

ANNUAL REPORT 2017



**WE ARE
EAST MIDLANDS
RESERVE FORCES AND
CADETS ASSOCIATION**

www.eastmidlandsrfa.co.uk



CONTENTS

Chief Executive Introduction	2-3
Chairman's Report	4-7
Employer Engagement	8-11
Cadets and Youth	12-13
Financial Overview	14
Estates	15-18
Communications Update	19-21
News stories produced by East Midlands RFCA	22-32

East Midlands Reserve Forces and Cadets Association (RFCA) supports both Reserve Forces and Cadet organisations throughout the region. The RFCA also manages both the reserve and cadet estate.

CHIEF EXECUTIVE INTRODUCTION



Group Captain (Rtd.) Nick Sharpe, Chief Executive.

The East Midlands is exceptionally lucky to have a wide range of adults and younger members of the community who are keen to get involved in Cadet Organisations and make a difference. That is reflected in the vibrant and enthusiastic cadets who can be seen on many nights of the week, in a variety of weathers getting to grips with learning new skills, practising old ones and simply enjoying themselves. Of course none of this could happen without the adult volunteers who make it possible and, so they tell me, gain as much from their involvement with cadets as do the cadets. That principle is exemplified by Hayley Holmes, who describes the benefits of both being a cadet and an adult volunteer later in this report.

What is true of the cadets is equally true of the reserves of all three Services, with the added factor that they are making a substantial and much-valued contribution to the defence of this country. Their numbers are growing and so is the realisation of exactly what it is that they add to our military capability; in an increasingly uncertain world that is becoming even more important and valued. There are those, even within our communities, who wish to inflict harm on their fellow citizens, as was most recently shown by the tragic and senseless attacks on innocents of many nations on Westminster Bridge and in Manchester. This threat poses a dilemma for the Reserve Forces, who are very much part of the local community and need to be viewed as part of that community and engage with that community.

We have an architect's drawing in our headquarters at Triumph Road, which shows the building as it would have looked in the early 1950s. The front of the building consists of large, welcoming clear glass windows, with a central, open, unlocked, unguarded glass door through which two potential recruits appear to be entering the building. Those of you who have been to Triumph Road will know that the view of the central glass door and large windows is now blocked by a 1980s eight foot high blast wall, and that potential recruits have to announce themselves to an impersonal intercom system, before gaining entry. Those security arrangements, which owe their origin to an earlier terrorist threat, are a fact of life and are just as important in the current security environment. I have asked my estates team to ensure that they focus on security issues this year and equally I ask units to ensure that we are aware of any issues at their sites; East Midlands RFCA has to bid for funding for any such works over a few thousand pounds, so it is important that we work with units to identify and articulate any risk as early as possible.

On a related topic, can I emphasise the tautness of funding across the world of Defence. This is particularly true in our estates budget. We are increasingly having to prioritise works to ensure that funding remains available later in the year for potential significant failures. The central heating boiler at B Detachment, 212 Field Hospital's Army Reserve Centre in Broadgate failed this winter and we only just had

sufficient funding to rectify the situation with a new boiler; the unit had to endure several weeks with minimal heating in the depths of winter before the new boiler could be fitted. On a positive note, we have not been forced to recommend the closure of any of our sites and we hope that with judicious use of the funding we have, we can ensure that remains true in the year ahead.

While, as noted earlier, eight foot high blast walls do little to encourage interaction with our local communities, our engagement team continues to work closely with all three Services to ensure that the activities and achievements of both reserves and cadets are recognised appropriately; they are also working actively to further increase the positive perception that employers have of the benefits to the individual, to their company and to the country that are gained by service within the reserves and the cadets. Some of those activities are described in the articles that follow which illustrate the work undertaken through press releases, magazine publication and an increasing investment in Employer Engagement and the Employer Recognition Scheme.

In closing I would like to thank my team, who work long hours to ensure that we do all that we can to support the efforts of the reserves and cadets. I would also like to thank our local units, be they reserve or cadet for all that they do and for the invariably positive way in which they work with us. Finally, and most importantly, I would like to thank our volunteers, particularly our President, Vice-Presidents, Chairman and Vice-Chairmen, who give so much of their time and effort in the service of others. Without you the system simply would not work.

Thank you



Derbyshire Constabulary's Chief Constable Mick Creedon QPM and Lieutenant Colonel David Dawber TD DL signing the Armed Forces Covenant.

CHAIRMAN'S REPORT



Colonel Murray Colville, Chairman.

It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change.¹

The United Kingdom's Armed Forces have always been very much aware of the need to adapt to changes, both strategic and technological. The military has increased in size to meet threats against the United Kingdom's well-being and contracted again when those threats have been countered. The UK has been at the forefront of areas of military innovation, such as the use of the tank and aircraft. Indeed the Royal Air Force, the world's first independent air force, celebrates its 100th anniversary in just over a year. The ubiquity of information and information systems to the modern world is driving new concepts of warfare, such as cyber warfare which, while

situated in a virtual world, could potentially devastate the way in which we live, as demonstrated by the recent 'ransomware' attack against commercial and government bodies across the globe.

It is therefore not surprising that the New Year saw the publication of Army 2020 Refine (A2020R), which detailed changes by 'evolution not revolution' to Army structures as a result of the challenges identified in the Strategic Defence and Security Review of 2015. The principal formation for land operations will be 3 Division, which will eventually contain four brigades, two of which will be Armoured and two of which will be Strike. While the concept of Armoured brigades is not new, Strike is the key Army capability announcement of SDSR15. It is a transformational capability that will enable manoeuvre at the divisional level by being able to disperse and concentrate rapidly to dominate more complex and larger battle space, providing significantly more infantry mass (which is decisive in complex and urban terrain), and by being able to march independently over substantial distances to provide alternative entry options for the Joint Force, particularly as anti-access and area denial capabilities increasingly challenge power projection by sea or air. Two new brigades will eventually consist of battle groups equipped with Ajax and a new Mechanised Infantry Vehicle.

Specialised infantry is a new role, introduced in A2020R, which reflects the success that the military has met with in providing assistance to foreign nations' military capabilities; indeed our own 7th Infantry Brigade has been undertaking such tasks in West Africa for some years now. Specialised Infantry battalions will be optimised for specialist 'train – advise – assist – accompany – mentor' tasks to build partner capacity overseas, and to act as a strategic offset to understand and shape, to deter and protect, and to enhance prosperity. Initially, four battalions will be re-rolled and grouped within a new Specialised Infantry Group.

¹ Usually attributed to Charles Darwin but actually a modification of a paraphrase of Darwin's work by Leon C. Megginson, Professor of Management and Marketing at Louisiana State University at Baton Rouge.

So where does all this change leave the Army Reserve, which has been subject to a programme of change and growth for much of the last six years? A2020R notes that:

The Army continues to be an integrated force of regular and reserves, forged through successful pairing mechanisms. The Army Reserve needs to be structured to meet the force-driving demands of the modernised division, as well as its more traditional role as a foundation for regeneration and reconstitution. They will be mobilised for a nationally recognised crisis, including for national resilience, but can deploy more routinely as individuals or formed bodies if their time permits. By reinvesting in units with strong brands, A2020R structures will be easier to recruit and will be more sustainably manned.

Thus the emphasis on growth and retention in the reserves will remain. For the East Midlands there will be no substantial change to the numbers within the Reserve Forces, but there will be a number of changes to units. The most significant of these reflects the reduction of Army Reserve REME units and sees the disbandment in 2018/19 of Northamptonshire's 104 Battalion, with its headquarters at Clare Street; however, this will effectively be a name change as Headquarters 103 Battalion REME will form at Clare Street to replace them. The battalion companies will be located at Portsmouth; Derby/ Bilborough; Croydon/ Ashford; and Northampton/ Coventry. This does mean the withdrawal of the REME from Corby, but the Army Reserve Centre there will become host to the infantry, with the establishment of a platoon of Leicester's 2 Company, 3 Royal Anglian Regiment. The infantry is very much a success story locally, with 3 Royal Anglian establishing another company in Grimsby, with an existing detached platoon in Lincoln. Another success story is E (Leicestershire and Derby Yeomanry) Squadron, Royal Yeomanry, which was initially threatened with reduction to a detachment in the Future Reserves 2020 paper. The Squadron fought against the proposal and gained agreement to a stay of execution if they could prove their viability. The

most recent East Midlands RFCA Leicestershire and Rutland County Committee meeting was informed that the Squadron had recruited to 109% of its manpower establishment for Senior Non Commissioned Officers (SNCOs) and other ranks, even following the discharge of ineffective soldiers, and was just one officer short of establishment: a most impressive achievement and one that will hopefully see the Squadron remain in its Tigers Road home for many years to come.

