



# WESSEX

RESERVE FORCES' & CADETS' ASSOCIATION

## ANNUAL REPORT 2022





---

# TABLE OF CONTENTS

---

**We are Wessex RFCA**

**Some words from our President**

**Chairman's Report**

**The Engagement Team**

**Employer Engagement**

**Communications**

**Armed Forces Covenant**

**Employer Recognition Scheme**

**Gold ERS Awards HMS Cambria**

**Swindon Borough Council sign AFC**

**Lord Lieutenant's Awards 2021**

**Armed Forces Week 2021**

**Youth and Cadets**

**Cadet Health Check**

**Safeguarding**





**Sea Cadet Corps**

**Army Cadet Force**

**Air Training Corps**

**Cadet attends service of thanksgiving**

**Cadet takes on SAS: Who Dares Wins**

**Reserves**

**Reservist recognised for Covid Response**

**Estates**

**Finance**

**Facilities Management**

**Annexes**



# WE ARE WESSEX RFCA

Wessex Reserves Forces' and Cadets' Association (RFCA) is an independent, not-for-profit organisation dedicated to supporting and promoting 4,600 tri-service Reservists, 14,600 Cadets and 3,000 Cadet Force Adult Volunteers across the South West of England and the Channel Islands.

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 organisation has three pillars of work; Cadets and Youth, Estates and Engagement.

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 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 officers, representatives from local authorities and local business and community leaders.

The Wessex RFCA team is headquartered in Taunton.





# SOME WORDS FROM OUR PRESIDENT

What a year this has been! My second tenure as President has been markedly different to my first in 2015/16. With the gradual return to a degree of normality after many months of lockdown it has been exciting to finally return to face-to-face meetings and events. COVID has not, of course, gone away completely and it still has an impact on how we all live our lives. But there have been some positive changes including Wessex RFCA introducing hybrid working on a permanent basis and many of the events include an online element. This has saved us all a lot of time and travelling.

I have been delighted that my four Lord Lieutenant's Cadets from all the Services have been able to accompany me to several events and extremely smart they are too. They helped with the Duchess of Cornwall's visit to the Wiltshire Museum, they joined me and my Deputy Lieutenants at a number of services in Salisbury Cathedral including the Service for the Rule of Law and many Remembrance Services around the County and they assisted at many Platinum Jubilee celebrations including tree plantings in Swindon as part of the Queen's Green Canopy initiative. One of my Army Cadet Force cadets, Staff Cadet Company Sergeant Major Thomas Hearn, had the privilege of being in the honour guard outside Westminster Abbey at the Memorial Service for HRH The Duke of Edinburgh and was spoken to by many members of the Royal family.



One of the pleasures of being President of Wessex RFCA is having the opportunity to host the President's Dinner. This year we held it at the Stanton House Hotel near Cricklade and were able to bring together members of the Association Board, many Tri-Service reserve unit commanders from around the region and a few members of Wessex RFCA staff for a most enjoyable evening. This is a rare opportunity for many of these people to get to know one another, share ideas and do some good old-fashioned networking.



# SOME WORDS FROM OUR PRESIDENT

The visit to Wiltshire Army Cadet Force Summer Camp at Tilshead on Salisbury Plain was an excellent opportunity to meet the dedicated adult volunteers and RFCA staff who help the cadet movement to achieve so much. We met some truly inspirational cadets who were all thoroughly enjoying their training and I enjoyed some rifle shooting with them. Particularly impressive were the Staff Cadets who had all gained tremendous benefit from this extension to their time in the cadet force. For some it provided an opportunity to catch up with senior qualifications, missed during the COVID lockdown, and for others it meant that they could keep in touch with their friends and “give something back to the cadet force” even after going up to university.

The youngest recruits were also rapidly gaining in confidence and provided some excellent briefings.

I am pleased to report that Wessex RFCA is in rude health. It is a progressive and forward-looking organisation which wholeheartedly and professionally supports reservists and cadets throughout the South West region. This is due to the hard work and complete dedication of Steve Hodder and his excellent team to whom I offer, on your behalf too, sincere and grateful thanks. I am also very grateful for the voluntary support of our Association members and I commend this Annual Report to that membership.





# CHAIRMAN'S REPORT

Ukraine's invasion has had a dramatic impact on all of our lives and Defence has had to react rapidly to a new situation which has every likelihood of being an enduring conflict. NATO has shown remarkable resolve in its response and we and many other countries have stepped up defence spending to counter the renewed threat to European security. I will leave the strategic aspects of this conflict to the defence analysts, but we know that Ukrainian soldiers are being trained within our region by our Regular forces and our Reserves have been involved in supporting NATO operations to counter the security challenges from the East. It is inevitable that assumptions made in the 2021 Integrated Defence Review will have been revisited and it is clear that the strength, training and deployability of our Reserves will be very much in focus in the near and long-term.

## Reserves

We are all aware of the remarkable response of the Reserves to the Pandemic. The specialist expertise of many Reservists and the adaptability of many others was absolutely invaluable for the delivery of the Government's plans. We are extremely grateful to all the tri-service Reserve units and Reservists who supported Op RESCRIPT. The new situation has already brought the recommendations in Reserve Forces 2030 into sharp focus and the future opportunities and challenges for Reservists look very exciting indeed. We know that the support and understanding of Reservists' employers.



It has will be even more important in the future and it is very encouraging that nearly 9000 firms and organisations have pledged their support for Defence by signing the Armed Forces Covenant. The RFCAs will continue to do everything we can to support Reserves and their employers as we all move forward.

## Cadets

It has been hugely encouraging to see how quickly Cadet units have recovered after the challenges of the Pandemic. While senior Cadets may have missed some opportunities to attend courses and achieve promotion, they are still very much engaged and have been helping to train the hundreds of new Cadets who have joined since the end of lockdown.



# CHAIRMAN'S REPORT

It has been fantastic to visit cadet units on their summer camps in the region enjoying the 'Cadet Experience' and through their varied and challenging activities are gaining tangible benefits of a sense of belonging, fun, friendship and personal development. As always the role of the CFAVs, supported by their Wessex RFCA PSS, is absolutely invaluable and I know that we are extremely grateful for everything they are doing for their Cadets.

## **Wessex RFCA Staff**

On behalf of the Membership I would like to welcome the new members of staff to the Association and I would also like to thank the Chief Executive, the Senior Leadership Team, all the staff in Mount House and the PSS working for the county ACFs for their hard work and adaptability over the very challenging last couple of years. We are all working in new ways and often operating more efficiently with more regular coordination and improved outputs. As one of the largest RFCA regions with many Regular, Reserve and Cadet units to work with, we inevitably have a huge workload. It is good to see that we have maintained close relationships with the chains of command and the units that we support. Through striving for constant improvement and often taking the initiative, we are in many ways an example of best practice to other RFCA regions. Thank you again to all of our Wessex RFCA staff.

## **Estates**

Our Estates team manage over 300 properties across a very large region. The team have a remarkable record of managing multi million pound RF20 building projects, developing and maintaining Reserve units, building new joint Cadet centres and county training centres, while also ensuring that the whole training estate complies with all health and safety legislation. Members will be aware there are two ongoing reviews into the Reserve and Cadet training estate. The first national review aims to ensure that the location of the units is optimised to ensure the most efficient use of resources. The second review aims to ensure that the maintenance system we have in place for the estate provides the best value for money. We will of course keep Members informed on the progress and outcomes of these reviews. In the meantime I am very grateful to the whole Estates team for their hard work.

## **Engagement**

Members will have seen first hand the numerous events that have been organised to ensure that defence is actively involved with authorities, employers and communities. These high profile events all involve a huge amount of preparatory work and stage management. Members should also be aware of the amount of coordination that takes place with the chains of command to ensure that the engagement planning and activities



# CHAIRMAN'S REPORT

are run as efficiently as possible. You will see in this report how well the Armed Forces Covenant and the Employer Recognition Scheme are progressing and again this involves a great deal of networking and legwork by our REEDS. We are also very active in social media to help get the key messages out to our target audiences as this increasingly takes over from traditional local printed media. Can I encourage you all to keep in touch with our electronic newsletters and social media and continue to keep the Communications team in touch with opportunities and events that are happening in your unit or area.

## **RFCA Tailored Review**

We have been keeping you in touch with progress on the implementation of the Review's recommendations and key senior staff have already been appointed at CRFCA. While there is still uncertainty about the Parliamentary legislation to change the legal status of the RFCAs, much work is taking place to ensure that the regional character and volunteer ethos continues as much as possible.

All indications are that volunteer Members will continue to have an essential part in Engagement and the delivery of RFCA outputs. We will of course continue to keep you all informed.

Our Lord-Lieutenants continue to play a very important role in our activities, particularly in helping us to engage with our communities, ably supported by their Lord-Lieutenant's Cadets. I am particularly grateful to Mrs Sarah Troughton, the Lord-Lieutenant for Wiltshire for her leadership in her second term as our RFCA President and for the huge support she gives to the whole defence community in Wiltshire and across Wessex. Can I also thank all volunteer Members for your input and involvement. We are living through more challenging and interesting times than many of us would like, but I know that you can all be relied upon to continue to help defence engage with our communities and I am extremely grateful for everything you are doing.

With best wishes for the forthcoming year.





