



# WESSEX

RESERVE FORCES' & CADETS' ASSOCIATION

# ANNUAL REPORT 2021



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## **Youth and Cadets**

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# WE ARE WESSEX RFCA

Wessex Reserves Forces' and Cadets' Association (RFCA) is an independent, non-for-profit organisation dedicated to supporting and promoting 3,000 tri-service Reservists, 14,600 Cadets and 4,000 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, Estates and Engagement.

RFCAs 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

This year will forever be associated with the alarmingly swift arrival and shocking global impact of the Coronavirus designated as Covid-19. As it introduced a new vocabulary of medical and scientific terminology, it also introduced a new way of working and getting the job done in the workplace and online. Coupled with slow progress on implementation of Sullivan Review, neither seemed to have an impact on the ability of Wessex WRFCA to engage with employers in the region, to implement its Cadet and Reserve Forces Estates programme, and to remain financially successful. In short, it was business as usual for the organisation.

Covid-19 restrictions meant that I was unable to travel about the region, meeting some of you face-to-face or familiarising myself with the Estates projects in Swindon, Tilshead, Midsomer Norton and even in my county of Bristol. It also meant that my usual Cadet camp visit was limited to joining via social media and that I was unable to preside at any ceremonies for Gold and Silver award winners within the Employer Recognition Scheme 2020. These activities, among others, would have enriched my year as your President. However, I can assure you that at county-level the Lord-Lieutenant's Cadets for the coming year have been selected and that our annual Awards evenings will be taking place in the early autumn of 2021. I look forward to these events with great anticipation.



Reservists across the three Services have responded to Op RESCRIPT in great numbers, assisting in medical and vaccination roles as well as providing enormous logistical expertise. Communities across Wessex rekindled their understanding of the important role carried out by Reservists through, say, the building of various Nightingale Hospitals and the transportation of protective clothing and equipment. Their demonstration of such flexibility and adaptability may well continue for the Reserve Forces in future; we await further developments under the Reserve Forces 2030 (RF30) banner.

## SOME WORDS FROM OUR PRESIDENT CONTINUED

Cadet leaders rapidly established online training and activities to continue their programmes as the pandemic caused tight lockdown rules and guidelines. Once these began to ease, it was a pleasure for my counterparts and me to again involve the Lord-Lieutenant's Cadets in activities in our respective counties in support of Her Majesty. The long awaited report from the University of Northampton on the societal impact of the cadet movement underlines the tremendous benefit to individuals, communities and the nation that our cadets and adult volunteers provide. It is hoped that the author of the report, Professor Simon Denny, will be able to address our planned Members' Forum in November and illuminate and quantify such findings.

I am very grateful to the staff at Wessex RFCA for their ability to adapt to the conditions before us all and to achieve so much during the year. The additional communications, particularly the online Members' Forum and the Coffee Mornings, have proved not just innovative but also very engaging. These techniques which kept us involved and provided opportunities to share and spend time together are likely to continue and mature as time goes on. Thank you for adapting to these most unexpected circumstances in such a robust manner.

It has been a tremendous pleasure and honour to serve as your President during this memorable year of the pandemic.

HONORARY CAPTAIN PEACHES GOLDING OBE CStJ RNR  
Her Majesty's Lord-Lieutenant for Bristol

# CHAIRMAN'S REPORT

After an unprecedented year I would like to thank and highlight the invaluable role that our Tri-Service Reservists have played in Op RESCRIPT and the excellent support offered by Wessex RFCA staff to both our Reserve and Cadet units during and in the recovery from the pandemic. In the earliest days of the outbreak some 2400 Reservists across the country volunteered for service, with the support of many of their employers, which really underlines the ethos and professionalism of our Reserves and their units.

Many Reservists were closely involved in a variety of planning and output delivery roles and we are all most grateful to them. With the return to normal training for Reserve units as soon as regulations allowed, the hard work of the Estate team to maintain the Reserve Centres has been invaluable. It is fantastic to hear that our Reservists have also been deploying abroad including The Royal Wessex Yeomanry supporting NATO in Estonia and 6 & 7 RIFLES supporting the UN in Cyprus.

Our Tri-Service cadet units are also training and recruiting again and many have held Summer Camps across the region which is the highlight of the cadets' year. The Cadet Training Team also ran a CCF Camp at Yoxter CTC with cadets from many schools attending. The positive feedback from cadets and their parents is testament to the hard work and determination of the adult volunteers to deliver the 'Cadet Experience'.



It was also inspiring to see the hard work that so many CFAVs put into keeping cadets engaged in online training during the pandemic including completing Duke of Edinburgh Awards. I know that Wessex RFCA Members will be delighted to hear this and will offer them their full support.

As you will be aware, most Wessex RFCA staff have been working from home during the pandemic. New ways of working have been established and some are very likely to be adopted to achieve greater efficiencies going forward. Staff have been working hard to maintain outputs and build closer working relationships with our stakeholders and I wanted to highlight some of the key developments and achievements over the last year:

# CHAIRMAN'S REPORT

## **Estates**

The Estate team have completed major projects including the £3.2m rebuild at Swindon ARC and improvements at Tilshead CTC and Midsomer Norton JCC. Attention is now turning to Horfield and Keynsham ARCs and the potential rebasing of the RMR from Clifton. There has also been a focus on compliance and planning for the optimisation of the Reserve and cadet estate.

## **Engagement**

We have established an Engagement Committee which will support and oversee the work of the new Head of Engagement in broadening our contacts and cooperation with key stakeholders.

The Armed Forces Covenant continues to be a great success with a steady flow of signings, 36 employers in the region have been awarded Silver under the Employer Recognition Scheme and 13 employers from Wessex will be presented with Gold ERS awards at the forthcoming event in Cardiff. Social media has become increasingly important during the pandemic and detailed planning is under way for the return to face-to-face events including the Lord-Lieutenant's Awards.

## **Staff Developments**

A new Senior Leadership Team has been established at Mount House to further improve coordination, and a new HR Committee has been formed by the Deputy Chair. Staff have worked hard to comply with new regulations and audits and strive for continuous improvement. Staff have also worked closely with the key volunteer Committees. Following a staff consultation, more flexible ways of working are being developed for the future.

As Members are aware, work is under way for the implementation of the findings of the Sullivan Review. This is being carried out by senior Civil Servants in the MOD and a team from CRFCA with a likely implementation date in 2023. At each stage, the important role of volunteer Members in the delivery of our outputs has been acknowledged and I am very confident that this will continue in the future. The detail on the structure and possible additional roles for the RFCAs is still to be clarified and you will of course be kept fully informed as announcements are made.

Once again, a very well deserved 'BZ' to the Wessex RFCA staff for their hard work over the last year. Can I also thank our President Mrs Peaches Golding OBE and all the Lord-Lieutenants for their ongoing leadership and support and, as we move forward, I am extremely grateful to all our volunteer Members for your input and look forward to seeing many of you at our AGM.



# NATIONAL PICTURE

## **The Integrated Defence Review**

Published in March 2021, the Integrated Defence Review represented the most significant reconfiguration of UK defence for a generation. While not explicit on the role of reserves, reserve numbers are likely to remain similar while their role may expand.

## **Reserve Forces 2030**

The Ministry of Defence (MoD) announced a new review that seeks to examine how best its reserve forces could contribute to Defence. The review reported in May 2021 and envisaged an expanded role for reserves.