I am conscious that my report so far has concentrated on the Army Reserve, but I am also very much aware that the reserves of the other two Services, although significantly fewer in numbers, provide an immensely valuable contribution to their parent Services and to this region. HMS Sherwood hosts approximately 70 Royal Naval Reserves, who for their numbers, provide an invaluable presence in a part of the country that is about as far away from the sea as you can get. I am immensely pleased to hear that they will be granted the Freedom of the City of Nottingham later this year. In the east of our region, the Royal Auxiliary Air Force Squadrons of Lincolnshire and 504 (County of Nottingham) Squadron at RAF Wyton continue to provide intelligence, security, logistics and musical support to the RAF. The strengths of both the Royal Navy's and the Royal Air Force's Reserves have effectively reached their Future Reserves 2020 targets and the challenge now is to retain and train their people.



Reservists from 203 (Loughborough) Transport Squadron.

The cadets of the East Midlands, of all Services, continue to provide an invaluable and irreplaceable service to the young people of our community, by engaging them, challenging them and providing them with opportunities that simply wouldn't be available to many of them if they hadn't joined the Sea Cadet Corps, the Army Cadet Force (ACF) or the Air Training Corps (ATC). The key to this success is the commitment of the adult volunteers who willingly give hours, indeed days, of their free time to mentor, guide and instruct the young people in their charge. I am minded of a news story that noted a 50,000 waiting list to join the Scouts and that much of the reason for that waiting list was a shortage of adults willing to act as scout leaders. We must do all that we can to advertise the opportunities for adults to become involved with the Cadet Forces and also to ensure that those who volunteer are supported to the best of our abilities. While it is probably invidious to single out individuals from the many hundreds of Cadet Force volunteers I would like to particularly thank those who volunteer to take up the most senior positions within the organisations and as a consequence assume significant workloads and responsibility. Leicestershire, Northamptonshire and Rutland ACF has a new Commandant, with Colonel Mick Coleman assuming responsibility from Colonel Phil Watson. I would like to thank Phil for his commitment to the ACF over a number of years and welcome Mick, who has many years of experience with the cadets in Lincolnshire, to the fold. I would also like to welcome the recently appointed Officer Commanding of South and East Midlands Wing ATC, Wing Commander Andy Pass, who has displayed commendable commitment, and endurance, by attending all of the East Midlands RFCA county committees for which he has responsibility, within weeks of assuming appointment.

The heart of the RFCA's support to our reserve and cadet constituents remains the county committees, which in their membership represent the communities from which the reserves and cadets are drawn. They are the means by which the military can communicate their messages to those communities and they provide the resource and local knowledge to identify those who can assist the reserves and cadets in achieving their aims. Moreover, the committees also

provide direct support in the organisation of events to contact and communicate with key people and organisations within their communities; this becomes increasingly important as the percentage of the population with direct knowledge of the Armed Forces decreases year on year. The key to their success is invariably the committee chairman and as always I am particularly grateful to them for the many hours they devote to their voluntary task. In particular this year I would like to thank Lieutenant Colonel Ron Gatepain who retires after five years at the helm of the Lincolnshire committee. Ron is perhaps unusual in his range of military service, having served in the Royal Marines, the Royal Auxiliary Air Force and the Territorial Army; but he exemplified the spirit of the RFCA during his time as chairman, arranging and hosting events for employers at RAF Waddington, Sobraon Barracks and Prince William of Gloucester Barracks. Moreover, Ron became a key figure within the Lincolnshire volunteer community and was always heavily involved in Lincoln's Armed Forces' Day. Ron is succeeded by Lieutenant Colonel Nick Foster who served with the Royal Artillery, before leaving to join Boeing Defence UK Ltd, where he is currently the Project Manager for the P8 Poseidon UK Solution. This project will provide the UK with a state of the art maritime patrol aircraft after a 'capability gap' of several years. This, plus the fact that Boeing is one of the select group of Employer Recognition Scheme Gold alumni, means that Nick is a very welcome addition to our hard-working team.

If there is one body of people critical to the workings of the RFCA it is that of our President and Vice-Presidents, the Lord-Lieutenants of the East Midlands, who despite an exceptionally high commitment to events within their respective counties are invariably there to support the reserves and cadets, whether it be Armed Forces Day, Remembrance Sunday or at cadet summer camps wherever they may be held. Their commitment provides inspiration and encouragement to all those who volunteer and I am exceptionally grateful to them for their time and for the ready manner in which they take an interest in the activities of all those they meet.

I would like to extend my thanks to the staff of our RFCA, who work long hours to ensure that the needs of our volunteers and the reserves and cadets are met. Budgetary pressures will continue to grow and the permanent staff, whether working within our Nottingham headquarters or dispersed to the ACF counties, do their best with limited resources to ensure that the reserves and cadets are served as well as can be. A critical element of our ability to serve our community lies with the close liaison between ourselves and our regional military units. The central relationship remains our close ties with 7th Infantry Brigade and in particular its commander Brigadier Charlie Collins and Deputy Commander Colonel Stuart Williams. Despite a burgeoning demand upon their Brigade, both are invariably there to support us when asked and we work as a very close knit team with them and their staff. I know that this close relationship will continue when the brigade's headquarters moves from Nottingham's Chetwynd Barracks to Kendrew Barracks in Rutland in 2018.

Finally I want to thank each and every member of the RFCA for the commitment that you make in so many ways and on so many occasions to the continued success of the reserves and the cadets. We simply could not do what we do without you and without your support the lives of the reserves and the cadets would be that much harder. You make a difference and I hope that together we can continue to do so over the next few months and years.

Adult volunteers taking part in a potential officer selection weekend.



“The Heart of the RFCA's support to our reserve and cadet constituent remains the county committees”





EMPLOYER ENGAGEMENT

Employer Engagement is an important activity helping to achieve Defence objectives. It is the principal activity required to develop and sustain strong, positive, mutually-beneficial relationships between employers and the Ministry of Defence to support Defence personnel; before, during and after their service.




The RFCA's employer engagement activities are aligned with the MOD's strategic priority which is the recruitment and retention of regulars and reserves. Our activities also support the full spectrum of Defence personnel including Service leavers, veterans, wounded injured and sick, families and cadet organisations.

Objectives

An important objective of the Ministry of Defence is to secure and sustain access to and the availability of the skilled, capable people needed to deliver Defence outputs. Employer engagement activities have focused on the need to deliver 35,000 effective and capable reservists; key objectives have included:

-  Recruitment and retention of reservists.
-  Resettlement and employment of regular service personnel at the end of their service.
-  Encouraging employers to employ spouses/civil partners of service personnel.
-  Recruitment and support of Cadet Force adult volunteers.

To assist in achieving those objectives, employer engagement has involved three principle activities:

-  Raising awareness of Armed Forces personnel.
-  Establishing new relationships with employers.
-  Sustaining current relationships.

East Midlands based units have over 2,200 reservists and the RFCA has engaged with over 4,600 employer contacts, providing information, guidance and advice on matters relating to Defence personnel including the employment of reservists and Service leavers.

A key contributor to the Association's ability to meet the employer engagement objectives is our **Regional Employer Engagement Group** (REEG), chaired by Dr Peter Barrett. This group of influential business people, from a wide variety of public and private sector business areas, provides invaluable advice on our engagement strategy; helping employers to understand the potential benefits of employing Defence personnel and equally importantly, helping the military to understand the needs of employers.EE

Development Accounts

activity in the region is to focus on intelligence-based targeting of employers identified as being important in meeting regional and national priorities. These employers were defined as 'Key Accounts' for 2016-17, re-named as 'Development Accounts' for 2017-18 and the list (120 in the East Midlands), is revised annually. We will be measured on our interaction with these employers.

Appointment of Assistant





Catherine Suckling, Assistant Regional Employer Engagement Director.

In August 2016 the RFCA appointed an Assistant Regional Employer Engagement Director; Catherine Suckling. This increased capacity has had enormous benefits in delivering the Employer Engagement strategy. Catherine has made a significant contribution to Employer Engagement events, Development Accounts, the Employer Recognition Scheme and developing new employer relationships.

