



# WESSEX

RESERVE FORCES' & CADETS' ASSOCIATION

## ANNUAL REPORT 2020





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# TIMINGS

## AGM 2020 CONDUCTED REMOTELY ON ZOOM

### TUESDAY 8 SEPTEMBER 2020 - TIMINGS

09.45 – 09.55 Registration

10.00 Annual General Meeting

- CE's Brief on management of the AGM
- President's Introduction
- Handover President to Lord Lieutenant of Bristol
- AGM formal business & results of voting
- Chairman's Report
- Members' Business inc Q&A

11.00 Royal Navy Presentation including Q&A  
Lieutenant Commander Alexandra Brooks  
SO2 Mobile Engagement /RN Presentation Team Events Director

11.55 Closing address

12.00 Finish

# AGENDA

- |         |  |
|---------|--|
| ITEM 1  | President’s Opening Remarks and handover to President (Designate)  |
| ITEM 2  | Apologies  |
| ITEM 3  | Minutes of Previous Meeting <ul style="list-style-type: none"><li>- Approval</li><li>- Matters Arising</li></ul> |
| ITEM 4  | Appointment of Members   |
| ITEM 5  | Election of Chairman   |
| ITEM 6  | Election of new Board Members<br>Re-election of Deputy Chair, Service Vice-Chairs and County Chairs              |
| ITEM 7  | Authorisation of the Association Board   |
| ITEM 8  | Chairman’s Report  |
| ITEM 9  | Service and Cadet Reports  |
| ITEM 10 | Members’ Business  |
- Col Rex Stephenson – Short update on Wx RFCA involvement in the Ulysses Trust
- Major Katie Bird - A reminder of the services available to Army Reserve Units by Young Officer Development Advisors (YODAs), across the country.

# WESSEX RFCA

Wessex Reserves Forces' and Cadets' Association (RFCA) is an independent, not-for-profit organisation dedicated to supporting and promoting 3,000 tri-service Reservists, 14,600 Cadets and over 3,000 Cadet Force Adult Volunteers across the South West of England.

Wessex RFCA is widely recognised to be the most valuable body which supports Reserve Forces and Cadets in the South West.

Wessex RFCA is one of 13 public organisations across the country, set up by statute as a central government body with Crown Status. The role of these 13 organisations is to be an enduring custodian for the well-being of the Reserves and Cadets.

RFCA's are not part of the Armed Forces, but are well placed to provide expert advice and assistance to the Defence Council, and the military, at any level.

Wessex RFCA delivers essential support to Reserves and Cadets, as well as the wider Armed Forces Community, across The City and County of Bristol, Cornwall, Devon, Somerset, Dorset, Gloucestershire, Wiltshire and the Channel Islands.

The Association has a wide-reaching volunteer membership, which is drawn from former tri-service servicemen and women, representatives from local authorities and local business and community leaders.

The Wessex RFCA team is headquartered in Taunton.







# CHAIRMAN'S REPORT

There can be no doubt that this has been a most tumultuous ending to the financial year.

It seems difficult now to imagine a world without social distancing, Zoom conferences and regular briefings from the Government; yet we have had to embrace these challenges in a very short period of time.

As I write this report, the UK is very cautiously inching out of lockdown, however I think we all now realise that we will be living with some form of restriction for a number of months to come.

The challenges we face are not yet over. In the light of this continued uncertainty, we have taken the difficult decision to hold our AGM remotely, after the postponement of our previous date. Our usual reports will be issued online and we will conduct our voting digitally as well.



The AGM is our opportunity to come together and celebrate the achievements of the last year, and consider the forthcoming one. We are disappointed that we will not have the opportunity to see you all personally in the foreseeable future, but we look forward to a time when we are once again given the green light to come together.

Despite all the challenges faced by our staff, I think it is important to first mention how impressed I have been with the way the whole organisation has adapted to the new normal. Staff quickly settled into working from home, with barely a pause in output. Video conferencing has become the new norm for staff meetings, and we have held our first Zoom Wessex RFCA Board Meeting.

If nothing else, this crisis has helped to focus our minds on new and innovative ways in which technology can help us continue to deliver a high quality service to our customers. I am certain that this new found knowledge will help us for years to come.

Clearly, however, Covid-19 has a huge impact on the activities of both the Reserves and the Cadets. Reserves have ceased regular parade nights, however, a number have been mobilised to help support the NHS in their response to Covid-19 and also to deploy on UN operations in Cyprus and NATO operations in Estonia. Cadets have suspended all face-to-face activities until September at the earliest, with all activities including Summer Camps and overseas trips cancelled.

However both the Reserves and Cadets are embracing technology to continue to provide outstanding training, and we have seen parade nights, training and even promotions taking place over Zoom.



## CHAIRMAN'S REPORT CONT'

In the Estates side of our work, it has been business as usual, both at county and regional level. Our aim has been to maintain a compliant estate that is ready for use as soon as possible after the Reserves and cadets are given the green light to resume face-to-face training.

We have also made our contribution to the COVID-19 response by providing accommodation for testing teams in Bristol and Exeter, supporting the RAF recruiting team in Exmouth, offering parking and treatment locations to the NHS in Plymouth and Taunton and providing minibuses to the Army.

All of our face-to-face engagement activities have been cancelled or postponed for the foreseeable future, however we hope to resume these as soon as possible. We are hoping that a return to some semblance of normality may occur before October, so we are able to recognise the very best in our community through the Lord-Lieutenants' Awards. We are currently in full planning mode for these events, with an awareness that fully live events may not be possible. We have a number of contingencies in place, and will inform you of our final decision.

You are aware that the MOD conducted a Tailored Review of the RFCAs last year; the report was published last December. The RFCAs will form a single Non-Departmental Public Body (NDPB), with a stronger national head office and regional delivery organisations.

We are now in a 2 year implementation phase. Most staff will see little change to the way in which they work, and it is hoped that the significant and valuable contribution made by our volunteer memberships will be retained in an appropriate form.

In closing I would like to wish you and your families the very best in these challenging times, and hope to see you all soon.

# REGIONAL EMPLOYER ENGAGEMENT GROUP (REEG)



Under the Chairmanship of Mike Sherburn the Wessex REEG continues to build its network, with several sub-groups in: Gloucestershire run by Stephen Whitbourn; Somerset run by Durgan Cooper; and Plymouth run by Natasha Mason. We have also started the regional Gold Alumni Association (Wessex GAA) under the Stewardship of Rich Jones from Atkins as a loose sub-group.

These sub-groups will continue to grow and provide two way communication to more businesses as the number of AFC signatories and ERS Award holders increases.

The groups have been gathering around specific events such as a 165 Port and Maritime RLC Insight Day, Yeovilton Air Day and visits to C Squadron Royal Wessex Yeomanry in Cirencester.

# EMPLOYER ENGAGEMENT

## Our 2019/20 achievements

This year we've:

Engaged with employers across Wessex at a variety of events, including:

- Lord-Lieutenant's Awards
  - Ten Tors
  - Royal Bath & West Show
  - 165 Port and Maritime Regiment Leadership Challenge
  - 165 Port and Maritime Regiment Summer Engagement Reception
  - Dorset Armed Forces Careers Fair
  - SW NHS Military Challenge
  - The Royal Navy's Thursday War
  - Badminton Horse Trials
  - Yeovilton Air Day
  - Bournemouth Air Show
  - Royal Wessex Yeomanry Live Firing Event
  - SSAFA Reservist Reception
  - Army engagement events in Gloucester, Bristol, Plymouth and Penzance
- 
- Helped 161 Wessex employers sign the Armed Forces covenant
  - Seen 90 businesses receive a Bronze Award in the Employer Recognition Scheme
  - Presented 20 businesses with a Silver Award in the Employer Recognition Scheme

Assisted four businesses in receiving a Gold Award in the Employer Recognition Scheme. They were:

- Alford Technologies Ltd
- Royal Devon & Exeter NHS Foundation Trust
- CDS Defence Support
- Leidos Europe Ltd

They received their awards from Chief of Defence Staff General Sir Nick Carter at a special event in London. South West based Mitie Group PLC also won the award. The total number of Gold Award holders in Wessex is now 13.



# ARMED FORCES COVENANT

The Armed Forces Covenant is a promise from the nation that those who serve or have served, and their families, are treated fairly.

The Covenant is a national responsibility and the Government is committed to delivering the best possible outcomes for the Armed Forces community by working with a range of delivery partners including businesses, local authorities, charities and the public.

Wessex Reserve Forces' and Cadets' Association is responsible for the delivery of the Armed Forces Covenant in the South West region.

A Covenant is a written and publicised voluntary pledge from organisations who wish to demonstrate their support to the Armed Forces Community. All Covenants include a core statement of commitment which those adopting the scheme sign up to. This covers the two key principles of the Armed Forces Covenant, which are;

- no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen
- in some circumstances special treatment may be appropriate, especially for the injured or bereaved

Each organisation is encouraged to offer support in a way most appropriate to their situation and capacity, with the pledge template including a 'menu' of options for them to choose to sign-up to. This menu covers employment support for Veterans, Reservists, service spouses and partners, as well as support for Cadet Units, Armed Forces Day, and discounts for the Armed Forces Community. There are also an opportunities for companies and charitable organisations to add their own commitments based on local circumstances.

