



**EAST MIDLANDS
RESERVE FORCES AND CADETS ASSOCIATION**



Annual Report 2015

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Chief Executive's introduction

During my flying career there was one event to which few looked forward, but which all knew was inevitable: the annual visit of the Standardisation Unit. The Standardisation Unit, also known as The Trappers, amongst other nicknames, was responsible for ensuring that all of us, from individual aircrew to squadron organisations, were performing to standard. They could, and did, remove people's 'flying categories' requiring them to undertake remedial training. However, in our hearts we all realised that the annual Trappers visit was an essential tool as this external review ensured that all were following, and most importantly understood, the agreed procedures and practices that enabled us to operate safely and effectively.

Thus, you can perhaps understand the trepidation I felt when I heard that not only were the Reserve Forces and Cadets Associations (RFCAs) going to be subject to a Ministry of Defence (MOD) initiated external review, but that East Midlands RFCA was going to be the first of the 13 RFCAs to be visited by Air Vice-Marshal Paterson, the officer selected to undertake the review. However, I am very pleased to note the positive outcome of this review, which allows us to continue to provide the wide range of support that enables both Reserves and Cadets to get their jobs done. Nonetheless, one of the reasons that Air Vice-Marshal Paterson was able to provide such a positive report on our organisation was that we have begun and will continue a process of change by which we mean to improve the effectiveness and efficiency of all that we do. This process of change is placing a heavy workload on our estates staff and has made a year in which we have undertaken some major construction projects a particularly busy one for them.

SaBRE (Supporting Britain's Reservists and Employers) was another area to face challenges during the last 12 months: as what had previously been principally a means of supporting mobilised Reserves and their employers, under a concept known as Employer Support, evolved into the much broader idea of Employer Engagement. As our SaBRE Director explains in his report, Employer



*Group Captain Nick Sharpe,
Chief Executive of East Midlands RFCA*

Engagement encompasses not only Employer Support, but aims to engage with a wide range of employers to persuade them of the many tangible benefits of employing Reserves: both for the individual and the company employing them. It aims to influence the employer environment to be a consistently Reserve-supportive arena. However, increased tasking and the need to liaise with a bolstered Brigade Employer Engagement team and the embryonic, but rapidly growing, Defence Relationship Management organisation meant that our SaBRE Director has had few opportunities to relax in the last 12 months.

Another example of the pace of change within the RFCA is evidenced by our Head of Communications' article explaining our considerably increased media coverage. The importance of this success is twofold: it provides well-deserved recognition of some significant achievements, while simultaneously ensuring that the Reserve Forces and Cadets remain in the public eye.

As we draw to the end of a busy year marked by change and challenge I would like to pass my heartfelt thanks to all of you, both professional staff and volunteers for the enthusiasm, commitment and sense of humour which have continued to ensure that East Midlands RFCA achieves all that is asked of it.

**Group Captain Nick Sharpe,
Chief Executive of East Midlands RFCA**

Chairman's report

There is absolutely no doubt that one of the greatest assets that East Midlands RFCA has is the active involvement of our Lord-Lieutenants. It was therefore with great sadness that we heard that our former president, Lady Juliet Townsend, who had only recently stood down as Lord-Lieutenant of Northamptonshire, passed away on 29th November. However, our sorrow at her loss was assuaged by the inspirational life she led, which was illustrated admirably by the friends who talked so movingly at the packed memorial service to commemorate her life. Her sharply-honed intellect, her sense of humour and her generosity lay at the heart of all that she did for her county and for this RFCA. She will be sadly missed.



Lady Juliet Townsend

Lady Jennifer Gretton has now been our East Midlands president for some 12 months and both I and the Chief Executive are extremely grateful to



Lady Jennifer Gretton

her for the tremendous support that she has given us and for the interest that she has taken in the activities of both Reserves and Cadets. From the moment that she agreed at short notice to preside over last year's Annual General Meeting (AGM) she has involved herself in all that we do, which will come as no surprise to all those who attend her Leicestershire and Rutland RFCA County Committee.

It is also my pleasure to welcome to the RFCA two recently appointed Lord-

Lieutenants. David Laing was appointed as Lord-Lieutenant for Northamptonshire on 17 June 2014, while Toby Dennis succeeded Tony Worth as Lord-Lieutenant of Lincolnshire on 23 February 2015. I am immensely pleased to note that Tony Worth has been appointed a Commander of the Royal Victorian Order in recognition of the immense service he has given to his county during his time in office. Tony will of course continue to involve himself in the Lincolnshire Bomber Command Memorial, which is beginning to take shape on the escarpment opposite Lincoln Cathedral.



Colonel Murray Colville

The long awaited review of the RFCAs, undertaken by Air Vice-Marshal Paterson during the last few months of 2014, was completed to schedule. Essentially the exam question he had to answer was 'are the RFCAs suitably organised and resourced to support the Reserves and Cadets, both now and in the future?' I am pleased to say that, after visiting every RFCA and talking to all those organisations with which we do business, his answer was positive. One of the reasons we achieved such a supportive conclusion was that we were very clear about our desire to modernise our processes and procedures to ensure that we continue to give the country the best possible value for money. We are doing this under Project REVIVE which, although initially focused on our work with the Volunteer Estate, will eventually encompass all that we do. A separate Defence Infrastructure Organisation (DIO) study, examining the value for money of our estates operations should have run in parallel with the Paterson Study, but has unfortunately only recently been able to commence; East Midlands RFCA is not directly involved in this study, as it is focusing on two other RFCAs, but its outcome will obviously affect the work being undertaken under project REVIVE.

Although this is the first year for some time that has not seen the publication by the MOD of a paper on Reserve structures, there have continued to be changes following on from SDSR 2010. Perhaps the most significant of these was the introduction of a new Defence Reform Act, which came into effect in October 2014. This Act introduced new Terms of Service for Reserves, which allow them to be mobilised for a wider range of tasks than previously. In particular the Act allows the Secretary of State to mobilise members of the Reserves 'for any purpose for which members of the regular services may be used'. The intent is that the Reserves will train with their Regular counterparts and will possess the same equipment. The Act also formalises the arrangement by which the RFCAs provide an External Scrutiny Group to report on progress with the Future Reserves

2020 programme. The second of their reports was published just after last year's AGM. In essence the report found that the Armed Forces' plans for their Reserves were achievable, although those of the Army carried the greatest risk. The Group's major concern lay with 'the extremely poor start made to Army Reserve recruiting in the first 18 months of the programme'; this was mixed with a worry that the widespread advertising of this fact might in itself become a disincentive to recruits. The Group also raised a note of caution that in some areas 'the urgency of growing numbers is dominating more holistic thinking and planning for longer-term Reserve component'.

Nonetheless, over the past 12 months things have begun to improve as commanding officers have been increasingly freed and resourced to conduct local recruiting, which enables local units to target areas that they know have proved fruitful to recruitment, while at the same time national campaigns have worked to raise awareness of the Reserves among the general public. This latter point is I believe a key area to address, as people's perception and understanding of the military, and the Reserves in particular, has reduced over several years. In many ways this is probably just a reflection of the simple fact that as the Armed Forces get smaller, fewer people have relatives who serve, and the military becomes less visible as bases close and fewer areas of the country see military personnel in uniform. This increases the imperative for the RFCA to get out amongst their community and educate people about what the Reserves and Cadets do. Cadets are of course an immensely important part of the equation, because, although the Cadet organisations are not explicitly recruiting tools, they are often the only uniformed representatives of the Armed Forces in many areas of the country.

At a local level, a significant change to the Army's structure within the East Midlands occurred on 13 February when our local Regional Brigade, 49 (East) Brigade, was disbanded and its place taken by 7th Infantry Brigade and HQ East; 7th Infantry Brigade will remain for the moment at Chilwell, although there are longer term plans to move to Kendrew Barracks, and it retains its Desert Rats traditions and insignia. As an Adaptable Brigade, 7th Infantry Brigade has a much wider range of responsibilities than did its predecessor, including Combat Operations and Defence Diplomacy. The Regular and Reserve units that form part of 7th Infantry Brigade are:

- 1st The Queen's Dragoon Guards at Robertson Barracks in Swanton Morley (Light Cavalry).
- Royal Yeomanry in London (Reserve Light Cavalry).
- 1st Battalion, Royal Anglian Regiment at Royal Artillery Barracks in Woolwich (Light Role Infantry).
- 3rd Battalion, Princess of Wales's Royal Regiment at Howe Barracks in Canterbury (Reserve Light Role Infantry).

- 2nd Battalion, Royal Anglian Regiment at Kendrew Barracks in Cottesmore (Infantry).
- 3rd Battalion, Royal Anglian Regiment at Gibraltar Barracks in Bury St Edmunds (Reserve Light Role Infantry).

East Midlands RFCA's relationship with our new brigade will develop over time, but Brigadier Jonny Bourne, his Deputy Commander, Colonel Stuart Williams and Assistant Commander, Colonel Tom Redgate have already been engaged to ensure that the support our professional staff and volunteers can provide to the new brigade and the growing Reserve Forces is encompassed within the brigade's plans. As you will see elsewhere in this Report, this mutual cooperation is already occurring.