# ENGAGEMENT

Our engagement activity has seen a rapid increase, this is due to the removal of restrictions, and direction, from the UK Government which has allowed us to start engaging face-to-face again.

Our team delivered seven very successful Lord-Lieutenant's Awards in October, and, as a first we live streamed the ceremonies on Facebook so that those who couldn't attend were still able to see their family and friends receive awards for their service. The awards were very busy, this was due to some of the meritorious service awards recipients for 2020 being presented alongside the 2021 recipients. It was really important to us that the recipients awarded in 2020 didn't miss out due to the impact of COVID-19.

With a return of face-to-face engagement activity we would have expected that everything would return to pre-covid engagement, in actual fact, it hasn't and, we believe that this is a real positive. Businesses, Charities and other organisations including Councils have continued to utilise online platforms for meetings and for networking. This shift change in the way that organisations run their day-to-day business has massive benefits for us and the environment. This means that as a team we can still deliver on our objectives and outputs without having to travel long distances for short meetings. Whilst some networking has gone back to face-to-face, the majority of groups that we attend hold events online and in person. Previously, our REEDs would face average driving hours per day in the region of four hours, by reducing driving hours it will help the team to be more productive with their time and it is a step forward into becoming more environmentally friendly.







As a team we have also been reviewing our processes and procedures, making sure that we are as streamlined and productive as we can possibly be. To this end, we have co-ordinated with other departments and, with their help, successfully re-written a process which changes the way that we have previously prepared for the honours board. We have also been working with DRM's events team to develop an event management tool within Salesforce, to enable our events team to have an up to date platform which links easily and effectively with the Employer Engagement department. This is currently being worked on and we hope to be able to update you on the progress of this soon.

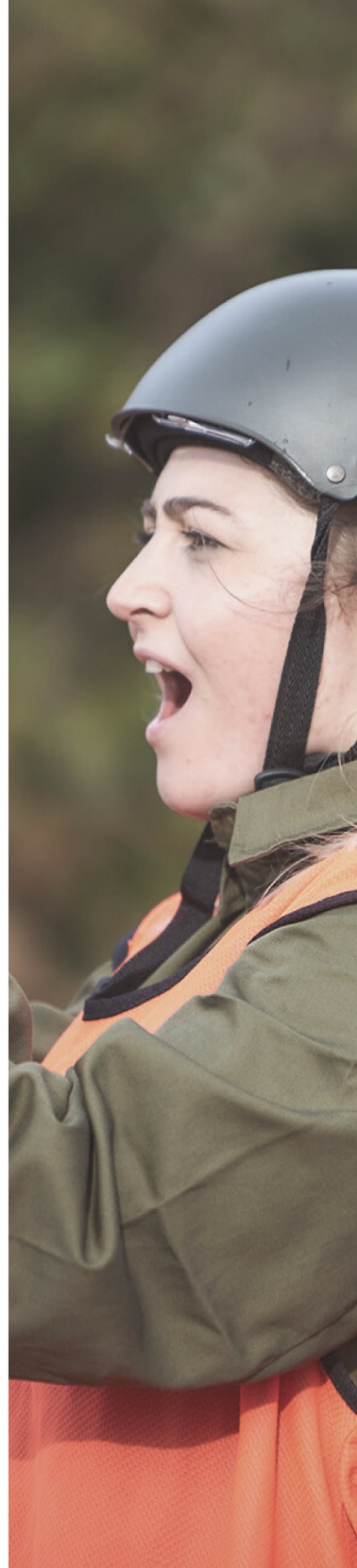
Our community work and engagement has also seen a steady increase. We proactively support and engage with the majority of the Armed Forces Covenant Partnership boards and various Armed Forces Champions in the region, promoting the Armed Forces Covenant, Reserves, Cadets and the Armed Forces Community. We have linked with the Veterans Advisory and Pensions Committee who are helping us with our network of networks and supporting our objectives across our region.

An Engagement Pilot Project that we have set up in Yeovil is going well. We have held our initial Steering Group recently and we now have a collective group which includes representatives from a wide range of town stakeholders, including; the Town Council, RNAS Yeovilton, 1 Regiment Army Air Corps, Yeovil Chamber of Commerce, Yeovil College, Yeovil District Hospital and other key stakeholders in the town. The aim of the project is to support the development of Yeovil as 'The best place to be in the Armed Forces Community'. It is hoped that this project will enable effective communication of resources, awareness and understanding of the Armed Forces within the community, as well as supporting commercial activity.



By supporting wider Armed Forces Covenant development it will inadvertently create awareness of the Armed Forces Community.

We will look to duplicate this project across our region, in specific areas, once we have established that the concept and method of delivery is working effectively. The team have worked incredibly hard to make sure that our outputs in Communications, Events and Engagement have been met in difficult circumstances. I would like to personally thank them all for their hard work.





# EMPLOYER ENGAGEMENT

The Employer Engagement team have continued to utilise the virtual world that Covid forced upon us on all, This has enabled the team to network with businesses more effectively and have started to attend face to face meeting and events again this year.

As a team Emily, Jon and Leanne, are working well as a team, using their wealth of personal and professional experience to great impact.

Like many of our other events, we have conducted our Regional Employer Engagement Group (REEG) meetings in hybrid fashion, enabling more to attend without the added commitment of travel, but still giving them the opportunity to benefit from some of the conversations in the margins.

The team have assisted a record number of organisation up the Employer Recognition Scheme Awards ladder and you can see those numbers below. Employers from across the region have been recognised for their support to the defence community by being presented with Silver and Gold Employer Recognition Scheme Awards.

The Silver Awards were once again presented face-to-face at our Lord Lieutenant's Award ceremonies, after a gap of a year due to Covid restrictions. For the first time, we hosted a regional Employer Recognition Scheme Gold Awards. The team worked closely with our colleagues in Wales and West Midland RFCAs to make this Cardiff based event a success, despite changes to Covid restrictions, and rising numbers of cases.





Due to the projected further increase Gold Award winners this year, it has been decided that going forward, Wessex will host a stand alone Awards ceremony. This year the event will be taking place at Britannia Royal Naval College, Dartmouth.

In September we were given the green light to return to face-to-face activity, since then, we have attended Armed Forces Covenant Signings, Army Engagement Events, Employer Events, Networking Events and Awards Ceremonies. It has been so beneficial for the team to be able to return to some form of normality.

Employer Support to Reserve Units and Reservist  
Employer Support has been quiet, with just a little liaison between NHS England and a Unit about a junior doctor's Reserve training. We also worked closely with an overstretched ambulance NHS Trust and a Unit about some leadership training.





# COMMUNICATIONS

In the last year our department has continued to build upon the work we began during the pandemic to widen our communications and appeal. With the lessening of the threat of Covid over the last year, we were finally able to see people face-to-face once again, which has been wonderful. However for a long time uncertainty remained, making forward planning very difficult, particularly when we had a number of large events planned for the autumn and early winter period.

One way of getting around this uncertainty was to create a number of contingency plans, from holding fully digital events like the previous year, through to hybrid events. This planning allowed a degree of flexibility depending on the potential restrictions at the time. Our very first hybrid event was the Annual General Meeting in September, which allowed Members to attend both in person and online. The key to this event was to ensure that Members were able to interact in much the same way as those in the room, which was the largest challenge. The team rose to the challenge and delivered a successful format that we have been able to build upon.

Following on the heels of the AGM, we held seven Lord Lieutenant's Award ceremonies for the first time since 2019. The rise in Covid numbers at that time made these events a challenge. As with the AGM we worked on these events being delivered in a hybrid way. For the Lord Lieutenant's Awards, we decided to use the Facebook live streaming function for this.

We were delighted with the success of the live streaming of the events, which allowed family members who wouldn't usually be able to attend, to celebrate the success of their loved ones.

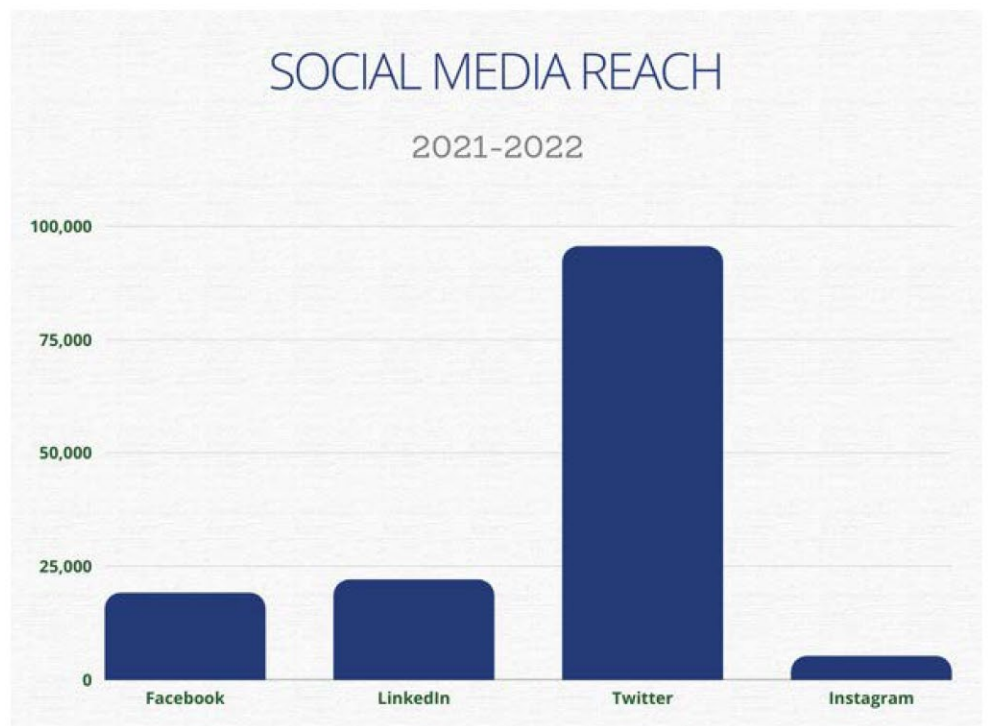


It even allowed those who were deployed overseas or unable to attend due to Covid, to collect their award; a Reservist deployed on operations in the Falklands was able to receive his award online, and several employers who were unable to attend due to Covid, were also able to see their award being presented.

