



AGM CHAIRMAN'S REPORT

2017-2018



OVERVIEW

East Anglia RFCA is widely recognised by its target audiences as the most valuable, knowledgeable and authoritative body in support of Reserve Forces and Cadet Organisations in East Anglia.



Our History

Since the RFCA's inception in 1908, the essence of our work has remained the same. East Anglia RFCA is a public organisation, set up by statute (Reserve Forces Act 1996 Part XI) as a Central Government body with Crown Status, to be an enduring custodian for the well-being of the Reserves and Cadets. We are apolitical and independent from the Ministry of Defence and the Chains of Command.

In 1911, the Territorial Force Association headquarters were opened in Market Road Chelmsford and the offices of the Association remained there until transferred to the current building in 1957.

"Springfield Tyrells" was officially opened as the headquarters of the Association on 19th June 1957, by the then Lord Lieutenant of Essex and President of the Territorial and Auxiliary Forces Association, Colonel Sir Francis Whitmore alongside The Lord Bishop of Chelmsford who performed the original dedication.

In 2017, we mirrored this event to celebrate the 60th Anniversary of "Springfield Tyrells" (250 Springfield Road) official opening as the Association's HQ.

We are autonomous from the other 12 RFCAs in the UK, all operating with central direction and oversight of the key business outputs exercised by the Council of the RFCAs.

Our core business pillars are based around the three Defence outputs of Estates, Engagement and Cadets & Youth.

Estates

We provide the management and upkeep of around 200 Reserve Forces and Cadet sites across the region, the acquisition and disposal of land and buildings and adapting homes for injured service personnel.

Engagement

We are the intrinsic interface between the military and the wider community. We help the civil community, employers, trade unions and local authorities understand the needs of the armed forces in order to assist with its community engagement and representation. We also help to improve the knowledge and understanding of Reserves and Cadets within the wider community.

Cadets & Youth

We support the delivery of the tri-service cadet experience. The RFCA provide the professional support staff who maintain and run the Army Cadet county HQs, the equipment and transport that army cadets use for their activities, and administer enquiries, new joiners and the adult volunteer membership.

In addition to raising awareness of the positive contribution of Sea Cadets, Air Cadets and Army Cadets in the region, East Anglia RFCA provides regional support for the recruitment of Army Cadet Force Adult Volunteers, with funding sourced from the Army Cadet Force Association.

Our Membership brings with it unparalleled breadth of experience and expertise.

The volunteer membership of the Association provides an essential link with the local community in each county and members act as local ambassadors across the range of RFCA interests. Volunteer members are drawn from former officers of all three services and cadet forces, representatives from local authorities, local business communities and charities. Members seek out opportunities for the promotion of the RFCA's key messages amongst influencers and those who can provide input. That they are prepared to give so freely of their time is a great testament to the high regard in which our Reserves and Cadets are held.

CHAIRMAN

During my four years as Chairman, East Anglia RFCA has successfully navigated its way through a rapidly evolving and increasingly demanding Defence landscape.

This is my final report as your Chairman and it is surprising just how quickly four years have passed by. A great deal has happened in that time and throughout I have been struck by the enthusiasm and commitment of everyone that I have come across.

Our Association continues to provide excellent support for its key constituencies – the Reserve Forces and Cadets – and is an essential bridge between them and their communities throughout the region. So, thank you all for the part you have played in this.

Looking back over the past four years, we have seen continual change in Defence and the environment within which it sits. The implementation of the Future Reserves 2020 policy has developed well in most parts. It signals a major change to the role of the Reserves in Defence, shifting them from being a 'Reserve of last resort' to a constituent part of a new integrated force. We have avoided what Lord Houghton, the former CDS, warned was a potentially "dangerous drift towards the extinction of our Reserve Forces". We have progressed such a long way and I detect that the 'Whole Force Concept' has now, materially, become a reality.

Turning to this year, further financial pressures have been placed on Defence as austerity has become the 'new normal'. The Ministry of Defence is experiencing its third formal review in seven years so the level of change throughout is very high, in addition to the pressures that are now being felt across Government as Brexit gets closer.

In the face of these challenges, our Association continues to make significant gains in terms of delivering its mandated outputs. In the Cadets and Youth arena, via the Cadet Expansion Programme, we have supported 25 independent CCFs and additionally grown 17 new sub units, helping to achieve the national target of 500 cadet units in schools by 2020. We have run three very successful digital advertising campaigns raising awareness and interest in becoming Cadet Force Adult Volunteers. The total number of cadets in East Anglia has risen by over 1,100 since 2015 to nearly 14,000.

It is unfortunate that we find ourselves once again in familiar territory with all three single Services experiencing problems



MAJOR GENERAL G S SMITH CB QVRM TD

with both recruiting and recruit processing. I am sure that, with the amount of effort being applied to its resolution, this state of affairs will improve. While the FR20 recruiting targets remain achievable and, in some parts of the Reserves, will be exceeded, it is disappointing to hear that process is impeding this success.

In 2016 we were reminded by Sir Julian Brazier, then Minister for Reserves, that "Nations win Wars; not Armed Forces". This is so true. Our efforts on community and employer engagement have increased significantly in recent times, which is reflected in our achievements in this critically important area. This year we gained our first ERS Gold Award winner, the Morson Group, from Suffolk. Sixty-one organisations from around the region were successfully revalidated at Silver level with a further six businesses achieving this prestigious award for the first time.

Late 2017 saw the arrival of a new Secretary of State, Gavin Williamson CBE MP and there have been various changes to the ministerial team within the Ministry of Defence. The Navy's regional structure has changed. For the first time, its Regional Support Units are now under the command of a Reservist Officer. Within that new construct, I'm pleased to say that one of our

CHAIRMAN Cont'd

I hand over the Chairmanship of East Anglia RFCA confident that the organisation is in a robust state with the resilience needed to deal with the challenges of the future.



own members, Captain Anthony Chapman RNR, Vice Chairman Navy, is now responsible for Navy Employer Engagement. He is not the only one of our members in a position of significant responsibility within the Reserves – Brigadier Tim Seal, Cambridgeshire Forum Chairman, is now the Deputy Commander Reserves at Home Command, the area within the Army with delegated responsibility for its dealings with the RFCAs.

More widely, I have been pleased to see how the thirteen RFCAs, representing the breadth and diversity that make up the nations and regions of the United Kingdom, have worked more 'as one'. We have vast experience and unparalleled strength and depth within our networks and are a much better understood, valued and trusted supporter of Defence. I firmly believe that there is much more we can do, together, and as I go on to lead the Board of the 'thirteen' I'll use my East Anglian experience to help shape and influence this in the future.

Finally, I place on record my thanks to all our supporters and the team in Chelmsford, ably led by Col Ray Wilkinson. We are well served and I am grateful to

everyone for their efforts on behalf of East Anglia RFCA. At the end of March, we bid farewell to Lt Col Jackie Allan, our very experienced, capable, and committed Deputy Chief Executive. Jackie has over eighteen years of knowledge of the Association and her wise counsel and elephantine corporate memory will be greatly missed. We wish her much joy in her well-deserved retirement.

