doing to achieve these aims.

- Develop positive relationships with employers to generate support for Defence personnel, including veterans, Reservists, spouses and Cadet Force Adult Volunteers in accordance with Defence strategy and in support of Defence and single Service plans
 - Support single Service Reserves recruiting as directed
 - Provide administrative support to Cadet Forces as determined by the Army and Royal Air Force
 - Support the Ministry of Defence Youth Engagement Strategy and Directive to support the Cadet Expansion Programme in state funded schools across the East Midlands
- In addition, East Midlands Reserve Forces and Cadets Association will:
- Work closely with 7th Infantry Brigade to ensure effective support of Reserve Forces and Cadets during the closure of Chetwynd Barracks
 - Provide support to 7th Infantry Brigade initiatives for those not in education, employment or training and the Armed Forces Employability Pathway activities and diverse community engagement
 - Develop Alternative Venues potential and performance
- Provide advice and assistance to the single Service chains of command on Reserve Forces and Cadet matters
 - Maintain and develop a cost effective Reserve and Cadet estate in line with Defence strategy
 - Support Defence and single Service strategies to develop and sustain effective relationships between the Armed Forces and local communities, including through the Armed Forces Covenant

A WELCOME FROM OUR CHAIRMAN

I have never failed to be impressed by the amazing commitment of the volunteers from our community who make up the Reserves of all three Services. To borrow a phrase from Winston Churchill, you are very much 'twice the citizen' and I am pleased that your contribution is now better recognised by the nation.

I am also invariably amazed by the confidence, commitment and sheer enthusiasm of the Cadets that I meet; I am very much aware that those exemplary standards are attributable to the work of the Cadet Force Adult Volunteers who give up so much of their spare time to provide the inspirational leadership that allows the Cadets to perform as they do.

I am very conscious that the RFCAs' role is to support the Reserves and Cadets in all that they do and I am very grateful to our members for their invaluable contributions over the year, which have allowed us to do just that.

A new president

We have seen some changes within the East Midlands Reserve Forces and Cadets Association since last year, the most significant of which is that the Lord-Lieutenant of Derbyshire, Mr William Tucker, has very kindly agreed to become our president, following the retirement of Lady Gretton. Mr Tucker has been a keen supporter of the Reserves and Cadets within his county for many years and has regularly presided over the Derbyshire County Committee. The programme for a Lord-Lieutenant is a busy one and I am very grateful to Mr Tucker for taking on this additional, but I hope enjoyable, responsibility.

Increasing Reserve strength

In 2011 the government's 'Future Reserve 2020' (FR2020) report was released. It identified institutional neglect of this country's Reserve Forces in both financial and doctrinal terms. It recommended, amongst other things, an increase of Reserve strength across all three Services to just under 35,000 people by 2015. That manpower target proved a little too challenging and was not assisted by a recruiting system that, to put it politely, underperformed for some years; as a consequence, the deadline for reaching the manning target was subsequently delayed to 31 March 2019.

Things have changed since 2011. It was the year of the Arab Spring and there was much anticipation of democratic change in the Arab world; unfortunately, that anticipation was to a large extent disappointed by subsequent developments. In 2011 Russia was not considered by many a credible threat to the West; the Crimean annexation and Syrian regime support were still a few years away. Perhaps a hint of things to come is apparent in the evidence of a witness to that year's Strategic Defence and Security Review, who talked of Russian nuclear submarines 'messaging around on the edge of our water space'; however, the expression 'messaging around' hardly anticipates the growth of the Russian military physical and cyber threat over the last eight years.



As I write, the controversy over the alleged use by the Chinese government of Huawei's technology to spy on the West highlights the increasing economic and military power of that nation. Things have changed with the Reserves as well and the Ministry of Defence is looking at means of using them more effectively in the current situation. As but one example, the Royal Air Force Reserves are increasingly using their Reserve Service Days in support of operations, rather than in just training.

The Reserves are now just a few thousand short of their FR2020 manning target, but most importantly have a capability far beyond that of 2011. Moreover, the recruiting organisation is getting better, with the Christmas 2018 campaign attracting the largest number of recruits for some years, despite, or perhaps because of, the controversy attracted by its 'snowflake' theme.

Many of the units within the East Midlands reported increases in recruitment following the campaign. Indeed at the most recent set of East Midlands RFCA County Committee meetings units' reports indicated that the majority had recruited between 65% and 90% of their planned strength. There is therefore still some ground to be made and the recruiting challenge will never fade, for it will always have to balance the other manning challenge of retention. There is, however, no doubt that the Reserves are heading in the right direction.

Maintaining the Volunteer Estate

The RFCAs have not been involved directly in recruiting activity for some years. We do, however, support Reserve recruiting in a number of ways. Perhaps the most tangible is in the maintenance of the Volunteer Estate, which for the East Midlands, consists of 16 Army Reserve Centres (and of course the three Cadet Training Centres and over 150



Cadet Centres of varying sizes spread across our six counties).

Our budget to undertake this work has remained at roughly the same level for several years and even in an era of low inflation, this places challenges upon our ability to maintain the estate in an appropriate manner.

While we have not undertaken any major projects this year, as the Head of Estate's report illustrates, we have been far from idle. I must emphasise the particularly high level of short-notice work accepted by our Estates team in the last few months of the financial year. It is not uncommon for the RFCAs to be offered additional funding, identified from other government departments' underspends, late in the financial year, and this year's funding levels were particularly generous.

The funds come with a catch though – they must be spent by the end of the financial year. Thus, the Head of Estates and his team have spent many long evenings and the occasional weekend planning, contracting and implementing schemes to improve the estate upon which the Reserves and Cadets operate.

Aware of this variable, occasional and time-limited generosity the Estates team keep a list of mini-projects, planned as far as possible, to ensure that they can exploit



DID YOU KNOW?

There are over 3,000 Reservists in the East Midlands



additional funding for the benefit of all. To that end it is helpful if units ensure that they report all faults and aspirations to the Estates team; these can then be added to the list of planned tasks.

Inspiring venues for hire

Another area in which the estate is used to benefit the Reserves and Cadets is through Alternative Venues (AV). All of the RFCAs hire their buildings to other organisations when not required for their primary purpose. Our Head of Finance, Lucinda Stone, has been managing this area of business for just over 18 months and in the last year income from this area has increased from £68,000 to just over £114,000, a remarkable achievement.

We are very conscious of the fact that this business could not be undertaken without the cooperation of the units at the locations concerned, who provide the people to open sites, host people and secure sites at the end of the day. Nonetheless, 40% of the money raised under AV is returned directly to the unit that facilitated the event – and individuals assisting are paid casual labour rates through the RFCA payroll.

As importantly, the residual AV income is used by this RFCA to support Reserves and Cadets in two different ways. The majority of the funding is used to supplement the money we receive to maintain the Volunteer Estate. Each year we try to identify buildings that require major work and this year we have provided new toilets and showers at

Bulwell Army Reserve Centre and undertaken a major refurbishment of Stamford's Army Cadet Force headquarters. Between them, these two major projects consumed almost £90,000 of AV funding, albeit supplemented by other income sources.

The Estates team has also used the monies raised to undertake a great many smaller projects to create new classrooms for Cadets, replacing rotten flooring and redecorating facilities that in some cases have not seen the decorators this century.