This year we have had the opportunity to work on another prestigious event, which we delivered in collaboration with Wales and West Midland RFCAs in Cardiff at HMS Cambria. We have also continued to deliver the Employer Recognition Scheme Gold Award campaigns, which we took on in 2020. This year the campaign reached thousands of people across our social media channels.

#### Successes of 2021/22;

- Delivering our very first hybrid events to combat the uncertainty of Covid
- Delivery of the Employer Recognition Scheme Gold Awards campaign
- Delivery of the Employer Recognition Scheme Silver Awards campaign
- Increasing our social media following and engagement, using more diverse content





# ARMED FORCES COVENANT

To those who proudly protect our nation, who do so with honour, courage, and commitment, the Armed Forces Covenant is the nation's commitment to you. It is a pledge that together we acknowledge and understand that those who serve or who have served in the armed forces, and their families, should be treated with fairness and respect in the communities, economy and society they serve with their lives.

The covenant focusses on helping members of the armed forces community have the same access to government and commercial services and products as any other citizen. This support is provided in a number of areas including:

- education and family well-being
- having a home
- starting a new career
- access to healthcare
- financial assistance
- discounted services



Covenants signed  
April 21-March 22

161

# EMPLOYER RECOGNITION SCHEME

The Employer Recognition Scheme was launched in 2014 by the then Prime Minister David Cameron to recognise employer support for the wider principles of the Armed Forces Covenant and the full spectrum of Defence personnel. This includes Regulars, Reserves, service leavers, cadets and cadet force volunteers, spouses and wounded, injured and sick.

The scheme recognises and rewards UK employers for their support to Defence personnel, and 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 Covenant.

The following Employer Recognition Scheme Awards were awarded in 2021;





# GOLD ERS AWARDS HMS CAMBRIA

In November 2021, a joint Gold Employer Recognition Scheme Award regional event was held on November 17 at HMS CAMBRIA. The event saw employers from Wales, Wessex and West Midlands recognised for the outstanding support they give to the Armed Forces Community nationally.

Representing the highest badge of honour, Employer Recognition Scheme (ERS) Gold Awards are presented to businesses that employ and support those who serve, veterans and their families and this year's awardees brings the total number of Gold holders to 493.

Minister for Defence People and Veterans, Leo Docherty said:

"I would like to thank all the organisations who have proven their support for the Defence community during such unprecedented and challenging times.

The vast range of those recognised this year demonstrates how employing the Armed Forces community makes a truly positive and beneficial impact for all employers, regardless of size, sector or location."

To win an award, organisations must provide 10 extra paid days leave for Reservists and have supportive HR policies in place for veterans, Reserves, and Cadet Force Adult Volunteers, as well as spouses and partners of those serving in the Armed Forces.

Organisations must also advocate the benefits of supporting those within the Armed Forces community by encouraging others to sign the Armed Forces Covenant and engage in the Employer Recognition Scheme.

This year, organisations include NHS trusts, educational institutions, financial services, hotels, charities, law firms, police services, football clubs and museums. Nearly 50% are a small or medium-sized enterprise and 72% are private companies, demonstrating the wide range of organisations offering support to the military community regardless of size, sector or location.

The evening began with a performance from the Royal Marines Band in a sunset ceremony. Guests were then welcomed by the Chief Executive of the RFCA for Wales Colonel Dominic Morgan OBE who introduced the Chief of Defence People Lieutenant General James Swift OBE, who gave the opening address.

2021 was the first year that there has not been one national award ceremony. This is due to the high number of winners (140 in total). Instead regional ceremonies have been held in Edinburgh, London and Wales, with Leeds on November 25.

In 2022 Wessex RFCA will be holding our own Gold Award at Britannia Royal Naval College, Dartmouth.





# SWINDON BOROUGH COUNCIL SIGN ARMED FORCES COVENANT

The Armed Forces Covenant, which was signed in Swindon on Friday 9 July 2021, is a promise made by the Council, the NHS and local businesses and charities, to support those who serve or who have served in the armed forces, and their families to ensure they receive a fair and consistent service within the Borough.

For example, the Forces Help to Buy scheme, which has been extended until December 2022, has already helped over 22,000 service personnel nationally to get on the property ladder since it started in 2014.

The COVID-secure signing ceremony took place in the Rose Garden just outside the Civic Offices, where guests included the Mayor of Swindon, Councillor Garry Perkins, Her Majesty's Lord-Lieutenant of Wiltshire, Mrs Sarah Rose Troughton, and the Chief Executive of Swindon Borough Council, Susie Kemp.

Representatives from Voluntary Action Swindon, the local Clinical Commissioning Group, Business West and Great Western Hospital also attended.

Councillor Matthew Courtliff, Member Champion for the Armed Forces, who also attended the signing, said: "I am delighted to see the Council's commitment to our tireless Armed Forces enshrined once again, and I'm thankful for the hard work officers have put into making it a reality.

"This promise, to deliver a better service for our personnel, will provide reassurance that the Council is here for them. We can help with many things such as assisting veterans and their families, of all ages and backgrounds, adapt their home, access education or aid them in getting into civilian employment."

# LORD LIEUTENANT'S AWARDS 2021

After having to cancel the Lord Lieutenant's Awards in 2020 due to the pandemic, we were delighted to be able to hold a full set of awards in Autumn 2021.

Due to the cancellation of the previous year's awards, and the uncertain situation surrounding Covid restrictions, we had to make several changes, including the recognition of the 2020 Meritorious Service recipients, and the live streaming of all of the events on our Facebook page. We were absolutely delighted to have the opportunity to recognise those 2020 who couldn't be formally awarded last year.

We also invested the Lord Lieutenant's Cadets for 2021, presented supportive employers from across the region with Silver Employer Recognition Scheme Awards, and recognised a number of others from our community with a variety of awards and recognitions.

The aim of live streaming our events came from our need to have a number of contingency plans when we began planning these events at the beginning of 2021. Live streaming the events meant that we could continue to hold them, despite any restrictions, with contingency plans ranging from full online events, to full face-to-face events, and included all numbers in between.

In the end, the live streaming of the events allowed family members who wouldn't usually be able to attend, to celebrate the success of their loved ones. It even allowed those who were deployed overseas or unable to attend due to Covid, to collect their award; a Reservist deployed on operations in the Falklands was able to receive his award online.

We were delighted about the success of the live stream offer, which across the seven events had an average viewing of 534 per event. However our most successful event by far was Devon with 1,100 people viewing remotely.

Due to the circumstances of the events, they were challenging to organise, and we would like to say a huge thank you to everyone who was involved in the organisation of the events and all those who attended for making them such a huge success.







# ARMED FORCES WEEK 2021

Armed Forces Week is a chance to show support for the men and women who make up the Armed Forces community, from currently serving troops to Service families, veterans and cadets. There are many ways for people, communities and organisations across the country to show their support.

Due to the continued uncertainty regarding Covid in June 2021, most in-person events had been cancelled or significantly scaled back. Once again the RFCA communications teams across the UK worked with the Armed Forces Day communications team, and Defence Relationship Management, to deliver a digital campaign, and online events. Videos, case studies and other content was created to celebrate the themed days in the week before Armed Forces Day.

This year we were delighted to offer our supporters a thank you in the form of a digital battlefield tour of Hill 112 on Reserves Day. Hill 112 was an key objective for the 43rd (Wessex) Division after D-Day.

## Armed Forces Week 2021 Facebook Campaign in numbers

Posts

54

Reach

28,013

Engagement

705









# CADETS AND YOUTH

It is always pleasing to start with congratulations and there are a number in the Cadet world. Firstly to Colonel Ashley Fulford (HQSW West Colonel Cadets) on his appointment as the National Colonel Cadets, a role he assumed on 1st January 2022. This left a vacancy in his old post and congratulations to the Cadet Committee Chairman, Colonel Rob Guest, who was appointed as HQSW Colonel Cadets, the most senior Army Cadet Force Adult Volunteer post in the region. This meant standing down from his role on the Association Board, and therefore the appointment of Cadet Committee Chairman has been filled by Colonel Paul Mitchell, currently Assistant commander HQSW. Lastly huge congratulations to Colonel Sandra Nicholson, Commandant Gloucestershire ACF, on receiving an OBE in the Queen's Birthday Honours list.