A Covenant can be adopted by a business or charitable organisation of any size, and from any industry, whether you are an employer of a member of the Armed Forces Community or simply wish to acknowledge publicly your support for the Armed Forces.

By 2019, 405 companies head-quartered in the South West had developed their own Covenants, publicly demonstrating their support to the Armed Forces Community.



# EMPLOYER RECOGNITION SCHEME

On the 17th August 2014 the Prime Minister launched the Defence Employer Recognition Scheme, to recognise and reward UK employers for their support and commitment towards Defence. The scheme was a commitment made in the July 2013 White Paper “Reserves in the Future Forces 2020”.

There are three tiers of award – Bronze, Silver and Gold – for employers who first pledge, then demonstrate, then advocate support to the Armed Forces Community in alignment with the Armed Forces Covenant.

## Bronze Award

Employers can register themselves for the Bronze Award to register their intent to be a supportive employer of the Armed Forces Community.

Employers who register for the Bronze Award will have their details published on the website to publicly indicate their support.

## Silver Award

The Silver Award recognises those employers who actively demonstrate support made in their Armed Forces Covenant, and employ at least one member of the Armed Forces Community, be that a Reservist, Cadet Forces Adult Volunteer, Service Leaver or military spouse.



Employers must be nominated for a Silver Award by a third party via the Employer Recognition Scheme website. Silver Award winners will be recognised at Regional events.

## Gold Award

The Gold Award recognises those employers who qualify at the Silver level, but are also advocates of Defence, as evidenced by publicity of the pledges and demonstrations of support made in their Covenant.

Employers must be nominated for a Gold Award by a third party via the Employer Recognition Scheme website.



# ARMED FORCES COVENANT AT A GLANCE



In 2019, 161 Wessex based companies signed the Armed Forces Covenant.

In addition 115 companies achieved Employer Recognition Awards at the following levels.

Those achieving the gold award were Alford Technologies Ltd, CDS Defence & Security, GE Aviation Systems Ltd, Leidos Europe Ltd, and Royal Devon & Exeter NHS Foundation Trust



**ARMED FORCES  
COVENANT**

**EMPLOYER  
RECOGNITION  
SCHEME**

**BRONZE AWARD**

**90 AWARDS**



**ARMED FORCES  
COVENANT**

**EMPLOYER  
RECOGNITION  
SCHEME**

**SILVER AWARD**

**20 AWARDS**



**ARMED FORCES  
COVENANT**

**EMPLOYER  
RECOGNITION  
SCHEME**

**GOLD AWARD**

**5 AWARDS**



# CASE STUDY

## Employer Engagement - Techmodal

In October 2019, Techmodal was awarded a Defence Employer Recognition Scheme Silver Award, for their outstanding support to the Armed Forces community.

Techmodal is a company which provides data, analytics and supply chain consultancy to clients, almost exclusively in the Defence sector. Established in 2005 with their sole client at the time being DE&S, they are now committed to large projects in each of the Single Services, DE&S and MOD Main Building and all their staff are fully supportive of the collective aims of Defence.

Techmodal has nearly 90 members of staff now, with over 10% either being Veterans or Reservists. The Chief Executive Officer was an Army Reservist and so he places a great emphasis on supporting Veterans into civilian employment and also on being a supportive employer for our Reservists. Coupled with the Talent Manager being a serving Army Reservist, Techmodal have the ability to actively support their Armed Forces employees and understand the skills, experience and work ethic that they are able to bring to the business.

Reservist Sarah Trevelion said of Techmodal; “As a Reservist, I feel that Techmodal is not only supportive, but actively embraces my Army experience and duties. Since joining the business a year ago, I have been able to update the Reserve leave policy, which was well supported by the Board – the 10 days’ paid leave I get and the ability to take more as unpaid leave is of real benefit to my Reserve service and helps me to balance out my work, Reserve and personal life. I can use these as individual days, or blocks, depending on my Reserve requirement and this flexibility is really useful.

The supportive stance to Reserve service that Techmodal takes has also meant that one of my colleagues has recently joined the Army Reserve. With several more veterans also joining the business over the coming months, it really feels like Techmodal embraces military service and it is a much nicer environment to work in than some of my previous companies as a result.”



# COMMUNICATIONS

Wessex Reserve Forces and Cadets' Associations uses a range of advertising and marketing tools to engage with the public, in order to raise awareness of the Armed Forces in their local community.

Our communications outputs focus on promoting the value of the Armed Forces, and encourages members of our community to learn more about the role they play.

In recent years we have extended our digital communications channels to reach a wider range of audiences, with LinkedIn and Instagram being the most recent additions.

The number of people engaging with us directly on these channels continues to grow.

Our 2019/20 achievements

- 26,982 people visited our website
- The number of pages viewed on our website was 123,819
- Our newsletter had an average open rate of 49.5% (industry average is 25.17%)
- Social media engagement has continued to grow, with our number of supporters growing;

1,200 likes on Facebook, an increase of 21%

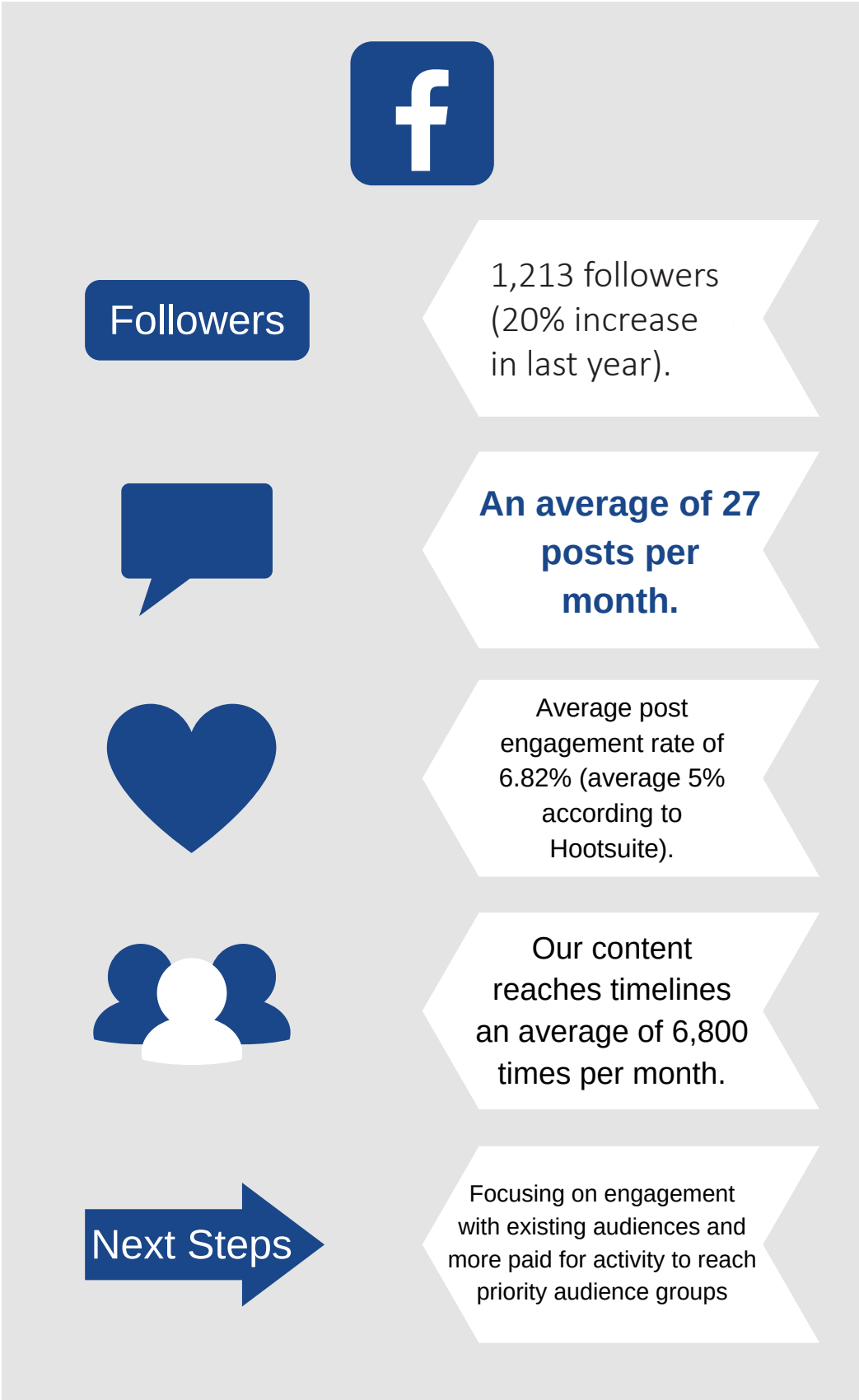
3,600 followers on Twitter, an increase of 3.3%