Supporting Reserve and Cadet adventurous training

Another equally important use of AV funding is to support Reserve and Cadet adventurous training. It is often forgotten that individuals undertaking these activities are asked to contribute to the costs of their expedition; wherever possible East Midlands RFCA attempts to assist them in this.

In the last 12 months, we have assisted several hundred East Midlands Reserves and Cadets undertaking activities such as climbing, skiing, sailing, diving, and long distance walking. The essence of these expeditions is to challenge the participants and place them in unusual and demanding circumstances; however, a core component is also to have fun. There is no doubt that these many small contributions to the personal development of our region's young men and women enhance their life-skills and grow their confidence.



DID YOU KNOW?

Reservists form 17% of the nation's defence capacity

I recall talking to a young Cadet earlier this year who had just returned from a skiing expedition and who, after two weeks was still smiling about the experience; he explained that he would never have considered going skiing without the encouragement he received from his detachment's Adult Volunteers and in normal circumstances would not have been able to afford it. The Army Cadet Force has opened up a world which he could not have experienced without them and he explained how keen he was to continue to develop his new skiing skills.

Your East Midlands RFCA board takes an active interest in all AV expenditure and because we recognise the immense contribution it makes to those in our community it is discussed at every one of our meetings.

Seeking support from the local business community

For both Reserves and Cadet Force Adult Volunteers the support of their civilian employer is critical. RFCAs have been key to raising the awareness of the importance of Reserve and Cadet Force service with employers. A measure of that success is the incremental increase in the number of employers seeking and gaining recognition under the MOD's Employer Recognition Scheme and of organisations asking to sign the Armed Forces Covenant. This increase has not happened in isolation and represents a considerable effort by both our Regional Employer Engagement Director and the County Chairmen.

Keeping the Armed Forces at the heart of the community

Reserves and Cadets are recruited from local communities and on the whole parade and serve within those communities. The RFCAs

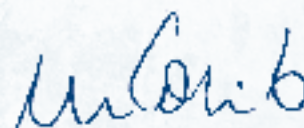
and their predecessors were formed in recognition of the inextricable link between Reserves, Cadets and the communities that support them – and from which they recruit. The RFCAs help to maintain that link by placing themselves at the heart of the community they serve.

That might mean maintaining the military's Volunteer Estate, it might be initiating and maintaining links with local and regional businesses, it might be assisting with events designed to enable Reserve and Cadet Units to engage with their local communities. The diverse nature of the RFCAs' membership helps us to do this and if anything the importance of this key element of our role will grow as the size of the military decreases.

A fond farewell

It has been a real privilege to lead East Midlands Reserve Forces and Cadets Association, but after seven years as Chairman, I believe that it is time to move on and enable someone else to take on this fascinating, challenging and rewarding role. I wish my successor all the best and I know that the members of this RFCA will continue to provide him with the superb levels of support that you have given me.

In closing, I would like to thank all of you for the support and friendship that you have given me over my time in office. I have enjoyed every minute.



**Colonel (Rtd) Murray Colville
Chairman**

AT THE HEART OF THE COMMUNITY

East Midlands Reserve Forces and Cadets Association is a community-based organisation which strives to keep the Armed Forces at the heart of our community. We endeavour to promote the value of our people at the heart of Defence to create a favourable environment for improved recruitment and retention.

Our estate is interwoven throughout the East Midlands, ensuring that Reserves and Cadets are an integral part of their local communities. We utilise our strong relationships with community contacts and employers to ensure that Defence personnel are treated fairly and with respect.

We have dedicated local expertise, facilities and support functions and operate as a not-for profit organisation. Our extensive portfolio of buildings are offered as venues

to hire at affordable prices, with all funds invested back into the facilities for use by the Reserves and Cadets or their activities.

Our members act as local ambassadors across the region, ensuring the interests of our Armed Forces community remain at the heart of the community. Members are volunteers who include representatives from the Royal Navy, Army and the Royal Air Force but also representation from local authorities, businesses and charities, each seeking to support and promote our core values and messages.

We are proud to support the men and women who make up the Armed Forces community.

We are proud to be at the heart of the community.



DID YOU KNOW?

Cadets offer fun, friendship and action for 10 to 18 year olds





RESERVES: PILLARS OF OUR COMMUNITY

HMS Sherwood on parade during the award of the Freedom of the City of Nottingham

There are over 3,000 Reservists across the East Midlands who support the Regulars in the Royal Navy, Army and Royal Air Force. They are highly trained men and women, on operations at home and overseas. They commit to an annual training programme, learn new skills and are paid for their time. Reservists are a vital part of the Armed Forces and form 17% of the nation's defence capacity.

Reserves in the East Midlands

The majority of Reservists are in the Army Reserve, although Lincolnshire has a greater number of Royal Air Force (RAF) Reserve volunteers.

On 13 October 2018, the RAF Intelligence Reserves Wing invited local dignitaries and employers to celebrate its formation at the International Bomber Command Centre, Lincoln. Over 150 people attended and the various stands provided an overview of the Intelligence Analyst's role and utility to Defence.

The Royal Navy is well represented by HMS Sherwood, which was granted the Freedom of the City of Nottingham, just before our last AGM in 2018. Freedom of the City is an honour granted rarely and marks a significant link between the city and the unit concerned. It allows the unit the privilege to march into the city with 'drums beating, colours flying and bayonets fixed.'

HMS Sherwood exercised its freedom for the first time on 2nd June 2018 and even if the weather was far from kind, the people of Nottingham gave the Royal Navy an enthusiastic welcome.

Providing a link between the military and our local communities

Most of the Reserves are part-time volunteers with full-time civilian jobs. Reservists offer a trained military capability, but they also provide a critical link between the military and civilian communities. This link is increasingly important as the Regular Armed Forces reduced in size and became less visible to the civilian population.

The move of Headquarters 7th Infantry Brigade from Nottingham to Kendrew Barracks in Rutland, with the eventual closure of the Chetwynd Barracks site, will dilute the military presence in one of our region's major cities, placing even greater emphasis on the city's Army Reserve Centres as the remaining tangible links to the military.

Two other military sites with long histories will close over the next two to three years, St George's Barracks in Rutland (formerly RAF North Luffenham) and Prince William of Gloucester Barracks (formerly RAF Spitalgate) in Lincolnshire.

Although none of these sites is maintained by East Midlands RFCA, both have a Reserve presence and those units will be looking for new homes, possibly outside the East Midlands.

The reduction in the physical presence of the Armed Forces in the East Midlands will necessarily increase this RFCA's need to organise and undertake engagement activities in conjunction with our military colleagues to maintain people's awareness of the Armed Forces.



East Midlands Reserves making a real difference

The Reserves of the East Midlands continue to contribute to operations and exercises across the world, including Afghanistan and the Sudan.

Not all Reserves have had to deploy to support operations: RAF Intelligence Reserves have provided support from UK bases to overseas operations, enabled by modern communications systems being everywhere and emphasising the versatility of a Reserve capability in these areas.

Between 50-70% of the RAF Reserves' Reserve Service Days have been expended

SAC James Farnhill on deployment with RAF Intelligence Reserves in Qatar



Sergeant Perry Smith in Sierra Leone



504 (County of Nottingham) Squadron officers on the council house steps

in direct support of operations in this period, rather than training; a direct impact on operations giving a feeling of real achievement for the people concerned.