There are a number of other Reserve units represented within the East Midlands and they will all continue to receive the support of East Midlands RFCA. Producing the 2014/15 Yearbook was an interesting experience as many of the units, sub-units and detachments were in the processing of reducing, moving or forming. That process is well on the way to completion. Within Nottingham, C Company 4 Mercian is established at Bulwell, as are HQ 162 Regiment RLC and 281 Sqn RLC at Wigman Road. All of the moves have required differing levels of support from our Estates Department to ensure that the Army Reserve Centres (ARCs) were ready for their new occupants. Some significant works are being undertaken to the Grade II listed Clare Street ARC in Northampton to enable its occupation by HQ 104 Battalion REME; this will open up the roof space, closed off in the 1970's, to allow light into the building as its original architects intended, and to utilise spaces within the building that have been vacant for years, due to fire regulations. One office, hidden and sealed for many years was 'found' in the roof space this winter; unfortunately the only treasure within was an old typewriter and a dead pigeon!

A paucity of funding continues and, although understandable in the national financial climate, it means that all areas, but particularly Estates, have to exercise the greatest economy in all that they do. A few months ago we had less than £3000 left to conduct reactive maintenance across our estate and the loss of a central heating boiler could well have led to the closure of an ARC. Fortunately we had no catastrophes, the systems held up and we managed to bid for additional funding. However, there is concern that the fact that we can only address the most pressing of faults means that we are building up a bow wave of maintenance that will eventually attract a significant funding requirement. This concern is common to all RFCAs and DIO has acknowledged that the risk is present; eventually it is planned that more funding will be diverted to capital projects to produce more modern buildings with a concomitant reduction in maintenance costs.

Within the last few months I have had the pleasure of attending two opening events for East Midlands RFCAs estates projects that show the benefits of capital funding. I am pleased to say that both events involved Cadet facilities, for Cadets are often at the tail end of the funding stream. The first of these, in October of 2014, was to witness the opening of a new Cadet Training Centre at Yardley Chase for the Cadets of Leicestershire, Northamptonshire and Rutland Army Cadet Force (ACF). This is a truly impressive construction, which replaced a sprawling collection of temporary buildings that had been in place far too long.



Yardley Chase Cadet Training Centre opening event

More recently, and on an altogether different scale, I witnessed the opening of a new Joint Cadet Centre (JCC) at West Bridgford in Nottingham. This centre provides offices, classrooms and a drill hall for an ACF detachment and Air Training Corps (ATC) Squadron. It is much smaller than Yardley Chase, but it is just as important. This centre allows over 70 Cadets to engage in a wide range of activities every week, throughout the year. Its modern, functional construction, visible from a busy local road will hopefully encourage even more young people to join these already successful detachments. The visit also reminded me that while the buildings are important they serve only to enable the exceptionally committed adult volunteers to provide practical, inspirational and life-changing guidance and instruction to the young people in their care. This was evident from the fascinating presentations provided by two adult volunteers and two Cadets, which illustrated admirably exactly what membership of the Cadet forces can bring. The night also provided a fine example of the Cadets' ability to improvise, with a gliding simulator constructed from the nose of a written-off glider, the base of a packing crate, an

old computer and a large screen; all for under £100. Perhaps Defence Procurement has something to learn from the Cadets.



Colonel Murray Colville and Sir John Peace at the West Bridgford Joint Cadet Centre opening

The experience and dedication that our volunteers bring to the RFCAs equation is invaluable, not just in the events that they organise or participate in, but in their ability to engage with their communities. This was admirably demonstrated when MOD produced a consultation document proposing significant changes to Combined Cadet Force (CCF) funding, which would have impacted adversely on the very schools that were actively engaged in promoting Cadet service. Individual RFCAs composed responses to the proposal drawing on the experience of their volunteers, while also encouraging schools to participate in the debate. The widespread and remarkably consistent views from across the country were instrumental in stopping a scheme that could have caused immense disruption to the Cadet movement. To all those who participated, thank you.

So, in summary, a year of constant challenge as the RFCAs implement the changes of FR20, for all three Services, while continuing to support the Cadets in their many activities; all within an environment of economic stringency. That we continue to receive plaudits for our achievements is testament to the constant efforts of the professional staff, both at our HQ at Triumph Road and within the ACF Counties. However, none of this would be possible without the continuing hard work of those from all walks of life who make up our volunteers and form our five County Committees. The County Committees role is likely to become even more important as we strive to maintain the profile of the Armed Forces and the Cadets in the East Midlands and to each committee I give my grateful thanks.

Cadets and Youth

Cadet Expansion Programme

The Government's Cadet Expansion Programme (CEP) which has a target of 100 new Cadets units in state funded schools in England by September 2015 has achieved its goal, with the East Midlands already having established 11 CEP schools (with a further five in an advanced state of planning).



Heanor Gate Science College on summer camp 2014

The East Midlands units are predominantly Combined Cadet Force (CCF) (Army) sections but there are also two Sea Cadet Corps (SCC) contingents (Guthlaxton College, Leicestershire and Wren School, Northamptonshire) and one CCF (Air) contingent at Heanor Gate Science College, Derbyshire. The disproportionate success in the East Midlands is very much to the credit of the East Midlands RFCA's School Cadet Expansion Officer, Squadron Leader Mark Alker, who working closely with the Cadets Branch of 7th Infantry Brigade and the single service points of contacts, has been instrumental in promoting the CEP. From initial contact and subsequent briefings to school senior management teams and boards of governors, Squadron Leader Alker has assisted those schools who have decided to take on the challenge of establishing their own CCF, sometimes in a partnership brokered by Squadron Leader Alker with an existing CCF in a neighbouring school.

Proposed Changes to CCF Charging Regime

The issue of funding for the new CEP units and the CCF as a whole became a contentious issue during the year, as proposals to charge both CEP and existing CCF schools for MOD support were put forward. MOD initiated a consultation exercise regarding the proposed changes to the

CCF charging regime which was presented to head teachers of existing CCF contingents early last summer (unfortunately coinciding with the start of the school holidays). The strength of feeling on the matter was illustrated by the unprecedented response of over 80% of those consulted (in part facilitated by the RFCAs). There was a near universal opposition to the proposals, with some schools indicating that if they were adopted the school might have to consider closing their CCF contingent. The exercise also highlighted to many headteachers the considerable contribution their schools already make to the running of their own CCF.

After considering the response to the consultation, the proposal changes to the charging regime were withdrawn in November 2014 and at the March 2015 CCF Headteachers' Conference it was announced that there was no appetite in the MOD to review, certainly in the next few years, the existing CCF charging regime; in addition, to ensure an even closer working relationship with headteachers, who are the commanding officers of their school's CCF contingents, an annual CCF Headteacher Conference would be initiated.

Cadets in the East Midlands



Cadets on parade outside Yardley Chase Cadet Training Centre

Although much of the attention over the last year has been with the CEP and the existing CCFs, the community Cadet Forces¹ 25,790 adult volunteers (CFAVs) continue to provide a challenging and rewarding experience for 88,000 young people across the country; here in the East Midlands there are over 237 Cadet units, with 2,100 CFAVs and 10,700 Cadets. A further sign of the commitment in the East Midlands to the community Cadet Forces has been the opening in October 2014 of the

¹ Sea Cadet Corps (SCC), Army Cadet Force (ACF) and Air Training Corps (ATC) Sea Cadet Corps (SCC), Army Cadet Force (ACF) and Air Training Corps

£7.2m Cadet Training Centre in Yardley Chase, Northamptonshire and in March 2015 the joint ACF/ATC Cadet Centre in West Bridgford, Nottingham.

The Safeguarding Challenge

A significant challenge for all of the Cadet Forces is to ensure that activities are as safe as possible, while still providing challenging and rewarding experiences to the Cadets – while also ensuring that the burden on the adult volunteers does not become unmanageable. This process is known as Safeguarding. A Cadet Executive Officer (CEO), a member of the Professional Support Staff employed by East Midlands RFCA, is located in each of the four ACF County HQs, and has as one of his or her duties that of the Designated Safeguarding Officer; they provide professional support to the County Commandant and his staff to minimise the chance of a Safeguarding incident and to manage one should it occur. In the East Midlands all the CEOs have attended the NSPCC Designated Safeguarding Officers course (and refresher training as required).

Highlights from the ACF in the East Midlands



Derbyshire ACF summer camp

Derbyshire ACF:

- 780 Cadets.
- Summer Camp 2014 at Crowborough, East Sussex which was attended by 350 Cadets (summer camp 2015 is at Longmoor, Hampshire)
- In November 2014 after 11 years as the Honorary Colonel of Derbyshire ACF, Mrs Dianne Jeffrey CBE DL handed over the baton to Col David Elsam MBE, her wise counsel and enthusiasm will be missed.

Leicestershire, Northamptonshire and Rutland (LNR) ACF

- 1,301 Cadets.
- Summer Camp 2014 at Wretham which was attended by 521 Cadets (summer camp 2015 is at Sennybridge, Powys)

- LNR ACF Cadets had a prominent role in the ceremonies involved with the reinterment of King Richard III.



LNR ACF Cadets taking part in Richard III event

Lincolnshire ACF



Lincolnshire ACF Cadets on summer camp

- 850 Cadets.
- Summer Camp 2014 at Ripon which was attended by 337 Cadets (summer camp 2015 is at Longmoor, Hampshire).
- The Honorary Colonel of Lincolnshire ACF, Colonel Toby Dennis was appointed Lord-Lieutenant of Lincolnshire in January 2015.

Nottinghamshire ACF

- 762 Cadets.
- Summer Camp 2014 at Crowborough, East Sussex which was attended by 357 Cadets (summer camp 2015 is at Catterick, North Yorkshire).
- New detachment opened in 2014 at Toot Hill School in Bingham, which has already enrolled 51 new Cadets with a further 30 young people on the waiting list.