160 followers on LinkedIn, an increase of 76%

806 followers on Instagram, an increase of 51%

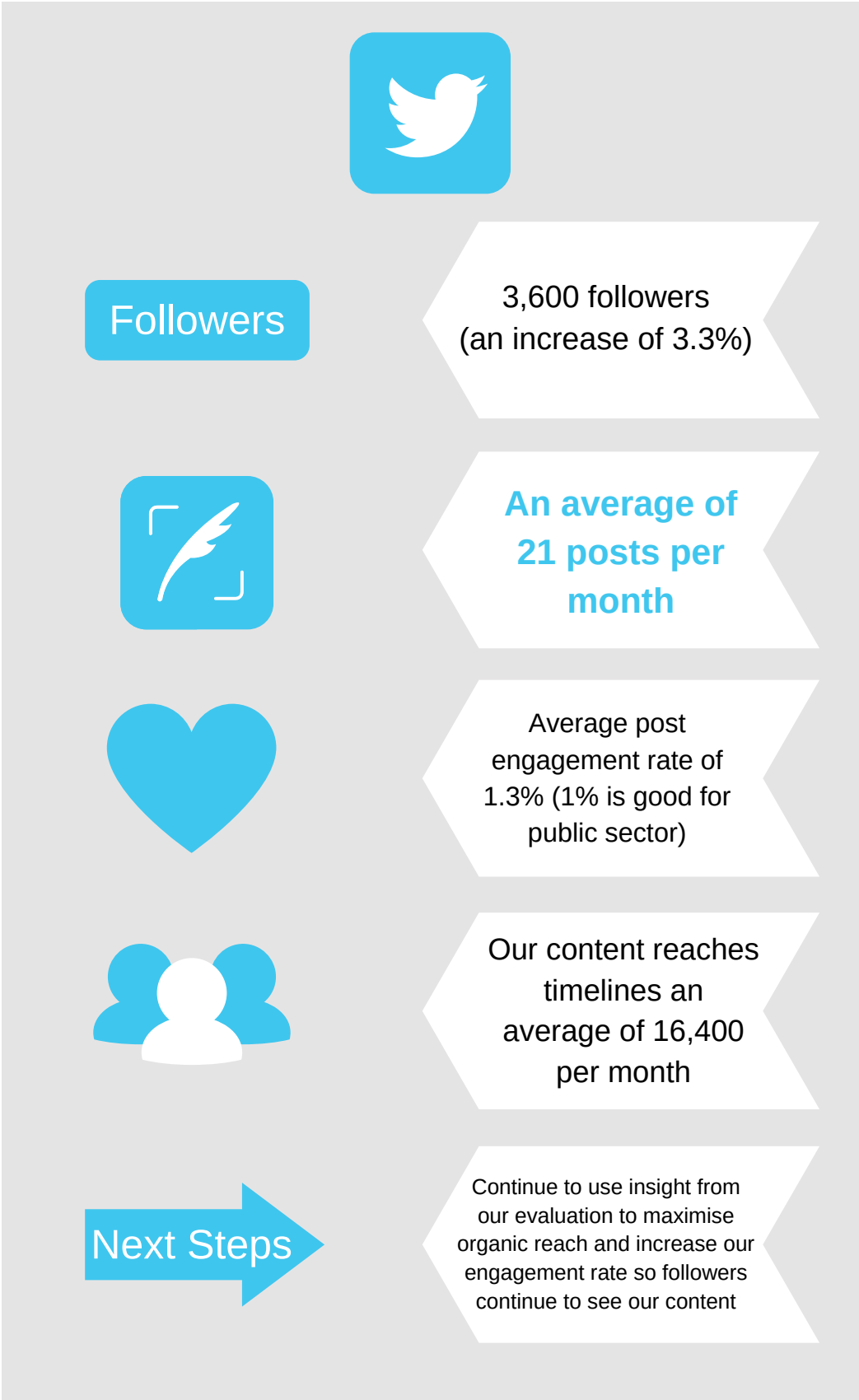


# FACEBOOK AT A GLANCE





# TWITTER AT A GLANCE



# RESERVES DAY SOCIAL MEDIA IMPACT

Reserves Day was created to highlight and recognise the valuable contribution Reservists make to our Armed Forces. In 2019 Reserves Day was celebrated on Wednesday 26 June.

Wessex RFCA worked with RFCA Communications teams from across the country on this campaign.

## Objectives

- Showcase the Reserves of the South West.
- Highlight the vital role of the Reserves Force to Defence capability.
- Demonstrate the importance of supportive employers in maintaining a strong Reserve Forces.



7802 Impressions

135 Engagements

43 Likes

24 Retweets



4090 Impressions

579 Engagements

188 Likes

22 Shares

# LORD-LIEUTENANTS’ AWARDS AT A GLANCE

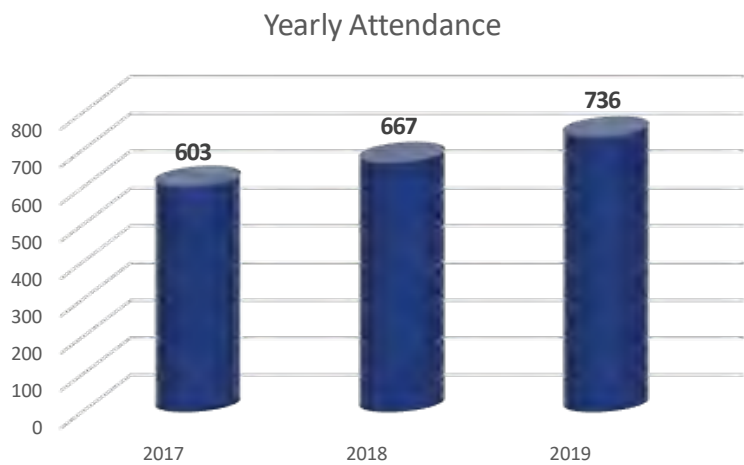
## 2019 LORD-LIEUTENANTS’ AWARDS CEREMONIES

The Lord-Lieutenants’ Certificates for Meritorious Service are only level one down from national honours and celebrate the professional and personal achievements of dedicated members of our community, who work or volunteer with the Reserve Forces and Cadet movement.

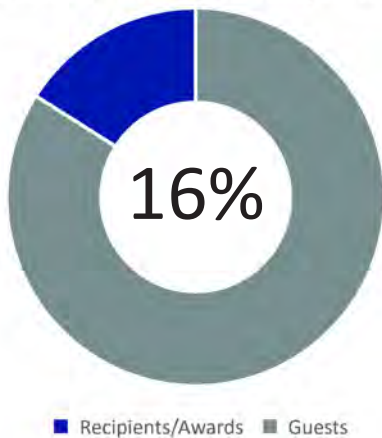
In the South West region, Wessex Reserve Forces’ and Cadets’ Association, organises an annual Lord-Lieutenants’ Awards ceremony for the presentation of the certificates in each county. The ceremony also provides an opportunity to appoint the Lord-Lieutenant’s Cadets for the forthcoming year.

### Headline figures

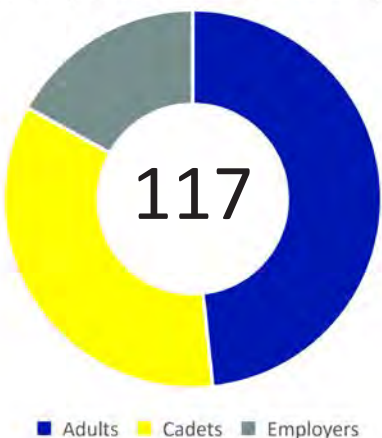
- 7 events
- 861 invitations
- 53% take up rate
- 736 attendees
- 117 recipients



Of 736 attendees, 16% were recipients of awards



47% Adults, 35% Cadets, 15% Employers





# COMMUNITY ENGAGEMENT AT A GLANCE

## 2019 BATH AND WEST ENGAGEMENT EVENT

### Attendees



Up from 98 in 2018



Businesses represented

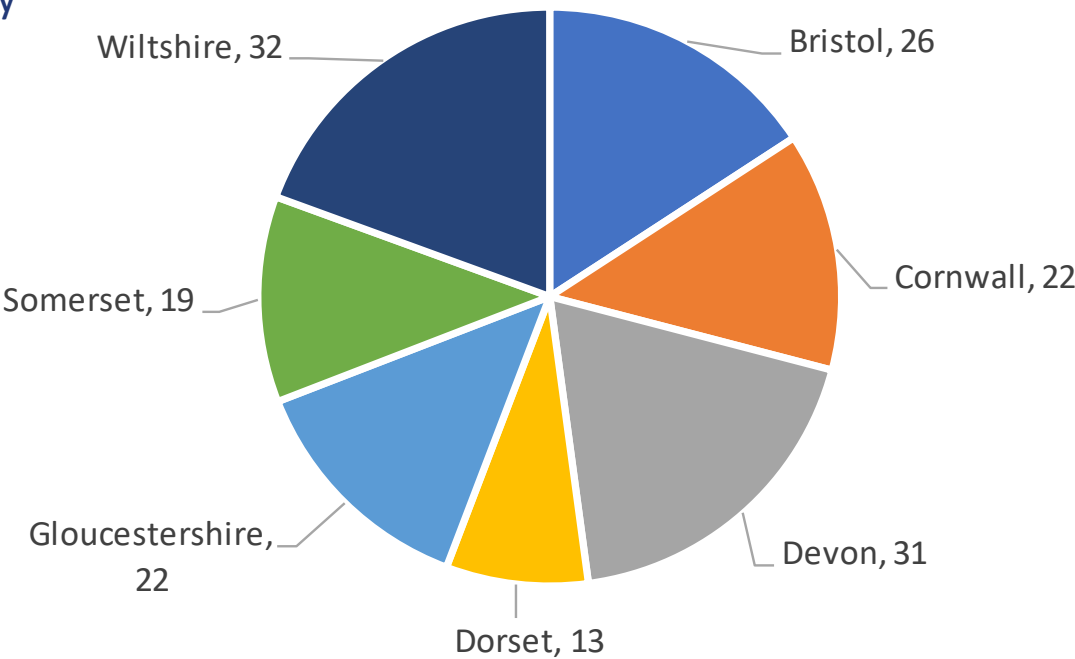
### Headline attendees

- EDF energy
- Altran
- Landmarc Solutions
- Wiltshire Council
- Babcock

### Other events 2019

- Yeovilton Air Day
- Ten Tors
- County Fora

### County Forum Attendance 2019



# RESERVES

## South West Army Reserves join forces with NHS for challenging exercise

In September volunteers from NHS Hospitals across the South West took part in the fifth South West NHS Military Challenge, organised by Army Reserves from 243 Field Hospital, with support from Reserve units across the South West and Wessex Reserve Forces' and Cadets' Association.