## **Estates Review**

During the year, the RFCA shared detailed information about the condition, use and

running costs of each of its buildings with a Tri-Service, Army-led panel reviewing the use of the reserve and cadet estate nationally.

## **Tailored Review of the RFCAs (Sullivan)**

An implementation strategy for the Tailored Review into the future of RFCAs was under development during the year, though little change was seen in the day to day operations of individual RFCAs.

## **Physical Employment Standards**

Reserves across the region were training to meet the New Physical Employment Standards whose roll out across all personnel continued in the year for all forces.



# ENGAGEMENT

Over the last year the Engagement Team has overcome a number of challenges and changes. In March 2020 the way we had to work changed overnight. Initially we continued to plan as usual, but it rapidly became clear that restrictions on face-to-face engagement were with us for the long haul.

At this point we needed to alter our whole way of thinking and working. Gone were the face-to-face opportunities to engage and network. If we were going to continue to deliver our engagement objectives, we would need to think outside the box.

Like the rest of the world, we have had to embrace previously little-known tools such as Zoom, delivering large scale, and complicated events such as our Annual General Meeting.

In this time we have also had the addition of a brand new role to Wessex RFCA; the Head of Engagement. The aim of the Head of Engagement role within the Wessex RFCA senior management team, was to take on the overall management of the Communications and Employer Engagement teams.

Last summer we were delighted to appoint an internal promotion, with Rachael Brannagan moving from Regional Employer Engagement Director. The appointment of this role has further joined up the work being carried out by the Communications and Employer Engagement teams and given Wessex RFCA's Engagement activity greater focus.

To take up the baton where Rachael had left off, we appointed Emily Kadoch, who, despite never having worked with us face-to-face, has settled like she has always been a part of the team.



# EMPLOYER ENGAGEMENT

Our Employer Engagement (EE) team has been working remotely since the start of the Pandemic in March 2020. As a team they have had to look at other ways to engage with businesses across the South West. During the early stages of the outbreak and during the first lockdown, they started attending virtual networking events.

In July 2020 our previous REED, Rachael Brannagan successfully gained the new Head of Engagement position. Her replacement was recruited in the Autumn and she started with us in November 2020. Emily Kadoch is working in partnership with our existing REED, Jon Beake. Since Emily started with us she has successfully completed on 32 Armed Forces Covenants, these are from her own engagement activity and not from Rachael's former engagements. Emily joins us with a plethora of experience in working with businesses across the South West.

Emily is a military spouse to a currently serving Royal Marine, and her father also served in the military. Emily certainly has done extremely well considering she has only really worked with us all remotely. We welcome Emily to the EE team and are very pleased to have her working with us.

As a team we were concerned that the COVID-19 outbreak would have an impact on our development of the Armed Forces Covenant, Employer Recognition Scheme and possibly lead us to experience an uplift in Employer Support Cases due to mobilisation of Reserves to support Op RESCRIPT.





Fortunately, the total opposite happened. Since March last year we have seen an increase in Covenant signings, businesses that we had previously engaged with had more time on their hands and were able to pick up where they had left off.

We also managed to attend more events, due to the fact that limitations of travel had been removed and we could attend back-to-back events from the comfort of our own homes (in business dress, not pyjama bottoms of course).

Our Employer Recognition Scheme Award nominations still came in during early 2020 and we were able to successfully assist 26 Silvers and nine Golds to gain their awards in 2020. Whilst we couldn't deliver a physical ceremony for them, social media campaigns were run both with DRM and Wessex communications teams, to make sure that the new award winners got the recognition they deserved.

Whilst a number of Reservists were mobilised during Op RESCRIPT, we did not receive many requests for Employer Support. Our Employers and our Units managed the mobilisations well, which meant that our Employer Support services weren't inundated, in actual fact we had more requests for Employer Support assistance for Op TOSCA with 6 RIFLES than we did during the height of the Pandemic.

I am happy to say that our REED Jon has been successful in supporting a number of Reserves, Units and Employers during this period and was responsible for protecting a Reservist's job and career prospects with a very large employer. Without his assistance the Reservist would have either left the Reserves or, left their job. An incredible piece of casework and evidence as to why employer support is vital.

# 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 2020 to March  
2021

168

# 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 2020;



# SELWOOD HOUSING SIGN ARMED FORCES COVENANT

Wiltshire based Selwood Housing signed the Armed Forces Covenant, pledging its firm commitment to supporting service personnel, veterans and their families in its communities and homes across Wiltshire, Bath & North East Somerset, and Mendip.

Barry Hughes Chief Executive of Selwood Housing, said: "We're extremely proud to be able to support the armed forces by signing the Covenant, especially given where we are based in Wiltshire and the long-established links to the armed forces communities in our area.

"We very much admire the armed forces who do such a crucial job and recognise the sacrifices that service personnel and their families make on behalf of us all."

Selwood Housing pledges to observe remembrance activities, build links with local military communities and champion the employment of veterans.

Mr Hughes added: "As an organisation, we have really benefited from the skills and experiences that former service personnel have brought to us as an organisation and in turn to our customers."

Army veteran Jonny Bolton joined Selwood Housing's repairs and maintenance team following a 12-year military career. He said: "While providing for our customers is a bit different to being in the Army, I made a smooth transition from military life.

"Selwood Housing's values and structure are very similar to the military which, for me, is very positive."

"As lead gas engineer, I'm part of a team of 13 and four of us are ex-military. Our team has served in the Navy, the Artillery, Logistics Corps and I served as a Paratrooper."

Dean Hartop, is a standard bearer for the British Legion in Marlborough and works as a decorator.

Dean said: "I spent 22 years in the Army, did several tours and represented the Royal Artillery in sports including boxing and football.

You carry with you the pressures of military life, both physical and mental, but I have found that there is always someone to talk to and to guide you in the right direction.

Jock Langdon spent 10 years in the 1st Battalion of The Royal Scots, during which he was posted to Warminster. Following his military service, he went into the building trade and now installs new kitchens for Selwood Housing's customers.

Jock said: "I believe it's very valuable to have service personnel as part of any company, we bring the skills the Army has taught us, our work ethics, our motivation and our willingness to do a really good job."

# COMMUNICATIONS

Last March the world changed very suddenly, to a place we no longer recognised. Unable to leave our homes, we all embraced new forms of communication so that we could carry on seeing our family and friends. In February 2020, most people had never heard of Zoom. Just a month later, and we were all using it to hold family quiz nights.

Over the last 16 months of restrictions we have all used these new tools to take part in important occasions including Christmas, birthdays, baby showers, school presentation evenings and parents evenings to name just a few. Most of us will have got used to using them on a daily basis to communicate with colleagues. What strange times we have lived in.

Just because we could no longer engage with our audiences using traditional methods, didn't mean that we stopped communicating. Very early on in the pandemic it became clear to us that restrictions would be around in some form or another for a long time to come, and it became more important than ever to communicate regularly with our team and stakeholders.

Things changed very rapidly, and we wanted a way to send information regarding those changes to staff on a regular basis. So the weekly Wessex Word staff bulletin was born. As Lockdown and the pandemic continued, we realised how easy it would be for people to become isolated, using the bulletin as a means to support mental health, giving tips on how to work from home effectively and how to access mental health support.

Although the last 16 months has seen the cancellation of all face-to-face events, such as the Lord Lieutenant's Awards, we have also seen the growth of digital events, utilising digital tools in lieu of physical events.