Notts ACF summer camp

Employer Engagement and SaBRE



What is SaBRE?

SaBRE (Supporting Britain's Reservists and Employers) is a MOD campaign that provides information and advice to employers and employer organisations on all matters relating to the employment of Reservists.

SaBRE works impartially on behalf of both military and civilian communities helping employers and Reservists to support and understand each other and provides a forum for employers' views, issues and suggestions.

There are a number of potential benefits from employing service leavers and members of the Reserve Forces. Employers have reported that military personnel tend to be highly effective employees with evidence that their military training has helped to develop their leadership and management skills, communication skills, professionalism, adaptability, morale, physical courage and trust-worthiness.

SaBRE provides support and advice to businesses on a range of topics:

- **How to develop a Reservist HR policy**
- **Information on Reservist's training obligations**
- **The potential benefits of employing Reservists**
- **Employer's legal rights and responsibilities**
- **Claiming financial assistance if a Reservist employee is mobilised**
- **Providing feedback comments to the MOD**

The Armed Forces - Defence Objectives

The MOD aims to deliver sufficient, capable and motivated manpower to meet Defence's needs now and in the future. This involves building high-performing, fully integrated, well-led teams of capable and skilled people in the Regular and Reserve Armed Forces, the civil service and contractors.



Defence objectives also include supporting our veterans; wounded, injured and sick; resettling personnel at the end of their service; helping the partners of service personnel to develop their careers in circumstances which can mean frequent re-locations; and helping our people to overcome commercial disadvantage wherever it occurs.

A key element of Defence personnel policy is the expansion of the Reserve Forces to play a bigger role in UK Defence; the trained strength of Reserve Forces is being increased from around 22,000 to around 35,000. Defence is investing £1.8bn to improve reserve capability, equipment, integration and overseas training. Defence also seeks to encourage more people to support our Cadet organisations by becoming adult volunteer instructors and employer support is vital to achieving this.

Employer Engagement

Employer Engagement is an important activity in helping to achieve Defence objectives and is the principal activity required to develop and sustain strong, positive, mutually-beneficial relationships between employers and the MOD. The Armed Forces community can contribute value to employer organisations by providing employees with a wealth of leadership and life skills.

RFCA employer engagement activities are aligned with Defence strategy which was revised in October 2014. The

strategy is focused on Reserves, reflecting the imperative to achieve Defence's objectives but also supports the full spectrum of Defence Personnel including Service leavers, veterans, wounded injured and sick, families and Cadet force adult volunteers.

Employer engagement activities work towards three principal objectives:

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

Defence Relationship Management

To improve engagement with employers, the MOD has established a new Defence Relationship Management team (DRM). The DRM team provides an accessible interface for employers to partner with Defence; it can help employers form the right partnerships and act as a trusted, single point of access to all Defence personnel initiatives. DRM will work with employers to tailor opportunities to meet their goals.

DRM hosted the first **Partnering with Defence Employer Conference** in March 2015 at the Barbican, London. The conference brought together, for the first time, employers from the private and public sector with Defence personnel. A main theme for the event was how partnering can be mutually beneficial in building Britain's skills base, and developing and retaining talent. The event was attended by 112 employers, and talks

were given by a variety of employers who provided best practice examples of working closely with Defence. Topics included ways in which Corporate Covenant pledges can be incorporated into an employer's corporate

social responsibility agenda and how employers can build a talent pool from Service leavers through partnering with Defence.

The employers' information booklet '**Your Guide to Employing Reservists**' has been updated.

The booklet includes brief details of the benefits of employing a Reservist, financial assistance for employers and mobilisation information. Copies are available from the Regional SaBRE Campaign Director and can be downloaded from www.sabre.mod.uk

Financial Assistance for Employers

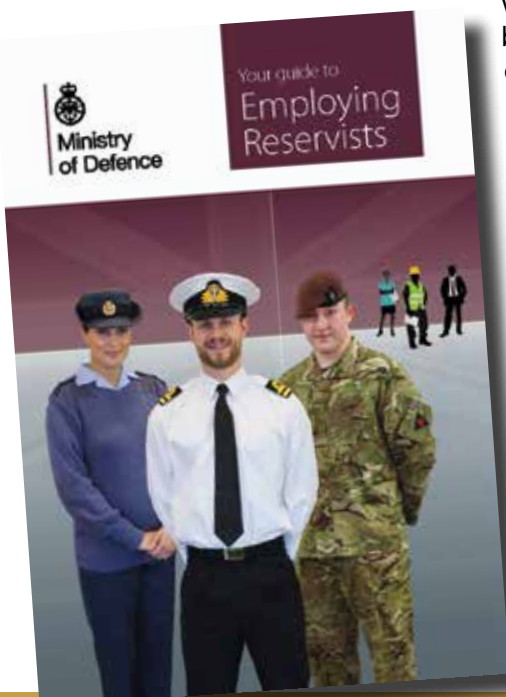
In the 2013 Reserves White Paper, the government committed to seek employers' views to review the financial assistance package for the mobilisation of Reservists. A consultation exercise was conducted in November 2014 to communicate the areas under review and to get employer feedback on the proposed changes.

As a result, a revised financial package providing greater assistance for mobilised Reservists and their employers came into effect in March 2015.

The resulting financial package is designed to minimise any financial costs incurred by Reservists and their employers as a result of mobilisation.

As part of the changes made, an easy to follow claim process has been introduced for employers.

Full details of the financial benefits and the claim process are on the SaBRE website www.sabre.mod.uk



Corporate Covenant

Employers are encouraged to acknowledge their support for Defence personnel through a Corporate Covenant, a public voluntary pledge to demonstrate support for the Armed Forces community. The specific nature of that support will depend upon the size and nature of the organisation, but could range from specific measures to support the employment of Veterans, Reserves or spouses, to more tailored packages of support for Service personnel more widely.

The aim is to ensure that no member of the Armed Forces faces disadvantage in the provision of public and commercial services. At the end of March 2015, throughout the UK over 500 organisations had signed a Corporate Covenant and 45 were from the East Midlands. Employers who wish to make a pledge should contact the Regional SaBRE Campaign Director or register for the scheme through the SaBRE website.

Employer Recognition Scheme

To recognise and reward the support shown for Defence personnel by employers, a new **Employer Recognition Scheme** was launched by the Prime Minister in 2014. The scheme encompasses Bronze, Silver and Gold awards for employer organisations that pledge, demonstrate or advocate support to Defence and the Armed Forces community, and align their support with the Armed Forces Corporate Covenant.

Bronze Employers who sign up to the scheme through the SaBRE 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. At the end of March 2015, 14 East Midlands based employers had registered online for a Bronze award.



Silver Employers who demonstrate support for Defence personnel may be nominated for a Silver award by a third party, 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. This is an annual process and in 2014 85 East Midlands' based employers received Silver awards, presented by the Lord-Lieutenants at special award ceremonies in each county. The nomination process for 2015 is now open.

Gold Employers who become advocates for the support of Defence personnel may be nominated for a Gold award by a third party 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. This is also an annual process and for 2014 only 10 employers throughout the UK a Gold award; two were in the East Midlands, Nottingham University Hospitals NHS Foundation Trust and Amalgam Training, an SME in Newark.



For more information or with any queries contact:

John Wilson, Regional SaBRE Campaign Director

Email: em-empsp@rfca.mod.uk

Call: **0115 924 8627**

Visit: www.sabre.mod.uk



Reservist engaging with employers

Employers visit an Army Reserve Training Facility

More than 50 employers from the East Midlands visited Chetwynd Barracks, Chilwell, Nottingham in March to tour the Mission Training and Mobilisation Centre (MTMC) and find out more about how the training Reservists receive could potentially benefit their businesses.



During the event, which was organised by SaBRE, visitors had the opportunity to see medical facilities; weapons, uniform and equipment; counter improvised explosive devices; as well as getting to have a go in a vehicle crash simulator and use an electronic simulated rifle range.

East Midlands Regional SaBRE Director John Wilson said: "We were delighted with the response from employers about this event. This was a rare opportunity to visit the MTMC, to have the chance to speak with Reservists face-to-face and have a go at activities such as the electronic simulated rifle range and vehicle crash simulator. The event was a success with positive feedback from many of those who joined us on the day.

"The training a Reservist receives would cost an employer thousands of pounds a year to provide, but they can take advantage of this for free. Team working, leadership, improved confidence and the ability to work under pressure are all desirable skills and attributes that are beneficial to a Reservist's employer in the workplace."

Feedback from employers at the event:

John Clayton, Technical Director at RPS Group PLC, in Newark, said: "I thought today was a real eye-opener in terms of how Reservists are prepared for mobilisation. Reservists are

incredibly important and I think more employers should consider the skills that Reservists can bring to the business such as leadership, management and organisational abilities."

Paula Jelly, Regional Lead for Veterans Service at Lincolnshire Partnership NHS Foundation Trust, said: "I have thoroughly enjoyed my visit to the MTMC and have met some wonderful people who serve our country. I want to highlight that Reservists are not 'ordinary' people – they are 'extraordinary' people who juggle the demands of civilian life as well as supporting the Armed Forces."

Barbara Breeze, Managing Director, from ADM Shine Technologies, based in North West Leicestershire, said: "To come and experience a hands-on event such as this has been great. It's really encouraging how this event has been developed for employers so that we can more easily understand how Reservists are trained and what transferable skills individuals can bring to their employers. The training of Reservists is an ongoing process so it is important that there is an open dialogue between them and their employer as well as support and commitment on both parts."