For the Cadet Forces across the region the recovery from COVID-19 has been strong with both cadet and adult volunteer numbers increasing. There are some areas that are finding recruiting more difficult across all Community Cadets, whilst other areas have seen a rapid increase in both cadet and adult numbers. The Volunteer Cadet Corps, for which we have Detachments in Devon, opened a 3rd detachment at RM Chivenor, and also celebrated their 120th anniversary with a large parade at HMS Nelson in Portsmouth.

Whilst the cadet expansion programme has reached the magic figure of 510 Combined Cadet Force units within the UK schools, numbers within the South West are continuing to expand with detachments approved in Westonbirt School (RAF) and Holmleigh Park School (RAF). Torquay Academy, who started with a RAF section, have now opened an Army section and are already parading 50 cadets.





## CADET HEALTH CHECK

The Cadet Health Check Team, headed by Baroness Garden, has completed their report for 2021 and will present to Chief of Defence People. This was the first year that the team assessed the provision of support to adult volunteers, looking specifically at the role of the RFCA employed Professional Support Staff. They did this by visiting a number of ACF Summer Camps in 2021, including Devon ACF's camp held at Chickerell Camp. Other aspects to report on include the recruitment process, access to Defence Training Estate and the post COVID lockdown recovery. The summary of the report will be published on the Wessex RFCA website once released.

## SAFEGUARDING

Safeguarding within the Army Cadet Force was subject to an Army Inspectorate review in 2021. The report has been published and there are a large number of recommendations; some easily achieved whilst others will take time and training. Currently the RFCA employed Cadet Executive Officers (CEOs) are the Designated Safeguarding Leads (DSLs) within their respective counties, and historically have had little support. This has changed over the past two years with the creation of the Army Safeguarding Hub (ACSH) within Regional Command, who now provide professional advice and support to the CEOs. As part of the review outcome the team at RC is to be increased in manpower to alleviate the burden on the CEOs, who are not subject matter experts. Whilst CEOs will maintain a safeguarding role within the County, the specifics of which have yet to be defined, it is likely that the DSL title will be removed as this duty carries statutory responsibilities which will fall to the ACSH.





## SEA CADET CORPS

District and Area training has resumed and has seen great uptake in activities such as Duke of Edinburgh Award expeditions, boating activities and high attendance at the Royal Marines Cadet Easter camp. There will be a 'Holiday Active' programme of on-the-water activities for all school holidays this year, and the boating hubs at Exmouth, Glastonbury (Cheddar Hub) and Bristol Adventure units are proving to be very popular, with high attendance at training activities.

The Sea Cadet Offshore Fleet (TS ROYALIST (Tall Ship) and TS' JOHN JERWOOD and JACK PETCHEY (Offshore Power Vessels), as well as the two yachts have now returned to full activity, with a busy programme. Cadet and volunteer access has increased and this is proving particularly popular for those located in the Wessex area. Area Competitions are also returning, with the first being the Area Drill and Piping competition, held at HMS RALEIGH. Over 300 personnel were involved, with the Districts competing against each other for the title of the Area Champions. It was a hugely successful weekend and the next competition will be the Area Paddle sports and Combined Regattas.

## ARMY CADET FORCE

Army Cadet Force figures across the Wessex Region remain buoyant, with the seven counties piloting the new Joiner Portal.

In the summer of 2021 the Army Cadet counties ran Summer Camps ranging from one day to a week-long residential activity, with the focus being on fun, despite the continued difficulties caused by Covid. Military skills were refreshed along with adventure training packages and catching up with old friends, from other





### ARMY CADET FORCE CONT.

Detachments, not seen since the start of the COVID-19 pandemic, and making new friends. There was a good package for CCF camps at Yoxter but due to the pandemic was non-residential and therefore had limited take up. All counties are preparing for residential summer camps this year, with the Cadet Training Team holding a 4 1-week residential CCF camps at Yoxter Cadet Training Centre.

The Annual ACF Conference was held at Aldershot in April, with the Deputy Chief Executive attending on behalf of Wessex RFCA. It focused on leadership, culture, safeguarding and paid particular attention to the partnership between the ACFs and the RFCAs.

### ROYAL AIR FORCE AIR CADETS

Most Squadrons have returned to face-to-face training, and whilst there has been a small reduction in cadet and adult numbers there has been good interest when the Squadrons have recommenced recruiting. Summer Camps resumed in 2021, however not in great number. The few camps that did go ahead were successful.

A full return from Cadet units across the South West is included in Annex B.





## WILTSHIRE CADET ATTENDS SERVICE OF THANKSGIVING

On Tuesday 29th March 2022, a Service of Thanksgiving for the life of His Royal Highness Prince Philip, The Duke of Edinburgh, took place at Westminster Abbey. Staff Cadet Sergeant Major Hearn from Wiltshire Army Cadet Force was the only invited representative of the Army Cadet Force in the South West.

Alongside the Royal Family and The Duke of Edinburgh's wider family and friends, the congregation included over 500 representations of The Duke of Edinburgh's patronages and charities, reflecting the breadth of causes and charitable interests championed by His Royal Highness.

Her Majesty The Lord Lieutenant of Wiltshire, Mrs Troughton had this to say;

*"I was delighted to meet Staff Cadet Sgt Major Thomas Hearn of Wiltshire Army Cadet Force, A Company, Swindon. Who has been selected to represent The South-West of England at the Service of thanksgiving of HRH The Duke of Edinburgh at Westminster Abbey on 29th March 2022.*

*Being on parade for this memorable service will be a proud moment indeed, and I am so pleased for him and Wiltshire ACF."*





# FORMER CORNWALL ARMY CADET TAKES ON SAS: WHO DARES WINS

Former Cornwall Army Cadet, Justine Pellew-Harvey appeared on Channel 4's SAS: Who Dares Wins in 2021.

She headed into the wilds of Scotland to be put through the toughest and most unforgiving selection course yet. The TV programme shows Ex-Special Forces soldiers putting recruits through a re-creation of the SAS selection process.

Looking for the kind of person that can handle anything thrown at them, the recruits are pitted against each other in tasks such as racing up mountains over 4000 feet high, followed by a 100-foot abseil off an oil rig.

*Justine said, "It had always been my dream of being on SAS: Who Dares Wins! I had been a fan of the show since I was 14 ... I never believed I'd be selected because of the sheer number of applications.*

*"I got in and all I can say is I wasn't the same person I was on Day 1 by the end, that's for sure. It changed my perspective on pretty much everything in life."*

*"My time in the Army Cadet Force definitely helped me on the course. In terms of the military discipline aspect: the shouting, the time management, organising kit, the leadership tasks, respecting higher ranking staff, navigation tasks, four years in the cadets definitely came in handy!", Justine added.*





# HORFIELD ARMY RESERVE CENTRE

Project Newbury work has been carried out to provide new offices and stores.

Project value - £1.5m

End User – 7 Military Intelligence (MI) Battalion and 39 Signal Regiment

Stakeholders – Defence Infrastructure Organisation (DIO), Army Basing & Infrastructure B&I, Headquarters South West, Wessex RFCA.

Contractor - Rigg Construction

Consultancy - Avison Young, Cooke Brown.





# BISHOPS HULL ARMY RESERVE CENTRE

Wessex RFCA used end-of-year funding to replace windows at Bishop's Hull Army Reserve Centre.

Project value - £150,000

End User - 675 Squadron Army Air Corps

Stakeholder - Army Headquarters Regional Infrastructure Cell (RIC), Headquarters South West

Contractor - Kings Construction





# YOXTER CADET TRAINING CENTRE

Wessex RFCA used end-of-year funding to refurbish the ablutions at Yoxter Cadet Training Centre.