I hand over the Chairmanship of East Anglia RFCA confident that the organisation is in a robust state with the resilience needed to deal with the challenges of the future, and knowing that my successor, Ian Twinley DL, is more than capable of providing the leadership required to ensure our ongoing success.

May I take this final opportunity to thank all of you for the generous manner in which you have supported me during the last four years. I have enjoyed my time immensely and found it enormously satisfying. As a Norfolk boy, I will, of course, continue to be a member and take a close interest in East Anglia RFCA. I look forward to watching it to go from strength to strength.

CHIEF EXECUTIVE

Our staff have responded magnificently to the increasing pressures experienced during this last year and I draw your attention to the very professional manner in which they continue to add value.



**COLONEL RAY WILKINSON
QVRM TD VR**

In the current changing Defence environment, our proven ability to adapt and use scarce resources in the most effective manner possible is key to our success in delivering the outputs required of us by the Ministry of Defence. This reporting period has seen us dealing with a large number of implications of the policy and process changes introduced by the centre and the single Services as well as the usual consequences of delivering services consistently up to required standards in an austere environment.

This year we have seen some new personalities posted into 7th Infantry Brigade & HQ East. These have included a new Deputy Commander Reserves, Colonel Adam Fraser-Hitchen, and a new SO1 Employer Engagement, Lieutenant Colonel Keith Spiers, formerly Commanding Officer 3rd Battalion Royal Anglian Regiment. The other significant change to the Brigade HQ is its move to Kendrew Barracks, Cottesmore, which is due to start in April.

At Association level we have welcomed a new Lord Lieutenant for Essex, Mrs Jenny Tolhurst and a new Lord Lieutenant for Hertfordshire, Mr Robert Voss CBE. In addition, we have managed the handover of Association Chairmanship from Major General Greg Smith to Mr Ian Twinley DL and the consequent handover of the Chairmanship of the Regional Employer Engagement Group from Ian to Mr Christopher Walkinshaw. Finally, at Association level, we say farewell to my long serving Deputy, Lieutenant Colonel Jackie Allan, who has been a veritable tower of strength during her time in post and is now taking a well deserved retirement.

In the area of Estates, after some initial developmental problems, the team introduced and tendered to standard the requirements under Module C of the Next Generation Estates Contract, Statutory and Mandatory, and this is now bedding in. The team also implemented successfully Module B, the new Help Desk process and this is working well. This year our Association is the only RFCA to have completed all its required minor repairs under the inclusive repair limit of £3,000, without recourse to additional funding. The team deserves a great deal of credit for achieving this in such an austere environment. They are grappling now with the prioritisation work for the Army Reserve and ACF Estate that

is necessary for the Army to manage its fully delegated Estates funding next year.

The Cadet Force 2020 programme has produced some of its target outputs this year. Key amongst these was the new Queen's Cadet Commission and the amended regulations that it brings. Our permanent staff team has been working hard to contribute to the historical safeguarding review and I'm pleased to report that they have received many plaudits for the quality of their work. They have also managed to overcome, with a great deal of effort, the myriad of challenges resulting from the shortage of annual camp training facilities available to cadets and the inflexibility of some of the outsourced support contracts. Arrangements are in place to try and resolve the latter problem for annual camps in 2018.

On the Engagement front, we welcomed our new Head of Engagement, Paul Bishop, who comes to us with a deep background in engagement for local authorities. Ably supported by our Communications & PR Manager, Sarah Bennett, and our Regional Employer Engagement Director, Kristina Carrington, he has led the development of our first Intelligence Preparation of the Environment, an Engagement Strategy and an Engagement Plan. All of these are in draft form at present and will mature with use and further development over time.

At the heart of the organisation, Business Services successfully facilitated our part in the RFCA ISO 9001 validation process and consequent surveillance visit to our HQ. This is no mean feat given the relatively short time since we embarked on that particular journey. Having the accreditation, which applies across all three of our Defence outputs, it positions the RFCA strongly in the Estates, ACF Professional Specialist Staff and Employer Engagement areas. The Business Services team's performance has also been recognised by the 'substantial assurance' grading allocated to both us and Yorkshire & Humberside RFCA by a recent Defence Internal Audit carried out on our Pay and Remuneration processes during the year. It was the highest internal audit grading given to any Association in 2017.

Our staff have responded magnificently to the increasing pressures experienced during this last year and I draw your attention to the very positive and enthusiastic manner in which they continue to add value. Finally I would like to highlight my appreciation of our Association Chairman, Major General Greg Smith, for his oversight and wise advice over the last four years. I wish him well in his new appointment as the Chairman of the Board of the Council of RFCAs and I look forward to working with him again, albeit in a different capacity.

FOCUS ON CADETS

The Cadet Forces can make a huge difference to social inclusion, social mobility and the mental wellbeing of young people.



Hertfordshire and Buckinghamshire Wing



Royal Hospital School CCF



Cambridgeshire ACF

This year our AGM shines a spotlight on the Cadet Forces.

Professor Simon Denny, Executive Dean of Research, Impact and Enterprise from the University of Northampton attended our AGM in March 2018 to discuss the positive societal impact of cadets.

The Cadet Expansion Programme (CEP) was launched on Armed Forces Day in June 2012 by the Prime Minister and Deputy Prime Minister, with the aim to deliver 100 new cadet units in English state-funded schools by September 2015.

This CEP target was reached 6 months early in March 2015 and following this achievement, the Government committed an extra £50 million from LIBOR fines to further increase the number of cadet units in schools across the UK and bring the total number to 500 by 2020. In October 2017, The Right Honourable Tobias Ellwood MP confirmed in Parliament that the Cadet Expansion Programme was on track to achieve its target of 500 cadet units in schools by 2020.

With 25 schools now supporting an independent CCF, East Anglia RFCA have additionally grown 17 new sub units. Schools that have set up cadet units have seen significant benefits for their young people, their schools and the local community.

An independent report, compiled by the University of Northampton, which undertook research across the entire cadet programme, found that joining the cadets increases social mobility. More specifically the report found that:

1. The social impact of Cadet Forces is vastly greater than the annual cost of the cadet programme to the Defence budget.

2. Cadet Forces help children receiving Free School Meals to achieve their potential.
3. Children excluded from school who join the cadets are more likely to have improved attendance and behaviour on their return to school.
4. Cadet Forces help make communities more inclusive by helping people to overcome disadvantages in the way school does not.
5. Serving soldiers who used to be in the cadets are four times more likely to be a senior non-commissioned officer or an officer.

This research is highly significant and supports East Anglia RFCA's work in championing the importance of the Cadet Forces across our region.

East Anglia RFCA have run three successful digital advertising campaigns to support the recruitment of Cadet Force Adult Volunteers.

Funded by the Army Cadet Force Association, we have launched three campaigns primarily focusing on targeted Facebook advertising.

We identified under-recruited detachments, with 15 cadets or less, that require additional support in order to fulfil the over-arching goal of reaching full manning. A series of static images and video adverts were then targeted geographically within a 15km radius of each detachment at 20-50 years olds with ambitions to volunteer more, get healthy and/or improve their career prospects. The applicants were led to the ACFA website in order to apply to become a CFAV.