Rebecca Gee, Sales Advisor at Stage Systems based in Loughborough, was presented with a Ministry of Defence Employer Recognition Scheme Silver award for demonstrating support to Reservist employees at the event.

Rebecca said: "I have found today both eye-opening and informative. It has given me a greater understanding of what being a Reservist is all about. We are really proud to have received the award and it will have pride of place at the front of our office."



Estates

Change has again been the main topic within the estates department over the last 12 months.

Much work is being carried out by all members of staff to ensure that we adapt to new ways of working to align ourselves with the new Next Generation Estates Contracts (NGEC) currently being rolled out across the Regular estate. Effectively almost the entire military estate is now being maintained by a civilian contractor, working to the DIO; the principal exception to this is the estate used by Reserves and Cadets, still maintained by the RFCAs. We have to demonstrate that we are as efficient and as effective as the contractors that manage the estate for the Regulars. This has involved significant additional work for the estates team, collating data and compiling reports, often at short

notice to meet DIO remits.

Despite this additional workload the estates department has had a tremendously busy and successful year, ensuring that our estate meets all of the legal and other mandatory requirements to enable the Reserves and Cadets to operate safely.

The department was allocated a budget of £3 million to address major works and betterment projects across the estate. In addition £1.1million was allocated to undertake inspections to ensure the estate met its legal and mandatory requirements, other tests and all maintenance tasks; a further £300k was provided to carry out adaptation works in injured servicemen's homes under the Injured Service Personnel's Living Accommodation (ISLA) project.

Army Reserve

Clare Street ARC Northampton

As part of the Future Reserves 2020 programme the Battalion HQ of 104 Bn REME is being relocated to the ARC at Clare Street in Northampton. This will lead to a large increase in the number of permanent staff located on site, necessitating an increase in offices and training spaces.



Clare Street Army Reserve Centre

Clare Street ARC is Grade II listed and all works have to be approved by the local conservation officer; the need to meet both the needs of the conservation officer and the requirements of modern legislation have proved challenging at times. Nonetheless, our intent is to make use of areas of the building that have laid dormant for many years, while clearing the suspended ceiling

in the main hall to reveal the original roof structure. The introduction of a new fire escape to allow use of some areas of the second floor has required imaginative design, so that the building's nineteenth century structure is not compromised.

Work has commenced on site and is being phased over several months to allow the ARC to remain in use while the modifications are made. A number of original features, that appear to have been covered over in the 1960s, are being discovered as work progresses and we intend to leave as many of these as possible on view when the project is completed. We anticipate that the refurbished Clare Street ARC will be complete before the end of this year (2015).

Betterment Projects

Betterment funding is a means of carrying out essential improvements at ARCs to assist the Army Reserve with the recruitment and retention of Reservists. These relatively minor projects involve improving the recruiting areas, refurbishing classrooms to provide a modern teaching environment, replacing old kitchen equipment, improving junior ranks' messes, amongst other things.

In recent months Betterment funding has enabled us to complete the following projects:

- Bulwell ARC, Nottingham: Improvements to the main entrance area and the Recruiting Office.
- Loughborough ARC: Improvements to the Recruiting Office.

- Kingsway ARC, Derby: Improvements to Recruiting Office and Classrooms.
- Automatic gates and CCTV at Beeston ARC, Sinfin Lane ARC and Glen Parva ARC.
- New notice boards, flooring redecoration and signage at many other sites.



Kingsway ARC lecture room renovated and new external signage



Betterment works at Bulwell ARC

A bid for betterment funding is made annually by RFCAs in the autumn. A decision on allocations for this financial year was only made in January 2015, with the proviso that all works must be completed and all monies spent before 31 March 2015. Having considered the range of potential projects and identified those that could be completed within the mandated timeframe, East Midlands RFCA accepted £370K. This funding has been used to improve the physical condition of our estate in a number of areas and the fact that the estates team had pre-planned a number of small projects ensured that we made optimum use of the funds available.

Cadets

Yardley Chase Cadet Training Centre



Yardley Chase facilities



Many years of work finally came to fruition on 25 October 2014 when the brand new Yardley Chase Cadet Training Centre was officially opened by Major General R M B Nitsch CBE General Officer Commanding Support Command. This new facility replaces temporary buildings that had been in place for over eight years; these were erected when the original pre-war buildings became unsafe. The new centre can accommodate over 180 Cadets and 45 adults in rooms with en-suite facilities. A modern kitchen and dining area ensure that the Cadets and adults are well fed, while they benefit from the



Yardley Chase Cadet Centre official opening

range of indoor training facilities on offer, including an indoor range.

The new centre, whilst primarily for use by the Cadets of Leicestershire, Northamptonshire and Rutland ACF, is proving very popular with other organisations and has already been used by the ATC, SCC, Scouts and regular Army Units.

Joint Cadet Centre, West Bridgford



*West Bridgford
Joint Cadet Centre*

A new Joint Cadet Centre on Wilford Lane, West Bridgford in Nottingham was officially opened by Sir John Peace the Lord-Lieutenant of Nottinghamshire in March 2015. The new centre, which replaces three old and dilapidated modular buildings, will be the home of 209 (West Bridgford) Squadron ATC and the West Bridgford Detachment of the ACF.

The new centre is a prime example of how joint centres should be used to maximise the available space and enable the sharing of training facilities, while maintaining the independence of individual units. The ACF and ATC units at West Bridgford will share a training hall and modern IT equipped classrooms, while the units' command and administrative teams occupy their own offices at either end of the building.

New Squadron Building 1890 (Dronfield) Squadron ATC

Work has commenced on the construction of a new purpose built permanent building for 1890 (Dronfield) Squadron ATC; the existing modular building has been demolished and a new brick building is being constructed on the same site. The location of the site and its small size has made this a challenging task for both architects and builders. Nonetheless, the project is well underway and it



Former Dronfield ATC building

is anticipated that 1890 (Dronfield) Squadron will take possession of their new headquarters in the autumn.



*Works progressing at Dronfield ATC
Training Centre*

Heanor Gate Science College, CCF

Heanor Gate CCF was established as part of the Government's Cadet Expansion Programme. The school in Heanor, Derbyshire had little spare capacity to enable the new and thriving CCF to operate from; indeed, at one point the Contingent Commander was working from a disused shower block. A sum of £45,000 was secured from the funding set aside for this initiative to allow the construction of a new modular building, to be used



*Heanor Gate Science College's new modular
building*

as both storage and as a Contingent Commander's office. This work is completed and the building is now jointly maintained by East Midlands RFCA and the school.

Future Projects

East Midlands RFCA, HQ Army and HQ ATC have been working together to ensure funding is in place to allow for the continued development of new Joint Cadet Centres across the region. This makes optimum use of scarce resources and ensures a reduction in long-term maintenance costs.

Nonetheless, there are areas where funding is currently not available to develop joint solutions and East Midlands RFCA is involved in the planning of two ATC developments.

Planning permission has been granted for a new building at Hamilton Community College for 2502 (Hamilton) Squadron ATC and, once the new lease is agreed; work should start on the site this year.

126 (City of Derby) Squadron ATC has been located for many years at a former military site in Alvaston, Derby; the site is large, but the buildings, intended to last for the period of the Second World War, are now old and tired. Original plans to relocate the squadron to Kingsway ARC in Derby proved impossible, when it was decided to significantly increase the Army Reserve presence there. However, work is now underway to ensure this well recruited unit is provided with a suitable headquarters to enable this well-recruited unit to continue its good work.

The redevelopment of Daventry town centre has necessitated the replacement of the town's original Joint Cadet Centre. Changes to the overall development plan have led to a number of false starts with this project, but it is still the intention of the local council to carry out this replacement with work to start in 2015.

Injured Service Personnel's Living Accommodation (ISLA)

East Midlands RFCA is actively engaged in working with DIO to carry out adaptation works for injured service personnel. We have completed 20 such adaptations to date and have three more in the planning stage. The works vary from the creation of ramped access and wet rooms to large two storey extensions, all depending upon the clinical need of the serviceman or servicewoman.

Regionally Generated Income (RGI)

RGI is additional funding that is earned by the RFCA by renting out irreducible space capacity for use by outside agencies under a programme known as Alternative Venues (AV) and for allowing telephone mast installations on our sites. The majority of this income is reinvested into the estate and is used to enhance the training experience and carry out works to buildings that cannot be funded from central funds.

Alternative Venues (AV)

AV is a national initiative to enhance the RFCAs' ability to generate RGI through the hiring out of space in our buildings. Many of our buildings are advertised for hire on the AV website www.alternativevenues.org



to encourage individuals or organisations to consider their use for a variety of purposes. All of our ARCs are also now advertised locally as part of the programme. The programme not only generates income for the estate, but helps to increase public awareness of the presence of Army Reserve Centres and of the units within and their links to local communities. East Midlands RFCA



Meetings... Conferences... Training... Parties...

Venues for hire

Alternative / East Midlands
VENUES
www.alternativevenues.org

is concentrating efforts on attempting to increase the income from AV as a practical solution to reducing funding levels and an increasing backlog of maintenance requirements. In conjunction with other RFCAs throughout the country it is examining the most effective means of raising revenue. Expressions of interest have already been received from organisations willing to pay several tens of thousands of pounds per annum for use of RFCA facilities. The manpower to enable AV often comes from an ARC's units and in recognition of this a significant percentage of the hire costs are returned to the unit for their own uses. The simple fact is that AV benefits the volunteer estate and its users; without it our ability to provide the facilities that enable both Reserves and Cadets to function will be eroded.