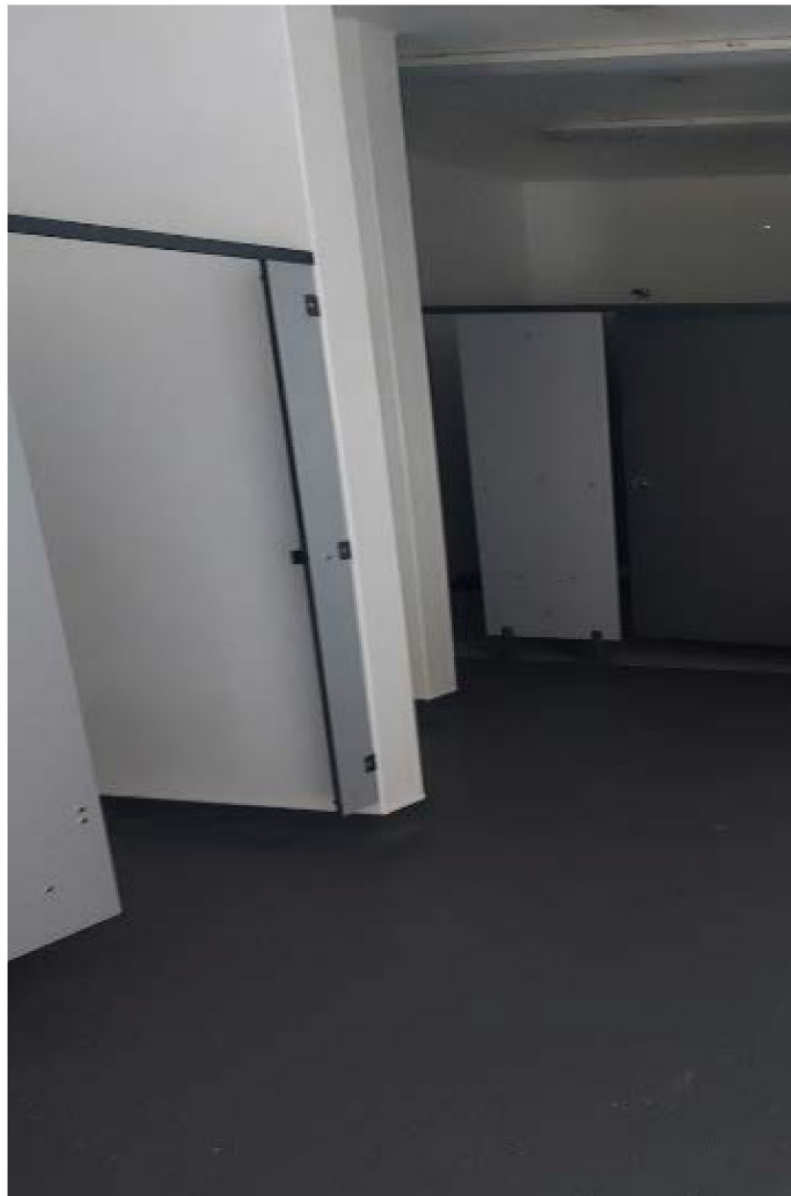
Project value - £300,000

End User - Somerset Army Cadet Force, other Cadet Units, Reserve and Regular Units

Stakeholder – Army Headquarters RIC, Headquarters South West

Contractor Rigg Construction

Consultant – Avison Young





# KEYNSHAM ARMY RESERVE CENTRE

Demolition work took place at Keynsham Army Reserve Centre as part of Project Newbury.

Project value - £200,000

End User - 243 Field Hospital and 101 Battalion REME

Stakeholder – Defence Infrastructure Organisation, Army B&I, Headquarters South West

Contractor Penny Group

Consultant – AskewCavanna, Holloway Squire Partnership, Houghton Greenlees.



# FINANCE

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 its land and buildings for conferences etc through the Alternative Venues scheme. Regionally Generated Income as it is known is allocated by the Finance Committee and has been used to fund Estates projects and award grants through the Special Projects scheme, including for adventure training.

The main areas of spending are listed below:

- Estates Management including statutory and mandatory inspections and maintenance works.
- Estates capital projects.
- Staffing costs of the HQ and the seven counties.
- Infrastructure including rents, rates and utilities.
- Grants for work to support injured servicemen and to the Army Cadet counties.
- Transport and movement including vehicle depreciation and maintenance of vehicles.
- IT, communications and office administration including IT and office equipment, phones and the cost of holding events and meetings.
- Recruiting support including engagement with employers.

The Financial Report has yet to be formally signed off, however the full draft has been attached to this report in Annex A.



## FACILITIES

With the gradual easing out of the Covid Lockdown routine the new normal emerged in the workplace. Still conscious of the spread and ever present danger of Covid contamination, a popular hybrid working system has emerged with two days in the office; two days working from home. This practice is very popular with the rest of the work locations that operate in a similar vein to us in Wessex. Of course the need to visit sites and oversee areas within the wider Reserve and Cadet locations continued.

On the resumption of face-to-face working, the Facilities department joined in a more cohesive way of working with Estates as part of the larger RFCA re-organisation.

## VEHICLES

During lock down, vehicle order and delivery became problematic due to the slowing down and in some cases the discontinuation of certain models of vehicles. The furlough of large amounts of the workforce and an added shortage of micro condenser chips, followed now by the conflict in Ukraine, have hit the production and delivery times drastically.

This situation has been compounded further still by a shut down in Shanghai which is the biggest vehicle component exporter in the world. At the time this report was being compiled we are still awaiting delivery of certain vehicles. Despite all of these issues the vehicle turnover continues.







## ALTERNATIVE VENUES

The previous years' work on Alternative Venues was well down from the normal due to Covid lockdowns. It was hoped that we would see a return from previous contracts in order to bring in some much needed income generation.

We were not disappointed as we were flooded with requests from all our previous clients. Much of this comes from a need for organisations to retrain their staff due to skill fade over the pandemic. In addition to this, when the G7 Conference was held in Cornwall we hired out a number of locations to the many police agencies that descended on the region to cover before, during and after this high profile event.

While Covid was still prevalent we also let contracts to Exeter NHS to run a mobile test laboratory from Wyvern Barracks. Booster vaccines were also administered from sites at Derriford and Poole. Two extremely and worthwhile contracts from both financial and community engagement perspectives were in Millbay, Plymouth and Whiteladies Road in Bristol for the The Military Preparation College.

## UTILITIES

Defence Infrastructure Organisation (DIO) have once more restructured their regions, and we are slowly beginning to recognise who the account managers are within our area. In tandem with this reorganisation, the electricity supplier MOD wide has changed. Gas contracts will soon follow. The dynamics of this has advantage in that DIO will pay all the energy invoices on the Mil Estate. The only exception to this is the standalone Air Training Corps sites which are managed by Wessex RFCA. The efficient management of the energy invoices is particularly important in the current climate of escalating energy prices.



# RESERVES

After one of the most challenging of years, this year in turn has been an exciting one for the Reserves. The initial announcements of RF30 and the Integrated Review have set the framework and vision for Defence moving into the next phase. Both of these papers clearly recognised the vital contribution Reserves make to the firm base and activities on the 'far shore'.

Op RESCRIPT in particular has shown Defence's agility and ability to support the nation in a crisis, across a broad spectrum. From COVID testing and vaccinating, support teams in hospitals and ambulance drivers, though to planning expertise, Reserves have been mobilised in strength to support this effort. Reserve units have brought a wealth of value to this effort, using their local knowledge of the ground and 'human terrain' along with networks to augment 'UK Ops'. Looking forward there is great opportunity for the Reserve Forces, and also a growing recognition of what Reservists are able to contribute in terms of specialist skill sets.

Covid has opened up a whole new working environment, which has changed many workplaces and ways of working forever. The Covid period of restrictions has also resulted in restructuring and an extremely challenging period across many industries. These factors combined with recent international events mean that employer engagement is more important than ever in ensuring that Reservists can be released and supported in their service. The coming year will be the time to implement the new plans and take the next pivotal steps in transforming Reserve Capability and releasing its potential







Training for Reservists remained limited in the early part of 2021. However with the lessening of restrictions as the year went by, units have begun to return to normal. Deployments continued as usual and units continued to fulfill requests to help with the COVID response.

Reserve units have been busy across our region as activity has increased throughout this period. Reservists have continued to offer support to local Cadet units, including 165 Port and Maritime Regiment who have been offering support to Combined Cadet Forces at Plymouth College, Penair School in Truro and Poole Academy, Cambourne. Two Reserve Officers have provided support with training nights, weekend training activities and Summer Camps, with other Reservist from the unit assisting the Army Cadet Force detachment in Bodmin.

Links between Cadet and Reserve units remain strong across the region. The support that Reserve units offer to Cadets is invaluable and enriches the Cadet experience.

A full return from Reserve units across the South West is included in Annex C.



# RESERVIST RECOGNISED FOR COVID RESPONSE

In October a Reservist from 243 (The Wessex) Field Hospital was recognised for her outstanding contribution to the Covid response. Clare Bliss was presented with a Lord Lieutenant's Certificate for Meritorious Service by the Lord Lieutenant of Somerset at a ceremony which took place at Dillington House.

In April 2020 Clare was already covering the Training Major post, when the tumultuous repercussions of Covid-19 changed everything. Un-phased, she refocused to meet the challenge of the pandemic.

As part of the military medical response to support the overwhelmed NHS, Clare led the unit to provide a Covid Hospital Stepdown Facility from scratch.

Her rigorous drilling and rehearsal of scenarios ensured the unit personnel quickly became a slick team, prepared to meet the

frightening and potentially life threatening situations with confidence.

In addition to all of this, as Training Major with a reserve unit unable to train face-to-face, Clare led the training team in the unenviable task of devising an innovative and exciting virtual training programme.

The resulting training increased Reserve attendance noticeably, enabling exhausted NHS workers opportunity to participate in multiple lessons including; mandated military and clinical training, challenging discussions, Mental Health decompression and Annual Camp.

Cited as best practice across 2 Medical Brigade units, the training additionally kept new recruits engaged and interested at a pivotal time when they could have been lost. All of this was achieved whilst she was also working as an NHS nurse.