The RAF is also expanding the concept of Reserve service: ex-Regulars can join Base Support Groups at certain stations and will be used to supplement existing manning at times of excessive workload, or when large numbers of personal are deployed elsewhere.

Additionally, ex-Regular aircrew and ground crew, particularly from the Intelligence, Surveillance, Target Acquisition and Reconnaissance (ISTAR) specialisation, are being offered the opportunity of Reserve service with 616 Squadron at RAF Waddington near Lincoln to bolster Regular capability.

Travel the world as a Reserve

Training exercises remain a key component of the Reserve training syllabus and increasingly Reserve units are exercising with their Regular compatriots. This year has seen Reserves deploy to Belize, Cyprus, France, Germany, Italy, Oman, Slovenia, Norway and the United States for exercises, sometimes as individuals and sometimes as units. Both individuals and units benefit significantly from the experience of travelling abroad and working with the Armed Forces of other nations.

Building and maintaining resilience through Adventure Training

A key feature of Reserve service has always been the opportunity to undertake adventurous training, which provides both the physical and mental challenges which develop individual skills to the benefit of the military, the individual – and often the individual's civilian employer. East Midlands RFCA uses funds raised under the Alternative Venues scheme to assist Reserves to undertake these activities.

This year has seen a number of units undertake activities such as skiing and mountain biking in European destinations. These challenging but enjoyable activities are a central part of the Reserve experience and ones that we will continue to support where possible.

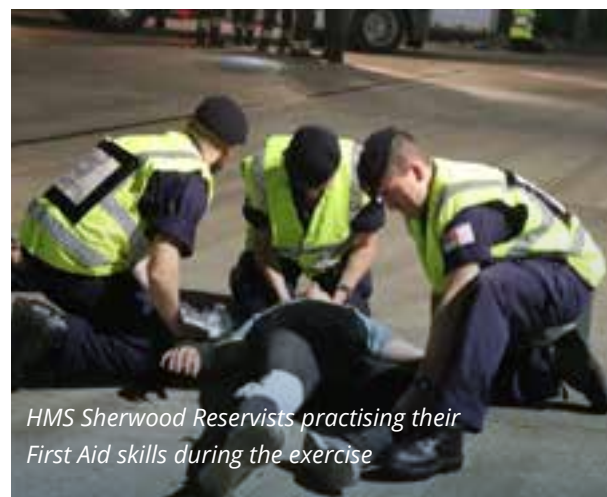
2018/19 Highlights

- Royal Air Force Reserves from No.504 County of Nottingham Squadron celebrated their 90th year
- HMS Sherwood took part in a multi-agency exercise where they practiced their response to a major incident in Nottingham



DID YOU KNOW?

We maintain over 300 buildings on Reserve Forces and Cadet sites



HMS Sherwood Reservists practising their First Aid skills during the exercise



- Lance Corporal Linsey Furness from 1 Military Working Dog Regiment became the first Reservist to earn promotion to Lance Corporal in the Royal Army Veterinary Corps
- Reservists from 167 Catering Support Regiment were named Royal Logistic Corps Ladies Nordic Reserve Team Champions
- More than 100 Officer Cadets from across the East Midlands took part in adventurous training
- The Nottinghamshire detachment of 53 Military Intelligence Company successfully relocated from Nottingham to Chesterfield
- Royal Air Force Reserve Aircraftman Gemma Hughes from 7010 (VR) Squadron won two trophies after completing the Vitruvian Triathlon
- Reservists from the Mercian Regiment's 4 Battalion Patrols Team competed in the Italian Raid Commando military competition, better known as Lombardia
- 203 (Loughborough) Transport Squadron, 158 Regiment, Royal Logistic Corps hosted a recruitment pop-up shop for Armed Forces Week
- C Troop, 201 Battery, 103rd Regiment Royal Artillery from Nottingham celebrated the first year since they were established in 2017

"I won't lie and say that it has always been easy but I can say it has always been worth it"

Senior Aircraftman Dawn Lucas-Lickess, aged 59, serves as a motor transport driver in the RAF as part of No.504 (County of Nottingham) Squadron. This year she celebrates her 18th year in the RAF Reserve and she is encouraging other women to follow in her footsteps.

Dawn said: "The best thing about being in the Reserves is the friends I've made, the banter we share and the social events we attend. It's like being part of one big family and it has opened up a different way of life for me.

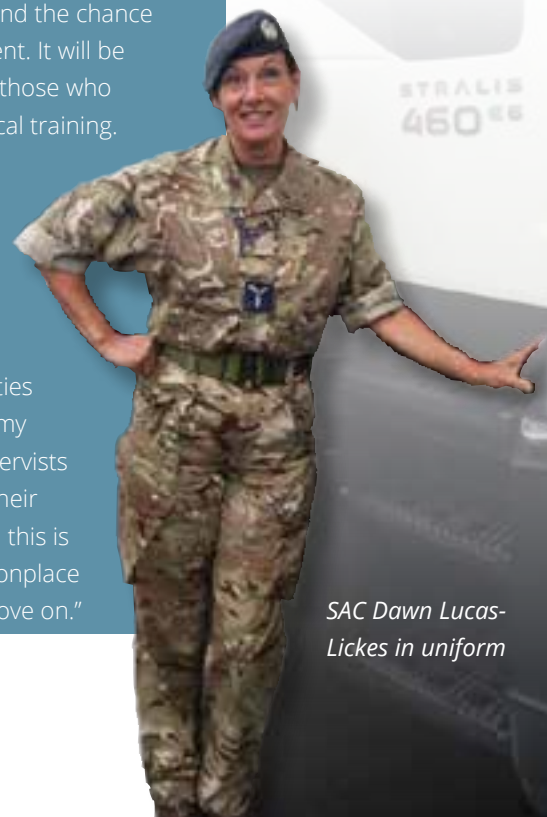
"Without hesitation, I would recommend joining the Reserves, particularly if you are looking for adventure and the chance to do something different. It will be especially appealing to those who enjoy fitness and physical training.

"I didn't find it daunting joining a male dominated environment, in fact I relished the chance to take on new opportunities and make my mark. In my experience, female Reservists are treated equally to their male counterparts, and this is becoming more commonplace as times continue to move on."

167 Catering Support Regiment, RLC Ladies Reserve Nordic Champions 2019



SAC Dawn Lucas-Lickes



SAC Dawn Lucas-Lickes in uniform

“My passion for adventure training allowed me to expand my horizons”

Corporal Pat Hoey serves with the Royal Marines Reserve and joined the Nottingham Detachment around nine years ago where at that time he was a student.

As a keen sports person he was excited to be offered an opportunity to work at the Naval Outdoor Centre in Germany on a Full-Time Reserve Service contract and decided to leave his old life behind to follow his ambition of becoming an adventure training instructor.

Pat said: “There was a position available at the Naval Outdoor Centre as an adventure training instructor and I decided this

was too good an opportunity to pass up, so 10 days later I found myself driving to Germany with all of my possessions. Here I quickly took part in some ski training and later in the Silveretta multi-day ski tour in Austria with the staff.

“I’m now more than three years into my contract and have not regretted my decision to move at all. I have developed a range of ski qualifications I can take back and deliver to the wider corps and have been able to deliver activities to a range of audiences using my new qualifications.