Energy and Waste Reduction

This year has seen another period of intensive work in reducing the Association's effect on the environment.

Energy conservation

In liaison with DIO all gas meters throughout the volunteer estate have been upgraded to Smart Meters and the project to replace electric meters with the same has begun.

These will provide a means of improving management of energy consumption within the site and of detecting leaks or high usage quickly.

The number of sites with a PV (photovoltaic) panel installation has also increased.

This on-going project now includes seven 10 Kilowatt (Kw) and two 4Kw installations generating nearly 300,000 kilowatt hours of electricity per annum representing 8% of annual consumption.

This consumption saving has allowed the Association to fulfil several spend to save initiatives:

- Replacement of old heating boilers with energy efficient boilers
- Extending the push button heating controls out to ATC sites
- Installation of additional insulation.

These will further reduce our consumption and subsequently reduce our carbon footprint.

Waste reduction

This year has seen considerable changes in the occupation of ARCs within the East Midlands but working closely with Biffa Waste Group we have now been able to maintain high levels of recycling and waste reduction measures.

Environment Protection

All RFCA major construction and refurbishment projects will now be subject to DREEAM (Defence Research Establishment Environmental Assessment Methodology) to determine the project's rating against building environment assessments for its design, construction and operation environmental aspects and impacts.

Yardley Chase Cadet Training Centre was the first project to be assessed under this scheme and is on track to achieve an excellent rating.



Solar panels installed at Carlton ARC

Looking Ahead

There is no sign of the stringent financial climate in which we currently operate being relaxed in the near future. DIO will continue to challenge RFCAs to prove they offer Value for Money against the NGEC Contractor. The RFCAs are cooperating with DIO in studies to prove the RFCAs' effectiveness and efficiency in the estates field. All RFCAs are working extremely hard along with the Council of RFCAs to ensure that by October 2015 we are compliant with the NGEC concept and we have a quality management process in place. This will inevitably lead to new ways of working and new challenges ahead.

Despite the many challenges East Midlands RFCA's estates team continue to manage a vast array of projects both large and small, which are completed to the highest of standards and we continue to provide a guaranteed service and confidence of compliance for all of our customers.

Financial Overview

Financial Year 2014/2015 Overview

The drive for better efficiencies and value for money continued throughout 2014/2015, and is expected to continue for the foreseeable future. As a result, funding for running costs and other overheads is likely to remain static, allowing for inflation, with the exception of Revenue and Capital Projects which are driven principally by the needs of FR20.

Current Financial Year

The two funding charts below show similar funding for this financial year and the previous one, with the exception of Revenue Projects, which was in line with expectations. Staff costs have risen in line with a 1% pay rise and the authorised increase in hours for one post. Infrastructure costs show a 2% increase in total for utilities, non domestic rates and rents, leases and hirings.

We have little control over most of these, market forces and government policy dictating costs, but that said, the increase was lower than predicted, particularly in utility costs, which indicates that our energy conservation, self-generation and economy policies are starting to bear fruit. Property Management (Propman) funding increased by £100k due to the need to replace ageing heating

and lighting components with modern, efficient and economic ones. Grants increased by approximately £21k due to East Midlands RFCA assuming funding responsibility for elements of three Royal Air Force Auxiliary Squadrons and a small increase to the travel and consolidated grant.

Administration funding was static, although we have seen a slight fall in IT and Communications funding. The Recruiting Support/Marketing increase reflects Defence Relationship Management/ SaBRE's policy to get more employers' onside and assist recruitment and retention of Reservists.

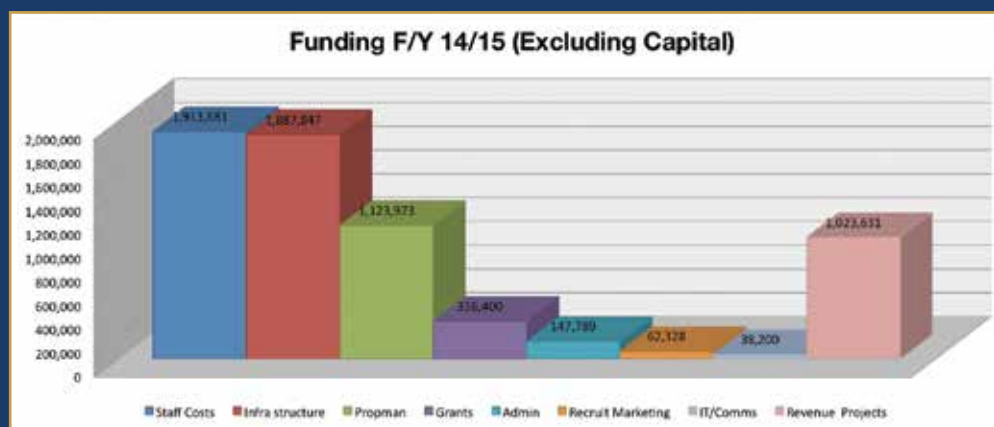
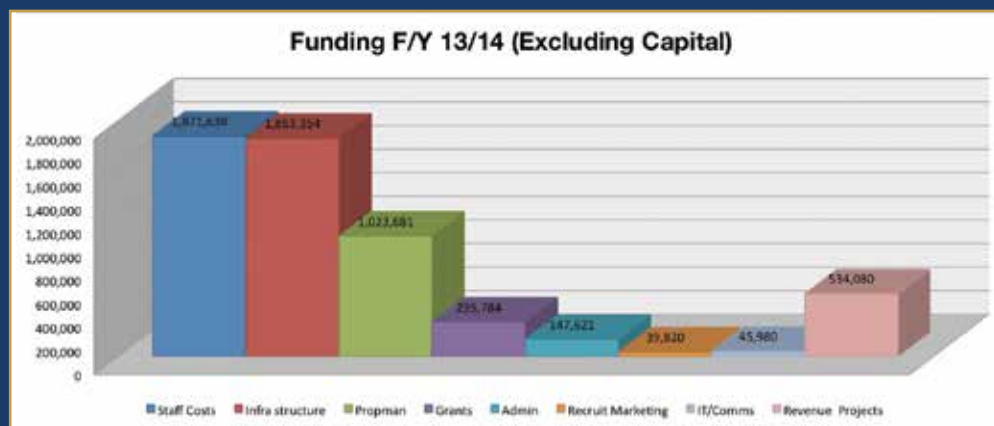
Revenue Project funding nearly doubled this year as a result of Betterment funding and the revenue costs of commissioning Yardley Chase Cadet Training Centre and West Bridgford Joint Cadet Centre.

The main Capital Projects funding for this financial year was almost £7m for the Yardley Chase project. Funding this year for West Bridgford JCC, Clare Street ARC (in Northampton) and Dronfield ATC centre amounted to £2.5m.

(Capital Projects has been omitted from the charts to avoid distortion.)

Next Financial Year

It is anticipated that the funding for next year's business will remain at similar levels to this year, with minimal inflation and a continuing pressure to drive down costs. The innovation of efficiency measures in both equipment and business practice will continue to be implemented wherever practicable.



Communications update

East Midlands RFCA's Communications Team has been working hard throughout the year to help enhance the profile of both our Reserve and Cadet Forces as well as supporting Employer Engagement work that has been happening in the region.

Our publications

The Reservist magazine is, at the time of writing, on to its third edition and is being well-received by local employers and our Reserve units. The magazine is designed to showcase Reservists' personal achievements, opportunities for travel, military exercises, charitable activities and the work of supportive employers, giving readers a different insight into the world of those who have a part-time military career.



The team is continuing to produce two electronic newsletters. The RFCA e-newsletter focuses predominantly on the estate infrastructure whilst the SaBRE e-newsletter showcases employer support news.

New website

The new East Midlands RFCA website is now live and contains a range of video content showcasing both our Reserve and Cadet Forces as well as including an interactive map feature. The new site can be accessed using the same web address and should be live in the near future.



Media update

Last year, the Association achieved more than £208,000 worth of positive press coverage (including online, print and broadcast media) for news stories relating to the Reserve and Cadet Forces and Employer news. This figure is based on an advertising value equivalent price, and is of course a conservative estimate as it is not possible to measure every piece of coverage generated.

The Association also reached a potential audience of more than nine million people based on print publications, broadcast media and local news websites.

Recent headlines in the local press have included:

Training centre for Army Cadets opens its doors in Northamptonshire

ITV.com, Oct 2014

£7.2m centre will train 180 Army Cadets

Northamptonshire Chronicle and Echo, Oct 2014

ACF is recruiting more adults

Loughborough Echo, Oct 2014

Volunteers in 645-mile charity ride

Leicester Mercury, Oct 2014

"Joining the Army Reserve provided the challenge I was looking for"

Notts Advertiser, Nov 2014

Employers receive silver awards for their support for reservists

Leicester Mercury, Nov 2014

Former Commander leaves legacy at HMS Sherwood

Notts Advertiser, Nov 2014

Support for Reservists earns award

Southwell Advertiser, Nov 2014

Employers recognised for supporting defence staff

Rutland Times, Dec 2014

Mansfield Woodhouse Army Reservist honoured in New Year's list

Mansfield Chad online, Jan 2015

Army Reserve Centre opens its doors in Lincoln

Lincolnshire Echo online, Feb 2015

Caitlin's hard work and supportive touch win her Cadet award

Derby Telegraph, Feb 2015

Royal Naval Reserve

Royal Naval Reservist: “I am certainly encouraged to do my bit”

After walking away from a possible career in the Royal Navy two years ago, a mother from Lincolnshire is now living out her dream job by balancing being a Reservist and her family commitments.