# COMMUNICATIONS

In the midst of restrictions on gatherings, Armed Forces Day, Remembrance Day and the Gold and Silver Defence Employer Recognition Scheme Awards were all moved online, and delivered as digital campaigns predominantly on social media.

Despite having no opportunity to carry out face-to-face events, we have embraced the power of Zoom, and have carried out a range of digital events, including a Members Forum, staff and members' coffee mornings (bring your own brew), briefing sessions, engagement events such as our Ten Tors event in May, and of course, last year's Annual General Meeting.

The team have worked hard to embrace a range of new tool and skills, in order to continue to communicate effectively with our audiences, despite all working remotely from each other. Despite the success of digital communications, we are looking forward to seeing people at our events again soon, and will be delivering hybrid events from now on, to ensure that we can flexibly take on any restrictions, and can reach a wider audience.

## Successes of 2020/21;

- Starting a staff bulletin
- Introducing regular staff and membership coffee mornings
- Introducing a regular Stakeholder update
- Delivering major events entirely online, including Armed Forces Week 2020 and Silver and Gold Defence Employer Recognition Scheme Award
- Delivering engagement events on Zoom
- Increasing social media following by 10



# ARMED FORCES WEEK

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.

In June 2020 it was not possible to hold any physical events to celebrate Armed Forces Day, and the events leading up to it, including Reserves Day. As a result all of 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. For Armed Forces Day itself, we hosted a Facebook event in collaboration with a number of businesses in Yeovil.

The event page reached nearly 14,000 in a single day.



**48 Posts**  
**13,580 Reached**  
**2781 Engagements**



**27 Posts**  
**16776 Impressions**  
**748 Engagements**

# YEOVIL ARMED FORCES DAY

Yeovil paid tribute to the armed forces with a virtual event that took place online.

The town celebrated Armed Forces Day with the digital event, which was streamed on Facebook on Saturday, June 27.

It formed part of a number of events across the country which enabled people to show their support to the forces from their homes.

A number of businesses across the town teamed up to create videos of support that were shared in the run up to the event, while encouraging people in Yeovil to get involved by sharing their own images using the hashtags #SaluteOurForces and #AFDYeovil2020.

Rachael Brannagan, then Regional Employer Engagement Director for Wessex RFCA, said: "It has been great to work on this event with other Yeovil businesses.

"I have been overwhelmed by the support and enthusiasm that has been shown.

"I know that this show of support will be a real moral boost for members of the armed forces in our local community.

"Even during the current coronavirus crisis, personnel from the nearby RNAS Yeovilton have been deployed overseas, leaving many families to cope on their own at this incredibly difficult time."

Among the businesses involved in the event were Yeovil Chamber, Love Yeovil, Leonardo, Somerset County Council, Justelle Marketing & Media, Pardoes Solicitors, CETSAT Ltd, Wilccx Young Partnership, Rebecca Bevins HR and Kontrolit.



# GOLD AND SILVER ERS

In a usual year Gold Defence Employer Recognition Scheme Awards (ERS) are held in London. In Wessex the regionally delivered Silver Awards, are presented at the Lord Lieutenant's Awards.

Due to ongoing restrictions last year, neither of these events could take place. As a result both the Silver and Gold Awards were held online in the form of digital campaigns.

All RFCAs used social media to recognise the outstanding support offered to the armed forces community by employers who had been awarded Gold and Silver ERS Awards. More than ever recipients were encouraged to take to social media to celebrate their success.



35 Posts

11,974 Reached

498 Engagements



27 Posts

21,601 Impressions

443 Engagements

# CADETS AND YOUTH

The last year has seen significant limitations on cadet activities as COVID-19 restrictions have seen cadet training brought to a near standstill. However whilst face-to-face training has been very constrained across all 3 Services, there has continued to be considerable online training and interaction in order to keep the flame alive. Face-to-face training resumed for all MOD sponsored Community Cadets in April 21. The resumption of Combined Cadet Forces (CCF) training has been in line with other school activities restarting. A number of schools returned to training in September 20, whilst others are yet to return fully.

## **WESSEX RFCA PROFESSIONAL SUPPORT STAFF**

The Wessex RFCA professional support staff (PSS) have been busy throughout the year preparing the ground for a return to full cadet training. Vital to this has been the work of the Estates Staff in developing our future estate, as well as maintaining compliance on our current sites.

This has been particularly challenging with COVID restrictions upon our staff and contractors alike. Two members of the PSS have also found time to support the charity RE:ACT in their spare time and during annual leave periods.

Lee Davis, the Quartermaster supporting Devon ACF and Sharly MacLennan, an Admin Officer supporting Bristol ACF, have been involved in a number of different tasks throughout the year, supporting the COVID-19 pandemic response.



## WESSEX RFCA PROFESSIONAL SUPPORT STAFF CONT.

Royal Signals veteran Lee was asked at short notice to deploy for two weeks to London, to lead a team of 14 volunteers charged with the establishment and ongoing management of three temporary mortuary facilities serving the Nation's capital.

Then, early in 2021 when the UK began its national mass vaccination program, he led a team of volunteers assisting the NHS with implementing the facilities management of the Exeter Mass Vaccination Centre, located at the Westpoint Exhibition Centre.

Royal Naval Reserves Veteran Sharly started her RE:ACT journey at the Ashton Gate Stadium Vaccination Centre, and on her first day met the Prime Minister, Boris Johnson.

She was then asked to assist with the implementation of Mass Vaccination Centres at both Salisbury Cathedral and The Royal Bath and West Showground.

After this she used annual leave and weekends to assist on the COVID Red ICU Ward at various Hospitals across England at the peak of the second wave. Her work was varied and included supporting the clinical staff with PPE distribution, turning and proning patients, caring for the deceased and cleaning up spills.

In her own words she has found her volunteering experience both uplifting and hugely rewarding.



## CADET EXPANSION SCHEME

The Cadet Expansion Programme (CEP), growing the number of Combined Cadet Force (CCF) contingents in state schools has continued and the region has seen a contingent open in Penair School, Truro, where the Army section is now parading alongside an already established RAF section.

Two CEP schools commenced parading in limited numbers in 2021. Oasis Brislington Academy had an Easter term start up and are now parading weekly. Sexey's School in Bruton has been approved to go standalone and is now parading in limited numbers to build a cadet leadership cadre, ready for a full recruitment and start-up in September.

Some schools have unfortunately had to close either their whole CCF, or a detachment. Mount Kelly Army section has now closed. The Royal Navy section remains parading.

From the end of August we will also have lost an RAF section at Wells Cathedral School.

In addition, Writhlington School has closed their CCF Royal Navy section.

We have three schools in the process of completing applications and further schools in the South West pipeline, who have had provisional meetings with single services and are waiting for an opportunity to arise,

The closure of the RAF section at Wells Cathedral School may well offer the opening opportunity for one of the pipeline schools. The Head Teacher Torquay Academy has requested they be considered for a second section (Army) to complement their successful RAF section.

Further expansion is likely as partnerships are being approved between schools on a longterm basis. This will allow more young people to access the CCF Cadet experience, without increasing the number of contingents. This will also help to reach the Department for Education and Government's target of 60,000 cadets in school units by 2025.



# CHARD ARMY CADETS DELIVER 150 PRESCRIPTIONS A DAY

When a back strain forced Andi Grief-Page to take time off from his job in the ambulance service in March, just when the COVID-19 crisis broke, he looked for a volunteering opportunity in his home town of Chard.