“Whilst this is not a conventional role for a Reservist to fill, my passion for adventure training allowed me to expand my horizons. The Royal Marines Reserve has invested in me and I have been allowed to develop myself during my placement to become widely useful at the centre delivering a range of training to the wider Naval Service.”



Corporal Pat Hoey during his training in Germany

“I have felt a real sense of belonging”

Corporal Rosie Roberts, aged 27, serves with the Army Reserve’s 212 Field Hospital in Beeston and works as a registered nurse at Nottingham’s Queen’s Medical Centre. She explains why she loves being a Reservist and why joining the military was one of the best decisions she ever made.

Rosie said: “A lot of people around me thought that I wouldn’t do it. They said I wasn’t strong, fit or tough enough (both physically and mentally), and that the Army wasn’t for me. This however made me much more determined to join and push myself out of my comfort zone. I never expected I would love the role as much as I do now, it probably sounds silly but I have felt a real sense of belonging at my unit, it’s fantastic.

“Completing my Phase One training was a huge accomplishment for me. I met some fantastic people who will no doubt be friends for life because of the experience we shared together. I pushed myself beyond my limits every day and I feel a stronger person for it.

“The main highlight was my pass off parade and being able to march onto the parade square with the military band. My mum, dad, sister and brother-in-law all attended and it was a very proud day for me.

“I am really keen to deploy on operations in the future to utilise clinical skills from my civilian role in a field hospital setting. Taking my nursing from the NHS to the field would be a highlight for both me personally and my nursing career overall.”



Corporal Rosie Roberts in her NHS Uniform



DID YOU KNOW?

We secured £450,000 of extra funding to improve our Estate

Lieutenant Victoria Rogers with her family



“It’s just like a hobby that you get paid for”

Lieutenant Victoria Rogers, aged 43, joined the Royal Naval Reserve HMS Sherwood five years ago and is now an Amphibious Warfare Officer providing support to the regular Navy. During her time as a Reserve she has particularly enjoyed being at sea.

Victoria said: “I have been to sea a number of times in my role, once for two months aboard HMS Ocean on Op Ruman and two weeks aboard RFA Lyme Bay working with the French Navy.

“My ambitions are to go to sea more and to continue to climb the ranks to hopefully become Lieutenant Commander.

“When you go away with the Royal Navy it feels like a fun thing to do, it doesn’t feel like a job at all. It’s just like a hobby that you get paid for. I really enjoy coming to the Unit once a week and I have met many lovely like-minded people.

“I would absolutely recommend a career in the military, it’s one of the best things I have ever done.”



Lieutenant Victoria Rogers with shipmate AB Michelle Rowlands



DID YOU KNOW?

42,860 people visited our website

CADETS: SHAPING THE FUTURE

The Ministry of Defence sponsored Cadet organisations are immensely effective at supporting, encouraging and developing young people. An ongoing study into the Cadets by the University of Northampton has reinforced the results of earlier studies that highlighted the numerous benefits that Cadets bring to young people, the Adult Volunteers and society as a whole.

*Lance Corporal
Sallyann Foster and
Private Chantelle
Bartlett on their
summer training
exercise*

The Cadets offer young people the opportunity to develop their social and leadership skills, be challenged, develop strength of character and improve their self-esteem, all attributes that will be a huge advantage as they progress into adulthood.

In the East Midlands, over 11,000 young people are members of the Cadets, in school based Combined Cadet Force contingents and the community based Sea Cadet Corps, Army Cadet Force and the Air Training Corps.

Army Cadets enjoy action packed adventures at summer camp

The biggest event in any Army Cadet's calendar is their annual summer camp. In recent years, Cadets from across the region have come together and are divided up for training based on their skills and experience and not where they are from. This allows for cost effective use of resources and enables Cadets from all backgrounds to make friends with their peers from other detachments.

*Leicestershire,
Northamptonshire
and Rutland Army
Cadet Force Band
on parade during
annual camp*



Summer camps are carefully planned to incorporate a variety of activities to maximise a Cadets skillset. Activities can include fieldcraft, shooting and adventure training.

In summer 2018, over 1,300 young people from across the region attended summer camps across the country, at Otterburn Training Camp in the Cheviot Hills just south of the Scottish border, Altcar Training Camp on the Merseyside coast and Warcop Camp, Cumbria.

In 2019, it is planned that nearly 1,500 Cadets will attend camps in Lydd Training Camp on the Kent coast, Swynnerton Training Camp, Staffordshire and Wathgill Camp near Catterick, North Yorkshire.

The Army Cadet Force is all about providing a progressive and challenging experience for Cadets and summer camp helps to bring out the very best in the Cadets and lets them 'inspire to achieve'.

Bringing out the best in young people

Last summer, HRH the Duke of Cambridge, HRH the Crown Prince of Bahrain and the Prime Minister met with Cadets at the handover of the new Defence National Rehabilitation Centre at Stanford-on-Soar.

These young people were a great credit to Cadets as they provided an honour guard throughout the event. The exemplary way these Cadets performed their duties was recognised when the Prime Minister took time from her busy schedule to speak in turn to each of them, as did the Second Sea Lord and other senior military guests, a level of attention that would stress most teenagers (the youngest in the group was 15); yet throughout the day these young people proved great ambassadors for their organisations and young people as a whole.

Days like this emphasise the great work done by the Cadet Force Adult Volunteers in helping to bring out the best in young people.

Hundreds of young people in the East Midlands are benefiting from school based Cadet Units

The Government's Cadet Expansion Programme (CEP) is well on its way to reaching its target of 500 Cadet Units in schools across the United Kingdom by 2020.

There are currently 20 CEP contingents in the East Midlands, some have been active for over four years and others are still in their infancy. Across the region, there are almost 350 school children attending a Cadet Expansion Programme detachment.

Our 2018/19 achievements

This year we've:

- Inspired 1,300 young people from across the region to make new friends and have fun at summer camps
- Welcomed HRH the Duke of Cambridge, HRH the Crown Prince of Bahrain and the Prime Minister who met with Cadets at the handover of the new Defence National Rehabilitation Centre at Stanford-on-Soar
- Successfully set up a number of new Cadet Expansion Programme contingents which have joined the 17 pre-existing Combined Cadet Force's (CCF) (13 in independent schools, four in state funded schools) in the region
- Seen almost 350 Cadets attend a unit through the Cadet Expansion Programme.

"It has transformed me in so many ways"

Cadet Corporal Dominique Hardaker joined the Air Cadets as part of 126 (City of Derby) Squadron five years ago because she was looking for a new hobby and had an interest in the military.

Dominique said: "I'd definitely recommend Cadets to other people. It has transformed me in so many ways, it's made me more confident and made me consider what I need to improve on. I think other people should give it a go to see if it's for them.

"It has definitely helped me through a lot of tough times. The community feel of the Cadets the way that we work together, you just can't find it anywhere else and that's probably why it's one of my favourite things.

"I've been on loads of trips with Cadets but I've got to say my favourite was probably adventure training at Lake Windermere. We actually did our one star kayaking qualification through that and it was fun. We got to spend a week up there and do loads of hiking too."



Cadet Corporal Dominique Hardaker showing the Air Simulator to Air Commodore Dawn McCafferty

Senior Cadets from Lincolnshire Army Cadet Force heading out on a fieldcraft exercise on Annual Camp





Leading Cadet Tom Middleton with a Junior Cadet on camp

“It’s my chance to give back and inspire others”

Leading Cadet Tom Middleton, aged 15, joined Nottingham Sea Cadets four years ago after deciding he wanted a new hobby.