Officer Cadet Victoria Rogers, aged 39, joined HMS Sherwood, the East Midlands’ only Royal Naval Reserve (RNR) unit, in April last year after realising she could make a ‘real difference’ by becoming a Reservist.

Victoria, who lives in Digby with her family and works as an Environmental Health Officer for a local council, said: “Originally, I had looked at going into the Royal Navy on a full-time basis but having such a young family at the time, I made the decision that it was too much to be away from them for long periods. As the time passed, I met more and more people who had been in the Navy or knew someone who had a career in the Forces and this just made my interest flourish further.

“At first I was a little dubious about joining the Reserves. I had an image in my mind of middle aged men playing at being soldiers, but I soon realised this couldn’t be further from the truth. I was really surprised at how much the RNR do and the value that members of the RNR bring to the Royal Navy generally.

“I may not have joined the Royal Navy full-time but I am certainly encouraged to do my bit on a part-time basis and really feel like a valued member of the team. I would say to anyone looking for a new challenge to look into becoming a Reservist. I feel amazing and at times 10 years younger - thanks to the activities and training I have undertaken.”

Having a busy civilian career carrying out food and health and safety inspections, as well as being a mum can be challenging, however Victoria has embraced the opportunity to learn new skills and meet new people.

Victoria continued: “I’m extremely lucky to have a supportive family and a partner that has been great in helping look after the children when I have completed my training. Lots of people have said to me ‘how do you have time to be a Reserve’. For me it’s my night out. I love going to the unit, I’ve made lots of new friends and believe there is a true sense of camaraderie in the team.”



Officer Cadet Victoria Rogers taking part in a training activity

Newark and Sherwood District Council, Victoria’s civilian employer, are happy to support her in her dual role and they believe that being a Reservist has brought a new dimension to her work.

Alan Batty, Business Manager in Environmental Health, at Newark and Sherwood District Council, said: “Victoria has always had a positive attitude but since she joined the Royal Naval Reserve you can really see a difference in her work. I think she now looks at things in very different ways and seeks solutions to problems out in the field rather than bringing them back to the office. I have also noticed that she is keen to ensure that her colleagues appreciate the need to work as a team to achieve more as a whole than as individuals.”

Since joining HMS Sherwood less than a year ago, Victoria has been busy completing her basic military and marine training weekends, and spent a weekend on the aviation training ship RFA Argus at the Bournemouth Air Show where she learned about living and working at sea and got to view the whole air show from the flight deck. She has also undergone leadership and team work training in Sussex and the Peak District, learned field survival skills and been abseiling.

She also received an award from her unit at Christmas for going ‘above and beyond’ in her Reservist role, something she describes as her ‘proudest moment to date’.

To find out more about joining HMS Sherwood call 07818 017 825 or email [navymr-sherwoodsm@mod.uk](mailto:navy-mr-sherwoodsm@mod.uk).

Royal Naval Reserve

Royal Naval Reservist spends time in Djibouti

A school business manager from Nuthall, Nottingham, has spent nine months based in Djibouti in support of OP ATALANTA.

OP ATALANTA is a European Union (EU) mission to deter and disrupt piracy off the Horn of Africa. It acts to provide protection to the World Food Program ships that regularly transit along the Somali coast providing much needed emergency food supplies.

Lieutenant Commander Gareth Morgan, from HMS Sherwood, the East Midlands' only Royal Naval Reserve unit, was based in the forward support element of the Operational Headquarters responsible for all logistic and personnel issues in theatre.

Lieutenant Commander Morgan stated: "I was responsible for providing logistic and personnel support to the afloat Force Commander and the maritime units engaged in the Operation provided from numerous EU nations. Being a Royal Naval Reservist allows you to build many skills such as leadership and management in environments that would not be readily available to those working in civilian jobs."



Commander Rob Noble and Lieutenant Commander Gareth Morgan

Royal Marines Reserve

Local Reservist wins first fight for Royal Marines Boxing Team

A Royal Marines Reservist from Nottingham has fought his way to victory in his first official Royal Marines Boxing Team fight.

Marine Alex Reed, aged 27, who lives in Long Eaton, was selected to join the Royal Marines Boxing Team thanks to his passion for the sport and having had previous experience in the ring at a younger age.

Alex trains on a weekly basis with the Royal Marines Reserve (RMR) detachment in Nottingham and enjoys being part of an elite force that allows him to take part in first class training exercises and potentially deploy on operations.

Prior to joining the Royal Marines Boxing Team, Alex explained that he had to get himself prepared to be the best he could be in the ring.

Alex said: "Although my boxing career started when I was 16-years-old, I have been out of the ring for quite a while due to my other commitments. It's been about a year and a half since I last boxed, so I felt the pressure was on to get myself ready to be a part of the Royal Marines team and represent my detachment at a national level."

Although Alex is a Reservist and works full-time in his civilian career as a Railway Engineer for Network Rail, he was invited to join the Regular (full-time) Royal Marines Boxing squad, which he felt was a great honour.

Alex continued: "I spent two



Marine Alex Reed

months preparing for the bout at Trinity Amateur Boxing club alongside my civilian commitments and then joined up with the Royal Marines Boxing Team for two weeks full-time and pushed myself harder than ever. It was good to train with the lads and not have the usual distractions of everyday life.

"The match was between the Royal Marines and the Kent Select Squad. The lad I boxed against was of a similar age and experience to me. I won the fight unanimously and was also awarded the best boxer of the night. This was a great experience for me and proved to me personally that I deserved my place on the team.

"I came back to a really warm welcome at my Reserve detachment, and really appreciate all of the opportunities I have been given since I joined the Royal Marines Reserve in 2011."

Alex hopes to box his second match for the Royal Marines team later this year.

To find out more about joining the RMR please contact 0345 600 3222 or visit www.royalnavy.mod.uk.

Army Reserve

Could you be an Army Reserve Dog handler?

The British Army is looking to collar recruits for its new Reserve Military Working Dogs Squadron. This is the first time that Reservists can train to become dog handlers and men and women aged between 18 and 50-years-old are invited to join the Rutland-based unit. Protection Military Working Dog Handlers will be in place to help look after the security and safety of military assets at their bases. No experience is needed to apply to the Squadron that forms part of 1st Military Working Dogs Regiment.

Captain Lou Lohman, above, is helping to recruit new potential Reservists, and said: “Individuals joining us will be taught how to look after and care for their canine colleagues as part of their initial training which will include veterinary care techniques related to health and welfare. Specialist dog handler courses are also on offer a bit later in the training process too, so there is a lot to get stuck into.

“This is an excellent opportunity for anyone who has a love of animals to be trained to handle a military dog, learn basic veterinary First Aid and to work independently as a handler when deployed on exercises and operations.”

1st Military Working Dog Regiment provides the only deployable working dog and veterinary capability within the whole of the British Army. Dogs and their handlers provide vital detect and protect capabilities for troops on the ground and have had recent tours of duty in Afghanistan, Iraq and Northern Ireland.

For further information on joining the Army Reserve, including 1st Military Working Dog Regiment, visit www.army.mod.uk/jobs, search ‘Army Jobs’ or phone **0345 600 8080**.

Captain Lou Lohman



Military working dog

Army Reserve

Reflecting on 75 years of military service

A Reservist from Loughborough has been investigating his family history after his grandfather, who was conscripted to serve in World War Two, turned 100 years old.

Captain Ben Wing, aged 40, serves with 203 Squadron Royal Logistic Corps, on Leicester Road in Loughborough, and has been a Reservist for the last 23 years completing an operational tour of Iraq.

Explaining why he started to look into his family's military history, Ben said: "Finding out more about my family and each of our experiences serving in the military is something I have become more interested in over time. My grandfather turned 100-years-old in April this year so this spurred my enthusiasm to learn more about his former career in the British Army."

Ben's grandfather joined the Army in 1940 when he was 25-years-old. He worked as a weapons mechanic in the UK mainly but travelled to Europe after the D-day landing.

"My grandad has always been fairly reserved in speaking about his war-time experiences, although I know he is extremely proud to have served his country. In the last few years he has had his three war medals reproduced and now wears them each year on local remembrance parades."

As well as Ben's grandfather having a military career, Ben's mother was in the Women's Royal Navy Service from the early 1960's, and his brother and sister have also served as Reservists.

Ben continued: "My brother, sister and I have all served with 203 Squadron in Loughborough. Being in the Reserves has certainly brought us closer together as a family group as we have had the opportunity to take part in lots of activities and exercises you wouldn't normally do with your family members.

"I suppose spending all of the extra time together could have pushed us together or further apart, but luckily for us we are all thankful for the good times we have had.

"The Army Reserve offers so many fantastic opportunities for people to learn new skills; get qualifications and take part in a variety of sports. Reflecting on my family's 75-year military history has been really interesting to compare and contrast what my grandad experienced in the 1940s and what my mum, brother, sister and I have experienced in more recent times has been enlightening."

To find out more about joining 203 Squadron Royal Logistic Corps contact 01509 263 742 or visit www.army.mod.uk



Lance Corporal Arthur Stokes, who is Captain Ben Wing's Grandfather



Captain Ben Wing

Balancing student life with being an Intelligence Officer

One may think that the life of a student is a far-cry from being a Royal Air Force (RAF) Reserve Intelligence Officer, but Squadron Leader John Hart has explained why he thrives in both roles.