With his health service background, he offered to help coordinate prescription deliveries to older and vulnerable people in the community, through the Chard COVID Support Group organised by the town council.

Andi is also Chard Platoon Commander in Somerset Army Cadet Force, so he was delighted to see some familiar names among those who had also volunteered for the support group – a group of his Army Cadets.

Aged 14 to 17, they were Joe Bartlett, Kane Roker, Melissa Salisbury, Tazmin Page, Josh Salisbury, Pete Burgess, Sam Peacock, Oliver Taylor and Max Taylor.

He said: “Of course, I knew them and their parents and that I could trust them to do a really good job. This was all outside of the ACF so there were no uniforms, ranks or formalities.”

He set up a logistics operation in Chard Guildhall and organised the delivery teams into three routes around the town, after first seeking their parents’ permission.

Andi said; “We were delivering 150 prescriptions a day between 9am and 9.30pm. With my health service training, I could ensure all medications were ones that were needed urgently, such as for diabetes and heart conditions.

“I’m back at work now but I pop in regularly to see how they are getting on. They are not volunteering as cadets but the community-minded spirit of the Army Cadets is certainly there to see.”

All uniformed cadet activities have been suspended during the lockdown, although community work counts towards the Duke of Edinburgh’s award scheme.





# ESTATES - SWINDON ARMY RESERVE CENTRE TECHNICAL ACCOMMODATION

Project Value – £3.1m

End Users – Royal Wessex Yeomanry, The RIFLES, the Royal Logistic Corps and the Royal Electrical & Mechanical Engineers

Stakeholders – Defence Infrastructure Organisation, Basing & Infrastructure, Army HQ, Headquarters South West, Wessex RFCA, DSA.

Contractor – Vale Southern

Consultancy – SC Architecture, Holloway Squire, Pope.



# ESTATES - MIDSOMER NORTON JOINT CADET CENTRE

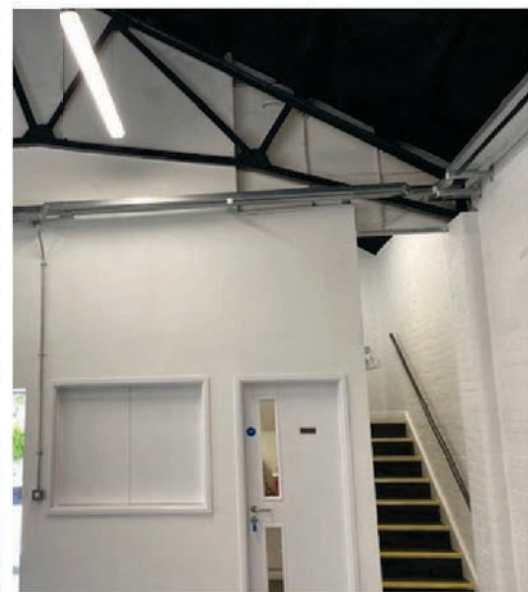
Project Value - £220,000

End Users - Army Cadet Force and Air Training Corps

Stakeholders - Army Cadet Force, Air Training Corps, Headquarters South West, Wessex RFCA

Contractor - King Construction

Consultancy - Avison Young



# ESTATES - TILSHEAD CADET TRAINING CENTRE

Project Value - £450,000

End Users - Army and Army Cadet Force

Stakeholders - Headquarters South West, Army Cadet Force, Wessex RFCA

Contractor - Rigg Construction

Consultancy - Avison Young



# 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.

For the year 2020/21 Wessex RFCA realised total income of £15,482,065 compared with £10,970,714 in 2019/20. The increase in income for 2020/21 was mainly due to the final release of rates rebates income for reserve centres which was being held due to uncertainty over entitlement. This resulted in additional income becoming available of £3,301,777.

During the year Wessex RFCA spent £12,017,439 compared to £11,073,997 in the previous year. 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 including for injured servicemen works, to CRFCA and to the ACFs.
- 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.

During the year the average number of staff employed was 87.9 compared with 88.8 the year before.

## Special Projects 2020/21

Due to the pandemic the majority of Adventure Training exercises were cancelled or postponed so we were not able to support units through the Special Projects Fund in the way we normally would. We did however manage to support a small number of units in the year mainly with items of equipment for Adventure Training. A total of £9,152 was paid out to 10 bids.

In the hope that restrictions will soon be lifted and exercises will be able to take place later in the new year, the Finance Committee agreed to increase the Special Projects budget available for 2021/22 to £50,000.

# FINANCE

## WESSEX RFCA FUNDING 2020/21

<b>Funding Description</b>	<b>Amount (£)</b>
Receipts generated by the RFCA	812,463
Reserve Centre Rebates	3,301,777
Regional Command - Grant in Aid	3,481,569
Regional Command - Vehicles	128,632
DIO - Infrastructure	1,215,980
DIO - Maintenance	2,224,232
DIO - Revenue Works	467,253
DIO - Capital Works	3,000,213
Defence Relationship Management	116,430
Funding Sundry - RF&C Projects	96,171
Air Training Corps	210,241
Dinfra – RDEL	427,104
<b>TOTAL</b>	<b>15,482,065</b>

## WESSEX RFCA EXPENDITURE 2020/21

<b>Funding Description</b>	<b>Amount (£)</b>
Administration	276,673
Grants	713,265
Recruiting Support	24,737
Transport and Movement	323,140
Infrastructure	1,491,087
Staffing	2,957,420
Capital Expenditure	3,066,700
Estates Management	3,164,417
<b>TOTAL</b>	<b>12,017,439</b>

# FACILITIES

The Facilities team within Wessex RFCA have, like many, experienced a challenging year working under the COVID restrictions from home. We have endeavoured, and succeed, in providing all essential services to our shareholders and more.

## COVID ACTIVITY

The lead into, and eventual release from lockdown, brought about a rush of activity to procure cleaning materials and equipment into the hands of the Cadet Professional Support Staff. This was carried out remotely, with deliveries of essential supplies being met and resupplied during the initial stages.

## VEHICLES

These were all on order prior to the lockdown with six mini buses and six vans being resourced, as well as a pool car and an employee's vehicle. Disposals were in the main by private sale, as the BCA (British Car Auctions) normal disposal route was working only on internet sales. The issue of the mini bus was particularly slow due to an issue with the DVLA. As at July 2021 the BCA will be working on a near normal status.

## ALTERNATE VENUES

The Facilities department is responsible for the only income generating activity within the Association.

The money raised from this forms the bulk of the Regionally Generated Income (RGI) partly funds the Estates overall cost and contributes to funding infrastructure and engagement activity.

Alternative Venues catalogues and promotes on the website venues with suggested uses throughout the region. Many users are returning clients and much business is generated by word of mouth and local advertising. Units reap what they sow in this case. Some are more proactive than others.

Dependent on the type of activity a percentage of the income is paid back to the participating unit, to be used as directed by the Establishment/ Unit Commander.

The income generated in this financial year is much reduced as most training events were cancelled. We have, however, been encouraged by the upsurge in use as the restrictions lifted. This was boosted by a surge of requests for sites to facilitate the Police for the G7 Conference.

## UTILITIES

This year has seen the MoD electricity contract move to EDF. The preparation to migrate all sites and account for all invoices was undertaken by the DFM. This entails considerable work which is investigative and time consuming. Next year sees the move of the gas supplier.