The New Year, Spring and Autumn campaigns yielded a 30-70%, 35-260% and 70-150% uplift respectively in applications across the six counties compared with the same periods during the past three years.

CADETS

Our local cadets experienced an action-packed year full of fun, friendship and adventure.

Bedfordshire and Hertfordshire Army Cadet Force



Many congratulations to SSgt Josh Bettles on achieving his Master Cadet, pictured receiving it from Commandant Colonel Every. His course report said, "Calm under pressure and highly competent in command, this young man is exactly what a Master Cadet should be."



LCpl Courtney Powdrill was praised by emergency services and all at Bedfordshire and Hertfordshire ACF when she responded to a stabbing in Luton. Without hesitation and

despite being in danger herself, she rushed to the victims aid, administering first aid skills gained from her cadet training. Having run a full assessment of the multiple stab wounds, she stopped the bleeding, ascertained the victims details and briefed the ambulance crew on their arrival. An outstanding act of bravery given the five offenders remained in the vicinity for some time.

Cambridgeshire Army Cadet Force



In October Cambridgeshire ACF visited Malta to comprehend its importance during WW2. In addition to cultural visits such as the Victoria Lines and Grand Harbour, the cadets spent time with the Maltese Sea and Marine Cadets and were able to complete the expedition part of their star levels. The cadets also took part in a community project, helping a local church run a home for disabled adults.

For most cadets Annual Camp is the highlight of the year and for all staff and adult volunteers the biggest logistical challenge. Cambridgeshire ACF deployed to Thetford for ten days with Junior and Intermediate Cadre activities including skill at arms, adventure training, navigation and first aid, whilst the Senior Cadre refined their fieldcraft and undertook a two-day exercise on the training area. A Duke of Edinburgh's Award Silver was completed and 17 new adult instructors attended a training programme. Ambitiously, they hosted a phenomenally interactive Open Day for some 200 family members and more than 30 Cambridgeshire dignitaries so they could get a flavour for cadet life.



CADETS

With nearly 14,000 cadets East Anglia has one of the highest cadet populations in the UK.



Essex Army Cadet Force

Sixteen cadets from Essex Corps of Drums were privileged to be invited to Wellington Barracks in London to tour the historic building and get up close and personal to the 'Guard Mount' for Buckingham Palace before performing on Birdcage Walk for tourists. They also had the opportunity during Armed Forces Week to perform with the Parachute Regiment Band at the Colchester Garrison Show.

Duke of Edinburgh expeditions are a key part of cadet life, especially for Essex ACF who have achieved the highest number of passes nationally for the second year running. More than 40 cadets completed their Silver expedition during annual camp at Castlemartin, Pembrokeshire and the Gold team crowned their own expedition by traversing Pen-y-Fan and the Black Mountains. Cadets also enjoyed a Gold sailing expedition in Croatia.

Hertfordshire and Buckinghamshire Wing

Throughout the year cadets from all services spend a significant amount of time parading within their local communities in celebration of national and regional events. One of four public events 795 (Harpenden) Sqn took part in last year was the Remembrance Day parade in Harpenden.

For the first time since 2012, Hertfordshire and Buckinghamshire Wing held a summer fieldcraft camp. Forty cadets attended the training weekend at Stanford Army Training Camp and the aim was to complete their basic level fieldcraft training. It was a great success and an annual training programme will now follow.



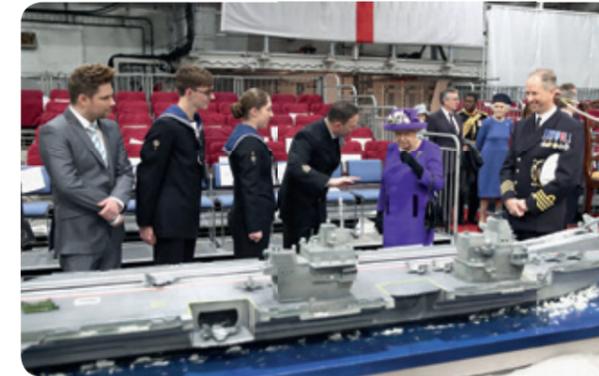
There are nearly 14,000 cadets in East Anglia.

CCF	25 independent +17 CEP partners
SCC	33 units
ACF	150 detachments
ATC	100 squadrons
TOTAL	13,915

CADETS

As individuals or as part of a team, the cadets and CFAV's who oversee them, are outstanding members of their local communities.

London Eastern District Sea Cadets



Sea Cadets from Essex have been affiliated to HMS Queen Elizabeth, the new Aircraft carrier. District Officer Lieutenant Commander Sebastian Rowland RNR, his Deputy and two cadets were proud to attend the commissioning ceremony on the 7th December 2017. The ship was commissioned by the Queen and many important dignitaries and VIPs from around the world, including Princess Anne and Katherine Jenkins, were in attendance.

Norfolk Army Cadet Force



Last year saw Norfolk Army Cadet Force win the revamped 7 Brigade annual military skills competition, Exercise Combat Cadet. It was a close fought competition. Along with several other teams, Norfolk were awarded Gold medal status and went on to beat five other counties to take the cup for the overall Army Cadet Force winning team. They also beat teams from fourteen Combined Cadet Force schools to win the shield for the overall competition winners of 2017.



Norfolk Army Cadet Sgt James Crowther, of Dereham Detachment, has been selected to revisit Canada as the 'Staff Cadet' on wilderness expedition, Exercise Whitehorse. Staff cadets are selected from those who attended the exercise the previous year and who demonstrated exceptional leadership and personal skills. To be offered the role is an outstanding achievement.

Suffolk Army Cadet Force



Cadet SSgt Jack Larder achieved Best Cadet on his Senior Cadet Instructors Course and is the first cadet in the county to go on a STEM course. It was here his confidence grew and he's been successful in his application to take part in Lord Dannatt's Round Great Britain Sailing Challenge. With many congratulations Cadet SSgt Larder has also been appointed the Lord Lieutenant's Cadet for the Army Cadet Force in Suffolk.

RESERVES

“The Reservist is twice the citizen.”
Sir Winston Churchill.

3 Royal Anglian



During September, 140 Soldiers from 3 Royal Anglian along with two Officers from the American National Guard, deployed to Cyprus on Ex Lion Star. Based out of Bloodhound Camp and Troodos Station, the first week engaged soldiers in Skills Training, Adventure Training (Mountain Biking and Rock Climbing) and the inevitable guard duties. The second week focused on a four day Field Training Exercise and was supported by nine soldiers from 2 Royal Anglian. The FTX involved Company attacks on Paramali Village and Klousha Dam. Through the Ministry of Defence Visits Abroad Scheme, the Battalion hosted four employers in Cyprus for three days. The employers visited training and met soldiers. Following his closing address, the Commanding Officer, Lt Col Woodeson, presented soldiers with Commendations, Long Service Medals and promotion rank slides. The FTX culminated in a water sports day at Tunnel Beach before recovering back to the UK.

No 3 (RAuxAF) Tactical Police Squadron



Pictured in front of B1b (a US Aircraft) at RIAT are Cpls Becky Faulds – Lockheed Martin and Chris Lake – Lincolnshire Police.