# BRISTOL

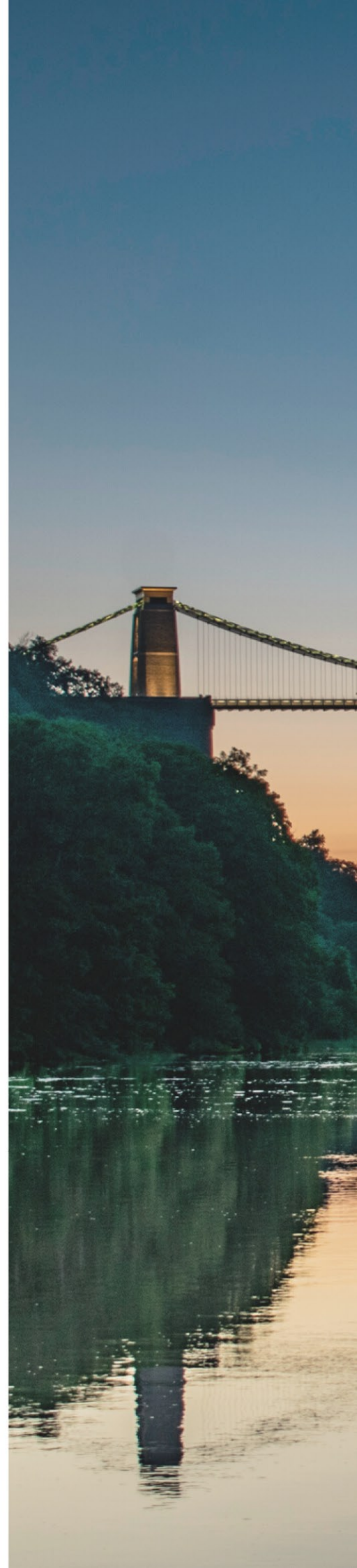
## KEY PERSONALITIES

Her Majesty's Lord-Lieutenant of the City and County of Bristol - Mrs Peaches Golding OBE

County Chair for Bristol - Colonel Jane L Thompson TD DL

## KEY EVENTS

- Annual General Meeting – 8th September 2022 - Dillington House, Ilminster, Somerset
- Bristol Lord Lieutenant's Awards – 1st November 2022 - The Clifton Pavilion
- Employer Recognition Scheme Gold Awards - 24th November 2022 - Britannia Royal Naval College, Dartmouth, Devon
- National Armed Forces Day, Falmouth - 24th June 2023





# BRISTOL

## **ARMED FORCES COVENANTS**

Hanson Limited  
Runfibre Ltd  
Chorus Global Ltd  
North Bristol NHS Trust  
Bugler Coaches Limited  
Turners Coachways (Bristol) Limited  
Hephaestus OME Ltd  
Addiction Recovery Agency Limited  
Ashdale Engineering UK Ltd  
Workbit Limited  
Congresbury Parish Council  
Autograph Homes Limited  
Synergy Complex Care Ltd  
Shield Services Group  
Airmec (H2O) Limited

## **BRONZE EMPLOYER RECOGNITION SCHEME AWARD**

The Educationwise Group Ltd  
Evri Insight Limited  
Occam Group Ltd  
Muttiserv Ltd  
Autograph Homes Limited  
Clade Engineering Systems Ltd  
Almeda Facilities Ltd  
Runfibre Ltd  
Ashdale Engineering UK Ltd  
Airmec (H2O) Limited  
Bugler Coaches Limited



# BRISTOL

## SILVER EMPLOYER RECOGNITION SCHEME AWARD

Step Together Volunteering Ltd  
i3Works Ltd





# THE CHANNEL ISLANDS

## **ARMED FORCES COVENANTS**

Petrofac Ltd (Jersey)

## **BRONZE EMPLOYER RECOGNITION SCHEME AWARD**

States of Jersey Police

Sumner Group Security Limited

Sumner Group Defence Limited



# CORNWALL

## KEY PERSONALITIES

Her Majesty's Lord Lieutenant of Cornwall - Colonal Edward Bolitho OBE

County Chair - Air Commodore John C Bessell RAF (Retd)

## KEY DATES

- Annual General Meeting – 8th September 2022 - Dillington House, Ilminster, Somerset
- Lord Lieutenant's Awards – 6th October 2022 - Alverton Hotel, Truro
- Employer Recognition Scheme Gold Awards - 24th November - Britannia Royal Naval College, Dartmouth, Devon
- National Armed Forces Day - Falmouth - 24th June 2023





# CORNWALL

## **ARMED FORCES COVENANTS**

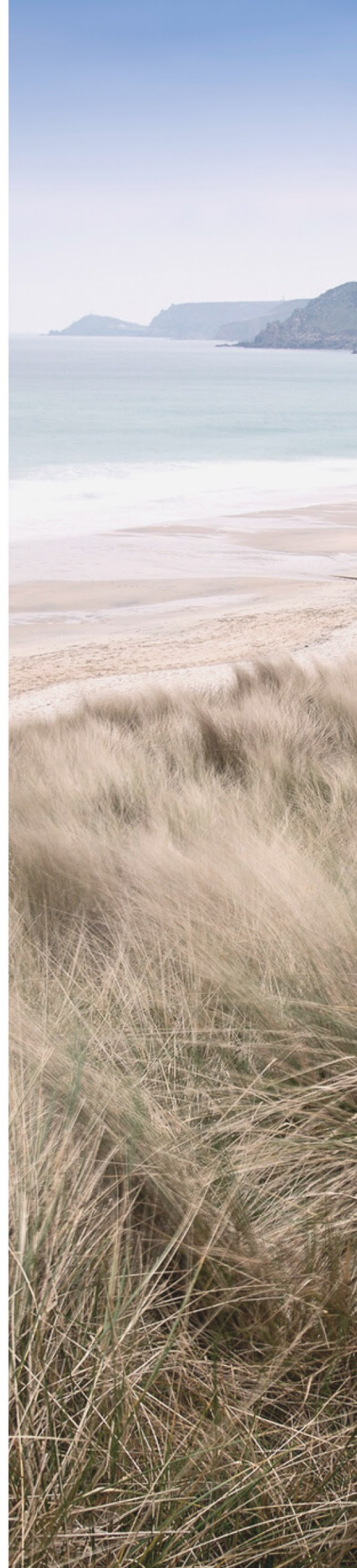
Wild Card PR  
Wild West Communications  
Cornwall Hospice Care Limited  
Brady Construction Services Limited  
Safety.Advice.Training.Handling (S.A.T.H 24) Ltd  
Watt Electric Vehicle Company Limited  
JSC Automotive Ltd t/a Rally Prep  
Goonhilly Earth Station  
Cornwall Partnership NHS Foundation Trust

## **BRONZE EMPLOYER RECOGNITION SCHEME AWARD**

Carnewater Practice  
Head Hunter Resourcing Ltd  
Safety First (Cornwall)  
Cornwall Partnership NHS Foundation Trust  
CPMR Limited  
Raleigh Enterprises Shop CIC  
Watt Electric Vehicle Company Limited  
Wild West Communications  
Brady Construction Services Limited  
Safety.Advice.Training.Handling (S.A.T.H 24) Ltd  
Wild Card PR  
Cornwall Hospice Care Limited

## **SILVER EMPLOYER RECOGNITION SCHEME AWARD**

All Terrain Training Ltd  
Battling-On CIC  
Rugby Cubs Limited



# DEVON

## KEY PERSONALITIES

Her Majesty's Lord Lieutenant of Devon - Mr David Fursdon

County Chair - Commander Pennie J Burne RD RNR

## KEY DATES

- Annual General Meeting – 8th September 2022 - Dillington House, Ilminster, Somerset
- Lord Lieutenant's Awards – 3rd October 2022 - Rockbeare Manor, Exeter
- Employer Recognition Scheme Gold Awards - 24th November 2022 - Britannia Royal Naval College, Dartmouth, Devon
- National Armed Forces Day, Falmouth - 24th June 2023





# DEVON

## ARMED FORCES COVENANTS

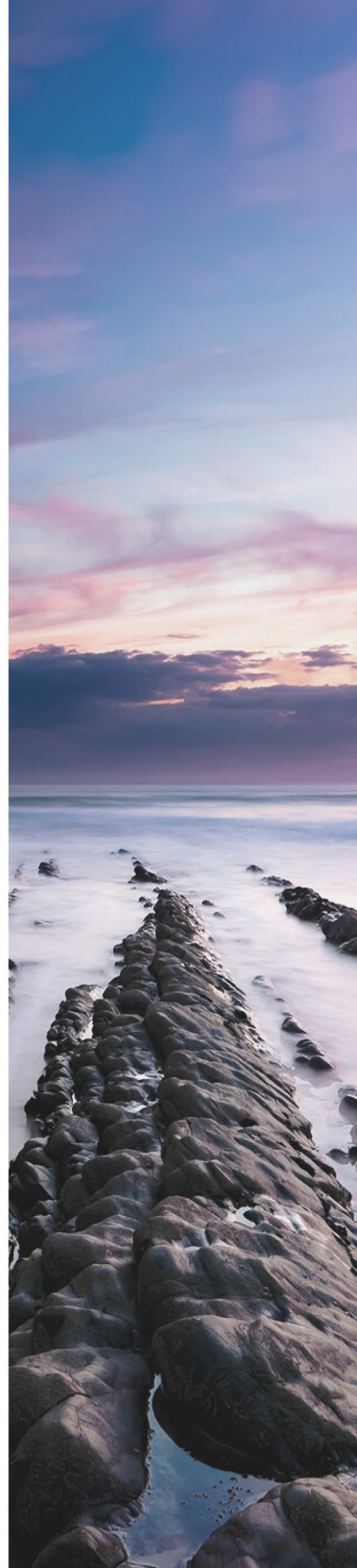
Crag 2 Mountain Ltd  
Motiv-8 SW Ltd  
L F Harris (International) Ltd  
Fusion Community Initiatives Limited  
IDU Group Ltd  
The IWH Group Limited  
WR Group Limited  
UpArt Photography  
i2i Development Solutions Ltd  
Drain Care (South West) Ltd  
Retain Limited  
Rowe IT Limited  
Axien Security Limited  
Novum Law  
Remit Zero Limited  
E-Snail Mail Limited  
Lineal Software Solutions Ltd  
Ilfracombe Resort Limited  
Devon Partnership NHS Trust  
BoomBoom Media Ltd  
NHS Devon Clinical Commissioning Group  
Katie Mills Independant Funeral Service  
Plymouth Estates Ltd  
Meddings Thermalec Limited  
Boden Group Facilities Limited  
Luna Espen Ltd  
Kelton Homes Ltd  
South Western Ambulance Service NHS Foundation Trust  
Subio Services Ltd  
Performance Training Academy  
Wolferstans Solicitors