# RESERVES



Like everyone else, training for Reservists has been limited over the past 18 months, with units closed and training being carried out online. However this has not curtailed the activities of Reservists, with deployments continuing as usual and units fulfilling requests to help with the COVID response. It is fair to say that, despite the lack of face-to-face training, Reservists in the region, and across the country, have remained as busy as ever.

Op RESCRIPT has seen Reservists help to set up Nightingale Hospitals and testing facilities at the very start of the pandemic, aid local GP hubs in managing non-COVID patients, deliver much needed supplies, test stranded hauliers on Christmas Eve, and more recently, assist in the set up and management of vaccination centres, amongst many other tasks which have helped in the fight against COVID. The value and critical nature of this work cannot be underestimated, and we wish to thank all of those who have volunteered to help during this challenging period.

During this time Reservists from the South West have been on active operations in Cyprus, on UN peacekeeping duties. Reservists from 7 RIFLES were deployed on Op TOSCA in April 2020, and then in October 2020 Reservists from 6 RIFLES took over. This is the first time in British Army Reserve history, that one battalion from the same regiment has handed over to another reserve battalion for operations in Cyprus. The Royal Wessex Yeomanry have also been busy with tank crews supporting NATO in Estonia, and more to follow next year.

With COVID restrictions having been eased, Reserve units are now able to once again open their doors to face-to-face training. We look forward to hearing about their activities and will be supporting them in the usual ways.

# PLYMOUTH RESERVIST SUPPORTS COVID RESPONSE

A Royal Naval Reservist from HMS Vivid has put his university career on hold after volunteering for mobilisation as part of the UK Government's response to the Coronavirus Pandemic.

Sub Lieutenant Ben Peck is a member of Plymouth's HMS Vivid, Devonport. Ben has served in the RNR for just under six years and is studying towards a BSc in Navigation and Maritime Science, at Plymouth University.

Ben decided to take time out from his undergraduate studies to volunteer for mobilisation on Operation Rescript, the name given to the Military response to Coronavirus.



"Until recently he was working in the Joint Military Command for the South East (JMC SE) in Aldershot as an operational planner.

Explaining his role, Ben said, "Working within an Army Headquarters and understanding how all the military branches come together has been an amazing first mobilisation, and I have constantly felt like I'm making a difference to the current situation. Being part of the team who planned the testing of drivers and hauliers on Christmas Eve was a particular highlight, as well as looking at over 300 service people giving support to the NHS."

Ben missed Christmas with his family but there was never any doubt in his mind that he was where he should be over the festive period.

Ben continues; "Working over Christmas for the first time ever was a challenge but there was such a sense of urgency for the cause, there was never a doubt about the work we had to do. Learning how the military plans operations in a Staff Officer environment was new to me, but has given me such a new perception of organisation and management.

"Although I had to learn the mechanics of a military HQ very quickly, looking back I'm very proud to have contributed towards the fight against COVID-19, including NHS support and vaccination setup as well as preparations for the Brexit transition."



# CORNWALL RESERVIST DEPLOYS TO CYPRUS

British Army Reservist and Cornish construction company boss Jimmy Regan left the family in charge during his deployment with 6th Battalion The Rifles (6 RIFLES), when they deployed on their United Nations (UN) peacekeeping duties in Cyprus.

Lance Corporal Regan is typical of many reservists in Cornwall, where there are few big employers outside the public sector. That brings its own pressures, never more so than during the Covid-19 lockdown when he had to furlough his staff.

He said: "Did I have any doubts about deploying? Not really. It's something I really wanted to do.

"It's a family business and they're supportive. They know it's not going to be easy, but all the systems are in place, so it is manageable."

"Running my own business means managing my blokes day-to-day, dealing with their issues at work to make sure the company runs smoothly. This is very similar to what I find myself doing here, but obviously in a military setting rather than construction.

"This tour will give me a different perspective on management, working in a high-pressure environment with new people, which will benefit me when I return."

"All the training has been interesting – and challenging as well, because a lot of the peacekeeping skills are new to us. "I'm very much looking forward to swapping my hard hat for the blue beret of the UN Peacekeeping Force."



# RESERVES EXPLOIT 3D PRINTING TO HELP NHS

Royal Naval Reserve Engineers from HMS VIVID have used their Additive Manufacturing Facility to produce protective equipment for NHS sites in the South West.

Engineer Reservists used 3D printers in HMNB Devonport to manufacture medical visor headbands and surgical mask ear protectors to support the NHS during the COVID-19 pandemic.

The RNR's Additive Manufacturing Facility (AMF) is a standalone transportable workshop containing three 3D printers, which operated 24/7 over several weeks from the beginning of April 2020. Initially the workshop provided medical visor headbands in collaboration with other agencies within Devonport Naval Base, but focus then switched to producing plastic ear protectors for use with surgical masks.

Surgical masks, when worn constantly, can become painful to wear as the elastic around the ears digs in. Ear protectors are small and easy to print but make a big difference to those who wear them. Trials involving local NHS sites received positive feedback:

"It doesn't dig into my head at all and makes the mask more comfortable to wear than around my ears" said an A&E nurse involved in the trial.

A total of 112 visor headbands were printed and given to local government for sterilisation and then distribution where they were most needed and were much appreciated by the recipients at local NHS sites.



# 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 – 7th September 2021 - RNAS Yeovilton
- Bristol Lord Lieutenant's Awards – 28th September - Bristol Zoo Gardens
- President's Dinner - 22nd September - SS Great Britain
- Members' Forum - 9th November 2021 - Zoom
- Combined Gold Employer Recognition Scheme Awards - 17th November - HMS Cambria, Cardiff



# BRISTOL

## **ARMED FORCES COVENANTS**

The Woodland Warrior Programme CIC  
Occam Group Ltd  
IMD Group Ltd  
Muttiserv Ltd  
Sigma Polaris Ltd  
Almeda Facilities Ltd  
riskHive Software Solutions Ltd  
Lifting Gear & Safety Limited  
IAP UK Ltd  
Clade Engineering Systems Ltd  
Infinite Training Solutions Ltd  
Equiptest Ltd  
The Logical Group  
Stripe OLT Consulting Ltd  
Red Jalapeno Ltd  
PTIT Ltd  
Latcham Direct Limited  
Evri Insight Limited  
Safeguard Engineering Ltd

## **BRONZE EMPLOYER RECOGNITION SCHEME AWARD**

TIAP UK Ltd  
Infinite Training Solutions Ltd  
Lifting Gear & Safety Limited  
MTJB Engineering Ltd  
Safeguard Engineering Ltd  
Sigma Polaris Ltd