Tom explained: “The best thing about Cadets is meeting new friends, getting out on the water and having the chance to get qualifications for activities you enjoy. One of my highlights is windsurfing as it’s great fun.

“When I joined I was a shy Junior Cadet but my confidence has increased which will be really useful for my future. It’s great to be a role model for younger Cadets as I believe that the youth organisation as a whole, the volunteers, and other former senior Cadets, invested in me so now it’s my chance to give back and inspire others.

“Being a senior Cadet allows me to demonstrate a level of maturity which other people my age may find difficult to do. I’m sure all of the activities and qualifications I’ve gained through the Sea Cadets will look good on my CV and will hopefully provide my potential future employers with a positive view of me.

“Being a Cadet is fantastic. You get to do some once in a life-time activities and generally just make the most of your time outside of school.”



Cadet Daria Murariu from Magnus Academy Combined Cadet Force and the pilot during her Air Experience Flight

DID YOU KNOW?

Interest for the Armed Forces was notable with 17% increase in online enquiries



Cadet Sergeant Leanne Strudwick

“It gave me the confidence to try new things”

Cadet Sergeant Leanne Strudwick, aged 17, joined the Army Cadets in Lincolnshire six years ago after being inspired by her Dad’s stories from his time in the military.

Leanne said: “I’m currently studying towards my A Levels in Maths, Chemistry, Biology and History at sixth form. I’ve found the Army Cadet Force to be a positive thing to do outside of school as it is really flexible and allows me to take part in as many or as few activities as I can manage. I actually took some school work with me to summer camp this year as there is always a bit of time for me to squeeze in a bit of study time if I want to.

“I had the opportunity to go skiing two years in a row in 2015 and 2016 which was great. It really was an amazing experience as I had never been skiing before.

“It wasn’t something I had ever had a particular interest in but the Army Cadet Force opened my eyes to taking part in the sport. I had a really good time and the Army Cadet Force makes the experience much more cost effective meaning I could go along and join in.

“Apart from learning a range of new skills on the slopes, skiing also gave me the confidence to try new things, both on the trips and when I got home. It was also great to work on my team-building skills, as we supported each other when we fell over or perfecting the turns we were instructed to do.”

CADET FORCE ADULT VOLUNTEERS: INSPIRING OTHERS TO GO FURTHER

Our Cadet Force Adult Volunteers help instruct and advise Sea, Army or Air Cadets at their weekly sessions. They inspire others through their dedicated volunteering, sharing their knowledge to help develop our young Cadets.

They deliver a programme of activities for young people aged 10 to 20 (depending on the Cadet Force). This can include, but is not limited to, sports, shooting, canoeing, first aid and fieldcraft.

A Cadet Force Adult Volunteer does not need to have a military background but they do need to have an understanding of what it's like to be a young person today and a passion for making a difference. All of the Cadet Forces are constantly looking to recruit adults to join the ranks of volunteers and make a difference to children's lives. A comprehensive training programme is provided for all new Adult Volunteers and many find that what they learn benefits their civilian careers as well.

Adult Volunteers in the East Midlands

In the East Midlands there are almost 2,000 Cadet Force Adult Volunteers (CFAV), who provide a rewarding and stimulating environment for young people to thrive.

From running a small Cadet detachment in a remote Derbyshire Peaks village, escorting Cadets to St James Palace to receive their Gold Duke of Edinburgh award or taking Cadets overseas for the first time in their lives to go on adventure training in Cyprus, the role of a CFAV is varied and challenging. But the reward of instilling values and self-worth into a young person is incalculable, the skills and qualifications a CFAV can achieve can also make a big difference to their own lives.

"I can help to make a difference to the lives of other young people"

Adult volunteer Second Lieutenant Vikki Hill, aged 31, is a mum of two, works part-time as an Office Manager for the NHS and volunteers with Lincolnshire ACF's Newport Detachment in her spare time.

She believes that becoming an Army Cadet Force Volunteer has helped her grow in confidence.

Vikki said: "Being an Adult Volunteer is great as it allows you to get out of the process what you put in. It is 'my time' away from home where I can help to make a difference to the lives of other young people.

"My confidence has definitely grown since I started to volunteer. I have learnt how to communicate with children who are a little older than my girls at home, how to teach lessons and how to make activities engaging for everyone involved. In my day job I work closely with autistic children so this is a transferable skill I have been able to bring with me in to the Army Cadet Force allowing me to understand the needs of those with varied needs in the youth organisation.

"Working for the NHS I have to be First Aid trained and being a part of the Army Cadet Force this is also an important skill so I feel my two roles do have cross-overs and work well together.

"I would encourage others to join the Army Cadet Force as the experience gives you a sense of responsibility. It allows you to develop a sense of pride and means you can have a positive impact on young people who come from various different backgrounds. You can help Cadets achieve things they never thought were possible and this is amazing to me."



Adult Volunteers from Derbyshire Army Cadet Force enjoying summer camp



Lt Joseph Chivayo at the Belvoir Castle Cadet Commissioning Parade

Adult Volunteer 2Lt Vikki Hill





EMPLOYER ENGAGEMENT: BUILDING RELATIONSHIPS WITH THE BUSINESS COMMUNITY

The Leicester Asian Business Association Army Engagement event

Our Employer Engagement team has a focused effort on developing and sustaining strong, positive, mutually beneficial relationships between employers across the East Midlands and Defence personnel. We develop relationships that support recruitment, retention, resettlement, rehabilitation, corporate business and operational objectives.

To achieve the objectives our Employer Engagement strategy has three principal activities:

- Raising awareness of the needs of Armed Forces personnel
- Sustaining current employer relationships
- Establishing new relationships with employers

DID YOU KNOW?

1,300 young people from the East Midlands Army Cadets attended a summer camp

Objectives and strategy

Our main objectives are to provide support for:

- Recruitment and retention of Reservists
- Resettlement and employment of Regular Service personnel at the end of their service
- Employment of spouses and civil partners of Service personnel
- Cadet Force Adult Volunteers in the workplace

Why businesses in the East Midlands are backing the Armed Forces Covenant

The Armed Forces Covenant is a pledge to treat those who serve or who have served, and their families, with fairness and respect.

The Covenant is the means for an employer to develop a mutually beneficial relationship with the Armed Forces community. This can include those who work for the organisation or access its products and services.

The Covenant also provides an opportunity to recognise publicly the value that serving personnel, Regulars and Reserves, veterans and military families contribute to our country.

Muslim businesses in Nottingham came together to sign the Armed Forces Covenant



Benefits of backing the Armed Forces Covenant:

- Attract highly skilled military personnel, ex-Regulars or Reservists - with core transferable skills such as IT, catering, first aid and business and technical qualifications
- Access to a recruitment platform targeted at service leavers with particular skill sets
- Access to a recruitment platform targeted at Service spouses and partners
- Positive impact to your organisation's reputation and corporate social responsibility
- Access to free personal development training and leadership activities
- Discounted rates on versatile and affordable venues to hire across the UK
- Acknowledgment of your support through the Defence Employer Recognition Scheme

Across the East Midlands, 418 businesses have signed the Covenant, pledging support and accessing the benefits. There have been 69 signings in Derbyshire, 70 in Leicestershire, 87 in Lincolnshire, 58 in Northamptonshire, 122 in Nottinghamshire and 6 in Rutland.