The event, which was held at Okehampton Camp on Dartmoor, was attended by around 200 volunteers from NHS Hospitals including; Musgrove Park Hospital, Dorset County Hospital and Bath Royal United Hospitals.

The event took place over the course of a weekend, with participants arriving on the Friday evening and leaving after the final challenge and the presentation to the winning team on the Sunday.

The challenge was designed to give NHS colleagues a taste of what it takes to be a Reservist in the Army Medical Corps and Reserves more widely. The challenges tested the teams physically whilst also testing skills like teamwork, self-reliance and leadership, as well as their medical knowledge. The winning team was from Southmead, Bristol.

During the weekend the recruits rotated around a number of stands which were all run by South West based Reserve units. One stand, run by 243 Field Hospital, tested how the teams cared for casualties in a simulated battlefield situation. Amputee actors were used in the simulation, which also included blank firing and smoke to help create realism.

The weekend event was run purely by South West Reservists from the Army, Royal Navy and Royal Air Force, and demonstrated the enthusiasm, capability and skill of those who give up their spare time to carry out training with the Reserve Forces.



## YOUTH AND CADETS

Face-to-face training amongst all Cadet Forces is currently suspended due to the COVID-19 pandemic. However this has not stopped training taking place and all activities are now held over virtual platforms. Great initiative has been shown by all services to continue engagement, ranging from shiny shoe and bugling competitions to completion of courses and even familiarisation training, all assisting in keeping the cadet flame alive.

### Bristol Army Cadet delivers lifeline to his local community



An Army Cadet from Bristol was so inspired by the work of frontline workers and the Armed Forces, in supporting the response to Covid-19, he started volunteering his time to support his local community.

Cadet Joe Hillier from Brislington Detachment of Bristol Army Cadet Force, has been out and about visiting the elderly and vulnerable in his local community, by helping them with their shopping.

Joe has been delivering bags of shopping to those who have been asked to shield, whilst observing social distancing guidelines.

Joe's Dad says that he enjoys being a Cadet so much, and has been so inspired by the work being done by the Armed Forces in support of Covid-19, that he wanted to do the same.



## CASE STUDY

### Isca Academy opens Royal Marine Cadet Unit

In April 2019 ISCA Academy in Exeter opened its own unit as part of the Cadet Expansion Programme (CEP).

Despite only being opened a few months, the unit has already proved a success amongst students. The Royal Marine unit is closely affiliated to Lymstone Commando Training Centre, which is just down the road.

The event was attended by parents of the Cadets and a number of local dignitaries, who had the opportunity to see the Cadets in action.

Commander Gavin MacDougall formally opened the Royal Marine Cadet detachment of 26 cadets.

The school has close links with the Armed Forces Community and has signed the Armed Forces Covenant and been awarded the Bronze Defence Employer Recognition Scheme Award in recognition of the support they offer.

The school has pledged to demonstrate its support to the Armed Forces Community in a number of ways. These include, but are not limited to:

- Ensuring employment opportunities are offered to Veterans and other members of the Armed Forces Community through engaging with the Career Transition Partnership (CTP).
- Supporting wounded, injured and sick personnel through partnering with Recovery Career Services with the provision of work placements.
- Welcoming applications from spouses/partners and offering interviews to those who meet the criteria for the job specifications, and committing to assist in finding alternative employment across the education sector if an employee is required to move due to their partner's Armed Forces posting.
- Actively encourage staff to become Reserves and offer up to two weeks of special paid leave to attend annual training camps.



# ESTATES CASE STUDY

## Yoxter renovation

Lord Lieutenant of Somerset opened the first Army training area with accommodation for disabled Cadets

Yoxter Camp on the Mendips became the first Army training area to offer overnight accommodation and facilities for wheelchair users, opening up huge opportunities for Cadets with disabilities.

A former range warden's cottage underwent a £60,000 refurbishment to make it compliant with the Disability Discrimination Act. The project has been paid for and managed by Wessex Reserve Forces & Cadets Association, which owns Yoxter Camp and the 885 acres around it.

The building is called 'Richardson Lodge' in memory of Colonel Paul Richardson who was Commandant of Somerset Army Cadet Force from 2011 to 2015 and who died suddenly in 2018.

Yoxter is used by the Regular Army, the Royal Marines, the Reserves and Cadet forces, primarily for its eight-lane, 550-metre rifle range, but also for fieldcraft exercises as well as helicopter training and instruction in driving non-tracked vehicles.

The camp has billet accommodation for 150, storerooms, a kitchen, classrooms and toilet facilities. The work on Richardson Lodge included providing access for wheelchair users to the communal dining room.

Yoxter Camp was purchased with private donations in 1934 to provide a training facility for the Territorial Army. It remains in the ownership of Wessex RFCA and parts of the training area are leased to Somerset Wildlife Trust.



Wessex RFCA receives its funding from the Ministry of Defence and single Service sources via the Council of RFCAs.

It also generates receipts within the region, primarily from Non-Domestic Rates relief and rental of properties through the Alternative Venues scheme. Regionally Generated Income is allocated by the Finance Committee and has been used to fund Estates projects and award grants for Special Projects, including adventure training.

For the 2018/19 year Wessex RFCA received £10,961,589 compared with £10,809,416 the previous year, a 1.4% increase.

During the year Wessex RFCA spent £11,029,520 compared with £10,828,311 the previous year, which is an increase of 1.8%.

This funding was used to support Estates Management including:

- Statutory and Mandatory Inspections and Testing
- Maintenance and Projects; Capital expenditure on assets in the course of construction
- Infrastructure costs including utilities, rates etc.
- Transport and Movement including depreciation of the fleet
- Recruiting support and engagement with employers
- Staffing costs of Professional Support Staff across seven counties along with the team based at Mount House

The average number of staff was 87.2 compared with 87.7 the previous year.

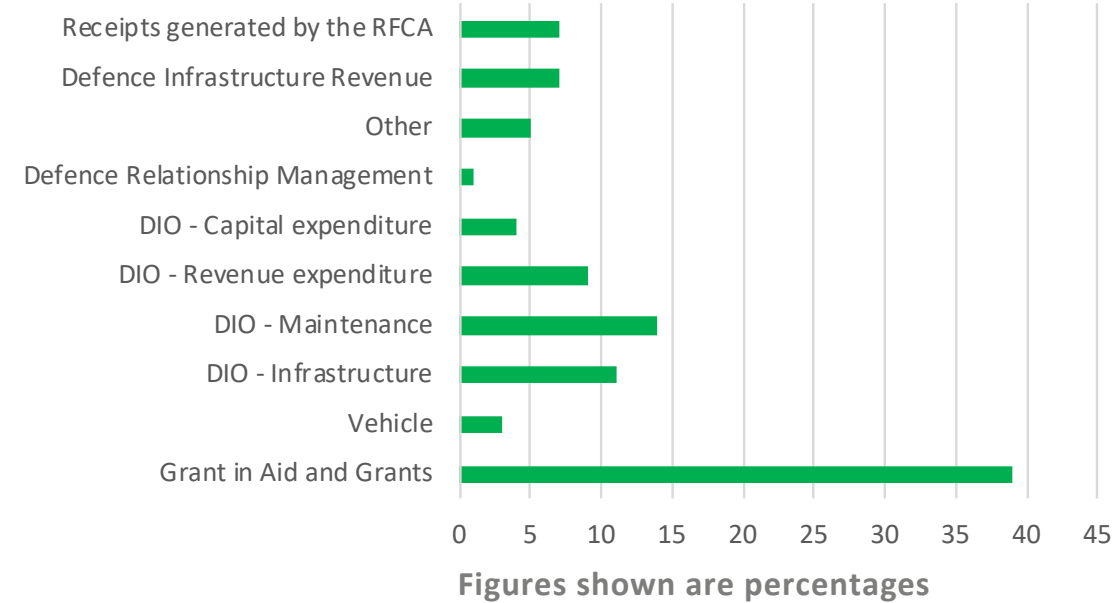
Overall expenditure was £67,931 more than income for the year, and this has been funded from reserves.