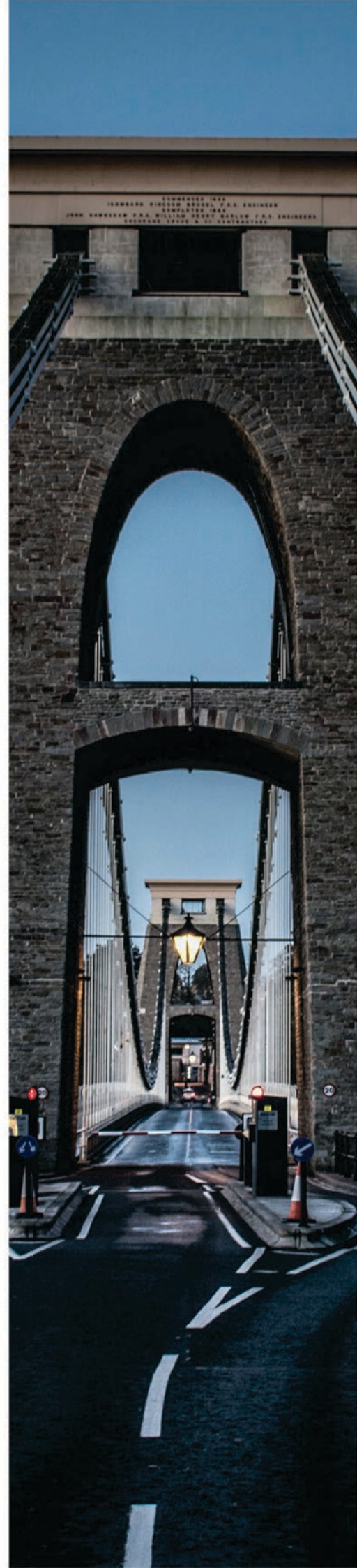
# BRISTOL

## SILVER EMPLOYER RECOGNITION SCHEME AWARD

Comera Group  
Fastnet Estates Ltd  
GWS Media Ltd

## GOLD EMPLOYER RECOGNITION SCHEME AWARD

Techmodal Ltd



# CORNWALL

## KEY PERSONALITIES

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

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

## KEY DATES

- Annual General Meeting – 7th September 2021 - RNAS Yeovilton
- Cornwall Lord Lieutenant's Awards – 30th September - The Alverton
- President's Dinner - 22nd September - SS Great Britain
- Members' Forum - 9th November 2021 - Zoom
- Combined Gold Employer Recognition Scheme Awards - 17th November - HMS Cambria, Cardiff



# CORNWALL

## **ARMED FORCES COVENANTS**

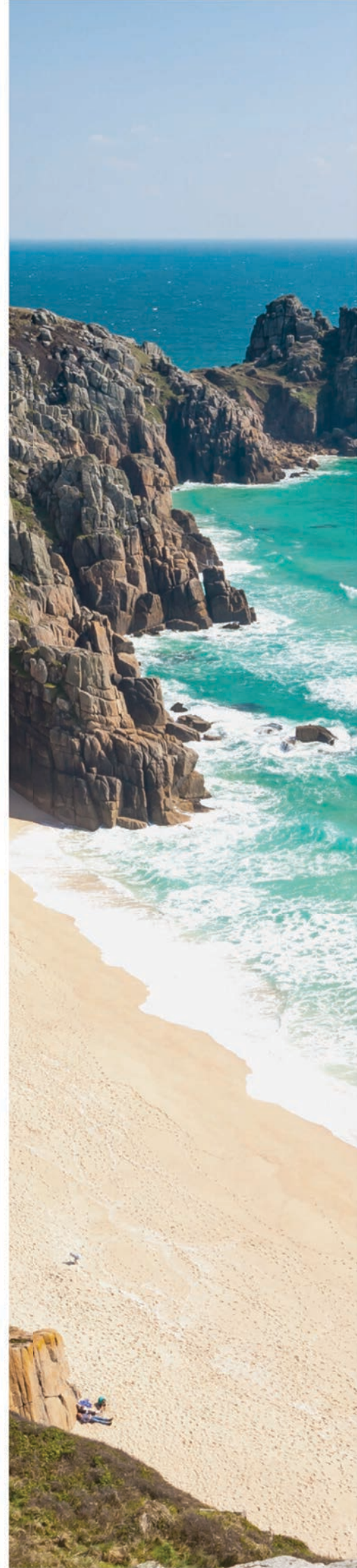
Head Hunter Resourcing Ltd  
Secure Forests Ltd  
ActorBank Ltd  
Safety First (Cornwall)  
Konnnect Communities CIC  
TMS Environmental Ltd  
Atlas Management Services Group Ltd  
Smart Savings South West CIC  
Cornwall College St Austell  
All Terrain Training Ltd  
CPMR Limited  
Make Me A Plan Limited  
Raleigh Enterprises Shop CIC  
Shadowpoint Solutions  
Transferable Skills Training  
Age UK Cornwall & The Isles of Scilly  
Rugby Cubs Limited  
Battling-On CIC  
Remembering Our Roots CIC

## **BRONZE EMPLOYER RECOGNITION SCHEME AWARD**

Konnnect Communities CIC  
Remembering Our Roots CIC  
Secure Forests Ltd  
TMS Environmental Ltd

## **SILVER EMPLOYER RECOGNITION SCHEME AWARD**

KA & P Group Ltd  
Newquay Activity Centre Ltd



# CORNWALL

## **GOLD EMPLOYER RECOGNITION SCHEME AWARD**

Active Plus CIC  
Cornwall Council





# 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 – 7th September 2021 - RNAS Yeovilton
- Devon Lord Lieutenant's Awards – 18th October - Rockbeare Manor
- President's Dinner -22nd September - SS Great Britain
- Members' Forum - 9th November 2021 - Zoom
- Combined Gold Employer Recognition Scheme Awards - 17th November - HMS Cambria, Cardiff



# DEVON

## **ARMED FORCES COVENANTS**

Resolution Coaching Partnership  
New Wave Marine Limited  
City Security Limited  
Vualto Ltd  
DAW Training  
Mil-Link Consultancy Services  
Armed Forces Community Support Hub (Devon)  
Latitude Mediation  
Survival School Ltd  
Bluescreen IT Ltd  
The International Foundation For Protection Officers  
(UK) Ltd  
Outdoor Mentor  
River Yealm Mooring Services Ltd  
Marine Safety Technologies Ltd  
Mental Health Support Training & Consultancy Ltd  
WGP Maintenance Ltd  
Roper James Solicitors  
The Ivory Lounge  
Castle Gate International Ltd  
Bottle Buddi  
Inward Adventures  
Erebus Adventure  
The Workforce Partnership Ltd  
NESC Ltd  
XEIAD  
Plymouth Albion RFC Ltd  
The Beauty Training College Ltd  
A&A Concrete Repairs Ltd  
Torbay & South Devon NHS Foundation Trust  
Symbios Health Limited  
Plymouth College  
PGL Training Ltd



# DEVON

## **BRONZE DEFENCE EMPLOYER RECOGNITION SCHEME**

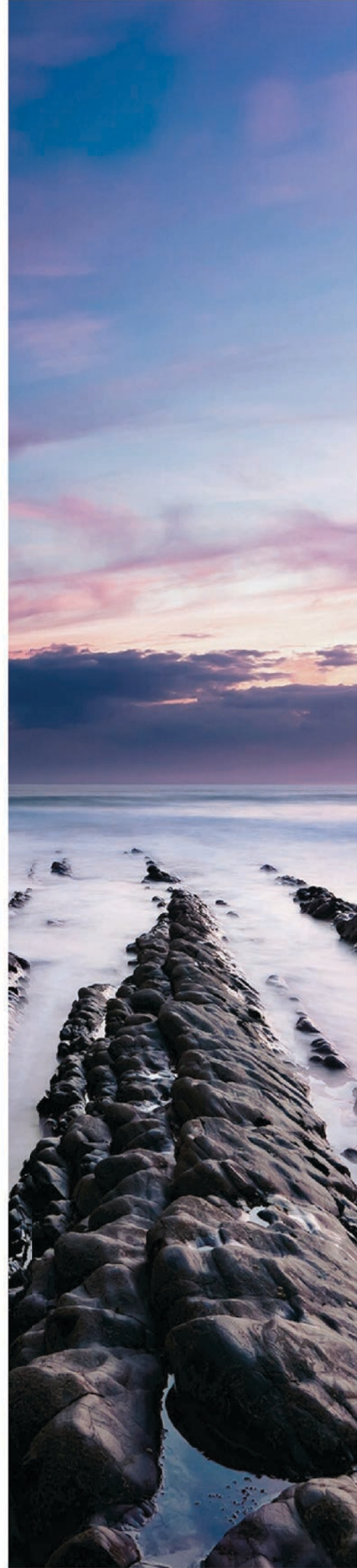
Bar Associates  
Castle Gate International Ltd  
Kings Solicitors Ltd  
New Wave Marine Limited  
PGL Training Ltd  
Resolution Coaching Partnership  
Services Design Solution Ltd  
Steve Gaskell - ActionCOACH  
Symbios Health Limited  
Teignbridge District Council  
The Ivory Lounge  
WGP Maintenance Ltd