Employer Recognition Scheme

The Defence Employer Recognition Scheme encourages employers to support Defence personnel and inspire others to do the same. The scheme includes Bronze, Silver and Gold awards for employer organisations that pledge, demonstrate or advocate support to the Armed Forces community, and align their support with the Armed Forces Covenant.



Nottinghamshire Councils re-signed the covenant as part of the WWI commemoration

Bronze Award

Bronze Award holders are self-nominated employers who pledge their intention to support and who have signed the Armed Forces Covenant. This is for employers who promote being Armed Forces friendly and are open to employing Reservists, service leavers, Cadet Force Adult Volunteers and military spouses or partners.

There are 187 employers with a Bronze Award in the East Midlands.

Silver Award

Silver Award holders demonstrate support for Defence personnel and employ at least one member of the Armed Forces community (Reservist, Service-leaver, military spouse or Cadet Force Adult Volunteer), actively communicating and upholding a positive stance to their employees via established HR policies and procedures.

Silver Award holders support Reservists by providing leave flexibility to allow them to fulfil their military training and mobilisation commitments.

DID YOU KNOW?

Alternative Venue turnover increased by 50%

Derbyshire based Silver Award winners





A team being briefed before the task during Exercise Executive Leader



Employers during the Air Combat Power Visit

There are 112 employers with a Silver Award across our region.

Nominations for 2019 closed on 1st May; 24 East Midlands' employers have been nominated and awards will be announced in August.

Gold Award

Gold Award holders proactively advocate and support Defence personnel, communicating their commitment both internally to employees and externally to the wider community, through established policies and examples of support.

Gold Award holders demonstrate significant support for Reservists, enabling them to fulfil their military training and mobilisation commitments.

There are six Gold award holders in the East Midlands.

Nominations for 2019 closed on 27th March; 10 East Midlands' employers have submitted nominations, awards will be announced in August.

One of the employers trying out the equipment on the Mission Training and Mobilisation Centre visit

Find out more at www.gov.uk and search for 'Armed Forces Covenant' or 'Employer Recognition Scheme'.



Our 2018/19 achievements

This year we've:

- Engaged with employers across the East Midlands at a variety of events, including:
 - An overseas visit to Reserves training in Norway
 - The Mobbs Memorial Rugby match with Northampton Saints
 - Beating Retreat at Chatsworth House
 - Military Tattoo in Buxton, Derbyshire
 - Leadership training exercises with the Army and the Royal Air Force
 - London Heritage day attended by the Assistant Chief of Defence Staff (Reserves and Cadets)
 - Her Majesty's Birthday Parade
 - Visit to the Army's Mission Training and Mobilisation Centre
 - Charity golf event
 - Air Combat Power event at RAF Coningsby
 - Leicester Asian Business Association Army engagement event
- Supported more than 900 Reservists in their place of work across the East Midlands

- Helped 170 East Midlands' employers sign the Armed Forces covenant
- Seen 86 East Midlands' businesses receive a Bronze Award in the Employer Recognition Scheme
- Seen 31 East Midlands' businesses receive a Silver Award in the Employer Recognition Scheme
- Assisted three East Midlands businesses in receiving a Gold Award in the Employer Recognition Scheme. The businesses were the University of Lincoln, University Hospitals of Leicester NHS Trust and SkillForce. They received their awards from HRH the Earl of Wessex and the Secretary of State for Defence at a special event in London. The total number of Gold Award holders in the East Midlands is now six.

Regional Employer Engagement Group

This year we bid farewell and offer our sincere thanks to Dr Peter Barrett who has been the Chair of our Regional Employer Engagement Group for six years.

This group of influential business people, from the public and private sectors, supports our engagement strategy, providing advice on how best to communicate the benefits of employing Defence personnel and helping the military to understand the needs of employers.

The new Chair for the Group is Professor Dean Fathers, Chair of Nottinghamshire Healthcare NHS Foundation Trust.

For more information, please contact:

John Wilson OBE DL, Regional Employer Engagement Director on **0115 924 8627** or **em-empsp@rfca.mod.uk**



Rosie James and Eddie Mewies, M-EC

“Reservists bring skills and experience to our workplace that we can all learn from”

M-EC Consulting Development Engineers, became the first small business in the UK to achieve the award in 2015.

Edward Mewies, Managing Director for M-EC Consulting Development Engineers, said: “I have a very strong sense of duty to recognise and support those that make or have made such significant commitments to serve their country. Through my advocacy work I hope to encourage not only my colleagues at work but also the wider community to do the same.

“Reservists bring skills and experience to our workplace that we can all learn from. They are relentless in their drive to succeed and keep pushing on through challenges to achieve their goals. They display commitment, leadership and organisational skills and it's a fantastic honour to employ those who serve to protect us.”

Rosie James, aged 39, has worked for M-EC Consulting Development Engineers for six years as Associate Director for M-EC Acoustic Air. She has also been an Army Reservist for four years, serving as a Driver in 203 Transport Squadron, 158 Regiment, Royal Logistic Corps in Loughborough.

Rosie said: “My civilian and Reserve roles are very different in terms of the actual job and level of responsibility, however they both require confidence, leadership and people skills. As a Reserve I am provided with leadership training which benefits both roles.

“I'm really lucky that M-EC are very supportive of my Reservist commitments and provide me with an additional two weeks paid leave for training for courses that cannot be done outside of my normal working hours.

“Being a Reserve is incredibly rewarding and in a lot of ways it is completely different to my day job, in a sense I am simultaneously building two different careers. It can feel like a lot of hard work but I never regret it and I've made a lot of lifelong friends.”



ESTATES: BUILDING SOLID FOUNDATIONS

A heritage green plaque was installed at Melton Drill Hall

We manage and maintain over 300 buildings on Reserve Forces and Cadets sites across the East Midlands.

This involves:

- Mandatory inspections plus testing
- Running a help desk to record faults
- Undertaking reactive maintenance to fix faults

We also undertake major building projects, with budgets of several million pounds. We manage waste disposal, cleaning and some utilities management for each site.

In addition we maintain a vehicle fleet to provide transport for the Army Cadet Force.

Our 2018/19 achievements

This year we have:

- Developed the way we work and improved our IT systems to better manage the leasing and hiring for the estate
- Continued to carry out improvements and major repairs to Army and RAF Cadet Centres across the region, utilising Local Infrastructure Improvement Funding and Regionally Generated Income

- Demolished an unsafe building at the Army Reserve Centre on Ulverscroft Road in Leicester. Repaired the roofs at Kingsway in Derby and Chesterfield Army Reserve Centres

- Received approval from Defence Infrastructure Organisation Scrutiny for new garages and workshops at Sobraon Barracks in Lincoln; final sign-off and allocation of funding is anticipated in the coming weeks. Work is set to start in summer

- Made improvements to the Cadet Estate through an injection of funding from Defence Infrastructure Organisation, Air Training Corps and Regionally Generated Income. These improvements included;

- Over-roofing at Eckington Army Cadet Force facility to prevent leaking

- Provision of heating in a former garage at Phoenix Street in Derby to create additional classroom space

- Refurbishment of Stamford Army Cadet Force building

- Refurbishment of Long Sutton Army Cadet Force building

- Conversion of the Aaron Block at the Derby Air Training Corps site to create additional storage



DID YOU KNOW?