The RAF Reserves are pivoting towards routine operational output as part of their core delivery of training time. On the job training or ‘Routine Utility’ frees up Regulars for other tasks. This is of particular importance when, as described by Chief of the Air Staff, the RAF are in a period “as busy as any we have been involved in.”

The main deliverable for the RAF Police Reserves is the core of the Security Effect at the Royal International Air Tattoo (RIAT). Held at RAF Fairford every July, it is the largest Air Tattoo in the world whichever measure is applied.

Whilst a number of Reserve units and individuals contribute to the Tattoo, the 3 TPS role is year-long. The Squadron HQ forms the C2 of the Security Effect, utilising some 650 service personnel and civilian contractors for the delivery during show week. Participation is offered as an ACT for the junior ranks, the higher ranks are involved year-long in working groups; planning, advising and building the Security Effect in partnership with the RAF Charitable Trust Enterprises, local and USAFE police forces.



The Squadron has a number of top class athletes. The picture shows Sgt Atkins (in RAF Judo suit) winning the Scottish Open on 21 January 2018. Amy Atkins is the national veterans judo champion at her weight. Amy, a former Regular, now owns a gym in Caistor Lincolnshire. She also finds time to be a Reservist with the Squadron, represent the RAF at Judo and assists with coaching the squad. Lucy Nye and Amy Cockayne, both students at Loughborough University, are known for their outstanding performances in the England teams during the recent Rugby World Cup and Amy was awarded the RAF Sportswoman of the Year Award 2017 at a ceremony at RAF Halton in November.

RESERVES

Reservists have always played – and will continue to play – a key role in our Armed Forces, making a valuable contribution to the nation over and above their day jobs.

6 Regiment Army Air Corps



6 Regiment Army Air Corps have the annual task of organising and delivering the Military Village for the Suffolk Show.

This excellent engagement opportunity provides a platform for some of the 80,000 visitors, over the two days of the Show, to have the opportunity to have hands-on with our military hardware and meet our people. The Military Village draws together representation of the Military Community from within Suffolk with all three Services represented in addition to the U.S Air Force and Service Charities. The 2017 Stand was awarded the First Prize for the “Best Non-Agricultural Stand”, the first time the Military have been given this accolade since the award was introduced in 1953.

What can be achieved in the Army Reserve?

Cpl Parsley is employed as a Combat Medical Technician (CMT) Class 1 with a Reserve Aviation unit in Bury St Edmunds. He joined 6 Regt AAC as a Pte in 2012 after completion of four years Regular Service with 1 Royal Anglian; completing several overseas exercises and deployment on Op Herrick 11. Advancing quickly through Reservist medical training and conducting valuable working placements with Regular Medical Centres, he attended the Regular six week CMT1 course. A well-qualified Reservist, he additionally completed the MATT3 and BATLS instructor courses – a great achievement in a comparatively short period of time. In January 2017, Cpl Parsley deployed in support of Op Shader and was attached to 1 Royal Lancs until June 17. He was primarily deployed as a CMT1 assisting with ‘real life support’ in camp Taji, Iraq; responsible for providing primary health care during sick parades and routine appointments. Additionally, he was part of the Resus Team providing 24 hour cover for emergencies across the area. This team was activated on several occasions providing essential trauma treatment. As well as his clinical health role, Cpl Parsley was utilised to deliver medical training to both the Iraqi Police and

Army. Throughout this deployment Cpl Parsley was highly praised for his determination and commitment as a Reserve soldier who stood equally experienced as his Regular counterparts. He has now completed the Reserve to Regular transfer and will be assigned to 16 Medical Regiment in April 2018. Due to his level of trade knowledge as a CMT1 and experience as a soldier, he will not attend any refresher training and transfer direct to his Medical Squadron as a substantive Cpl. This is a testament to his commitment and dedication during his Reserve service and an outstanding example of what can be achieved.

36 (Essex Yeomanry) Signal Squadron

36 (Essex Yeomanry) Signal Squadron deployed to France on Ex Essex Yeomanry to form part of the 100th Anniversary Commemorative Event for the Battle of Monchy Le Preux 8/9 April 2017.



Thirty-eight members of the Squadron along with the Commanding Officer and Regimental Sergeant Major took part in a ceremony at the memorial to the Essex Yeomanry and Essex Regiment and were warmly welcomed by the Mayor and towns-folk of Monchy Le Preux. Also present was Lord Petre; Lord Lieutenant of Essex, Col (Retd) Stephen Foakes as President of the Essex Yeomanry, Lt Col Stuart Rowson; Deputy Commander (Reserves) 2 Signal Group, Dr Ted Bailey on behalf of the Essex Regiment and the Chair of Essex County Council, Councillor John Aldridge. A commemorative battlefield tour of Monchy Le Preux, Cambrai and a CWGC Cemetery followed. East Anglia RFCA provided a funding grant for this activity.

RESERVES

With over 2000 Reservists, East Anglia has a strong Army and Royal Air Force footprint across the region.

124 (Essex) Transport Squadron RLC



124 Squadron organised a community engagement event at Ingatestone Hall; the superb 15th century family home of the Petre family. Lord Petre kindly allowed use of the stone hall and the drawing room for a cocktail reception.

Guests at the event included Lord Petre, Dennis Rensch MBE DL, The High Sherriff of Essex, The Mayor of Brentwood and councillors, the Chairman of Essex County Council, East Anglia RFCA, Essex ACF and CCF along with military associations and the Rotary Club. The night was hosted by the Officers and senior ranks of the Squadron and a splendid night was had by all topped off by a visit from Santa!

158 Regiment Royal Logistic Corps



Summer 2017 saw 158 Regiment RLC deploy on its Annual Deployment Exercise (ADE) to Esbjerg, Denmark. The Regiment deployed 88 personnel to Oskbol Training area, to operate as a transport Squadron in line with the Regiments role. Phase one saw the Regiment deploy into the field, conducting a number of road moves, whilst

rehearsing convoy drills, harbour area administration and contact drills. This phase tested every member of the Regiment and facilitated mission command, allowing Junior Non Commissioned Officers to exercise Command and develop their leadership skills. Phase Two of the deployment saw the Regiment focus on military skills, including equipment care, academic development, section attacks and an extremely competitive march and shoot competition.



158 Regiment RLC joined the Defence Engagement effort by delivering logistic training to the Ethiopian Army in support of the UN mission in Somalia. Maj Anna Swales, Capt Carl Boyden and WO2 Toby Wing deployed to Addis Ababa in December to deliver a five day training package. Lessons focused on the UN mission, logistic reporting chains and principles. Overall, the course was well received and challenged the students. The experience was seen to be an extremely rewarding but mentally challenging time for the three Regiment staff – a lot of acting was involved to ensure the message and lesson aim was understood.

East Anglia is established for 2124 Reservists as tabled below.

RNR/RMR	190
Army Reserve	1365
RAF Reserve	240
University Service	329

RESERVES

From deployments to training exercises and engagement activities, our local units have been incredibly busy at home and abroad.

254 Medical Regiment



254 Medical Regiment travelled to Croatia in September to conduct an overseas training exercise where the unit worked side by side with Croatian forces, running Military Treatment Facilities and treating emergency battlefield casualties and primary health care patients. The participants had to cope with a new environment whilst taking part in medical emergency medical skills, completing paperwork and participating in amazing large scale multiple casualty scenarios. This tested their stamina, medical knowledge and ability to do the job at hand away from the comforts of home.