As a civilian John, aged 46, is working towards a PGDE teaching qualification to become a primary school teacher, but just under a year ago he was mobilised for service in Afghanistan. He completed a demanding four-month tour primarily focused on drawing down British troops and equipment from the country.

John said: "Being a full-time student and an Intelligence Officer is quite a rare mix. I know many students work in supermarkets or bars when they are studying but for me being a Reservist on a part-time basis has been a great learning curve.

"There are about 180 students on my course at the University of Dundee and I knew of only one other person who had previous regular service. Consequently, I find being in the Armed Forces is a fairly unusual subject for my peers as many have had little or no contact with the Forces.

"Skills such as leadership, management and communication practised each day as a serving Reservist though, are attributes that will also help me to become a qualified and effective teacher."

John's recent deployment to Camp Bastion in Afghanistan was as a unit's Chief of Staff. He was responsible for the reduction of UK personnel, infrastructure and equipment, whilst still ensuring that there were enough resources to support the mission on-the ground until combat operations concluded.

Describing his duties in theatre, John said: "As soon as I saw the Chief of Staff role advertised, I thought this sounded like the perfect challenge for me. My previous intelligence training allowed me to approach the position in a logical and focused way. I first served in Afghanistan about seven years ago as a Regular but the camp had grown significantly since that time."

Although John has now resumed his PGDE studies, he has formally served both as a regular, full-time RAF Officer and as a soldier. He has completed tours in Northern Ireland, Iraq and Afghanistan.

As a Reservist, John is currently based at RAF Waddington with the Intelligence Reserves HQ. He balances his time between his Reserve duties, studying and playing the bagpipes with a local pipe band, something he has enjoyed for the last 30 years.

To learn more about joining the RAF Reserve visit www.raf.mod.uk.



*Squadron Leader John Hart
at Camp Bastion*

RAF Reserve

RAF Reservist: “I feel privileged to be able to give something back”

A Lincolnshire man has joined the RAF Reserve only 66 days after retiring from the RAF as a regular (full-time) airman.

Sergeant Phil Doorbar originally joined the RAF in 1970 when he was just 16-years-old. Much of his 39-year career was spent working as an Avionics Technician fixing numerous rotary wing aircraft at bases in the UK and overseas, as well as spending his last 10 years of duty as an Airborne Technician.

After spending most of his adult life working within the RAF, Phil retired from full-time service in 2009. However, he missed the challenges that his previous career brought and the possible opportunities he had previously had available to him.

Phil explained: “At the age of 55 I felt I still had a role to play in the military, so I decided to join the RAF Reserve after seeing an Intelligence Reserve’s information and recruiting display at the RAF Waddington air show. I was particularly attracted by the Image Analysis role of 7010 Squadron as I had always had an interest in photography, maps and equipment and found the whole concept of aerial reconnaissance fascinating.”

Phil successfully passed the Image Analyst aptitude test and selection interview to join 7010 Squadron, meaning he was attested and enrolled in to the RAF Reserve only 66 days after he initially retired. Since this time, he has completed his phase two training at the Defence Intelligence School, joined the joint Air Reconnaissance Intelligence Centre at RAF Brampton working on a Strategic Analysis Project and worked as a recruiter for 7010 Squadron.

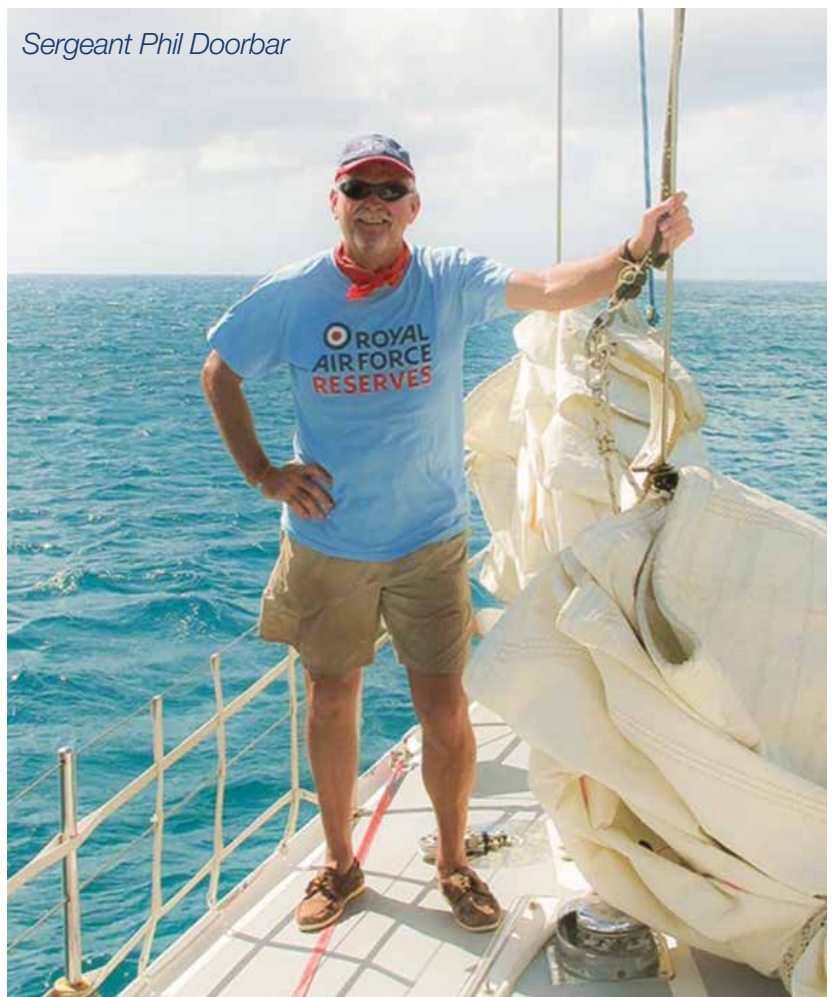
Phil continued: “After re-joining the RAF I have really enjoyed getting out to community engagement events such as air shows and meeting members of the public to explain more about what the RAF Reserve is and what a part-time career could offer to them.

However, I felt that I wanted to experience being mobilised as a Reserve too so when an opportunity arose at RAF Marham in 2012 to work in the Tactical Imagery Intelligence Wing I jumped at the chance. I had a fantastic time at Marham, living in the Sergeant’s Mess in the week and travelling home to Lincolnshire at the weekends. I found the work to be both stimulating and challenging and I was amazed at the variety of skills Reservists like me could bring to the team.”

Now aged 61, Phil is based at RAF Waddington and hopes to be able to continue to utilise his skills as a Reservist for as long as possible.

He continued: “I’m now working within the Headquarters for Intelligence Reserves at RAF Waddington where I am helping to teach phase one training to our new Reservists. I feel very privileged to be able to give something back to the RAF after all of my years in the service. The RAF has been my whole life, so I feel very fortunate and proud to be part of such a professional and dedicated team at Headquarters for Intelligence Reserves at this stage in my career.”

Sergeant Phil Doorbar



A focus on the Cadet Expansion Programme

A teacher from Heanor Gate Science College in Derbyshire has taken time out of the classroom to speak about the positive impact the Cadet Expansion Programme (CEP) has had on pupils in her school.



Air Marshal Philip Sturley and Flight Lieutenant Miriam Watson

Contingent Commander, Flight Lieutenant Miriam Watson set-up the Cadet programme in Heanor 18 months ago and explains below what opportunities this has opened up to the students.

Why did you want to set up a CCF, as part of the Cadet Expansion Programme, at Heanor Gate Science College?

“I have been teaching at the school for six years and thought this seemed a positive step to improving the students’ aspirations. Experience has now demonstrated that the CCF has given our young people further life expectations and has broadened their horizons in terms of further education; travel; future careers and other opportunities.”

Has it been a challenge to get adult volunteers involved in the programme and entice students to join the CCF?

“There are a few other Cadet detachments locally but the CCF was a new and exciting opportunity for the school, its staff and students to get stuck in to. The CCF has been met with great enthusiasm from the 36 students currently training with the unit, as well as its four adult volunteers.”

What sort of feedback have you received from other teachers at the school or the Cadets parents / guardians about the students’ involvement in the CCF?

“Feedback has been positive and varies from changes seen in lessons to changes noticed around the school. The students in the CCF appear to be more focused, a number of pupils appear to be more polite and many students now see the benefits that a good education can bring and why it is important to make progress in the classroom academically. The students have found that they have made new friends, tried new activities and learnt a range of new skills.”

Have any students in the CCF been able to use their Cadet experience to their advantage when speaking to future employers or further education colleges?

“The CCF has had a really positive impact on the lives of our students. One pupil hopes to join Welbeck Defence Sixth Form College and another student has successfully applied to Rolls Royce to take part in an apprenticeship programme and commented that he believes his CCF knowledge and experience got him the job.”



Heanor Gate Cadets on summer camp

“The CCF is now starting to have an intake of behaviourally challenged students so we are working closely with colleagues in the learning support team on this, using the CCF as a way to develop new skills in students outside of the classroom but still in a controlled environment. Students can achieve praise through the CCF and are rewarded for their efforts, so this school-partnership has many plus points.”

Over the last 18 months what have your CCF highlights been in terms of activities you have taken part in or places you have visited for training purposes?