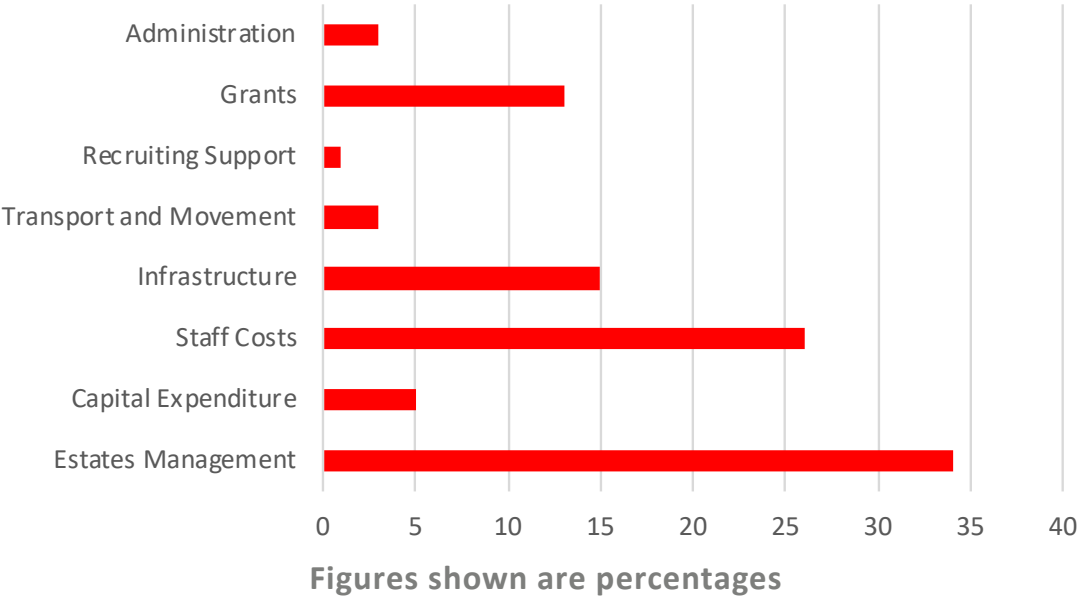


# FINANCE AT A GLANCE

Wessex RFCA funding 2018/19



Wessex RFCA Expenditure 2018/19



## SPECIAL PROJECTS AT A GLANCE

A large grey circle containing the number 60 in white.

Bids in 2019

A large grey circle containing the number 58 in white.

Bids approved

A large grey circle containing the text £50,273 in white.

Funding approved  
to date

## CASE STUDY

### Exercise Wyvern Jupiter

Funding from Wessex Reserve Forces' and Cadets' Association offered Army Cadets from Wiltshire ACF the opportunity to attend Exercise Wyvern Jupiter in June.

Cadets from Wiltshire Army Cadets' Band, joined World War Two veterans and members of Army Headquarters South West, at a ceremony to commemorate 75 years since 43rd Wessex Division suffered heavy losses at the strategically important Hill 112.

The Cadets were given the honour of leading out the parade in front of HRH The Earl of Wessex, as well as senior military and civilian figures from France and Britain.

The Battle for Hill 112 was a major battle during the Battle of Normandy in July 1944, when British and Canadian allied troops fought to liberate the region from the occupying German forces.

The ceremony was attended by three surviving veterans of the Normandy campaign, from 43rd Wessex Division.

Whilst in Normandy, the Cadets also had the opportunity to visit a number of battlefield landmarks in Normandy, including Juno Beach and St. Manvieu War Cemetery.

43rd Wessex Division was an infantry division which served with distinction in the Second World War from June 1944 until May 1945. The division suffered heavy casualties during this period, but gained a formidable reputation among the Germans.

# FACILITIES MANAGEMENT

Soft FM is just one aspect of the role carried out by Wessex RFCA's small Facilities Management (FM) Department. The two-man team also has responsibility for the Alternate Venues programme and vehicle procurement and disposals.

## **Alternative Venues.**

Responsibility for the Alternative Venues (AV) programme, falls to the FM Department. This initiative makes many Wessex RFCA owned buildings available for private hire. Income derived from AV contributes to the overall 'Regionally Generated Income' that is used to part fund the bulk of the Estates Department work.

The dedicated AV website showcases each of the venues available throughout the region, listing its benefits and suggested uses. Many hirers are returning clients and word of mouth and local advertising helps to generate business.

The programme pays a percentage of the income raised (determined by the activity type) to host units. Establishment or Unit Commanders have discretion on how to spend these funds.

In this financial year, the income generated by AV amounts to around £200,000 with an estimated £40,000 paid to host units. Wessex RFCA would appreciate any help members can give to help promote AV.

## **Vehicle Procurement and Disposals.**

Wessex RFCA is the lead Association on transport for all RFCAs except NI. A three tier approach to transport applies, with all transport resources bought, serviced and disposed of by the FM Department.

FM collates the Ford requirements from all UK mainland Associations each year and feeds these into the Ford UK Fleet Director. This enables the Association to negotiate better rates of discount than the Crown Commercial Services discount. The strategy resulted in savings of between £450,000 and £500,000 this year.

JSP 800 Vol 5 serves as the benchmark source document for service vehicles allocated to support Cadet units. Wessex RFCA does not allocate them for private use but as duty vehicles. The Association adheres to the relevant supporting documentation to support LSA&I inspections. Fuel for these vehicles which are Crown exempt, is provided at public expense.

Wessex RFCA allocates certain employees Association-owned cars to enable them to execute their official duties. Wessex RFCA complies with HMRC guidelines for 'company cars' and those who have them pay 'benefit in kind'.

Staff not entitled to an allocated vehicle have access to a 'pool' vehicle for their Association duties on an 'as required basis'. A fleet policy insures the allocated and pool vehicles.

This year has been a typical year with 13 mini buses, 6 vans and 3 cars bought for Wessex RFCA.

## BRISTOL MEMBERS' ANNEX

### Key personalities

Mrs Peaches Golding - Lord-Lieutenant

Colonel Jane Thompson - County Chair

### Key dates

28 July 2020 - Bristol ACF Annual Camp Visitor's Day

29 September 2020 - Bristol Lord-Lieutenant's Awards Ceremony

18 November 2020 - Bristol County Forum





## BRISTOL MEMBERS' ANNEX

### Armed Forces Covenant Signatories

AACE  
Allyance Ltd  
Artios Global Limited  
Best Practice Network  
Beyond Consulting  
Brightman Business Solutions  
Bristol Management Centre Ltd  
Business Network (SW) Limited  
Domus Financial Services LLP  
Elbit Systems UK Limited  
Executive Transitions Network Limited  
Fairway Support Services  
Fastnet Estates Ltd  
Forces Compare Limited  
Geollect Ltd  
GWS Media Ltd  
Hidden Valley Buchcraft Ltd  
HR Dept  
I.C Express Ltd  
i3Works Ltd  
Insignia Crew Ltd  
ITEC Connect Ltd  
Jeff Way Electrical Services Ltd  
Keystone Law  
Leidos Europe Ltd  
Molson Group Ltd  
MTJB Engineering Ltd  
Nova Aerospace Ltd  
Project People Ltd  
Provelio Ltd  
PR The Write Way  
Revision Military (UK) Ltd  
Sanderson Government & Defence Limited  
SFJ Awards  
Step Together Volunteering Ltd  
Techmodal Ltd  
The Bristol Port Company  
TheiaTech UK Ltd  
University Hospitals Bristol NHS Foundation Trust  
University of Bristol  
Versorium Technical Recruitment  
Warner McCall Resilience Ltd



## CORNWALL MEMBERS' ANNEX

### Key personalities

Colonel Edward Bolitho - Lord-Lieutenant

Air Commodore John Bessell - County Chair

### Key dates

5 August 2020 - Cornwall ACF Annual Camp Visitor's Day

15 October 2020 - Cornwall Lord-Lieutenant's Awards Ceremony

12 November 2020 - Cornwall County Forum

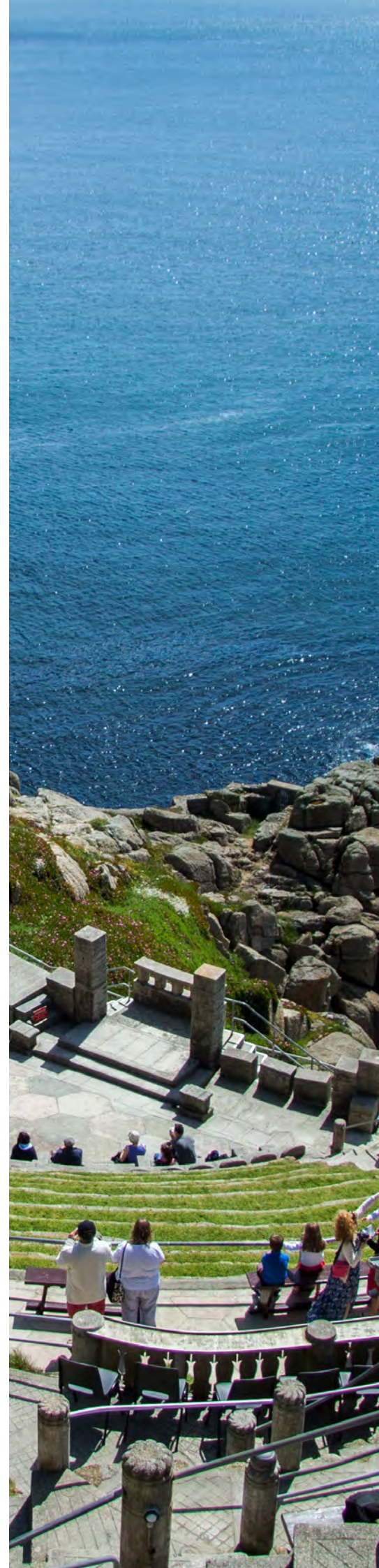




## CORNWALL MEMBERS' ANNEX

### Armed Forces Covenant Signatories

A & P Group Ltd  
Active Plus CIC  
Associated Armour Limited (AAL)  
Bloom Hearing Specialists Limited  
Carnewater Practice  
China Fleet Country Club  
Cornwall Housing Ltd  
Cornwall Training & Consultancy Ltd  
Falmouth Town Council  
Falmouth Training Solutions  
Figynberg German Shepherds  
Inspired Cycle Engineering Limited  
Legacy Properties Limited  
MPWA Limited  
Newquay Activity Centre Ltd  
Open Briefing Ltd  
Outlook South West  
Penair School  
Pool Academy  
Primetech (UK) Ltd  
Redruth School  
Rooftents Ltd  
Royal Cornwall Hospitals NHS Trust  
Southwest Staffing Limited  
St Austell Brewery Company Ltd  
Team Off-Road-IT  
Truro City FC  
Ward Williams Associates  
White Gold Cornwall Foundation  
WillSecure Limited