170 East Midlands employers signed the Armed Forces Covenant



- Internal refurbishment at Blidworth and Sutton-in-Ashfield Army Cadet Force buildings
- Servery and toilets upgrades at many sites
- Gratefully received the freehold of the Joint Cadet Centre at Spring Gardens in Wellingborough from the local council, securing the future of the Air and Army Cadets at this location
- Continued to support and manage the adaptations to Service personnel's homes following serious illness or injury. This is extremely rewarding as we help to improve the wellbeing and way of life for the service personnel and their family.

Looking ahead

As always funding will continue to be our biggest challenge, with budgets remaining stringent and no guarantee of a late injection of money to see us through the year. We will continue to manage the estate to the best of our abilities, ensuring that it remains compliant and safe.

As previously mentioned, we plan to start work on new buildings at Sobraon Barracks in Lincoln this summer. We are also awaiting approval for a similar project at Kingsway Army Reserve Centre in Derby. This will assist in the recruitment and retention of Reserves in these locations.

There are major plans for the Cadet Centres in the next year, which include a new squadron building for 2425 (Nottingham Airport) Squadron Air Training Corps, the purchase of the freehold for 1101 (Kettering) Air Training Corps, and an extension to 1211 (Swandlicote) Air Training Corps.

The handover ceremony for the freehold of Wellingborough Cadet Centre



DID YOU KNOW?

Last year we secured £228,735 of media coverage for FREE



ALTERNATIVE VENUES: SECURING OUR FUTURE

Maintaining our estate costs one million pounds per year and this is part funded through income generated from our **Alternative Venues offering**. **Alternative Venues** is a catalogue of our properties that are available to hire to the public. They offer affordable, versatile and secure spaces, right across the East Midlands.

Our sites offer large halls, conference facilities, kitchens, disabled access and audio visual equipment. They can accommodate groups of up to 150 people and are located in easy to reach locations in the heart of our communities.

For more information or to make a booking enquiry visit www.eastmidlandsrfa.co.uk or contact the team on **0800 169 0880** or email em-offCadets@rfa.mod.uk

Don't just take our word for it

"I cannot thank the staff enough for their help with my event. The evening went really well and I will definitely be coming back again" - Daniel Bailey

"Sobraon Barracks is the ideal place for us to hold our regular meetings. Great facilities and brilliant helpful staff." - Martin Gibson

"The venues themselves are more than sufficient for our needs, with hot drink facilities and informal break out areas. The staff on site are always welcoming and accommodating, helping us with anything that they can do." - Nicola Bradley



THE POWER OF COMMUNICATION

East Midlands Reserve Forces and Cadets Association uses advertising and marketing tools to engage with the public and provide them with information about the Armed Forces in their community.

Our communications focus on promoting, educating and encouraging members of our community to learn more about what we can offer, whether that is volunteering opportunities, joining the Reserves or supporting service leavers.

Our 2018/19 achievements

Digital

- The number of people engaging directly with us has continued to grow, with 42,860 people visiting our website, an increase of 15% from the previous year

- Interest for the Armed Forces and demands for information was notable on our website with 4,602 enquiries, an increase of 71%
- The number of pages viewed on our website increased by 5% to 102,331
- Social media interaction has continued to grow, with supporter numbers increasing alongside engagement levels:
 - 1,646 likes on Facebook, an increase of 18%
 - 2,561 followers on twitter, an increase of 7%
 - Instagram has seen the most dramatic growth with 307 followers, a 200% increase
 - LinkedIn was introduced in February 2019 and already has 108 followers
 - YouTube has seen subscribers rise to 157, a 34% increase

Media

- Building and maintaining strong relationships with the press is an important part of ensuring we reach our stakeholders. Our Advertising Value Equivalent was £228,735; this refers to the cost of buying the space taken up by an article, had the article been an advertisement. This saw an increase of £15,835 compared to 2017/18.



DID YOU KNOW?

1,646 likes on Facebook, an increase of 18%

FINANCIAL OVERVIEW

FINANCIAL YEAR 18/19

This financial year's expenditure totals £7.1m

East Midlands RFCA is funded by multiple Ministry of Defence and single Service sources to deliver its three mandated Defence outputs of Estates, Engagement and Cadets and Youth.

Staff costs increased in financial year 18/19 in line with annual increases.

Estates Management expenditure saw an increase of £615k due to Regionally Generated Income (RGI) funded work of £475k, and Statutory Mandatory Works funding.

Infrastructure costs are up by £42k due to the reinstated budget for Facilities Management – which has seen more sites being cleaned on a regular basis.

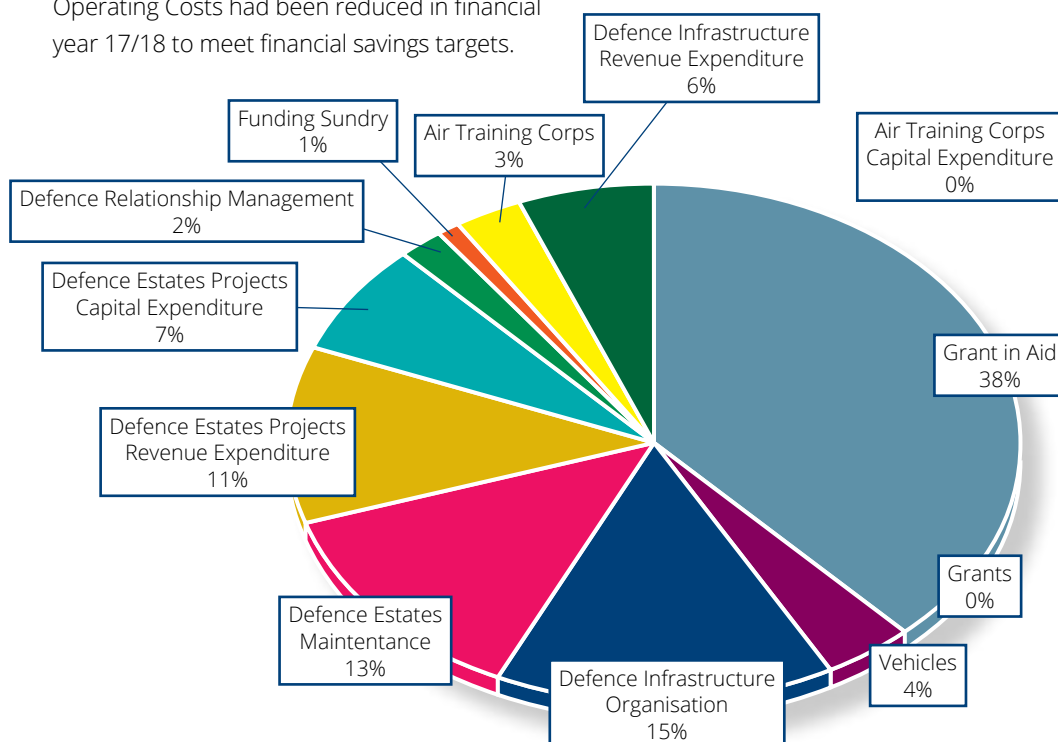
Reserve and Cadet support expenditure is up by £114k compared to last year due to the reinstated Army Cadet Force Operational grant and an increase of £10k for the Council of Reserve Forces and Cadets Associations management fee. Both the Facilities Management and Army Cadet Force Operating Costs had been reduced in financial year 17/18 to meet financial savings targets.