Partnering with Defence

The potential benefits to employers

In 2016, our employer contacts have been advised on the ways in which supporting Defence can help businesses become stronger and more successful.

-  By employing military personnel, ex-regulars and reservists, organisations can acquire a portfolio of skills and behaviours that are beneficial in a modern working environment.
-  The skills and attributes that military personnel can offer include nationally recognised business and technical qualifications, as well as desirable "softer" transferable skills such as leadership, team working, strategy and problem-solving, proven in challenging environments.

Businesses can enhance their reputation and corporate social responsibility by supporting Defence and signing the Armed Forces Covenant, which may be formally recognised through the MOD's Employer Recognition Scheme.

Defence's contribution to the partnership

For those organisations that have supported Defence by employing ex-regulars, providing additional paid leave to reservists, supplying services or products to serving personnel and ensuring the Armed Forces and their families are treated fairly, Defence has:

-  Provided information, guidance and practical help needed to ensure that the business is fully aware of the impact and benefits military personnel can offer.
-  Provided employers with appropriate advanced notice of the reservist training commitments and mobilisation to enable them to make arrangements to cover their absence.
-  Provided financial assistance when an employer's reservist has been mobilised; to help with salary costs, recruitment fees and retraining costs.
-  Recognised those employers that have actively supported Defence via the **Armed Forces Covenant**, through the **Employer Recognition Scheme**.

The employers' information leaflet '**Partnering with Defence**' includes brief details of the Defence-employer proposition and the tangible benefits for employers. Copies are available from the Regional Employer Engagement Director. To find out more about how employers can work with Defence, visit: www.gov.uk/mod/employer-relations



The Armed Forces Covenant

The Armed Forces Covenant is the basis of Defence's relationship with society. It is a promise by the nation to ensure that those who serve or have served in the Armed Forces, and their families, are treated fairly. The Covenant is a national responsibility involving government, local authorities, businesses and organisations.

The Covenant provides a framework for initial discussions with businesses and organisations, outlining options to support Defence across a range of important areas of activity, including recruitment and retention of reservists and Cadet Force adult volunteers; employment of Service leavers; resettlement of wounded, injured and sick; and spousal/partner employment. Businesses may sign the Covenant to confirm publicly that they recognise the value that Defence personnel contribute to our country. The Covenant encourages them to develop a relationship with members of the Armed Forces community who work in their business or access their products or services.

The Covenant is designed to be modular and bespoke; the specific nature of pledged support will depend upon the size and nature of the organisation. Pledge options reflect meaningful actions with which individual employers are comfortable and able to deliver.

Over 1,700 organisations around the UK have signed the Covenant and 155 are in the East Midlands. Employers who wish to make a pledge should contact the Regional Employer Engagement Director.



Notts Healthcare employee and veteran Shaun Morley, HRH Prince William, Dean Fathers from Notts Healthcare and Defence Secretary Michael Fallon at the Gold Award presentation event.



Cable Telecommunications Group receiving the Employer Recognition Scheme Silver Award from Vice Lord Lieutenant Colonel (Retd) Murray Colville TD DL.

Defence Employer Recognition Scheme

The Defence Employer Recognition Scheme recognises and rewards UK employers for their support to Defence personnel. The scheme encompasses 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.



Employer Recognition Scheme Bronze

Employers who sign up to the scheme through the government website and state their intent to support Defence personnel will receive a Bronze award. They will be listed on the Employer Recognition Scheme database and they may choose to have their details on the website to show their intended support for Defence.



Employer Recognition Scheme Silver

Employers who demonstrate support for Defence personnel may be nominated for a Silver award via the Employer Recognition Scheme website. Recipients will be presented with the Silver award at special regional events; they will be listed on the Employer Recognition Scheme database and their details may be included on the website as supportive employers.



Employer Recognition Scheme Gold

Employers who advocate support of Defence personnel may be nominated for a Gold award via the Employer Recognition Scheme website. Recipients will be presented with the Gold award at a special prestigious national event; they will be listed on the Employer Recognition Scheme database and their details may be included on the website as supportive employers.

In 2016, awards received by East Midlands employers were **28 x Bronze**, **12 x Silver** and **1 x Gold**.

We congratulate Nottinghamshire Healthcare NHS Foundation Trust on being the only organisation in the East Midlands to receive an Employer Recognition Scheme Gold award in 2016.

For more information or with any queries contact:

John Wilson OBE DL, Regional Employer Engagement Director

Email: em-empsp@rfca.mod.uk **Tel:** 0115 924 8627

To see a list of all employers who have received awards or to register for a Bronze award, go to www.gov.uk/government/publications/defence-employer-recognition-scheme

CADETS & YOUTH

The Cadet Forces in the East Midlands continue to provide a challenging and rewarding experience for over 7,000 young people in the region, and although sponsored by their respective parent service, the 'cadet experience' would not be possible with the hard work and dedication of nearly 2,000 adult volunteers. Within the Army Cadet Forces the adult volunteers are supported by East Midlands RFCA's nearly 40 strong professional support staff, who, working closely with the adult volunteer leadership teams provide logistical and administrative support. Other East Midlands RFCA employees are embedded with the Cadets Branch and Cadet Training Team at 7 Infantry Brigade; whilst the School Cadet Expansion Officer, the 'salesman' for the Government's Cadet Expansion Programme (CEP), is also an East Midlands RFCA employee.

With the Government having set an ambitious target under the CEP 500 initiative of establishing a total of 500 cadet units in schools by 2020 (which requires the creation of approximately 150 new cadet units across the country), the East Midlands RFCA School Cadet Expansion Officer, working with other stakeholders, has been instrumental in the establishment of five new CEP units in state funded schools across the region in the last year, with a further eight new units being considered. This figure is added to the 14 CEP units established under the initial CEP 100 programme.



Heanor Gate Science College CCF during a recent annual camp.

One of the challenges for the new CEP contingents has been the identification and training of potential adult volunteers. This is not unique to the CEP, with the ACF in the East Midlands having seen a drop in adult volunteers of -9.4% in the last two years, with the challenge of enticing sufficient adult volunteers to take on the added managerial and leadership responsibilities expected of an ACF officer proving particularly difficult. The ACF officer establishment, which has a target of 80% of establishment filled by commissioned adult volunteers, is struggling to achieve 65% (with the notable exception of Nottinghamshire ACF which has reached the 80% target). East Midlands RFCA contributes to the training of potential ACF officers, providing support for the annual Potential Officer Selection Training (POST) weekend at Chetwynd Barracks. In addition, working in conjunction with the Army Cadet Force Association and regional ACF units, East Midlands RFCA has funded and organised targeted adult volunteers recruiting drives in Derbyshire, Leicestershire and Northamptonshire.



Adult volunteer Joseph Chivayo pictured during Derbyshire ACF's annual camp.

However the ACF in the East Midlands is thriving, with:



Nearly 1,500 young people attending annual camps, which in 2016 were in Powys, Cumbria and Norfolk.



A resurgence of cadets participating in the prestigious Duke of Edinburgh Award scheme.



Jerboa Venture saw cadets from Derbyshire ACF visiting Gibraltar.



An innovative Employer Engagement event, 'Conversation with Cadets' brought together local employers and cadets, with an aim to demonstrate the high quality of the young people in the ACF (and the efforts of the adult volunteers).



Cadets from across the region attending skiing exercises in France and Germany. For many cadets the first time they had skied.



Clare Wookey, an adult volunteer from Lincolnshire ACF entering the Guinness Book of World Records for her part as a member of the five-strong team that swam the fastest ever two-way crossing of the North Channel between Scotland and Northern Ireland.



Clare Wookey from Lincolnshire ACF who was part of the team that entered the Guinness Book of World Records.

FINANCIAL OVERVIEW

FINANCIAL YEAR 16/17

This Financial Year's Expenditure Totals £6.6M

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

Staff costs increased in financial year 16/17 due to six new posts having been filled for our Cadet Expansion Programme team.

Estates Management expenditure saw a decrease of £922k compared to the previous year due to funds being squeezed ever tighter.

Infrastructure costs are down by £636k due to the Defence Infrastructure Organisation (DIO) taking over the payment of utility bills for non-Air Training Corps sites.

Reserve and cadet support expenditure is down by £607k compared to last year as there has (thankfully) been a decrease in the requirement for wounded, injured, sick service personnel adaptations (WISSPA).

We continue to generate an income from Non Domestic Rates Reliefs for cadet premises and from the commercial exploitation of our estate.