“Seeing the Cadets grow in confidence and increase their management skills is a huge personal highlight for me. In terms of activities two of our Cadets visited Downing Street to meet the Prime Minister; we took part in a local Remembrance Parade; we helped to open Yardley Chase Cadet Training Centre in Northamptonshire; we have been flying numerous times and will be visiting the Somme in summer 2015.”

Sea Cadet Corps

Sea Cadet receives bravery award

An 11-year-old Sea Cadet from Leicester has been awarded for his bravery after helping to save his dad's life after he collapsed from a heart attack.

Josh Williamson, who has been a member of the TS Tiger, Leicester Sea Cadets for nearly 10 months now, was able to call upon his Sea Cadet training to keep calm, dial 999 and perform CPR.

When East Midlands Ambulance Service (EMAS) Paramedics arrived on the scene they used the latest automatic chest compression machine to get Josh's dad's, heart started again.

The Paramedics were so overwhelmed with Josh's efforts that they decided to nominate him for a bravery award.

Josh formally received his bravery award from EMAS on 17 April 2015, at a presentation event held at Glenfield Ambulance Station, Gorse Hill, Leicester.

Tim Hargraves, Team Leader at EMAS said: "Josh should be an example to all children his age. By knowing about CPR he was able to give his dad the best fighting chance of survival."

To find out more about joining the Sea Cadets visit www.sea-cadets.org

Cadets take part in Battlefield Tour

30 Sea Cadets from Nottinghamshire and Derbyshire travelled to France and Belgium in October 2014 to take part in a Battlefield Tour.

During the event, that took place over three days, the Cadets and their accompanying adult volunteers explored a number of battlefields and took part in the Menin Gate ceremony in Ypres.

Rebecca Carter, Executive Officer, from Nottingham Sea Cadets, said: "There was a lot of excitement amongst the Cadets ahead of them travelling overseas. Many of those who took part said they felt honoured to be visiting such prominent World War One locations and having the opportunity to learn more about historical events. Two Cadets from Nottingham were also able to find the graves of their relatives who fought in the Great War, which was very emotional."



Cadets take part in battlefield tour



Army Cadet Force

ACF Officer: “I wanted a new challenge when my children went to university”

An ACF Officer from Nottinghamshire has taken time out to explain why he decided to join the youth organisation a bit later in his life.



Lieutenant Julian Smedley

Lieutenant Julian Smedley, aged 45, joined Nottinghamshire ACF around three years ago, since which time he has been commissioned as an Officer and is now helping to run the detachment in Retford.

Explaining why the ACF enticed him to join, Julian said: “I have always had an interest in the ACF ever since I was a Cadet myself. I believe the

organisation offers young people and its adult volunteers many opportunities to develop through both in-house training and the gaining of external qualifications.



“I had a bit of extra time on my hands when my children went to university, so I wanted to take on a new challenge. I think there is a true pleasure in organising activities and training sessions for young people, as you have the chance to influence their lives in a positive yet non-academic setting.

“Each of our Cadets has the power to think with their feet. They could walk away from the ACF if they wanted to, but they keep coming back. This means a lot to me and proves that our Cadets truly enjoy coming along to the detachment, learning new skills and meeting new friends.”

As well as helping to run a detachment, Julian is also involved in the adult volunteer selection weekends for those adults seeking their ACF commission.

He continued: “There are many great adult volunteers within the ACF. I wanted to get involved in the selection weekends to encourage others to develop their roles and become Commissioned Officers. Being an Officer means you can help to shape activities and training at Detachment and Company level, and take on more responsibilities which will enhance your CV.”

Julian balances his ACF role alongside working full-time in the public sector and being a dad to his two children. He is also a keen cook and is currently planning a walk in 2018 from the North Sea Coast of Belgium to Switzerland, marking the exact route of the Western Front, as one of his greatest interests is the history of the Great War.

Army Cadet Force

Cadets take part in King Richard III's final journey

A total of 50 Cadets and 20 adult volunteers from Leicestershire, Northamptonshire and Rutland (LNR) ACF took part in King Richard III's final journey and reinterment.

Following the discovery of King Richard III's remains under a car park in Leicester in 2012 a week of proceedings was planned to both commemorate the King's life and allow members of the public to formally pay their respects.

On Sunday 22 March, the mortal remains of the King were placed in a lead-lined coffin at the University of Leicester, then taken to Leicestershire County Council's Bosworth Battlefield Heritage Centre and returned to Leicester in solemn procession via a number of villages, to arrive at Leicester Cathedral in the evening and were received with prayer at a special service.

Cadets from LNR ACF were invited to pull the bier on which King Richard III's coffin was laid.

His Royal Highness (HRH) The Duke of Gloucester and other civic dignitaries led the coffin during the outdoor service which was headed by The Bishop of Leicester.

Colonel Phil Watson, Commandant of LNR ACF, said: "The Cadets escorted the coffin from the Heritage Centre to the Sundial on the Arena Field.

The remains were then transferred to a hearse which made its way to the city.

"We were delighted to be asked to participate in such a significant and historical event and I know this was a very proud moment for our Cadets. The ACF Corps of Drums played in Orton Square outside the Curve Theatre."

The Service of reinterment of the remains of King Richard III took place at Leicester Cathedral on 26 March, where 21 Cadets from the Sea Cadets, ACF and ATC Cadets led the processional groups from the Guildhall to the Cathedral.

Cadet Corporal Cameron Hall, from LNR ACF's Glen Parva Detachment, said: "This was a once in a lifetime experience and I felt very proud to represent both my detachment and the ACF overall at such a memorable event. Being an Army Cadet opens up many opportunities but this is something I will never forget I was involved in."

A final service was held on Friday 27 March to mark the Leicestershire Cathedral Tomb as the final resting place of the last of the Plantagenet monarchs.

To find out more about King Richard III in Leicester visit www.kingrichardinleicester.com

LNR ACF are recruiting both Cadets and adult volunteers; to find out more visit www.armycadets.com or call 0116 277 9701.



Cadets from LNR ACF were invited to pull the bier on which King Richard III's coffin was laid.

“Being a part of the ATC is a hobby that has so many facets”



*Squadron Leader
Alyn Thompson*

For many people hobbies can come and go, but one Officer Commanding from Derbyshire has explained why he has always been committed to the ATC across his 44 year career.

Squadron Leader Alyn Thompson, aged 57, joined the ATC as a Cadet being taken

along to the Squadron by both his father and his uncle to ‘make up the numbers’.

Since this time, Alyn, who also works for Derby City Council’s Social Services team in his civilian life, has had the chance to partake in many different experiences and encourage young people to grow into knowledgeable adults.

Alyn said: “The ATC is a hobby that has so many facets. As an instructor you can be flying one week, followed by walks in the countryside and then shooting or perhaps visiting a military unit. The opportunities for both our Cadets and adult volunteers are boundless.”

Being Officer Commanding at 1211 (Swadlincote) Squadron ATC brings many responsibilities, but unphased by this Alyn has also volunteered to be the Camp Commandant for the London Phase of the ATC International Cadet Exchange programme for the last four years.

He continued: “As the Camp Commandant I am responsible for the programme the Cadets undertake in London which covers

social, historical and cultural aspects of their visit. We are based at Brunel University in Uxbridge for this event and have been 80-100 Senior Cadets from all covers of the globe joining us. People travel from Singapore, the USA, Europe and New Zealand among other places to come to the camp for three weeks.

“I’m proud to have been given this responsibility and take my role really seriously.”

Over the years Alyn has been able to tick off many personal aspirations including his squadron winning South and East Midlands events in cross country, swimming and the wing field day.

Alyn explained: “I have had the chance to take part in lots of things I may never have got the chance to do if I wasn’t a member of the ATC. I’ve gained qualifications in youth management and leadership, I’m also proud of the fact I was responsible for being one of the first units to accept girls into the Corps back in the 1980s.”



Alyn Thompson receiving his promotion to Squadron Leader which was presented to him by Deputy Wing Commander, Squadron Leader Andy Pass

Air Training Corps Officer

“Being an adult volunteer has had huge personal benefits for me.”

An adult volunteer from Swadlincote has taken time out to explain more about how the ATC has allowed him to earn qualifications and develop his musical knowledge.

Pilot Officer Matt Leedham, aged 26, trains on a weekly basis with 1211 (Swadlincote) Squadron ATC and is the Squadron’s Training Officer and Musical Director.

Originally joining the ATC in 2001 as a Cadet, Matt has always had a keen interest in aviation, he explained:

“I have been in the ATC since I was 13-years-old. I first went to visit my local squadron with an officer my dad knew. I didn’t know anything about being a Cadet before this point, but as soon as I found out more details I wanted to join.

“There are many personal achievements I have accomplished thanks to the ATC. My musical knowledge has grown from being able to play the trombone at a basic level to leading the squadron band to victory at the 2014 band competition, something the squadron has never done before.”

As well as helping Cadets learn skills such as navigation, shooting, adventurous training and team building, Matt has taken the time to plan a number of overseas trips for the squadron something that has improved his organisational skills immensely.

Matt continued: “I have had the chance to achieve a B-TEC in Aviation Studies and a B-TEC in Public Services which account for a number of GCSEs through the ATC, which has been a great addition to my CV.

“My civilian employer is very supportive of my ATC commitments and appreciates the extra skills I bring back to the business. I am employed as an Assistant Engineer at Mouchel, who are consultants for a range of companies in different industries.

“Overall being an adult volunteer has had huge personal benefits for me. I have grown from a shy 13-year-old into a keen Training Officer who always encourages the Cadets to reach their full potential.”



Pilot Officer Matt Leedham takes part in music activity with Cadets

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