We continue to generate an income from the commercial exploitation of our estate and this is an area of the business we hope to build in the future.

The hiring of Army Reserve Centres and Cadet Centres raised an income of £156k this year, an increase of £50k on the previous financial year.

East Midlands RFCA secured a further £251k in non-domestic rates (NDR) rebates from local authorities. Gains on Vehicles generated £14.6k during the year. Feed in tariffs produced £8k of income.

The money raised has funded various estates projects approved by our Finance Scrutiny Committee and our Board; it has also been used to assist Reserves and Cadets undertake adventurous training.



THE YEAR AHEAD

As we look back over our achievements of the last 12 months in this Annual Report, I thought that it might be of interest to consider also what we want to achieve in the coming year. This will be a snapshot of our intent. The full detail will be explained in our annual management plan, to be approved by the board in June.

So what are we intending to do in the next 12 months? Well, whatever we do it will fit within our three principal lines of business: the Volunteer Estate, Engagement, and Cadets and Youth.

The Tailored Review

One task, which is underway at the moment, might influence how we go about our work. The RFCAs are currently subject to what is known as a Tailored Review, whereby a senior civil servant examines what we are supposed to do, what we are actually doing and considers what else we might be capable of doing (my synopsis of several pages of terms of reference).

This is nothing unusual and it is a requirement of government that arms-length bodies are subject to such a review every few years. The review team are currently in the process of visiting every Reserve Forces and Cadets Association in the UK and talking to our stakeholders.

The report will not be compiled until later in the year, but initial discussions have identified a few areas in which we are keen to improve: for example, structured induction schemes for new members.



Building a firm base for Reserves and Cadets

Our Estates team will be focused on two large projects this year: new garages, workshops and offices at Sobraon Army Reserve Centre in Lincoln and at Kingsway Army Reserve Centre in Derby. Both projects are related to changes resulting from the Future Reserves 2020 programme and will enable Lincoln's 160 Transport Squadron Royal Logistic Corps (RLC) and Derby's 148 Field Company of 103 Battalion Royal Electrical Mechanical Engineers (REME) to operate more effectively.

The combined projects represent an investment of some £5 million by the Army in the East Midlands Reserve infrastructure. The modern facilities will not just enable more effective operation, but will also hopefully have a positive effect on recruitment and retention.



Improvements to showers and toilets appear to be to the forefront of many unit commanders' minds and we will continue to identify opportunities to replace outdated facilities wherever we can; we are also trying to rebalance provision between male and female facilities, particularly in light of the opening of close combat roles to women.

The Band and Corps of Drums of Nottinghamshire Army Cadet Force performed at the Menin Gate



The Head of Estates and I intend to continue a series of monthly visits to Volunteer Estate properties, but I urge unit commanders to consider the improvements they would like at their sites; you are the operators and the sites are vehicles for you to undertake your training.

Rising to the challenges ahead

We face a potential challenge with the impending closure of the Army's Chetwynd Barracks in Nottingham, where the current intention is to sell the entire site. If this plan proceeds the 140 plus Cadets using the Cadet Training Centre in the adjoining Foresters Road site at weekends and holidays will lose the ability to practise fieldcraft and other outdoor activities.

The alternative outdoor training facilities suggested are some 90 minutes away and are already heavily used by the Cadets of Lincolnshire, Leicestershire, Northamptonshire and Rutland.

A similar issue faces us at St George's Barracks in Rutland, where the current plans do not include reprovision of accommodation for the existing Army Cadet Force detachment. This appears counter-intuitive as the family married quarters will remain and a large number of other houses are being planned for the area.

We will continue to strive for a solution that does not disadvantage the Cadets of the East Midlands.

Keeping at the heart of our community

The focus on engagement is strengthening incrementally and the need for the Reserve Forces and Cadets Association (RFCAs) to act as a link between the Armed Forces and local communities is likely to grow with it.

The reduction in the size of the Armed Forces, combined with the Army's increasing concentration in larger garrisons, sometimes relatively remote, such as Rutland's Kendrew Barracks, can only bolster that need.

East Midlands RFCA has one of the smallest engagement teams of any RFCA and for some years our intent has been to mirror the establishment of a Head of Engagement post, which has occurred in a number of other RFCAs.

The post provides the RFCA with a senior manager to coordinate the work of the employer engagement and communications areas. With a Head of Engagement this RFCA will be able to enhance its engagement activities and work more closely with the Armed Forces, local authorities and businesses. It is likely that the rationalisation of



DID YOU KNOW?

Instagram grew from 0 to 307 followers



staffing levels in other, larger, RFCAs will provide the necessary funding for East Midlands RFCA to recruit this important post within the next 12 months.

Working better together

The 13 RFCAs are increasingly working in an open, cooperative and corporate manner, assisted greatly by the Framework Agreement, signed on 16 March 2016 by the Chairmen of each RFCA. This agreement does not erode the independence of individual RFCAs but strengthens our impact by increasing our ability to act, and to be seen to act, in a corporate manner across the country. This is increasingly important in a world in which customers want to see hard evidence of performance and effectiveness.

The emphasis on collection, processing and analysis of data is growing and is increasingly demanded by our customers to prove our effectiveness and performance. Each of the RFCAs' Estates departments now contributes towards a 'dashboard' which is used to report our individual and joint performance in completing statutory and mandatory inspections and tests (for example regular legionella tests) and our ability to respond to the reporting of faults on the estate.

To produce a coherent report each RFCA needs to approach the task in an identical fashion. As you can imagine there have been teething problems, but the report has been exceptionally well received by our customers, who have stated that it is much better than that produced by many civilian contractors.

We have reorganised our Estates department, as have other RFCAs, to ensure that we handle data more effectively and the function is already proving a useful tool in holding our contractors to account. This work will continue into this financial year.

Committed to listening to our members

Finally, an area of work that we have been developing for some time will continue. The agenda for our board meetings has grown somewhat over the past year or so as that body exercises a greater oversight of business and provides more direction to our business process.

To enable the board in this task, volunteer sub-committees have been formed to consider finance and estates business; the Regional Employer Engagement Group, a committee of employer volunteers has been in place for many years.



DID YOU KNOW?

The number of pages viewed on our website increased by 5% to 102,331



The chairman and I believe that this will give our members a greater say in what we do and enable them to provide support to the Reserves and Cadets – which is what we are all about. Thus, East Midlands RFCA will remain at the heart of the community it serves and supports.

It's the end of an era

In closing, I would like to thank our departing Chairman for his help, patience and guidance over the past seven years. Future Reserves 2020 and its many follow-up papers, in a time of significant strategic change, have made Colonel Colville's time busy to say the least. It is thanks to his considerable commitment over a significant period of time that this RFCA is as well regarded as it is. I am sure that I join all our members and staff in wishing Murray all the very best for the future.

Gp Capt (Rtd) N D Sharpe
Chief Executive



Contacts

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Do you have a story you'd like to share?

Share your story and help to raise awareness
of Reserves and Cadets in the East Midlands
email em-comms@rfca.mod.uk

Go digital!

Sign-up now to receive our e-newsletter and
get all the latest news direct to your email
inbox. To sign-up, send your request to
em-comms@rfca.mod.uk with the subject
title NEWSLETTER

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 East Midlands Reserve Forces