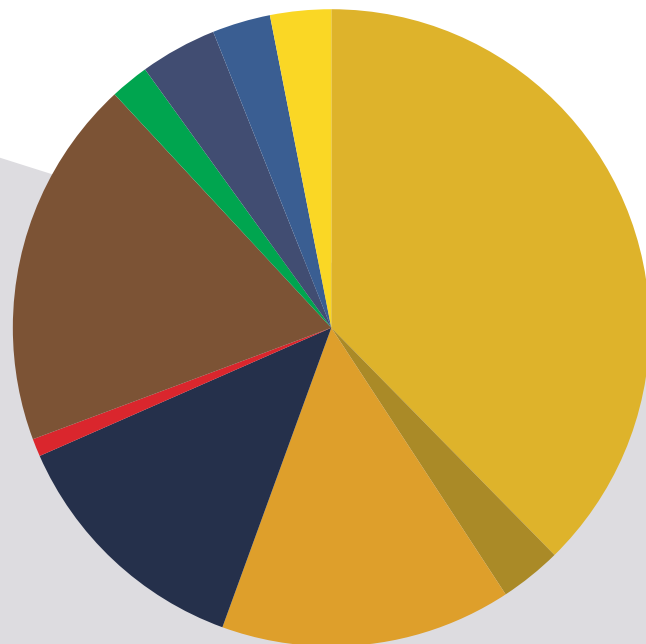
The hiring of Army Reserve Centres and Cadet Centres raised an income of £94k this year. East Midlands RFCA secured a further £213k in non-domestic rates (NDR) rebates from local authorities. Adding to this, several sites have been revalued which resulted in prior year refunds on NDR amounting to £34k.

Feed in Tariffs produced £13k of income during the year.

The money raised has funded various estates projects approved by our Finance Scrutiny Committee and our Board.

Funding Summary

■ Grant In Aid	38%
■ Grants	0%
■ Vehicles	3%
■ DIO Infrastructure	15%
■ Defence Estates Maintenance	13%
■ Defence Estates Projects RDEL	1%
■ Defence Estates Projects CDEL	19%
■ DRM	2%
■ Funding Sundry	4%
■ ATC Input	3%
■ DInfra	4%



ESTATES

The Estates Department continues to deliver the maintenance of the estate and the project management of new builds to a high standard, on time and on budget. The estate is 100% compliant with all statutory and mandatory inspections completed in the last financial year. This is despite a reduction of our annual maintenance budget to £1.1 million and a reduction to all other budgets as a result of savings measures placed across all government funded bodies.

The process of change and adapting to new ways of working continues and the Head of Estates continues to be heavily involved with the REVIVE project aligning the RFCA's delivery of estates maintenance with that of the regular military estate.

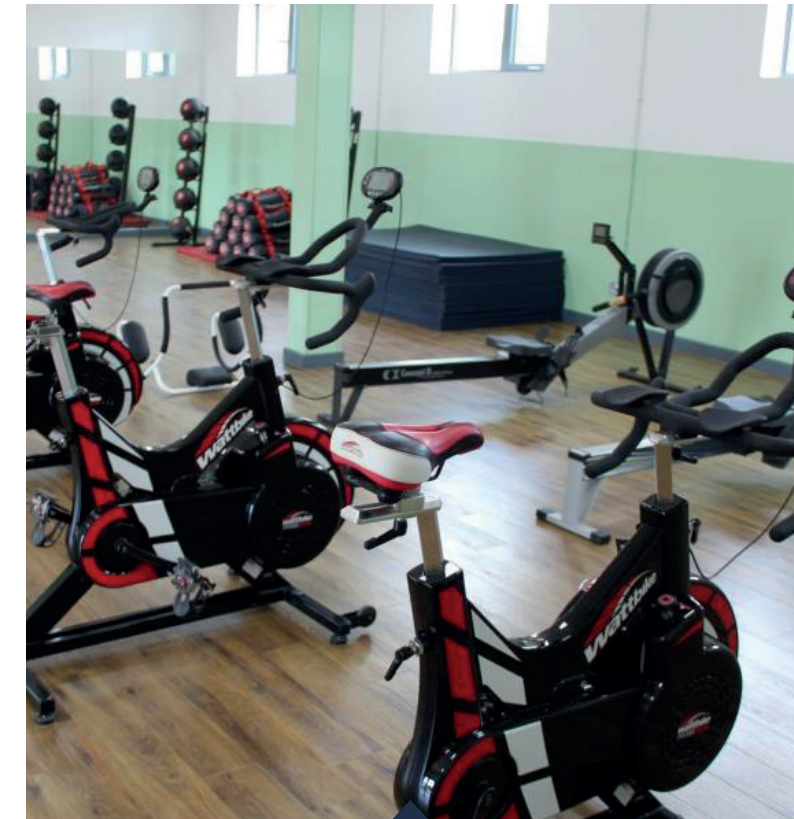
East Midlands RFCA was one of five associations who entered into a pilot scheme looking at how we procure contractors to carry out the statutory and mandatory inspections across our estate. The culmination of this process has led to the Association changing from one large contractor to six separate contractors offering better value for money.

The estate is 100% compliant with all statutory and mandatory inspections completed in the last financial year.

Army Reserve

With very little new money available for projects we have had to work hard in ensuring that we continue to improve the facilities at our Army Reserve Centres. Funding has been found to enable us to carry out the following improvement works:

Bulwell Army Reserve Centre



New gym at Bulwell Army Reserve Centre.

A modern gymnasium has been created by converting one of the existing garages. Work was completed in July 2016 and the facility has since been of great benefit to the soldiers of 4 Mercian.

Wigman Road Army Reserve Centre



New drill hall floor at Wigman Road Army Reserve Centre.

Reservists in Nottingham have benefited from a refurbished drill hall floor, a space that is now used for both parade and sporting activities. The previously badly stained drill hall ceiling has now been replaced, and other refurbishments have taken place in both the external store and the storeman's office, changing what was a cold and damp working environment into warm and modern spaces.

Clare Street Army Reserve Centre



Clare Street Army Reserve Centre.

The uneven and potholed rear parking and parade area has been resurfaced to allow better use for training.

We continue to bid for funding at every opportunity and have highlighted to 7 Infantry Brigade areas of concern at all of our Army Reserve Centres.

Royal Naval Reserve / Royal Marine Reserve

The Royal Navy injected a small amount of funding to allow us to improve the already excellent facilities at HMS Sherwood. A new gymnasium Foresters House in Chilwell was created in a spare garage space, as well as alterations being made to showers and a cycle shelter. We have also created additional storage space for the units to utilise.



New gym at Foresters House in Chilwell.



Cycle shelter at Foresters House.

Cadets



331 (Chesterfield) Squadron ATC's new training centre.

The relocation of 331 (Chesterfield) Squadron Air Training Corps (ATC) from their old modular buildings to an unused building within Wallis Barracks was completed in July 2016. The cadets have moved from two 1960s modular huts into a modern building that was refurbished to meet the requirements of cadets and adult volunteers who use the space each week.



Work in progress at Hinckley Cadet Centre.

Work is well underway to create a new Joint Cadet Centre for 198 (Hinckley) Squadron ATC and Hinckley Detachment of the Army Cadet Force. The existing 1930s ex-Territorial Army Centre has been demolished and a new modern single story structure along with

a new 0.22 indoor range is being constructed in its place.

The building is of a contemporary design making the maximum use of what is a very restricted site. Work is progressing and it is hoped that the facility will be handed over to the cadets in late summer this year, with an official opening ceremony taking place shortly afterwards.



Starting to build a new cadet centre in Derby.

Work has finally started on constructing a new Headquarters for 126 (Derby) Squadron ATC at their base in Curzon Lane, Derby.

A number of old 1950s modular buildings are being demolished and replaced with a two storey framed and steel clad building. The new structure will be packed with all the modern technology required to allow the cadets to meet the requirements of their training syllabus.

East Midlands RFCA are not removing all the history from what was on the old RAF barrage balloon station. The Aaron block, which was one of the original buildings on the site, will be refurbished at the end of the project to create additional storage. Works are running to schedule with an anticipated handover to the ATC planned for September 2017.

A reduction in funding for new works means we put other projects that were planned for this year on hold.

The Association continues to improve the existing cadet estate by carrying out what may seem minor improvements, but mean a lot to the cadets and adult volunteers at individual sites.