# DEVON

## **BRONZE DEFENCE EMPLOYER RECOGNITION SCHEME**

Woollcombe Yonge LLP  
Tech Surveys UK Ltd  
Home Instead Senior Care (Tavistock & Tamar Valley)  
Horizon Counselling Service Ltd  
East Devon 4x4 Ltd  
Kinected Solutions Ltd  
Katie Mills Independant Funeral Service  
River Yealm Mooring Services Ltd  
The Beauty Training College Ltd  
City Security Limited  
Mental Health Support Training & Consultancy Ltd  
Acronyms Ltd  
Gill Akaster LLP  
Torbay Council  
Boden Group Facilities Limited  
Drain Care (South West) Ltd  
IDU Group Ltd  
Lineal Software Solutions Ltd  
Remit Zero Limited  
L F Harris (International) Ltd  
Axien Security Limited  
Silverline Cruises  
Meddings Thermalec Limited  
Retain Limited  
Rowe IT Limited  
E-Snail Mail Limited  
The Veterans Charity  
Exeter City Community Trust  
NHS Devon Clinical Commissioning Group  
Ilfracombe Resort Limited  
Fusion Community Initiatives Limited





# DEVON

## **SILVER DEFENCE EMPLOYER RECOGNITION SCHEME**

Northern Devon Healthcare NHS Trust  
BIT Group  
Glasshouse Media & Events  
The Workforce Partnership Ltd  
Armed Forces Community Support Hub (Devon)  
MLT International Ltd  
Marmik Machinery Ltd  
Plymouth Citybus Ltd  
Security Management South West Ltd  
Motiv-8 SW Ltd

## **GOLD DEFENCE EMPLOYER RECOGNITION SCHEME**

Crowne Plaza Plymouth  
Fourwho Ltd  
SC Group  
Sir Fix-A-Lock Limited



# DORSET

## KEY PERSONALITIES

Her Majesty's Lord Lieutenant of Dorset - Mr Angus Campbell

County Chair - Brigadier Donald R Wilson CBE

## KEY EVENTS

- Annual General Meeting – 8th September 2022 - Dillington House, Ilminster, Somerset
- Lord Lieutenant's Awards – 11th October 2022 - Kingston Maurwood, Dorchester
- Employer Recognition Scheme Gold Awards - 24th November 2022 - Britannia Royal Naval College, Dartmouth, Devon
- National Armed Forces Day, Falmouth - 24th June 2023

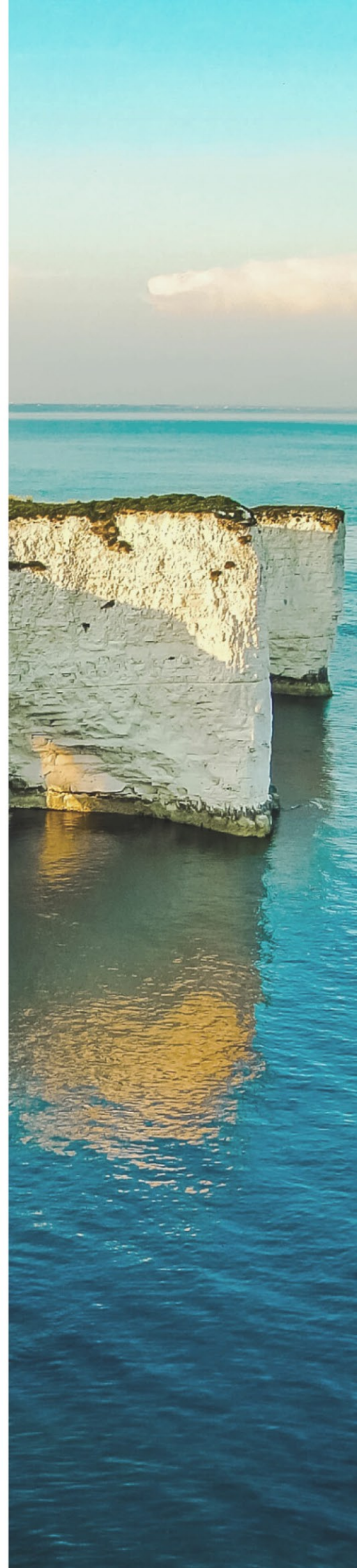




# DORSET

## ARMED FORCES COVENANT

Coles Miller Solicitors LLP  
Flowbird Smart City UK Ltd  
Flowbird Transport Limited  
West Peak Partners Ltd  
Wimborne Watch Co Ltd  
Mploy Staffing Solutions Limited  
M.A.D For Dogs CIC  
Red Security Systems Ltd  
Iracroft Limited  
Target Sports Centre Ltd  
University Hospitals Dorset NHS Foundation Trust  
SCA Group Limited  
Blandford Forum Town Council  
Natural Skin By Lynne  
Y-Not Finance Limited  
Individuality Swimming Limited  
Perceptive Protection Ltd  
Help & Care  
Nuevo Agency Limited  
SWL Security Services  
Healthcare International Research  
Healthcare International Logistics  
Dorset Advocacy  
Bridport and District Citizens Advice Bureau  
Chittak Consulting Limited  
Tonus Ltd  
St Jude's Care Ltd



# DORSET

## **BRONZE EMPLOYER RECOGNITION SCHEME**

Meggitt PLC  
Hayachi Services LTD  
Dal Productions Ltd  
Expert HR Solutions Limited  
FR Aviation Limited  
Helping Homeless Veterans UK CIC  
Developing Assets (UK) Ltd  
Mploy Staffing Solutions Limited  
Y-Not Finance Limited  
Healthcare International Research  
Perceptive Protection Ltd  
Wimborne Watch Co Ltd  
Tonus Ltd  
Blandford Forum Town Council  
Flowbird Smart City UK Ltd  
SWL Security Services

## **SILVER EMPLOYER RECOGNITION SCHEME**

Bournemouth, Christchurch & Poole Council  
G3 Systems Ltd  
Bootnecks Into Business CIC (Bi2B)  
Mortgage Squared Ltd  
NHS Dorset Clinical Commissioning Group  
Contact Coffee Company Limited  
VACT Limited





# DORSET

## **GOLD EMPLOYER RECOGNITION SCHEME**

Lifeline Training  
The Colleges' Partnership Limited  
Forces To Film Limited



# GLOUCESTERSHIRE

## KEY PERSONALITIES

Her Majesty's Lord Lieutenant of Gloucestershire - Mr Edward Gillespie OBE

County Chair for Gloucestershire - Major Roger Wharton TD\*\*

## KEY EVENTS

- Annual General Meeting – 8th September 2022 - Dillington House, Ilminster, Somerset
- Lord Lieutenant's Awards – 20th October 2022 - Hatherley Manor, Gloucester
- Employer Recognition Scheme Gold Awards - 24th November 2022 - Britannia Royal Naval College, Dartmouth, Devon
- National Armed Forces Day, Falmouth - 24th June 2023





# GLOUCESTERSHIRE

## ARMED FORCES COVENANT

Lodge Service UK Limited  
Geometric Manufacturing Ltd  
Clarion Insight Limited  
Bredon School  
Stephen Whitbourn & Associates  
Pennant International Group Limited  
Betaris Training Ltd  
Royal Air Force Charitable Trust Enterprises  
Spa Elite Limited  
Complete Utilities Limited  
Ringrose Wharton Advisory Ltd  
Intelligent Protection International Limited  
WCS Environmental Ltd  
ProCook Limited  
Monolith Projects Ltd  
Quattro Design Architects Limited  
North Tower Consulting Limited  
BlackTree Technologies Ltd  
Suzie Stanier Business Solutions  
Ascent Flight Training (Management) Ltd



# GLOUCESTERSHIRE

## **BRONZE EMPLOYER RECOGNITION SCHEME AWARD**

Pennant International Group Limited  
C&G Services (Europe) Ltd  
ProCook Limited  
Total IA Limited  
WCS Environmental Ltd  
Planned Link Ltd  
Skyborne Aviation Limited  
North Tower Consulting Limited  
Lilian Faithfull Care  
Clarion Insight Limited  
Intelligent Protection International Limited  
SDL Biomass Limited  
Bredon School  
Ascent Flight Training (Management) Ltd