For the 5th year running, 254 MR ran one of their annual engagement days; a joint training exercise with the Cambridge University Emergency Medicine Society (CUEMS). Fifty student doctors and ten Combat Medical Technicians attended the day which was taught by a faculty of military and civilian doctors, nurses and paramedics. The students and CMTs learnt essential trauma skills which are not usually covered in medical school curriculums such as surgical airways, intraosseous access and thoracostomies, before testing their new skills in high fidelity simulations using patient actors and amputees.



2623 (East Anglian) Squadron RAuxAF Regiment



Assisted by a grant from East Anglia RFCA, 2623 Squadron RAuxAF Regiment led Leg 2 of Ex Diamond Rock, marking the RAF Regiment's 75th anniversary. For Squadron personnel this comprised of up to a month long deployment to the Canadian Rockies facilitating two Mountain Bike Foundation (MBF) courses. The expedition totalled 47 personnel (25 Reservists and 22 Regulars from 7 Force Elements across the RAF Regiment) and qualified 32 participants in the MBF course qualification and advanced others in the Mountain Bike Leader qualification.

Cambridge University Officers Training Corps



Officer cadets from Cambridge University OTC travelled to Morocco. They are pictured above on the summit of Mount Toubkal (4167m). The exercise was lead by Senior Under Officer Janay Gibbons. It was made possible by a grant from the Ulysses Trust and achieved significant personal and collective leadership and resilience training alongside a Defence Engagement exercise conducted with Moroccan Armed Forces.

EMPLOYER ENGAGEMENT

Many businesses across East Anglia lend their support to the Defence community. In turn, their efforts are rewarded via the Employer Recognition Scheme.



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

Throughout 2017, East Anglia celebrated 74 businesses signing the Armed Forces Covenant. Our Employer Engagement team work with a range of delivery partners who are signatories of the Covenant, such as public sector bodies, charities and businesses to establish mutually beneficial relationships.



London Stansted became the first airport in England to sign the Armed Forces Covenant; outlining how it will support both serving and retired military personnel and Reservists.

The Covenant was signed by the airport's HR Director, Liz Austin and witnessed by Lt Colonel Dawber.

In November, NorseCare and NPS began their Partnership with Defence by signing the Armed Forces Covenant and declaring their support for Armed Forces personnel in the workplace. The Norse Group, who have already signed the Armed Forces Covenant, employ around 10,000 people.

Mike Britch, Managing Director NPS Group, met with Lt Colonel Woodeson, 3 Royal Anglian to sign the Covenant with NorseCare Managing Director Karen Knight.



The Employer Recognition Scheme was launched in 2014 by the Prime Minister to recognise employer support for the wider principles of the Armed Forces Covenant.

The scheme encompasses Bronze, Silver and Gold awards for employers that pledge, demonstrate or advocate support to Defence and the Armed Forces Community.



In October 2017, we celebrated our first ERS Gold Award with the Morson Group who operate part of their business from Wattisham Flying Station in Suffolk. It is here that the group carry out major servicing of the British Army's Apache helicopters and maintain a pool of aircraft ready to deploy at short notice for the Army.

The company fully supports mobilised employees with a dedicated Reserves champion assisting with pre-deployment and return to work. Morson has also helped to establish the REME Aviation Reserves, which has provided a new career pathway for some of Morson's Apache attack helicopter technicians who are contributing their sought-after skills to a suitable Reserve role.

A month later, Anglian Demolition & Asbestos Ltd (Norfolk), Carbon60 Ltd (Bedfordshire), Colchester Institute (Essex), Cranfield University (Bedfordshire), CS Hodges and Son Ltd (Hertfordshire) and Servest Ltd (Suffolk) received ERS Silver Awards at an exclusive event in Cambridge.

Support for our Armed Forces in the East continues to grow, as demonstrated by 61 businesses from across the region having their status as Silver Award winners re-validated. Since 2014, their continued commitment to Defence personnel has been exemplary.



EMPLOYER ENGAGEMENT

We deliver a diverse range of Employer Engagement events and activities.

Networking events provide the perfect opportunity for employers to meet their local units and understand the benefits of Partnering with Defence.

254 Medical Regiment welcomed Cambridgeshire employers to the Army Reserve Centre in Cherry Hinton to experience life as a Medical Reservist. After breakfast, employers had the opportunity to see and handle equipment used by our Reserve Forces and hear about their vast abilities and skills that are available to employers. 254 Medical Regiment displayed a Prisoner of War treatment drill and casualty exchange with a quad bike bringing the casualty in on a trailer and handing the patient over the medical team.



Representatives from 85 employers attended an Armed Forces Covenant event hosted by 16 Air Assault Brigade at Merville Barracks, Colchester. With presentations, displays and an opportunity to network, the guests gained an exclusive insight into military life. 7th Regiment Royal Artillery showed off a 105mm light gun and parachute equipment. The Brigade is the British Army's airborne rapid reaction force, equipped to deploy by parachute, helicopter and air-landing. A highlight for the group was posing for a photo in front of the iconic WW2 Dakota aircraft, used in parachute operations such as D-Day and the Battle of Arnhem.



RAF Marham opened its gates, with Station Commander Group Captain Rich Davies ADC MA RAF welcoming over 50 employers. Following a breakfast briefing, guests took part in an exclusive tour of the station, visiting the weapon load training centre and having the opportunity to pose for photos in front of a Tornado.



Our Reserve Forces continue to be supported by their employers during normal routine training and through periods of mobilisation. We were able to thank them for their valuable support by inviting them to watch The Trooping of the Colour at Horse Guards Parade before lunch and a tour of the historic East India Club.

East Anglia RFCA were privileged to invite a mixture of employers, from those going for Gold to those who currently have Reservist employees mobilised in Cyprus and Afghanistan.

	AFC Signings	ERS Bronze	ERS Silver	ERS Gold
2014	30	7	100	0
2015	29	12	10	0
2016	45	33	11	0
2017	74	41	6	1
Total	178	93	127	1

EMPLOYER ENGAGEMENT

Our local units help us to deliver Employer Engagement events at home and abroad.

We offer employers professional development courses based on the British Army's approach to leadership and management.

Executive Leader and Future Leader are one day leadership development events for civilian organisations, big and small, across the full spectrum of business, industry and the public sector. Each event is aimed at providing free Personal and Professional Development in the field of leadership. Executive Leader is aimed at established leaders and supervisors in junior to middle management positions, whilst Future Leader caters for civilian employees not yet in supervisory or management positions. Both courses are tailored accordingly and delivered in an engaging and interactive way by selected Army personnel, with plenty of opportunity for thought provoking discussion and reflection.



Most recently, over 40 employees attended an Executive Leader course delivered by Cambridge University Officers' Training Corps at the Army Reserve Centre in Cambridge.

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



Exercise Lion Star

Exercise Sava Star

Our Employers Abroad programme offers employers an immersive military experience.