The funding for these works mainly comes from cash injections from the RAF or Regionally Generated Income (RGI). Works completed across the region this year include: new kitchens; notice boards; redecorations; flooring and projectors. Each of these products are low value but offer an immediate improvement to the site.

Future projects

As already stated, funding for new builds is very difficult to obtain, however, we are still hoping to move forward with the new Headquarters for **2502 (Hamilton) Squadron (Sqn) ATC**, the new Headquarters for **2017 (Stamford) Sqn ATC** and the extension to **1211 (Swadlincote) Sqn ATC**. The Association is also looking into the possibility of relocating **2430 (Holbeach) Sqn ATC**.

RGI

RGI is additional funding that is earned by the RFCA from various sources including mast rental and the letting out of irreducible spare capacity at sites to various external agencies. This is run under the Alternative Venues (AV) banner. The majority of this income is reinvested back into the estate although not exclusively as units have the opportunity to bid for funding through the Chief Executive to support expeditions or other events.

Looking ahead

The funding provided to East Midlands RFCA for both maintenance and project work is continually under threat and further reductions are expected in the coming years. The transfer of responsibility for major project funding will transfer from the Defence Infrastructure Organisation to the single services this year, although what effect, if any, this will have on funding availability is yet to be determined. ►

The Estates Department will continue to bid for whatever funding is available and will ensure that our case is put as firmly as possible to ensure we do not miss out on any funds available.

We are working on a business case to investigate the possibility of taking over the maintenance and management responsibility of the training area to the rear of the Cadet Training Centre at Yardley Chase. This is currently managed by Landmarc and negotiations are progressing well.

The announcement earlier this year regarding the planned closures of Chetwynd Barracks in Nottingham and the Prince William of Gloucester Barracks in Grantham will have implications for the Army Reserve and cadet units who use both sites. We are in dialogue with 7 Infantry Brigade to ensure that this is recorded and that we are involved once closure dates are confirmed.

Despite all of the challenges that the estates team have to overcome, we continue to deliver to a very high standard of work on a vast array of projects. The team continues to meet the needs of the customer, as well as giving them the confidence that we are meeting all of their requirements and ensure that the estate is compliant.



Demolishing the old building to make way for a new cadet centre in Hinckley.

COMMUNICATIONS UPDATE

2016 has been a busy year in terms of communications and marketing initiatives produced by East Midlands RFCA.

Projects over the last 12 months have included: a marketing campaign for Derbyshire Army Cadet Force (ACF) aimed at recruiting new adult volunteers to join the organisation; the production of two more editions of The Reservist magazine; the second edition of The Cadet magazine; the filming of numerous videos showcasing the reserves, cadets and our estate in the region and the continued development of our online channels.

Marketing campaign

The Derbyshire ACF recruitment campaign included a variety of both paid and free promotion across the county encouraging new volunteers to find out more about the organisation.

Bus advertising was organised across the area, as well as radio adverts airing on Capital Radio Derbyshire and Peak FM.

Letters were sent out to parents/carers to encourage them or someone they know to find out more about volunteering; local universities and colleges were contacted who run media courses suggesting some of their students may gain experience as a volunteer Cadet Force Public Relations Officer; a variety of case studies were issued to the local press; videos were recorded of both cadets and adults speaking about what they have personally gained from being a member of the ACF and social media messaging was present throughout the project on both the East Midlands RFCA channels and Derbyshire ACF's sites.

Further to the campaign we can confirm that the project generated 43 separate news items that were either printed in the local press or appeared on local news websites. This coverage equals £23,177.27p in advertising value equivalent.

The campaign also generated 39 new applications between January and March 2017, as opposed to 19 in the same period last year.

Our publications

The Cadet magazine

The second edition of The Cadet magazine was issued in winter 2016 and has received positive feedback from a number of its recipients including contacts at local schools and councillors.



The publication is tri-service and includes a variety of articles about the Combined Cadet Forces, Sea Cadets, Army Cadet Force and Air Training Corps focusing on both the achievements of adult volunteers and cadets across the East Midlands.

The Reservist magazine

The seventh edition of The Reservist magazine has now been distributed with articles focusing on the Army Reserve's 203 (Loughborough) Transport Squadron, parachuting overseas, cycling the Somme for charity and how HMS Sherwood have been engaging with students from Derbyshire, more information on which can be viewed later in this report.



The Reservist magazine is produced twice per year and is distributed to more than 4,000 contacts in public and private sector organisations across the region, as well as each reserve unit receiving copies for engagement purposes.

Each of the magazines can be viewed electronically in the 'publications' section of our website.

E-newsletters

Two e-newsletters are produced by East Midlands RFCA and distributed electronically.

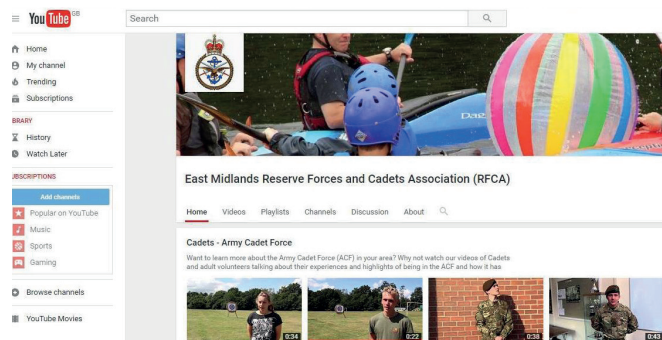
Members of the public can sign up to the newsletters via our website, although we do have an established mailing list including MPs, councillors, schools and local employers among others.

The Employer Engagement e-newsletter is distributed three-monthly to more than 4,000 contacts, some of which have signed the Armed Forces Covenant or received an Employer Recognition Scheme Award for advocating and supporting members of the Armed Forces family in the workplace.

The East Midlands RFCA e-newsletter is sent out each month and includes articles relating to developments in our estate, employers and activities undertaken by members of both the Reserve and Cadet Forces.

In 2016, East Midlands RFCA achieved more than £175,000 worth of positive press coverage in printed publications, online and through broadcast media.

Videos



Videos are now a central part of our online footprint. Being produced continually through the year we have interviewed cadets and adult volunteers about why they would encourage others to join the Army Cadet Force, viewed estates projects developing from the ground upwards and recorded events attended by local employers such as the recent 'behind the wire' visit to RAF Waddington.

Website and social media



The East Midlands RFCA website www.eastmidlandsrfca.co.uk is updated regularly with news stories, photos, videos and event information. We continue to encourage reserve and cadet units to inform us about forthcoming events they are organising or activities they are involved in so we can promote the content online.

The social media feeds managed by East Midlands RFCA continue to grow with our Twitter account (@east_mids_rfca) now having more than 2,000 followers, and our Facebook page (facebook.com/EMRFCA) having 1,170 likes to date.

Media update



In 2016, East Midlands RFCA achieved more than £175,000 worth of positive press coverage in printed publications, online and through broadcast media (this conservative figure is established through advertising value equivalent – how much it would cost to pay for an advert of the same size).

The news articles issued to the regional media by the Association have also reached a potential audience of more than six million people- based on the viewing figures of print, online and broadcast mediums.

News headlines have included:

Students get a taste of life at Army Reserve

Gold award for cadet Hannah

CADET 16 IS A SUCCESS IN NOTTINGHAM

EXECUTIVES TESTED BY ARMY

SCHOOLS JOIN FORCES FOR NEW CADET UNIT



Hannah Frost achieves a Gold Duke of Edinburgh Award.

EMPLOYERS AWARDED FOR SUPPORT

Special thanks to cadets for role in Queen's birthday

Work begins on new cadet training centre for corps

ENGINEERING PROFESSIONAL TAKES AMBASSADOR ROLE



A SELECTION OF NEWS STORIES PRODUCED BY EAST MIDLANDS RFCA

EMPLOYERS COMPLETE EXECUTIVE STRETCH

A number of employers from the region attended a professional development and learning event based on the British Army's approach to leadership and management.

Exercise Executive Stretch took place in September at Chetwynd Barracks in Chilwell, Nottingham. Nine organisations from both the public and private sector across the East Midlands sent employees to take part in leadership training and activities designed to develop their management, communication and problem solving skills.

All of the participants are currently in either supervisory or management positions in their workplace and they were offered this one-day personal development package towards gaining new perspectives, ideas and leadership skills relevant to their workplace.