## DEVON MEMBERS' ANNEX

### Key personalities

Mr Edward Fursdon - Lord-Lieutenant

Commander Penelope Burne - County Chair

### Key dates

5 August 2020 - Devon ACF Annual Camp Visitor's Day

13 October 2020 - Devon Lord-Lieutenant's Awards Ceremony

19 November 2020 - Devon County Forum

### Armed Forces Covenant Signatories

1File4Life Limited

Acronyms Ltd

Agilexe Limited

Agri Environmental Group Ltd

All Terrain Medical Ltd

Applegate Marketplace Ltd

Audax Global Solutions Ltd

Bar Associates

Barnstaple Old People's Housing Association Ltd

Brigantes Consulting Ltd

Bright Solicitors

Business Network Exeter

Calvert Trust Exmoor

Clever Student Lets Ltd

Cobalt Communications Solutions Limited

Cottonfrog

CQC Ltd

Crisp Professional Development

Cross-Deck Ltd

Crowne Plaza Plymouth

Crumb Solutions Ltd

Dartmoor Zoo

Delt Shared Services Ltd

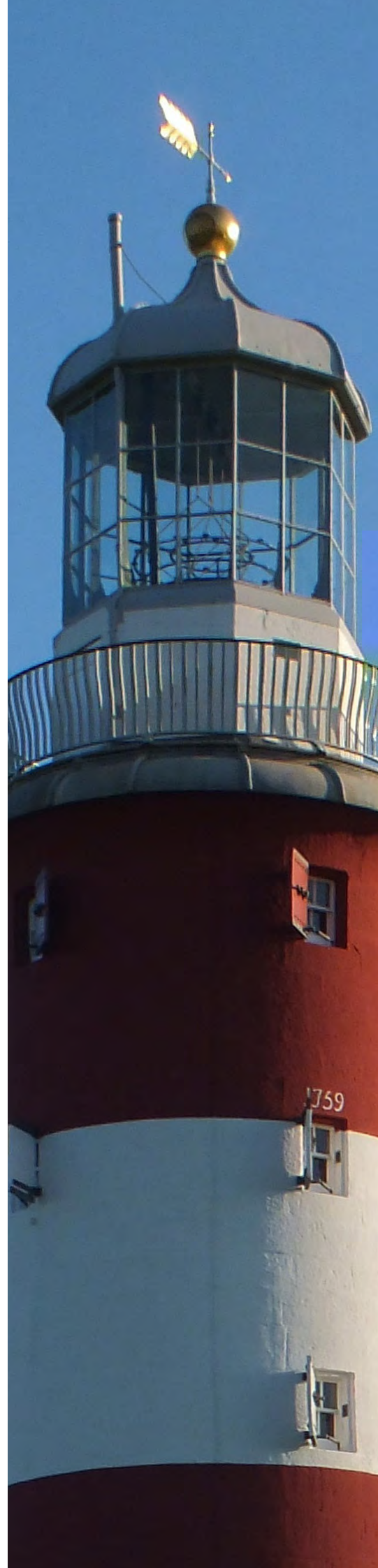
Devon & Cornwall Constabulary

Devon Air Ambulance Trust

Devon County Council

D J Consulting

Dorcas Media Limited





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Duncan Little Hypnotherapy  
Education and Training Skills Ltd  
Endorse HR Ltd  
ER Global Ltd  
Exeter City Community Trust  
Exeter Golf & Country Club Ltd  
Exeter Rugby Club Ltd  
Exminster Garage Ltd  
Fair Winds Mortgages Limited  
Falcon Business Centre  
FourWho Ltd  
Frazer-Nash Consultancy Ltd  
Fresh Security Solutions Ltd  
Fusion Community Initiatives  
Future Inn Plymouth  
GGR Training Ltd  
Gill Akaster LLP  
G John Surveys Ltd  
Glasshouse Media & Events  
Global Health & Welfare Associates Ltd  
Gregory Distribution Ltd  
Guardian Industrial (UK) Ltd  
Helitune Ltd  
Helpline Care Limited  
Hi-Line Contractors SW Ltd  
Home Instead Senior Care (Tavistock & Tamar Valley)  
Horizon Counselling Service Ltd  
Improving Lives Plymouth  
IP Office Ltd  
ISAR3  
ISCA Academy  
John Fowler Holidays Limited  
Kings Solicitors Ltd  
Livewell Southwest  
Livewest  
Marmik Window Machinery Ltd  
Marslands Accountants Ltd  
Mindset Training Plymouth Ltd  
MLT International Ltd  
MyLive Group  
Neo Traffic Data Services Ltd  
Norman Rourke Pryme  
North Devon Hospice  
Northern Devon Healthcare NHS Trust  
Otter Vale Motor Services  
Plymouth Argyle Football Co Ltd  
Plymouth Citybus Ltd  
Plymouth Citybus Ltd  
Plymouth Science Park  
Plymouth University



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Portcullis Legals  
Protection Vessels International Ltd  
R&M Utility & Civil Engineering Services South West Limited  
Redrok (UK) Ltd  
Redrok Events Limited  
RMA - The Royal Marines Charity  
Road Planing Supplies  
Role 1 Medical Ltd  
Routeways Centre Ltd  
Royal Devon & Exeter NHS Foundation Trust  
SC Group  
Scott Richards Solicitors  
Security Management South West Ltd  
Services Design Solution Ltd  
Shadow Security Services  
Sir Fix-A-Lock  
South West Lakes Limited  
Splash Projects Ltd  
SSG Training & Consultancy Ltd  
S Smith & Sons Carpets Ltd  
Steve Gaskell - ActionCOACH  
Tarka Storm RLFC  
Tech Surveys UK Ltd  
Terrestres Servo Coronas  
The Barden Corporation (UK) Ltd  
The Baton  
The Client Factory Ltd  
The Dartington Hall Trust  
The Insurance Group Ltd  
The Veterans Farm Able Foundation  
The Whipton Surgery  
TOR Water Ltd  
Tozer Consulting Ltd  
Trinity Fire & Security Systems Ltd  
Trinity School  
University Hospitals Plymouth NHS Trust  
University of Exeter  
University of St Mark & St John  
University Hospitals Plymouth NHS Trust  
University of Exeter  
University of St Mark & St John  
Veterans With Dogs  
Water Babies Bubble Limited  
White Siren Solutions  
WiFi SPARK  
Winning Tenders Ltd  
WNW Digital  
Wolferstans Solicitors  
Woollcombe Yonge LLP





## DORSET MEMBERS' ANNEX

### Key personalities

Mr Angus Campbell - Lord-Lieutenant

Brigadier (Retd) Donald Wilson - County Chair

### Key dates

29 July 2020 - Dorset ACF Annual Camp Visitor's Day

8 October 2020 - Dorset Lord-Lieutenant's Awards Ceremony

3 November 2020 - Dorset County Forum

## Armed Forces Covenant Signatories

Account Name

Rabeys Commercial Vehicles

States of Guernsey

States of Jersey Police

States of Jersey Prison Service

A & M Defence & Marine Services Ltd

Agincare Group Ltd

Atlas Elektronik UK Ltd

Aviation Requirements Ltd

Baker Davies Limited

BlueStone College

Bournemouth, Christchurch & Poole Council

Bournemouth Above and Beyond Trust

Bournemouth University

C3IA Solutions Ltd

Chillflame Ltd

Cobham Plc

Condor Ferries Limited

Contact Coffee Company Limited

Cottage Loaf Bakery

Dorset County Council

Dorset County Hospital NHS Foundation Trust

Dorset Health & Safety Ltd

Dorset Healthcare University NHS Foundation Trust

Electus Recruitment Solutions Limited



## DORSET MEMBERS' ANNEX

### Armed Forces Covenant Signatories

Express Security  
Forces Advice Ltd  
Forces To Film Limited  
G3 Systems Ltd  
Hardy Estate Agents Ltd  
Hayachi Services LTD  
JF Liquid Waste  
Kingston Maurward College  
Lifeline Training  
LV=  
Lytchett Minster School  
Mar-Key Group  
Martin & Co (UK) Ltd  
Merlin Entertainments plc  
Mortgage Squared Ltd  
Muddy Boots Nursey School  
Nemesis Consultants Limited  
NHS Dorset Clinical Commissioning Group  
One (UK) Ltd  
Pencari Ltd  
Quostar Solutions Limited  
Royal Bournemouth & Christchurch Hospitals NHS Foundation Trust  
Sarah Ali Choudhury  
Smith Hobbs Wealth Management Ltd  
South Coast Web Design Limited  
Spherea Test & Services Ltd  
St Barts Finance Ltd  
Sunseeker International Ltd  
The Colleges' Partnership Limited  
UMC Air Conditioning  
Vanguard Security Services Limited  
Weymouth FC  
YES Mortgage Services Ltd