These unique visits give employers an insight into Reservist life so they can better understand their employees' skill sets and comprehend why it's essential to offer flexibility and additional support to them so they can fulfil their Reservist commitments.

254 Medical Regiment (Cherry Hinton, Cambridge) spent two weeks on Exercise Sava Star; living and working alongside 50 Croatian soldiers on the Crvena Zemlja training area in Knin, Croatia.

Luton & Dunstable Hospital NHS Foundation Trust, Cambridge & Peterborough NHS Foundation, East & North Hertfordshire NHS Trust, Colchester & Ipswich NHS Trust, Skillforce and Medway Community Healthcare all flew out to Croatia. They joined 254 Medical Regiment for a long weekend to witness some 110 Army Reservists, the majority of whom are professional clinicians with jobs in the NHS and other parts of the medical community parts of the medical community, complete a series of military training packages. The aim of the exercise was to ensure the Reservists are competent and confident in their core medical and military skills and to link the Reservists training with that of other NATO forces to ensure the best tactics and techniques are shared between nations.

A day later, a different group of employers, including Stansted Airport and Leverttech Aviation Services, journeyed to Cyprus to join 3 Royal Anglian Regiment (Bury St Edmunds, Suffolk) for their overseas training exercise.

Exercise Lion Star was a two-week challenging field exercise, utilising the austere environment that Cyprus offers. The exercise built upon the training progression during the training year, specifically focusing on command and leadership.

Employers visited a transit camp (Bloodhound Camp), witnessed troops training in the field and were given first hand insight into some of the training exercises.

COMMUNITY ENGAGEMENT

We work closely with local communities to raise the profile of our Cadet & Reserve Units and help local authorities understand the needs of the Armed Forces community.

The Lord Bishop of Chelmsford Rededicated East Anglia RFCA to mark the 60th Anniversary of its official opening as the Association's HQ in Springfield, Chelmsford.

On Monday 19th June, The Lord Bishop of Chelmsford, The Right Reverend Stephen Cottrell, officiated at a short service of blessing and re-dedication led by HM Lord-Lieutenant of the County of Essex, The Rt Hon The Lord Petre KCVO MA JP in celebration of the Association's opening.

This date also marked the commencement of Armed Forces Week when the nation joins together and celebrates the contribution that the Armed Forces (serving personnel, veterans and cadets) have made and continue to make to the Nation.

Those in attendance included the Mayor and Mayoress of Chelmsford Cllr Duncan Lumley and Edna Lumley, Cllr John Aldridge, Chairman of Essex County Council and his wife Christine, Deputy Chief Constable Essex Police Force Mr Ben Julian Harrington and Lt Col Ciaran Griffin OBE, Commander Colchester Garrison. Commanding Officers from regional Reservist units and senior Cadet Force members were also present.

Throughout Armed Forces Week we continued to champion our local Reservists.



Utilising a series of case studies, which were seeded out to regional press and supported by a significant social media campaign, we showcased Adam Kent who works for Mercedes Benz Trucks in Milton Keynes and is an Army Reservist with 158 Regiment RLC, 201 Transport Squadron in Bedford; Mark Farrant who works for Bedfordshire Police and is an RAF Reservist with 3TPS; Kevin McLeod Howard who works for Raytheon in Harlow



60th Anniversary event at Association HQ

and is an Army Reservist with The Scottish and North Irish Yeomanry and Andy Bickers who works for the Port of Felixstowe and is an Army Reservist with 158 Regiment RLC, 202 Transport Squadron based in Ipswich. With interviews across BBC Radio Suffolk, BBC Radio Essex and Bedford Today, we also experienced a 186% increase to our website traffic compared with the previous month. In terms of social media our Twitter engagement rose by 295% and Facebook by 235% across Armed Forces Week compared with the previous year.

East Anglia RFCA develop and build relationships with civilian and civic communities to raise awareness of the Reserves and Cadets, as well as East Anglia RFCA's role in supporting them.

Working with local authorities and key stakeholders, we support them in the delivery of their Armed Forces Covenant pledge. All County Councils and Unitary Authorities in East Anglia have signed the Covenant and they all strive to implement it in a way that fits with the values and ethos of their county.

We are in regular contact with all of our local MPs, providing regional briefings when appropriate and disseminating information on the Armed Forces Covenant, Reserves and Cadet matters.

County Forums continue to provide platforms for the military to engage with local communities. All our county and district councils have pledged their support in recent years for their local forces, brought about by the County Councillor members of our forums.

ESTATES

We manage and maintain around 200 Reserve Forces and Cadets sites across the region, handle the acquisition and disposal of land and buildings and adapt homes for injured servicemen and women.

We deliver highly cost effective maintenance and development projects. Over the past seven years, nearly £6 million has been invested in the estate. This activity has been funded by various Ministry of Defence funding streams and Regionally Generated Income.



162 Medical Squadron, 254 Medical Regiment will soon benefit from a brand new purpose built Army Reserve Centre in Hitchin. Phase One, which involved the demolition of the previous Army Reserve Centre and the building of a new one, is nearing completion. Phase Two will progress with a refurbishment of the former ACF premises and the drill hall.



The RAF Air Cadets at 863 Squadron, Norfolk and Suffolk Wing will settle into new premises this Spring, following the demolition and re-build of the ATC at Thurston.



Spring 2018 will also see the opening of a brand new cadet hut at the Norwich Army Reserve Centre for Norfolk Army Cadet Force. All of these projects aim to deliver

a better working and training environment; a proven formula for better recruitment and retention.

A significant urgent refurbishment project during 2017 resulted in a replacement conference facility at East Anglia RFCA in Chelmsford. In addition to a large meeting room, a fully equipped kitchen, training suite and new offices were developed to satisfy essential business needs.



From March 2018, demolition of the old storage huts begins at the Chelmsford site to make way for a new HQ for the RAF Air Cadets, Essex Wing.

An indication of the size and composition of our Estate.

Association HQ	1
Army Reserve Centres	15
Weekend Training Centres	4
ACF Detachments	150
ATC Squadrons	100
Combined Cadet Force	25 + 17
Careers Offices	1

ESTATES

The Estates team ensure our buildings are fully compliant and optimised for regular use and hiring.



East Anglia RFCA continue to support Wounded, Injured and Sick Service Personnel.

Our Estates team do a phenomenal job year-round supporting those who serve or have served by providing adaptations to living accommodation.

During 2017, nine projects were completed. Discrete funding from the Directorate of Infrastructure Army HQ enables the work to be carried out and frequently includes installing step-free access and wet room conversions.

Recently an Army veteran in Cambridgeshire benefited from a new driveway, steps and railings being installed at the front of the property. He commented, "The driveway has made my life easier. Before, it was too dangerous for me to get in and out of the house. Now I'm not isolated or trapped in the house. I can safely get in and out at night and also during bad weather and not have to worry. I appreciate the time and effort from all involved in making access to life easier."

A requirement of the Next Generation Estates Contract (NGEC) is that East Anglia RFCA have different reporting capabilities.

The NGEC programme, in partnership with Defence Infrastructure Organisation (DIO), aims to ensure a common level of compliance across the estate and the last stage of the process involves amended reporting. In order to meet this requirement East Anglia RFCA have developed and launched a new Parcel of Land website which enables onsite users, contractors and the estates team to catalogue all of the relevant certification. This

portal, alongside the helpdesk which handles reactive maintenance enquiries, will ensure our Reserve and Cadet users have a positive experience across our estate.