The morning programme centred on leadership theory with a number of stimulating and interactive sessions focussed on values, personal style and the key components of good people leadership. The afternoon saw the delegates in an outdoor setting getting to grips with a range of fun problem solving activities on the purpose built command task area.

Nottinghamshire Fire and Rescue Service were one of the organisations that took part in the event. Damien West, Group Manager at Nottinghamshire Fire and Rescue Service, said: "This opportunity has allowed some of our new, and experienced, managers from within the service to benefit from the outstanding

leadership training that the Armed Forces has to offer. We have previously seen how reservists from within the service have increased their confidence and decision making abilities, amongst other leadership qualities, from their reservist role and we are very grateful that this opportunity has been extended to other operational and support managers from within our service."

Lieutenant Colonel Nick Sutherland, event organiser, added: "It should come as no surprise to anyone that the Army's greatest assets are not its tanks or equipment, but its people. It is the quality of its personnel which gives the Army its cutting edge, enabling consistent success on operations and many other endeavours it is tasked with. All of which comes down to effective leadership. The idea behind Executive Stretch is to share some of the Army's best working practice with relevance to those in leadership and people management roles across business and industry and based on the success of this recent event we intend to lay on more in the future".

Adele Bryan, General Manager in Adult Mental Health Services at Nottinghamshire Healthcare NHS Foundation Trust took part in the event, she said: "It was a brilliant event in which we put our learning into practice in the hands-on exercises. I previously studied a master's degree in management and leadership and I preferred today's practical event as a different way of learning."



Employers taking part in a command task.

STUDENTS LEARN MORE ABOUT BEING A ROYAL NAVAL RESERVIST



Students learning about more HMS Sherwood.

More than 30 students from Chesterfield visited the East Midlands' only Royal Naval Reserve (RNR) unit earlier this year to learn more about life as a reservist.

The pupils from Chesterfield College, who are each studying a Uniformed Public Service Course, took part in a varied programme of activities at HMS Sherwood, Foresters House, Chilwell, Nottingham.

The pupils, who are all aged between 16 and 19 years, listened to a presentation about how the RNR work

alongside their regular counterparts on operations, and viewed practical demonstrations of the types of skills reservists can develop such as sea survival techniques, weapon handling and First Aid training.

Petty Officer Derek Parsons, from HMS Sherwood, organised the event. He said: "Each of the students were enthusiastic to learn more about the RNR and the types of specialisms we undertake. The activity day was made up of a range of demonstrations including weapon handling, First Aid, and life-saving and fire-fighting equipment used in training and on operational warships. The event was a success, with many of the students learning about the Reserve Forces and our role for the first time."

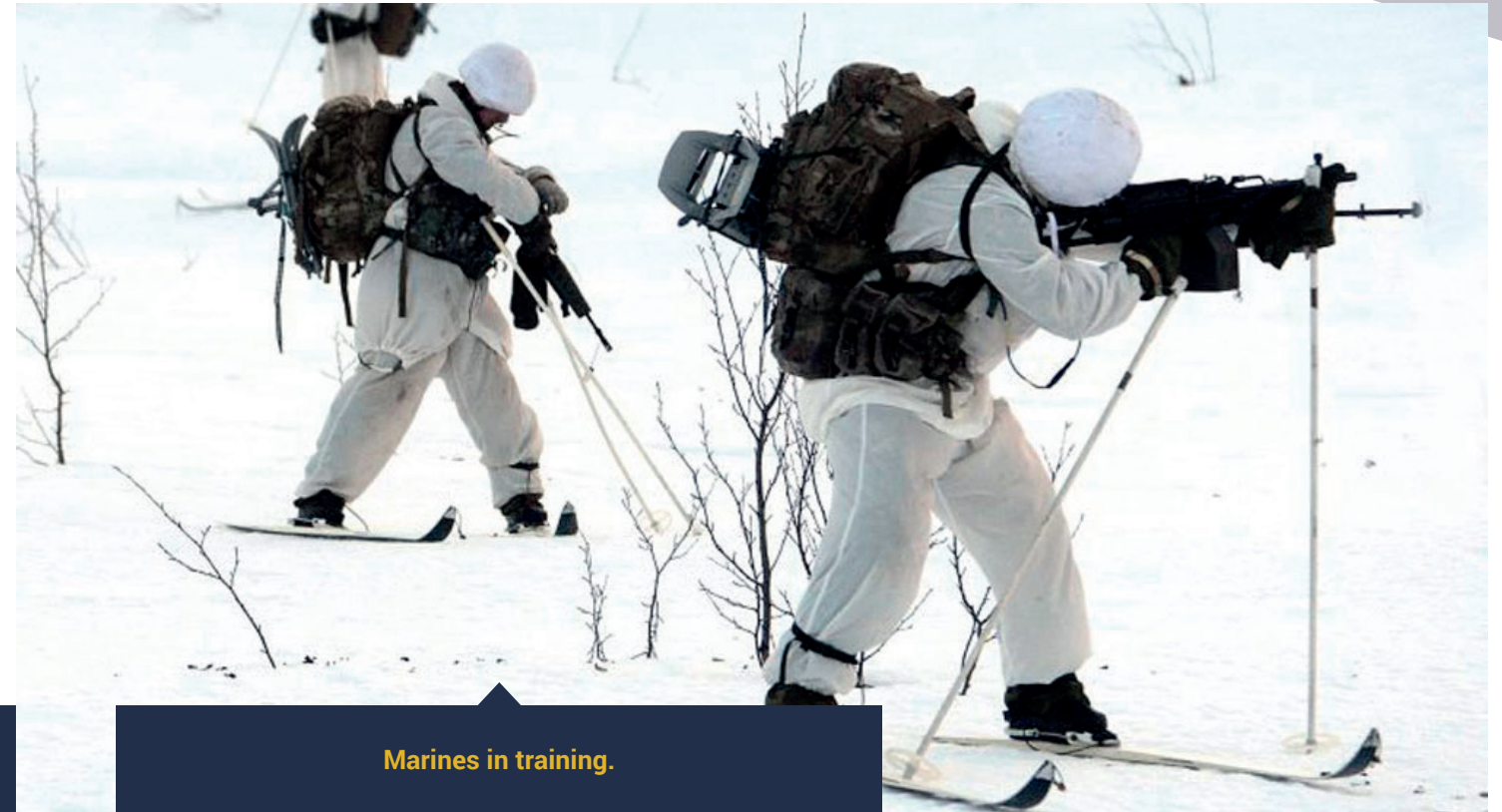
Speaking at the event, Adam Godber, Career Pathway Leader for Public Services at Chesterfield College, said: "We've got students looking into careers in a range of public services such as joining the police or the military, so today's event provided a great insight into the different roles available in the RNR. Some of our students may not have attended anything like this before. We have been very impressed by the reservists' knowledge in different specialisms."

Feedback from students at the event:

Mitchell Wardell, aged 17, said: "I thought the event would be a great opportunity for me to broaden my horizons. I wanted to look into joining the reserves as I cannot guarantee a full-time career in the military. I enjoyed learning about the Navy and seeing the different stands on offer."

Christian Cowley, aged 18, said: "I've never looked into being a reservist before. I've always wanted a career in the public services, so if I don't decide to join the RAF full-time I'd may be consider joining the reserves."

ARCTIC WARFARE TRAINING



Marines in training.

Royal Marines Reservists (RMR) have taken part in specialist winter warfare training 200 miles inside the Arctic Circle to test their survival skills and ability to operate in difficult conditions.

The Royal Marines are NATO's mountain and Arctic warfare specialists who take the opportunity each winter to hone their cold weather capabilities after serving more than 10 years in Afghanistan and Iraq.

Each individual must be able to ski across the mountains whilst carrying a weapon and a 70lb rucksack, utilising their wide range of rigorous military training skills as they plough through the snow.

The RMR Detachment in Nottingham sent one reservist to attend the exercise in 2017. Major Al Edgar, Officer Commanding, explained: "It is essential that each of our reservists are trained to the same standard as our regular, full-time, counterparts and are trained to operate in a variety of different climates and environments. During the exercise in Norway marines got to use specialist Arctic operational equipment, use specialist vehicles, learn ice breaking drills in case of falling through the surface of ice on frozen lakes, and learn to construct snow holes and shelters that are essential techniques in Arctic survival."

MOTHERS JOIN ARMY RESERVE



Private Kerry Goldsmith and Private Michelle Isles.

Two mums who live in Lincolnshire have joined the Army Reserve to fulfil their ambitions of having a career in the military.