## GLOUCESTERSHIRE MEMBERS' ANNEX

### Key personalities

Mr Edward Gillespie - Lord-Lieutenant

Major Robert Wharton - County Chair

### Key dates

14 August 2020 - Gloucestershire ACF Annual Camp Visitor's Day

6 October 2020 - Gloucestershire Lord-Lieutenant's Awards Ceremony

24 November 2020 - Gloucestershire County Forum

### Armed Forces Covenant Signatories

A2D Solutions Ltd

Allan Webb Ltd

All Saints' Academy Cheltenham

Ascent Flight Training

BituChem Limited

Brace Creative Agency Ltd

Britannia Construction Ltd

Brunsdon Financial Services Ltd

C&G Services (Europe) Ltd

Cadmidium Services Limited

CDS Defence & Security

Cheltenham College

Cheltenham Standard Ltd

Chloe-Care Ltd

Circle 2 Success Ltd

Clennell Vehicle Repairs Ltd

C M Downton (Haulage Contractors) Ltd

Commercial and Marine Communications Bristol Ltd

Communications Audit UK Ltd

Converge Technology Ltd

Cotswold Style Ltd

Creed Foodservice Ltd

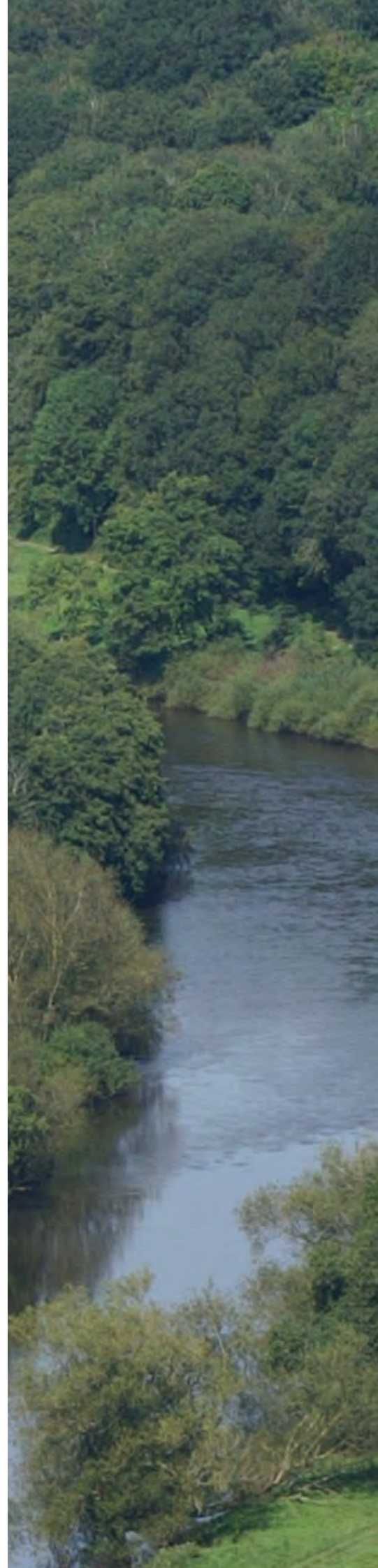
Crown Media Ltd

Dean Close School

Dixypip Ltd



Emergency Response Systems Ltd  
Eurolink Connect Ltd  
First Military Recruitment Ltd  
Five Acres High School  
Five Acres High School  
Fluid Transfer International Ltd  
GE Aviation Systems Ltd  
George Bence & Sons Ltd  
Ginger Rainbow  
Global ATS Ltd  
Gloucester Academy  
Gloucester City AFC  
Gloucester City Cycling Club  
Gloucester Rugby Ltd  
Gloucestershire Care Services NHS Trust  
Gloucestershire County Security Ltd  
Gloucestershire Health and Care NHS Foundation Trust  
Gloucestershire Hospitals NHS Foundation Trust  
Hartpury University  
Helyx Secure Information Systems Ltd  
Hercules Site Services Ltd  
Ilec-Imec Building Services  
Inlingua Cheltenham  
Invinsec Limited  
John Gillman & Sons (Electrical) Ltd  
J S Facilities Group Ltd  
Kredo Consulting Ltd  
Logik Recruitment Ltd  
Magnus James Ltd  
Manor By The Lake  
Markey Group  
Mears Group plc  
Montpellier Public Relations Ltd  
Montvieux Limited  
Nationwide Community Learning Partnership (NCLP) Ltd  
Omega Resource Group Ltd  
Partner Together Ltd  
Pate's Grammar School  
Pathfinder Expeditions UK Ltd  
Permal Gloucester Ltd  
Prima Dental Manufacturing Ltd  
Printwaste Recycling & Shredding  
P-TAC Interactive Ltd  
Railway Support Services Limited  
Redrow Homes (South West) Ltd  
Regency IT Consulting  
Renishaw Plc





Ruralink Ltd  
Scoen International Ltd  
Shield Environmental Services Ltd  
Single Source Recruitment  
South West Maritime Academy Limited  
Steller Systems  
Stratia Consulting Ltd  
Sustainable Direction Ltd  
Tayabali Tomlin Ltd  
The Change Maker Social Enterprise Limited  
The Dean Academy  
The Speech House Hotel  
The Training Continuum Ltd  
Tidal Training Direct Ltd  
Tidal Training Ltd  
Total IA Limited  
Towergate Insurance Brokers  
TroopScout Ltd  
Vally Plant Training Limited  
Watercoolers Direct.com Ltd  
Ian Williams Ltd