Alternative Venues raised £185K for the Estate.

All of our sites are available for hire. Revenue is re-invested into the estate, with up to 40% going directly to the unit operating from the hired site.

Colchester Army Reserve Centre (ARC) and Chelmsford ARC are strong performers with regards to Alternative Venues. Luton ARC is the highest revenue earner at present, which will increase once the prime customer has expanded the car selling venture that is on site. The Finance Scrutiny Committee has agreed the investment of money for buildings works to be undertaken to facilitate this growth.

All of the net profits from Alternative Venues activity were used to support capital investment projects across the estate. A prime example is the Norfolk ACF hut (opposite) which was a £200K demolition and rebuild project.



An event at the Army Reserve Centre, Coldhams Lane, Cambridge

Alternative VENUES / East Anglia

MEMBERSHIP

The volunteer members of the Association act as local ambassadors in the community across the range of RFCA interests.



The membership is at the core of our activity and their time and expertise is valued highly by the Association.

East Anglia RFCA has approximately 120 active association members across the six counties of East Anglia.

These members attend county forum meetings in their respective counties, as well as numerous committees, meetings and engagement events.

Some members bring particular expertise to key forum sub committees dealing with finance, legal matters and estates and employer engagement. Typically, these individuals range from qualified surveyors, accountants and solicitors to industry leaders and opinion formers.

If their hourly rates alone were considered, their contributions would represent a cash value of £600K a year in pro bono activities. A phenomenal achievement for a volunteer membership.

A specific project which benefitted from the support of one of our members, Colonel J A Athill DL, our Norfolk County Chairman, concerned the non-payment of Non Domestic Rate Reliefs (NDRR) from some Norfolk Council authorities. Col Athill used his influence to help secure the outstanding rebates, a saving to East Anglia RFCA over the last six years of £138,000.

In addition to extending our network of networks, the membership continually help us with cost saving. In Cambridgeshire, Captain VH Lucas DL RN, via his connections with the University of Cambridge, secures accommodation, usually only available to Fellows, for select guests at our ERS Silver Award dinners every November.

We welcome new members to the Association and congratulate others on new appointments.

Mrs Jenny Tolhurst has been appointed by Her Majesty as Lord-Lieutenant for Essex after The Rt Hon The Lord Petre KCVO MA JP retired.

Mr Robert Voss CBE succeeds The Countess of Verulam as Lord-Lieutenant for Hertfordshire.

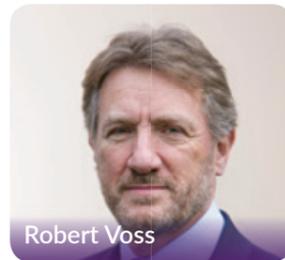
The Association Board have nominated **Mr Ian Twinley** as successor to Major General G S Smith CB QVRM TD as the Association's Chairman and **Mr Christopher Walkinshaw** as Regional Employer Engagement Group Chairman. Both will be ratified at the AGM.

Captain Anthony Chapman RD DL VR RNR becomes the newest Deputy Lieutenant for Hertfordshire.

Lt Col Leona Barr-Jones has been appointed as Hertfordshire's Employer Engagement Group Chairman and as Deputy Commandant for Essex Army Cadet Force.



Jenny Tolhurst



Robert Voss



Ian Twinley



Christopher Walkinshaw



Anthony Chapman



Leona Barr-Jones

Pictured top left East Anglia RFCA Chief Executive, Deputy CE, Chairman & members, Essex ACF and Suffolk ACF with Lord Petre.

CONGRATULATIONS

East Anglia RFCA are proud to champion individuals from across our region and offer our thanks and appreciation.

Many congratulations to Isabella Scanio (pictured right) of Bedfordshire and Hertfordshire Army Cadet Force, Rickmansworth detachment, on winning the CVQO Westminster Award 2017.



Guy Horridge, CVQO Chief Executive, said: "Isabella has worked hard to become not just an outstanding cadet but a valuable member of her local community. She demonstrated clear leadership skills and a strong ability to encourage team working to deliver results

and, as such, she embodies all that we were looking for in a Westminster Award winner."

Phoebe Mercer from Suffolk Army Cadet Force, Ixworth detachment (pictured above left) was also one of the ten finalists. During the finalists trip to South Africa Cadet CSM Mercer was tasked with documenting the trip and on her return putting together a video, which is now used by the CVQO team for promotional purposes. Isabella, badged Irish Guards has also given a talk on South Africa to the regular Battalion.

Cadet CSM Mercer finished her cadet career on her 18th Birthday, the same day as she flew to South Africa; no better way to end a cadet career. She has now been asked to return to mentor the applicants for 2018 and is currently at University where her academic and sporting prowess is being realised at an adult level.



Sergeant Phillp Bower 2623 Squadron RAuxAF Regiment, received the Queens Volunteer Reserve Medal for 16 years of exemplary dedication, determination and leadership that promoted both 2623 Squadron RAuxAF Regiment and the Royal Auxiliary Air

Force at their best. This was done through support to operations, investment in squadron-level training and transforming the Squadron's welfare structure.

On behalf of the Association, Col Wilkinson wishes Deputy Chief Executive Lt Colonel Jackie Allan QVRM TD VR a very happy retirement.



Lt Col Jackie Allan joined East Anglia RFCA some eighteen years ago. At the time she was the first female RFCA Deputy Chief Executive and she has been a pathfinder ever since.

A former Royal Signals Territorial Army and Army Reserve Officer, she commanded 36 Signal Regiment, served in Iraq in 2006-07 as the British Liaison Officer in the US Embassy, Baghdad, and then served on the staff at 2 Signal Brigade and then 1 Military Intelligence Brigade. She was awarded the QVRM in 2013.

Always busy supporting her local community, she spent 16 years as governor of the village primary school, is President of East London Royal Signals Association, and more recently has taken on the mantle of organising the annual Scotland in Colchester Pipe Band Contest.

Jackie has been the source of all knowledge concerning youth and cadets for many years, and her advice is often sought by her peers amongst the other RFCA Associations. Her commitment to the organisation is unparalleled and I have always had the utmost confidence in her management of the ACF permanent staff and her ability to coordinate Association activity in her role as Chief of Staff; I consider myself most fortunate to have worked with such an outstanding Deputy over the last three years and her cheery disposition will be missed by all.

Thank you Jackie for your massive contribution to the Association and I wish you well in your very well-earned retirement!

We currently employ 25 members of staff at Chelmsford HQ and another 45 employees across the six counties.

The forecast this Financial Year is for expenditure of £8.967m.

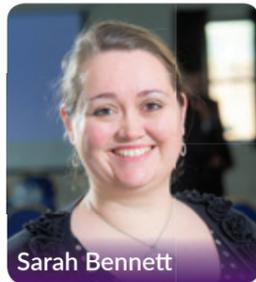
New Staff at Chelmsford HQ



Paul Bishop



Matthew Tucker



Sarah Bennett



Lauren Phillips



Claire Styles



Lynsey Smith

In July we appointed our new Head of Engagement **Paul Bishop**. With over 20 years' experience of Engagement and Communications work within the public sector, Paul heads-up the Engagement team; incorporating Employer and Community Engagement and Corporate Communications.