Private Kerry Goldsmith, aged 37, and Private Michelle Isles, aged 34, originally met when working for the Post Office and soon realised they had similar interests.

Kerry is a single mum with three children, 14-year-old twins and a four-year-old, and Michelle has two children one aged 11 years and another aged nine. After dedicating much of their time to their families, both ladies felt that they wanted to enjoy some time for themselves, whilst at the same time making their children proud of their efforts.

Both Kerry and Michelle decided to join 160 (Lincoln) Transport Squadron, 'passing out' from their Alpha and Bravo courses, their basic soldiering skills training, ►

in October last year and have supported each other through each stage of the process.

Kerry said: "I wanted a new challenge in my life so joining the Army Reserve with my friend Michelle has been great. It has been difficult at times, particularly getting to grips with the physical training. I've never been one to enjoy exercise, but thanks to the training and pointers I've received I've improved my fitness and feel healthier for it.

"I wanted to make my kids proud and show them I was serious about achieving something I had always dreamt of doing. So, I swapped my TV for a treadmill last year and haven't looked back since. This year, I want to complete my HGV driving courses so I will be qualified to drive what I call 'the big stuff'."

Describing the support she had received from her family, Kerry concluded: "My parents have been fantastic in helping me with childcare. It was initially an alien concept to them me hoping to join the Army Reserve, but I now think they have seen a big difference in me personally commenting that my confidence has developed and I seem more like the 'old me'."

Michelle previously spent three-and-a-half years as a full-time member of the RAF before having her children, but decided to leave the Forces to spend more time at home.

Commenting on her military career so far, Michelle explained: "I've been around the military for much of my adult life. My ex-husband served with the RAF so the children and I travelled around with him as his career developed. I always hoped that the time would come for me to re-join the military myself, so when I got talking to another parent when my son was playing football and he told me about the Army Reserve – I knew this sounded right up my street."

Encouraging others to follow in her footsteps, Michelle said: "Kerry and I really don't have a lot of spare time, but hopefully we have demonstrated that if you really want to do something like joining the Reserve Forces, you can make it work. I feel like I have got my career back now and I still spend time with my children. ►

"I JOINED THE RAF RESERVE TO DO SOMETHING USEFUL WITH MY TIME"



Flight Lieutenant Jon Aslin.

After spending many years working for a large multinational company, a Nottingham man decided to take a step back - set up his own business and join the RAF Reserve to live out a life-long interest.

Flight Lieutenant Jon Aslin, aged 53, joined the RAF Reserve's 7006 (VR) Intelligence Squadron 12-years-ago after opting for a change in lifestyle in which he could spend more time at home and has not looked back since.

Jon explained: "When I started up my own business called Clickdocs I was working from home and felt I wanted to be part of a team again. I'd previously been an Air Cadet whilst at Nottingham High School so I had a long standing interest in the RAF generally. ►

However, after travelling and living overseas with my previous employment, I hadn't had the time to follow up my interest in the preceding 20 years."

As the new Officer Commanding of 7630 (VR) Intelligence Squadron, Jon has yet again taken on a new challenge meaning he will be expected to balance 90 days service alongside his civilian job.

With the new role also comes a promotion, meaning Jon will shortly become a Squadron Leader. He continued: "I joined the RAF Reserve to do something useful with my time. It is now largely my job to lead, support and train others whilst regularly travelling between RAF Waddington in Lincolnshire and RAF Wyton in Cambridgeshire."

In order to accommodate his new role, Jon has reduced his working hours to give him time to complete his Reserve Service without taking time away from his family.

There will be many challenges ahead for Jon but he is looking forward to jumping in feet first: "I will be working with a small group of specialists and ex-regulars. The challenge here will be working with a new and expanding group of people, developing new ways of working in support of both the RAF and Defence in general."

Jon previously mobilised to Afghanistan in support of the Joint Helicopter Force which he found to be both an interesting and satisfying role. He concluded: "I believe that everyone has a responsibility to contribute to and maintain society. It would be great if we could all find a way to do our bit to help the community, that needn't mean becoming a reservist like me but perhaps something else that could be rewarding and sustainable.

"The RAF Reserve offers an opportunity to work alongside full-time members of the force without the need to be detached away from home for long periods of time. For me it's been an ambition that I'm pleased I can say I am living out."

EXCITING SUMMER AHEAD FOR LONG EATON SEA CADETS



Long Eaton Sea Cadets.

Long Eaton Sea Cadets have the wind in their sails ahead of a bumper summer of activities – and they're looking for more youngsters to get on board with them.

The Oakleys Road unit, which is also known as Training Ship Indomitable, is getting ready for the outdoor season and a bumper calendar of events.

Through their excellent relationship with Attenborough Sailing Club there are regular opportunities to practice their skills on water close to home.

There will also be trips sailing around the UK and to take part in water sports at the likes of Gosport, Bristol and Plymouth in addition to the annual camp.

It's not all water-based activities other opportunities are available including rock climbing, social activities and taking part in the Duke of Edinburgh Award.

It's opportunities that Long Eaton Sea Cadets have been providing for local youngsters since their formation in 1943. They currently have 25 cadets overseen by eight adult volunteers.

Commanding Officer Barry Singleton, said: "Heading in to the spring is the perfect time to join the Sea Cadets as we have a full calendar of activities lined up to keep us busy here throughout the summer.

"We work hard achieving BTEC qualifications but we also enjoy ourselves and the depth of skills and experiences our cadets gain here takes people by surprise.

"As an adult volunteer here, one of the biggest things for me is seeing the kids develop and blossom.

"It's a privilege to see them come out of themselves while learning a host of new skills and making new friends.

"The response we get from the general public in Long Eaton is also great. They react brilliantly to seeing the cadets out in uniform and we're proud to be a part of this community."

ACF QUALIFICATION HELPED ADULT VOLUNTEER TO GET AN APPRENTICESHIP



Potential Instructor Hayley Holmes.

A volunteer from Ripley has described how she believes achieving a qualification through the Army Cadet Force (ACF) helped her to stand out from the crowd when applying for a job.

Potential Instructor Hayley Holmes, aged 19, is an adult volunteer with Derbyshire ACF's Ripley Detachment and is currently completing an apprenticeship with Jaguar Land Rover.

During Hayley's time in the Cadet Force she has had the opportunity to go skiing and travelled to Canada to take part in a shooting competition, as well as completing a BTEC in Public Services which she believes helped her to get her job.

Currently working in a large team at Jaguar Land Rover, Hayley believes the team-working skills she has gained through the ACF have been very useful.

Hayley said: "During my interview for the apprenticeship there were numerous questions about teamwork and the different problems and challenges I have overcome in the past. Being a part of the ACF, firstly as a cadet, and now as an adult volunteer, allowed me to use several examples from my ACF experiences.

"Having the Publics Services course on my CV did help me to stand out from others applying for the same position, so I'm really thankful to the ACF for encouraging me to push myself to achieve another qualification outside of school."

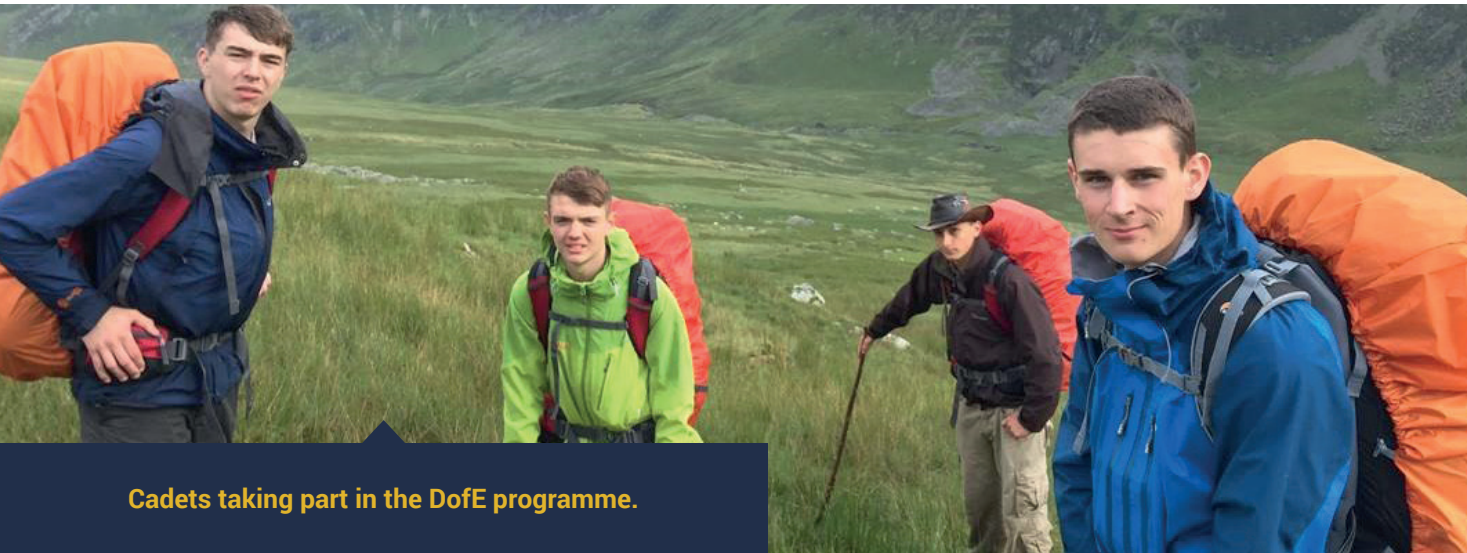
Hayley's workplace are very supportive of her ACF commitments, and actually offer an extra two days paid leave per year to allow her to complete volunteering activities.