## SOMERSET MEMBERS' ANNEX

### Key personalities

Mrs Annie Maw - Lord-Lieutenant

Brigadier (Retd) Nigel Beacom - County Chair

### Key dates

13 August 2020 - Somerset ACF Annual Camp

20 October 2020 - Somerset Lord-Lieutenant's Awards Ceremony

5 November 2020 - Somerset County Forum

## Armed Forces Covenant Signatories

Acorn to Oak Business Growth Ltd

Angel Eyes Photography

Atkins & Co

Back2Market

Barka Parka Bean Beds

Bath City FC

Bath Rugby

Batsrock Financial Ltd

Beechen Cliff School

Bibic

Blue Penguin

Bridges Electrical Engineers Limited

Broadreach Recruitment Limited

C2 Business Solutions Ltd

Candlelight Homecare Services Ltd

Cetsat Ltd

Computer Network Defence Ltd

Costgard Ltd

CQB Care Consultancy

Degrees of Separation Ltd

Fiona Vitel Hypnotherapy

Forces Money Ltd

Frome Community College

Grassroots Power CIC

Habitat Aid Limited

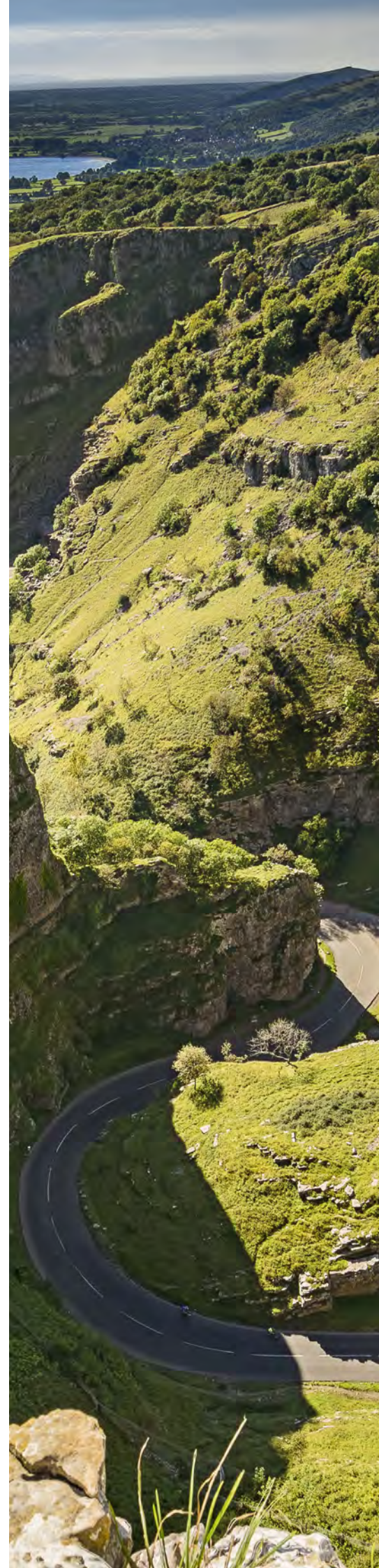
Hayesfield Girls School

Ilchester Football Club





Labyrinth Computers Ltd  
London & Country Mortgages Ltd  
Main Event Security Ltd  
Mendip Studio School  
New Leaf Life Design  
Nic-Nak's Childminding  
Northover House Day Nursery  
Odin Estates Ltd  
Olive Tree Training  
Outposts Ltd  
Pardoes Solicitors LLP  
Proudhouse Property Management  
Quedam Shopping Centre  
Rebecca Bevins HR Consultancy Ltd  
Red Berry Recruitment Ltd  
RINA Consulting Defence Ltd  
Ross and Roberts Ltd  
Rotork plc  
S & D Childcare Ltd  
SEA (Group) Ltd  
Somerset Chamber of Commerce & Industry Ltd  
Somerset County Cricket Club  
Somerset Partnership NHS Foundation Trust  
Stanchester Academy  
Sue's Smallworld Childminding  
Taunton & Somerset NHS Foundation Trust  
Taunton Rugby Football Club  
The Ferne Animal Sanctuary  
The Veterans Charity  
The Warrior Academy Ltd  
Top Cover Solutions Ltd  
Train4All Limited  
Triple Threat Security Ltd  
Walks & Wellibobz Childminding  
WeeTree Wholesale Nurseries  
We Hear You  
Wessex Business School Limited  
Wessex Resolutions CIC  
Weston Area Health NHS Trust  
Weston College  
Writhlington School  
Xenint Limited  
Xi Systems Ltd  
Yeovilteenies Day Nursery  
Yeovil Town FC  
Your Eco Construction Ltd  
ZeroDryTime Bath Ltd  
ZT Solutions Ltd





## WILTSHIRE MEMBERS' ANNEX

### Key personalities

Mrs Sarah Troughton - Lord-Lieutenant

Colonel (Retd) Hugh Hancock - County Chair

### Key dates

30 July 2020 - Wiltshire ACF Annual Camp

22 October 2020 - Wiltshire Lord-Lieutenant's Awards Ceremony

10 November 2020 - Wiltshire County Forum

## Armed Forces Covenant Signatories

4C Strategies

Alabare Christian Care & Support

Alford Technologies Ltd

Amesbury Pets Ltd

Amesbury Vets4Pets Limited

Animal Friends Insurance Services Limited

Arke Ltd

Army Parachute Association (APA)

Aspire Defence Services Ltd

Atom Training

Bespoke Guardians

Blackmore Computers Ltd

Blencowe Scaffolding Ltd

Blue Bee Solutions

Bluebird Care (Wiltshire South)

Bonallack & Bishop Solicitors

British Babies

Catalyst Defence Services Limited

Cervus Defence & Security Ltd

Chemring Countermeasures Ltd

Collingwood Services Ltd

Company X Consulting Ltd

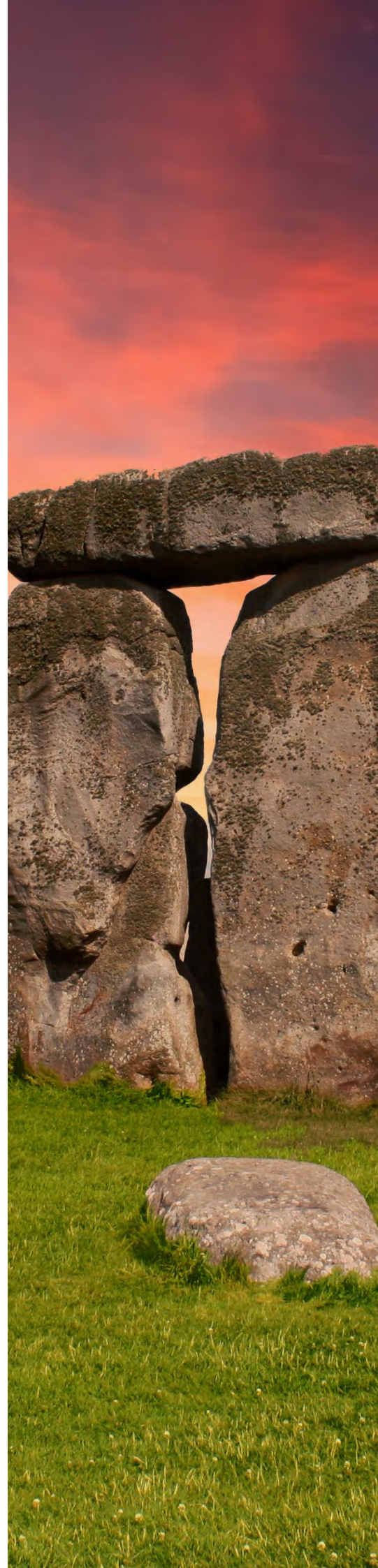
Connected ID Limited

Corsham Institute Ltd

Danger Close Coffee Ltd

Dorset & Wiltshire Fire & Rescue Service

Dream Believe Drive Ltd



Engage Technical Solutions Ltd  
Falco-P Ltd  
FIDES Enterprise Solutions Ltd  
Forces Online  
Frame It  
Garrison PRI  
GB Safety Limited  
Global Contingency and Response Resilience Limited  
Goughs Lawyers LLP  
Hardings Lettings (South Wiltshire) Limited  
Help For Heroes  
Home Instead Senior Care (Andover and East Wiltshire)  
Honeypot People Ltd  
Innogy Renewables UK Limited  
Innotec Supplies (UK) Ltd  
Inspired 2 Learn  
Inspired 4 Life Coaching Ltd  
Inspired Act Ltd  
IV Tactical Limited  
Karolann Solutions Ltd  
Landmarc Support Services Ltd  
Leadership Challenges CIC  
Leading Resolutions Ltd  
Longleat Enterprises Ltd  
Marlborough College  
Marshall Drilling Ltd  
Matravers School  
MJ Services (GB) Ltd  
MUJV Ltd  
Nationwide Building Society HQ  
Nationwide Engineering Group Ltd  
Networkology Ltd  
Nova Hreod School  
NSCE International Ltd  
Optima Group  
Our Enterprise Ltd  
Our Wilton Trust  
Outdoor and Cycle Concepts Ltd  
Party On A Plate  
PELA Systems Limited  
Pezzaz Street Soccer  
Polarm International Limited  
Prosec Consultancy Ltd  
Recruit For Spouses Ltd  
Rhys Dobbs Tree Services Ltd  
Rmada Ltd  
Ronat Resource Ltd





Royal Artillery Centre for Personal Development  
Royal Wootton Bassett Gin Company Ltd  
RSL Project Solutions Ltd  
SA Group Ltd  
Salisbury FC Ltd  
SALUTEMYJOB.COM LIMITED  
SKILLS DIRECT LTD  
Solstice Domestic Angels Ltd  
South Wiltshire UTC  
SP4 Security Solutions Limited  
Spire FM  
Swan Hospitality Ltd  
Swindon & Wiltshire Local Enterprise Partnership  
Swindon Carers Centre  
Synister Music Events Ltd  
Team Rubicon UK  
TE Connectivity Ltd  
The Artisan Studio  
The Dorothy House Foundation Ltd  
The Enterprise Network  
The Formative Group  
The Property Ombudsman Ltd  
The REME Charity  
The White Horse Care Trust  
Trethowans LLP  
Voluntary Action Swindon  
Vysiions Ltd  
Waves Training Solutions Ltd  
WBL Services Ltd  
Wessex Archaeology Ltd  
Whiteflare  
Wiltshire Police  
Wincanton plc  
XRE Ltd







# RESERVIST FIGURES AT A GLANCE

Reservists	
Service	Reservists
Royal Naval Reserve	957
Army Reserve	2950
Royal Auxilliary Air Force	55
Total	3962

## CADET FIGURES AT A GLANCE

Cadets			
		Adults	Cadets
SCC Districts	5	937	1471
ACF Detachments	169	816	4040
ATC Squadrons	100	906	3264
CCF Contingents	55	338	5902
<b>Total</b>	<b>329</b>	<b>2997</b>	<b>14677</b>



# SEA CADET CORPS FIGURES AT A GLANCE

Sea Cadet Corps		
District	Adults	Cadets
Cornwall	123	166
Devon	223	358
Somerset and Devon	247	418
Avon	232	350
Severn	112	179
<b>Total</b>	<b>937</b>	<b>1471</b>

# ARMY CADET FORCE FIGURES AT A GLANCE

Army Cadet Force			
County	Detachments	Adults	Cadets
Bristol	16	87	341
Cornwall	21	82	466
Devon	37	193	838
Dorset	22	110	645
Gloucestershire	18	89	408
Somerset	34	133	687
Wiltshire	21	122	655
Total	169	816	4040

# AIR TRAINING CORPS FIGURES AT A GLANCE

Air Training Corps			
	Squadrons	Adults	Cadets
Bristol & Glos	26	254	875
Devon & Somerset	24	216	812
Dorset & Wilts	28	254	913
Plymouth & Cornwall	22	182	664
Total	100	906	3264



# COMBINED CADET CORPS FIGURES AT A GLANCE

Combined Cadet Force			
County	Contingents	Adults	Cadets
Bristol	3	14	294
Cornwall	4	8	176
Devon	12	63	1031
Dorset	11	81	1568
Gloucestershire	7	51	739
Somerset	13	95	1525
Wiltshire	5	26	569
Total	55	338	5902