## **SILVER DEFENCE EMPLOYER RECOGNITION SCHEME**

Audax Global Solutions Ltd  
Clever Student Lets Ltd  
Devon & Cornwall Constabulary  
Devon County Council  
Fair Winds Mortgages Limited  
FourWho Ltd  
Improving Lives Plymouth  
Protection Vessels International Ltd  
Sir Fix-A-Lock Limited  
University of St Mark & St John

## **GOLD DEFENCE EMPLOYER RECOGNITION SCHEME**

Simpkins Edwards LLP



# 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 – 7th September 2021 - RNAS Yeovilton
- Dorset Lord Lieutenant's Awards – 12th October - Kingstone Mauward
- President's Dinner - 22nd September - SS Great Britain
- Members' Forum - 9th November 2021 - Zoom
- Combined Gold Employer Recognition Scheme Awards - 17th November - HMS Cambria, Cardiff



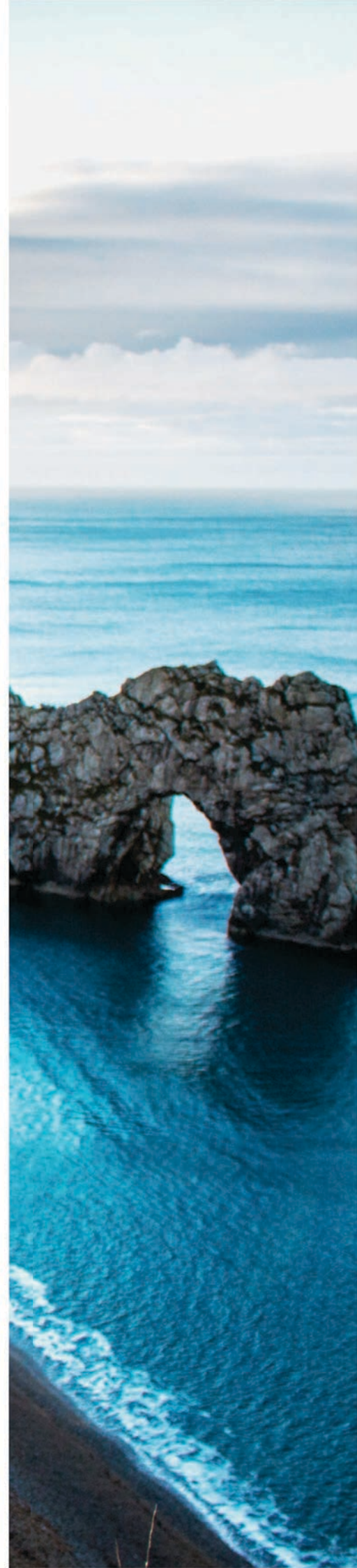
# DORSET & THE CHANNEL ISLANDS

## **ARMED FORCES COVENANT**

Forum Elite Security Ltd  
Romeo Foxtrot Ltd  
Bootnecks Into Business CIC (Bi2B)  
Ashley Property Group Limited  
Lulworth Stone Ltd  
CT Health and Safety  
Aeronautical & General Instruments Ltd  
Chesil Security Limited  
Elliot Brown Ltd  
Shoxs Europe Limited  
Expert HR Solutions Limited  
The Inspiration Bureau Limited  
Thomas Search Ltd  
Helping Homeless Veterans UK CIC  
FR Aviation Limited  
Arden White Limited  
Dal Productions Ltd  
Prevail Partners Ltd  
D3A Defence Ltd  
Wessex Coach Education  
M.A.D For Dogs CIC  
Ridgewater Energy Ltd  
Sumner Group Security Limited  
Sumner Group Defence Limited

## **BRONZE EMPLOYER RECOGNITION SCHEME**

Aeronautical & General Instruments Ltd  
Prevail Partners Ltd  
Wessex Coach Education



# DORSET & THE CHANNEL ISLANDS

## SILVER EMPLOYER RECOGNITION SCHEME

Dorset Healthcare University NHS Foundation Trust

Forces To Film Limited

Lifeline Training

The Colleges' Partnership 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 – 7th September 2021 - RNAS Yeovilton
- Gloucestershire Lord Lieutenant's Awards – 13th October - Imjin Barracks, HQ ARRC
- President's Dinner - 22nd September - SS Great Britain
- Members' Forum - 9th November 2021 - Zoom
- Combined Gold Employer Recognition Scheme Awards - 17th November - HMS Cambria, Cardiff



# GLOUCESTERSHIRE

## **ARMED FORCES COVENANT**

Lane Britton and Jenkins Ltd  
Meadow3 Limited  
MT Training Services  
Advantage One Security Limited  
Skyborne Aviation Limited  
Honourable Company of Gloucestershire  
Wembley Partners Ltd  
Innova Engineering Limited  
Pravo Consulting  
Bamboo Technology Group Ltd  
CY2 Limited  
Eastwood Park Ltd  
St Edward's School  
SDL Biomass Limited  
St James's Place Wealth Management Plc  
Planned Link Ltd  
Team Endeavour Charity  
Retain Healthcare Ltd  
Nick Tyler Training Ltd  
QPR Solutions Limited  
Down The Range Coffee Co  
TRL Technology Ltd

## **BRONZE EMPLOYER RECOGNITION SCHEME AWARD**

Cheltenham Borough Council  
Gloucestershire Health and Care NHS Foundation Trust  
Honourable Company of Gloucestershire  
MT Training Services





# GLOUCESTERSHIRE

## **SILVER EMPLOYER RECOGNITION SCHEME AWARD**

Allan Webb Ltd  
First Military Recruitment Ltd  
Global ATS Ltd  
Gloucestershire Constabulary  
Gloucestershire County Council  
Hercules Site Services Ltd  
Ruralink Ltd  
St Edward's School

## **GOLD EMPLOYER RECOGNITION SCHEME AWARD**

Gloucestershire Hospitals NHS Foundation Trust  
Mears Group plc



# 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 – 7th September 2021 - RNAS Yeovilton
- Somerset Lord Lieutenant's Awards – 5th October - Dillington House
- President's Dinner - 22nd September - SS Great Britain
- Members' Forum - 9th November 2021 - Zoom
- Combined Gold Employer Recognition Scheme Awards - 17th November - HMS Cambria, Cardiff