She continued: "I took time out of my job last summer to attend annual camp in Thetford. This was a fantastic experience, to see the cadets smiling and enjoying themselves is amazing. To play a small part in making the cadets' journey as enjoyable as possible is a great feeling."

Hayley originally joined the ACF as a cadet and spent just under four years taking part in a variety of activities around the county and overseas, but when she reached her 16th birthday she decided to leave the organisation. However, because she had enjoyed being a part of the ACF and valued all of the skills she had been taught over the years, she decided to re-join the Cadet Force as an adult volunteer to pass on her knowledge and expertise to those younger than herself.

Hayley concluded: "One of the reasons I re-joined the ACF was because I found myself with a lot of free time outside of work, and wanted to make a difference in my local community. I've met lots of new people through the ACF, visited new places and taken part in a variety of adventurous training activities. There's no pressure to do any activities you don't want to."

DUKE OF EDINBURGH AWARDS JOY FOR NOTTINGHAMSHIRE CADETS.



Cadets taking part in the DofE programme.

Nottinghamshire Army Cadet Force (ACF) has helped more youngsters pass the Duke of Edinburgh (DofE) Award than ever before.

In the past 12 months, 142 cadets across the county have completed the development programme based on four key values of volunteering, physical, skills and expedition.

Of those, 53 cadets achieved the silver award and 14 earned a prestigious gold award which they were presented with by a member of The Royal Family.

Cadets have to take part in a host of activities and challenges to pass with recent expeditions including walks in the likes of Snowdonia, the Peak District and Sherwood Forest as well as residential trips.

Examples of other activities taken on by gold winning cadets included becoming senior cadets, coaching an after-school rugby club, teaching basketball to school children and volunteering with learning disabilities charity Mencap.

They also took part in sports ranging from boxing, cross country running to horse riding while examples of skills learned ranged from playing the saxophone,

learning about creating their own vegetable garden and gaining navigation and First Aid qualifications.

Cadet Corporal Danielle Parry, aged 16 of Toot Hill Detachment, said: "The overall experience was one that will last a lifetime but, for me, the expeditions were the best part. I got to have a laugh with mates whilst learning new skills that will help me in the future."

Four years ago Nottinghamshire ACF only had 20 cadets take part in the DofE programme of which none achieved the gold standard. The fact that figure has increased so dramatically is thanks to the hard work and dedication of the adult volunteers who oversee the cadets including the ACF's DofE Advisor Lieutenant James van Oppen.

He said: "I am extremely proud of the effort our participants are putting into their DofE Awards, and I am especially pleased to see them spending so much time volunteering in their cadet and wider communities.

"It is a joy to work with the growing team of keen and supportive adult volunteers in the East Midlands who mentor and supervise our groups."

AIR CADETS' CELEBRATE 75TH ANNIVERSARY



Air Cadets with Group Captain Carol Vorderman, Honorary Ambassador for the organisation.

2016 was a special year for the Air Training Corps (ATC) as the organisation celebrated its 75th anniversary.

The ATC has over 40,000 members aged between 12 and 20 years across the UK, and promotes having fun, adventure and having a practical interest in aviation through the activities it organises.

Squadrons (Sqns) around the East Midlands celebrated the ATC's birthday in a number of ways, as well as attending a musical extravaganza at RAF Cranwell in summer last year.

The event at RAF Cranwell included a huge parade, cadet band performances and a fly past by the Red Arrows as well as an appearance by the Battle of Britain Memorial Flight.

Speaking at the event, Ambassador and Honorary Group Captain Carol Vorderman, said: "I am hugely proud to be part of the celebrations and to meet cadets from all over the country who have travelled here today. The cadets are wonderful citizens – they exemplify the best of British and I wish each and every one of them good luck for the future."

Among the adult volunteers who contributed to this memorable event was Flight Lieutenant Kev Ritchie, Commanding Officer of 422 (Corby) Sqn. He said: "It's not often that historic moments like this come along so it's great that cadets and staff from 422 (Corby) Sqn were a part of the magic."

Cadet Hasnain Kapasi who attended the 75th Anniversary event said: "My visit to RAF Cranwell was absolutely incredible. It was without a doubt one of the most amazing experiences of my life! I will treasure the 75th anniversary extravaganza for the rest of my life.

"It began as an amazing trip with some of my fellow cadets to help out escorting and looking after some incredibly high ranking officers and VIPs. I thought this was going to be awesome being a part of the working party at the event but from here it would only get better.

"We went to College Hall Officers Mess (CHOM) where we were given a brief on our roles and duties and instructed to give water to the VIPs as they enjoyed the amazing drill routine performed by this year's drill and ceremonial camp. I was chosen to go inside the CHOM and cut the cake with the Chief of Air Staff! This was amazing news and a big opportunity for me."



Fireworks at the anniversary event.

LAUNCHING A NEW PARTNERSHIP



Cadets and adult volunteers pictured in September last year outside Sutton Academy.

Two Nottinghamshire Academies have joined forces to set up a new cadet unit.

Sutton Academy in Sutton-in-Ashfield is working with Dukeries Academy, who are based in Ollerton, to launch an Army-themed Combined Cadet Force (CCF), as part of the Government's Cadet Expansion Programme.

At the time of writing, the new CCF currently has 15 students parading each week and has created lots of interest and enthusiasm among the pupils who are eager to learn more about what the CCF has to offer.

Second Lieutenant Marion Wells, an adult volunteer who leads the CCF at Sutton Academy, explained: "We decided to set-up the CCF about 18-months-ago so have put a lot of our energies in to shadowing the adult volunteers at Dukeries Academy and learning in a practical sense how to run a successful CCF.

"Although we are in partnership with Dukeries, we felt it was important that each of our training afternoons

happened on the Sutton Academy site to prevent the students having to leave lessons early to travel to the Dukeries."

In order to spark an interest in the CCF among students, Marion and her colleagues described what a CCF was at a Year Meeting. The meeting set out the skills that could be gained from joining the cadets such as increased levels of confidence and leadership, and then asked anyone interested to write a letter to the Principal explaining why they wanted to be considered.

Marion continued: "We decided to aim the CCF at Year 10 students as we felt they would gain a lot from the experience, and would benefit their future studies. Within the school, we have a Character Education Pledge, this is a pledge each of the students make and have to complete certain tasks to be successful. Pledges could include raising money for charity, helping their peers or presenting to a group. Being a member of the CCF fits in nicely with this pledge programme, and we are already starting to see cadets ask how being in the CCF will link in with their pledges for the year."

Sutton Academy's Principal Tim Croft explained that he believes creating the CCF will directly benefit students: "Although I understand that curriculum time is precious, being in the CCF will be a fantastic experience for all of our Year 10 students involved.

"Skills being developed in the cadet unit such as team working, resilience and time keeping will all transfer back in to the classroom, as well our young people getting the opportunity to try new challenging activities such as fieldcraft or adventure training that they may have otherwise been unavailable to them."



**East Midlands Reserve Forces
and Cadets Association**

Army Reserve Centre
Triumph Road
Nottingham
NG7 2GG

 0115 924 8628

 www.eastmidlandsrfca.co.uk

 East Midlands Reserve
Forces & Cadets Association

 @east_mids_rfca