Sarah Bennett will continue as Communications and PR Manager alongside **Claire Styles** who returns from maternity leave in April. Sharing responsibility for the Association's marketing, media relations and communications, the team will further develop the Alternative Venues business.

Our Estates team welcomed Graduate Surveyor **Matthew Tucker** and Employer Engagement appointed two Admin Officers: **Lynsey Smith** and **Lauren Phillips**.

Secretariat

Recently, ISO 9001-2015 accreditation was approved for all 13 RFCAs and the Secretariat has been at the forefront of carrying out internal Quality Management Systems audits and scrutinising their working practices with a view to continued improvement. The CRFCA QMS Manager highly praised the administrative control and management of HR support, training and MIS administration for the 70 staff at more than 20 sites across East Anglia. Work continues on reducing the number of paper files that are held by the Secretariat with official records/documents being committed to SharePoint. And we shall be well-placed to meet the requirements of GDPR when it is introduced in May 2018. As in previous years, the Secretariat hosted a work experience student and also provided an opportunity for a young person on a Business Services Apprentice scheme.

Communications

Within the last year we have organically grown our Twitter followers by 17% and continue to develop our presence on Facebook and LinkedIn. As these platforms advance their revenue streams, organic growth is becoming increasingly difficult. The challenge ahead for us is in navigating paid for content so we continue to increase engagement with our key stakeholders.

Our most successful social media campaign of the year was during Armed Forces Week. Details of which can be found under the Community Engagement section of this report.

During 2018 we're looking to introduce media monitoring and optimise our website and monthly newsletter content.



East Anglia RFCA is funded by several Ministry of Defence and single Services sources to deliver its three mandated outputs of Estates, Engagement and Cadets & Youth.

The forecast for this financial year is expenditure of £8.967m on an income of £8.65m. The difference being supported by income self-generated within the region. This income is from Non Domestic Rates Reliefs (NDRR) for cadet premises and from the commercial exploitation of our estate. The forecast for self-generated income this financial year is circa £456k and £185k respectively.

Estates maintenance, Revenue and Capital projects accounted for 49% of expenditure with Wounded and Injured Service Personnel Living Accommodation (WISPA) adaptation work accounting for a further 4%. Soft Facilities Management support to the estate added a further 16% to the spend.

Support to cadets represents 22% with engagement less than 1%.

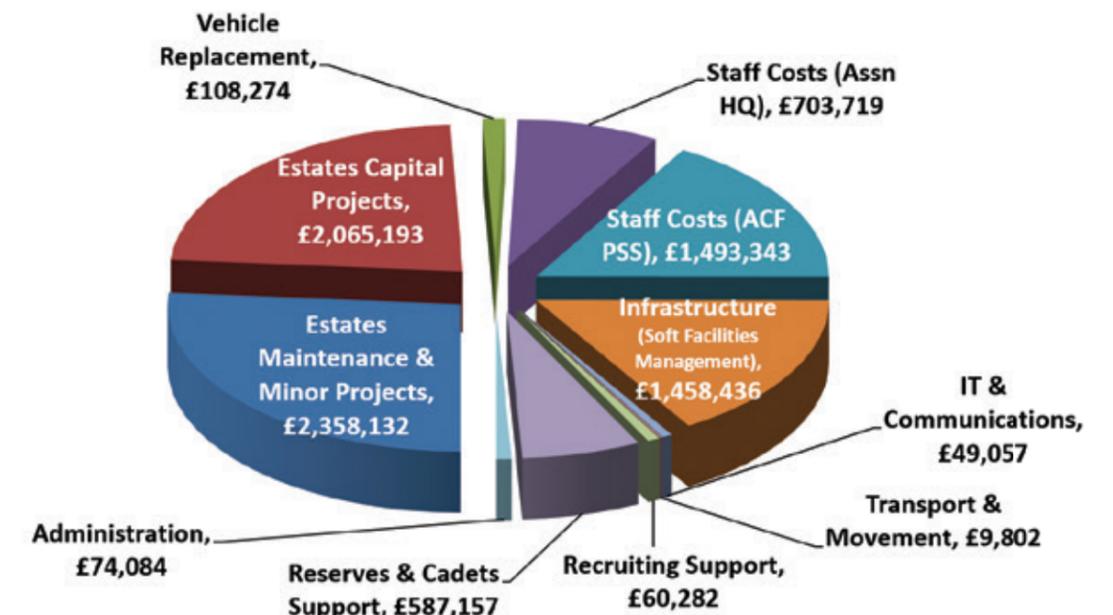
Overheads were tightly controlled with the cost of Association HQ staff and IT/ general administration expenses representing just 8% of expenditure.

IT Systems

This year we delivered on our hardware replacement program; the faster hardware benefit is increased staff efficiency. Additionally this reduces risk of hardware failure and susceptibility to toxic code.

The introduction of the UniFi Wi-Fi network at HQ allows staff to move around the building without being logged off our secure network and this supports hot desking. We continue to promote the RFCA Cloud for better data sharing. There were several compliance requirements placed on us by CRFCA all of which we have met within the deadline. These measures were implemented to make data more secure and to protect the network. The new Conference Room IT allows staff to cast their desktops wirelessly to the new 80" interactive display which has some very useful features. This makes collaboration, video conferencing and staff training sessions more efficient.

Consolidated Expenditure Forecast Financial Year 2017/2018 (£8.967m)



About Us

East Anglia RFCA is an autonomous and tri-service corporate body established by an Act of Parliament.

Our main role is to give advice and assistance to the Ministry of Defence on matters relating to Reserves and Cadets in our region.

East Anglia RFCA covers Essex, Suffolk, Norfolk, Cambridgeshire, Hertfordshire and Bedfordshire.

Our Vision

East Anglia RFCA is widely recognised by its target audiences as the most valuable, knowledgeable and authoritative body in support of Reserve Forces and Cadet Organisations in East Anglia.

Support Us

Share your knowledge and enthusiasm for Reserves and Cadets by using your network to create local engagement opportunities.



GEOGRAPHICAL BOUNDARIES OF EA RFCA

Use your local government connections to encourage attendance at events, support for planning applications and assistance with housing and education for service leavers.

In your business, encourage your HR representatives to email our Regional Employer Engagement Director to find out how they can show their support for Armed Forces Personnel.

ea-empsp@rfca.mod.uk

Tell your friends and colleagues that our sites are available to hire for training and conferences. Our sites are secure, often with lots of free parking, well-equipped and all proceeds are invested back into the estate. Visit alternativevenues.org/ea or contact 01245 244 800 for enquiries.

Stay up to date

Our e-newsletter is issued monthly. Read our interesting and useful content and stay up to date with what's happening in East Anglia.

To subscribe to our newsletter or share your news with us, email ea-comms@rfca.mod.uk

You can also find us [@EastAngliaRFCA](https://www.instagram.com/EastAngliaRFCA)



East Anglia Reserve Forces and Cadets Association

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