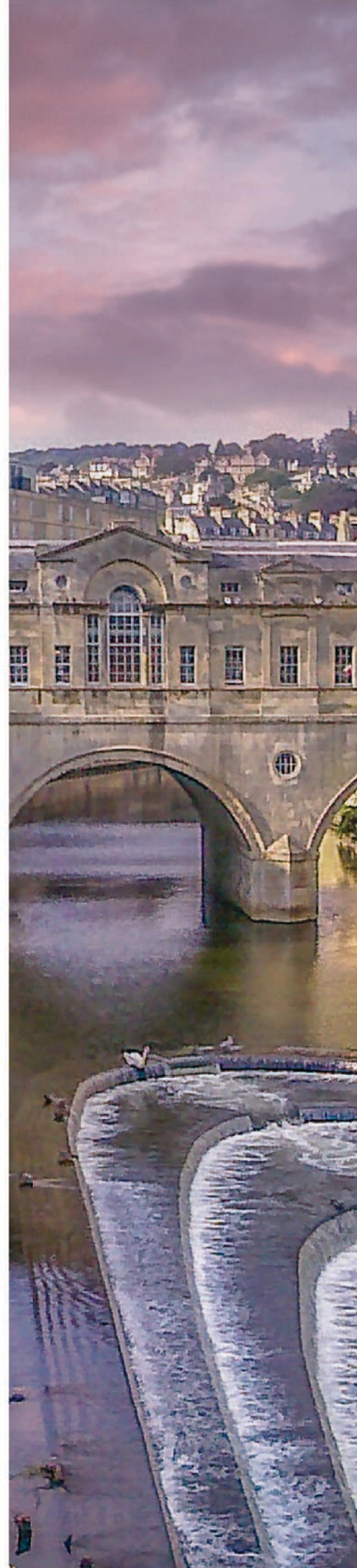
# SOMERSET

## **ARMED FORCES COVENANTS**

Lightning Training Solutions Limited  
Skeletal Consulting Engineers Limited  
Vigilant Security (SW) Ltd  
Whitetree Group Ltd  
MIDAS Security Services Ltd  
Bunker Bushcraft Ltd  
HomeLets Bath  
Rina Tech (UK) Ltd  
Sand Lizard Technical Solutions Ltd  
Regency Purchasing Group  
Healthinnova Limited  
Operation Christmas Box Charity  
Jasun Envirocare PLC  
Breaking Ground Heritage C.I.C  
Go-Demand Ltd  
Screwfix Direct Ltd  
SecureArm Technology Ltd  
AFC Huish

## **BRONZE EMPLOYER RECOGNITIONS SCHEME AWARD**

LBarka Parka Bean Beds  
MIDAS Security Services Ltd  
Screwfix Direct Ltd



# SOMERSET

## **SILVER EMPLOYER RECOGNITION SCHEME AWARD**

New Leaf Life Design  
Odin Estates Ltd  
RINA Consulting Defence Ltd  
SEA (Group) Ltd  
Somerset County Council  
Top Cover Solutions Ltd

## **GOLD EMPLOYER RECOGNITIONS SCHEME AWARD**

Weston College



# WILTSHIRE

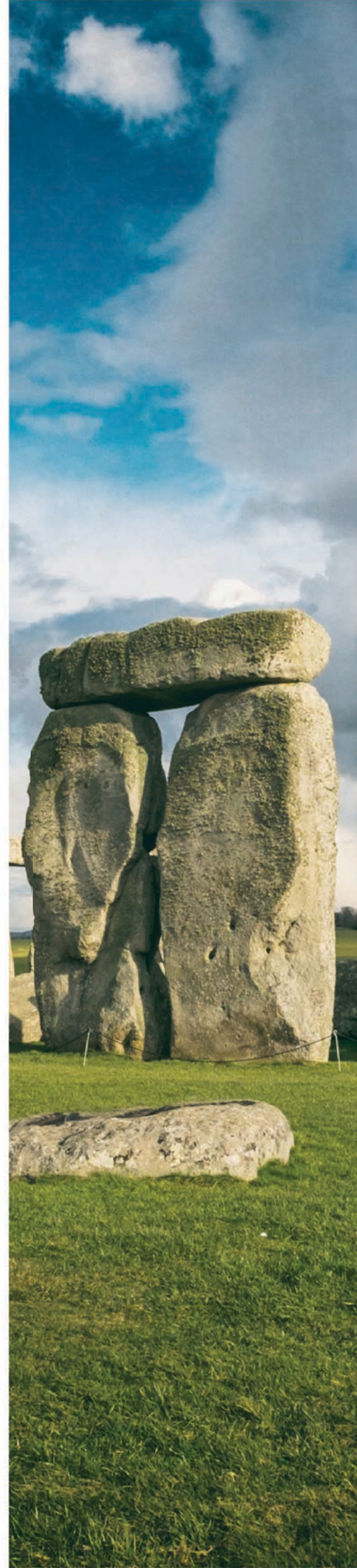
## KEY PERSONALITIES

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

County Chair for Wiltshire - Colonel Hugh A R Hancock

## KEY DATES

- Annual General Meeting – 7th September 2021 - RNAS Yeovilton
- Wiltshire Lord Lieutenant's Awards – 21st October - Cricklade House
- President's Dinner - 22nd September - SS Great Britain
- Members' Forum - 9th November 2021 - Zoom
- Combined Gold Employer Recognition Scheme Awards - 17th November - HMS Cambria, Cardiff



# WILTSHIRE

## ARMED FORCES COVENANT

In Line Canine UK  
Warner McCall Ltd  
Canny Comms Ltd  
SQEP Ltd  
Tedworth Equestrian  
SSGC Ltd  
ReQuire Consultancy Ltd  
BXM Expeditions  
There4U (Salisbury) Ltd  
Sheldrake Training Limited  
Aviation Systems Group Ltd  
Athena Group International Limited  
Warrior Equine CIC  
Jules Prentice Psychotherapy  
BSB Floors & Walls Ltd  
Staunch Security Management Ltd  
Dolphin Outsourcing Ltd  
Solstice Construction Limited  
Resilient Nutrition Limited  
Barnes Coaches Ltd  
Avernco Ltd  
Radence Space Ltd  
Delta Strategies Limited  
Mellie's Luxury Bath Bombs  
Southwest Health & Safety Training Limited  
Earthline Ltd  
Amesbury's Motor Garage  
Cubic Defence UK Ltd  
Beady Eye Electronic Warfare Limited



# WILTSHIRE

## **BRONZE EMPLOYER RECOGNITION SCHEME AWARD**

Canny Comms Ltd  
In Line Canine UK  
ReQuire Consultancy Ltd  
Sheldrake Training Limited  
Staunch Security Management Ltd  
Warner McCall Ltd  
Wincanton plc

## **SILVER EMPLOYER RECOGNITION SCHEME AWARD**

Alabare Christian Care & Support  
Blue Bee Solutions  
Chemring Countermeasures Ltd  
DSTL (Defence Science & Technology Laboratory)  
Optima Group  
Outdoor and Cycle Concepts Ltd  
Reachal Ltd  
Recruit For Spouses Ltd  
Royal Artillery Centre for Personal Development  
RWE Renewables Management UK Limited  
Salisbury FC Ltd  
The REME Charity

## **GOLD EMPLOYER RECOGNITION SCHEME AWARD**

Company X Consulting Ltd  
Engage Technical Solutions Ltd  
SA Group Ltd