## **SILVER EMPLOYER RECOGNITION SCHEME AWARD**

Cheltenham College  
Circle 2 Success Ltd

## **GOLD EMPLOYER RECOGNITION SCHEME AWARD**

Allan Webb Ltd  
First Military Recruitment Ltd  
Hercules Site Services Ltd





# SOMERSET

## KEY PERSONALITIES

Her Majesty's Lord Lieutenant of Somerset - Mrs Annie Maw

County Chair for Somerset - Brigadier Nigel C Beacom  
QVRM TD

## KEY DATES

- Annual General Meeting – 8th September 2022 - Dillington House, Ilminster, Somerset
- Lord Lieutenant's Awards - 10th October 2022 - Dillington House, Ilminster
- Employer Recognition Scheme Gold Awards - 24th November 2022 - Britannia Royal Naval College, Dartmouth, Devon
- National Armed Forces Day, Falmouth - 24th June 2023



# SOMERSET

## ARMED FORCES COVENANTS

Avon & Wiltshire Mental Health Partnership NHS Trust

Ocean Fire & Security Ltd

Kirkee Limited

Yeovil District Hospital NHS Foundation Trust

Julian House

Thread Films

Crescent Funeral Services Limited

Spitfire AMS Ltd

Ekim Consulting Limited

Somerset Larder

Connectable SW Ltd

Home From Home Care Limited

Assurance: Parents and Carers

Wessex Water Ltd

AP Kitchen Solutions

Somerset Armed Forces Day CIC

Bloom Social Housing CIC

Royal United Hospitals Bath NHS Foundation Trust





# SOMERSET

## **BRONZE EMPLOYER RECOGNITION SCHEME AWARD**

Rebecca Bevins HR Consultancy Ltd  
Ilchester Football Club  
Triple Threat Security Ltd  
Xenint Limited  
Skeletal Consulting Engineers Limited  
HomeLets Bath  
Vigilant Security (SW) Ltd  
Sand Lizard Technical Solutions Ltd  
Jasun Envirocare PLC  
Breaking Ground Heritage C.I.C  
Wessex Water Ltd  
Labyrinth Computers Ltd  
Operation Christmas Box Charity  
Bloom Social Housing CIC  
Kirkee Limited  
Somerset Armed Forces Day CIC  
Home From Home Care Limited

## **SILVER EMPLOYER RECOGNITIONS SCHEME AWARD**

North Somerset Council  
Rina Tech (UK) Ltd

## **GOLD EMPLOYER RECOGNITIONS SCHEME AWARD**

RINA Consulting Defence Ltd



# WILTSHIRE

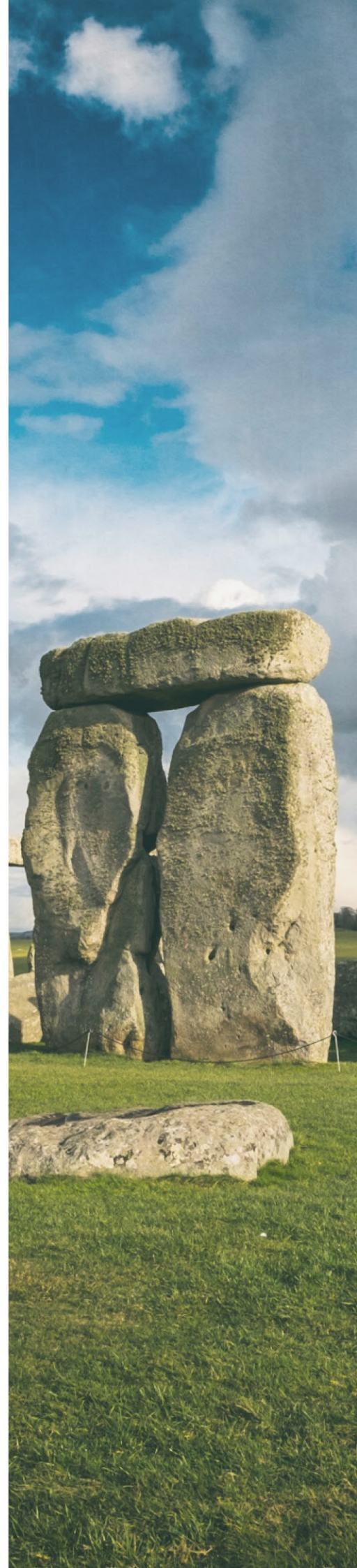
## KEY PERSONALITIES

Her Majesty's Lord Lieutenant of Wiltshire - Mrs Sarah Troughton

County Chair for Wiltshire - Colonel Hugh A R Hancock

## KEY DATES

- Annual General Meeting – 8th September 2022 - Dillington House, Ilminster, Somerset
- Lord Lieutenant's Awards – 13th October 2022 - Salisbury Guildhall, Salisbury
- Employer Recognition Scheme Gold Awards - 24th November 2022 - Britannia Royal Naval College, Dartmouth, Devon
- National Armed Forces Day - Falmouth - 24th June 2023





# WILTSHIRE

## ARMED FORCES COVENANT

PE Scholar Ltd  
Swindon Borough Council  
Total Guide to Ltd  
Southern Quarter Limited  
Design Pit Limited  
Blue 9 Security Ltd  
Day 1 People Limited  
We Are Chain Ltd  
Webbed Feet UK Ltd  
Alzheimers Support  
Apsley Precision Engineering Ltd  
TNB Garrison Early Years & Play  
Home Instead Senior Care (Andover and East Wiltshire)  
Strongmind Resiliency Training Ltd  
WLTS Limited  
Ta Moko Espresso  
Wild Optics Limited  
Healthwatch Wiltshire  
GreenSquareAccord  
The Veterans' Alliance Ltd (TX-Net)  
The Floor Smith Ltd  
Thor Industries Ltd  
Ruddy Nice Ltd  
Selwood Housing Group  
Green Machine Computers Ltd  
Regent's Park Healthcare Limited  
Monitor Intelligence Services Ltd  
Hand and Millar Management Consulting  
Global Resins Limited  
Wishford Schools (Group) Limited  
DSET Ltd  
Austin Elliot Consultancy Ltd  
KVF Consultants Ltd  
RE:ACT Disaster Response  
Van Kappel Limited



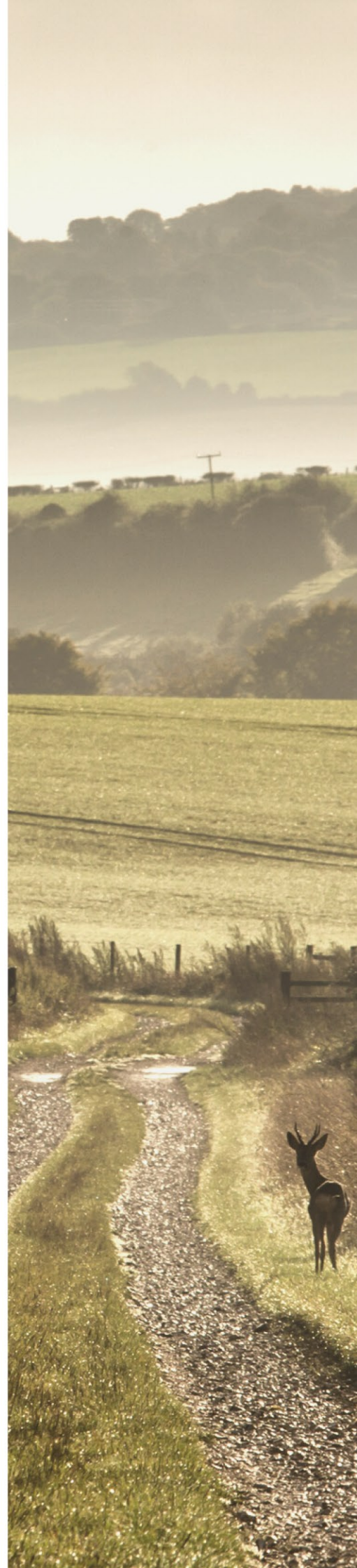
# WILTSHIRE

## **BRONZE EMPLOYER RECOGNITION SCHEME AWARD**

Swindon Borough Council  
Resilient Nutrition Limited  
Our Wilton Trust  
SP4 Group Limited  
GreenSquareAccord  
Austin Elliot Consultancy Ltd  
Thor Industries Ltd  
Monitor Intelligence Services Ltd  
Blue 9 Security Ltd  
Global Resins Limited  
Hand and Millar Management Consulting  
Day 1 People Limited  
The Floor Smith Ltd  
PE Scholar Ltd  
4C Strategies  
Amesbury Pets Ltd  
Collingwood Services Ltd  
Regent's Park Healthcare Limited  
Tedworth Equestrian  
Ta Moko Espresso

## **SILVER EMPLOYER RECOGNITION SCHEME AWARD**

TAG International  
Goughs Lawyers LLP  
Nationwide Engineering Group Ltd  
The Formative Group  
SQEP Ltd  
Dolphin Outsourcing Ltd





# WILTSHIRE

## **GOLD EMPLOYER RECOGNITION SCHEME AWARD**

Recruit For Spouses Ltd  
Waves Training Solutions Ltd  
Nationwide Building Society  
TE Connectivity Ltd

