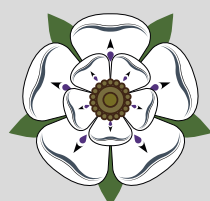


Chairman's report

Spring 2019



RFCA
for Yorkshire and The Humber
Reserve Forces' & Cadets' Association

www.rfca-yorkshire.org.uk



**Supporting reserves and cadets
throughout Yorkshire and the Humber**

Foreword

As chairman of the Reserve Forces' and Cadets' Association for Yorkshire and The Humber (RFCA), it is a pleasure to present my report for the final six months of 2018/19.

The period was one of success and challenge for the RFCA.

The number of cadets grew and they continued to enjoy a fantastic Cadet Experience, attending camps, travelling abroad and achieving nationally-recognised qualifications.

Reserve numbers increased too and a record number of employers signed the Armed Forces' Covenant, making a public pledge to treat reserves, veterans and their families fairly.

The RFCA's surveyors arranged for hundreds of repairs to be carried out on cadet and reserve forces' buildings as well as completing major projects such as the new Army Cadet Centre in Stokesley and extra storage facilities in Ripon and Driffield.

In addition, the RFCA continued its on-going drive to professionalise its processes and procedures. The Estate Department's online helpdesk system streamlined the way building faults are reported and resolved; departments introduced more robust reporting mechanisms to ensure better, more informed decision-making; new induction systems were implemented for staff joining the organisation.

But while there were many achievements, the RFCA also faced a number of challenges.

A key one was financial. We were not allocated enough money to cover the full cost of repairs to our 600-plus building stock. As a result, we had to meet a £400,000 shortfall from our own, regionally-generated income. This is money we normally ring-

fence for new developments and improvements to the cadet and reserve estate. If we had to fund repairs from this budget routinely, it would have a serious impact on the quality of infrastructure our cadets and reserves enjoy.

While our cadet numbers grew, the number of cadet force adult volunteers did not keep pace and our professional support staff raised concerns about the extra workload they faced as a result of increased statutory inspections and safeguarding responsibilities. This is an issue we will need to address as a matter of priority during 2019/20.

A major setback for the cadets was a decision by the Ministry of Defence to remove all drill practice rifles from detachments and to place them in 'alarmed armouries'. The move followed a break-in at a cadet unit outside the region in which a number of weapons were stolen.

The RFCA considers shooting practice to be a defining part of the Cadet Experience and we are concerned that cadets' access to drill practice rifles is now limited to weekend company events only. We will be monitoring the impact of this during early 2019/20 and work with other RFCAs to develop the most constructive response we can.

I hope this report provides a useful summary of the RFCA's activity in the last six months of 2018/19 and that it helps signpost members to the key issues facing us in the year ahead.



**Air Commodore
Ian Stewart CBE DL**
Chairman

RFCA for Yorkshire
and The Humber

Key developments in the final six months of 2018/19

We championed our cadets

Our role is to promote the Cadet Experience and support recruitment of cadets and cadet force adult volunteers.

- Cadet numbers increased 10 per cent
- Cadets achieved 165 Duke of Edinburgh Awards
- Cadet force adult volunteer numbers fell by nine per cent.

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We promoted the role of reservists

Our role is to support the Royal Navy, Army and Royal Air Force's efforts to recruit reservists and to promote the value of the reservists' role.

- Reservist numbers increased slightly
- Targeted recruitment scheme launched
- Three mini-stretches attracted 78 participants from 11 employers
- The RFCA supported The Band of The Yorkshire Regiment to join Exercise IRON WOLF in Lithuania.

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We secured the support of employers

Our role is to encourage employers to support our reservists, veterans and cadet force adult volunteers through the Armed Forces Covenant and the Employer Recognition Scheme.

- Three employers received Gold Awards
- 12 employers achieved Silver Awards
- 33 employers signed the Armed Forces Covenant.

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We provided the best places to work and train

Our role is to manage and maintain the 600-plus buildings that are home to our cadet and reserve units as well as to provide home adaptations for injured service people.

- New cadet centre opened in Stokesley
- New storage facilities created in Ripon and Driffield
- 700 repairs carried out
- 100 per cent satisfaction from units for repairs.

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We won the hearts and minds of communities

Our role is to encourage support for the reserves and cadet forces through our enduring relationships within local communities.

- The RFCA welcomed new members and associate members
- We reviewed our membership ahead of new development plans for 2019/20
- We increased page views of our website and twitter following.

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Championing our cadets

OUR ROLE

Our role is to promote the Cadet Experience and support recruitment of cadets and cadet force adult volunteers.

Cadet numbers grew significantly in Yorkshire and the Humber during the period and units still continued to deliver the challenging yet safe training that is at the heart of the Cadet Experience.

As a result, cadets enjoyed rewarding experiences, developed new skills and achieved nationally recognised qualifications and awards.

GROWING NUMBERS

Across all three services, cadet numbers increased 10 per cent from 5,763 in December 2017 to 6,330 in December 2018.

Army Cadets remained by far the biggest cadet force with its cadet numbers increasing 11 per cent from 2,226 in December 2017 to 2,516 in December 2018. However, at 52 per cent, the Sea Cadet Corps saw the biggest proportional rise in cadet numbers – increasing from 575 in December 2017 to 873 in December 2018. Numbers of both Air Cadets and Combined Cadet Force cadets remained broadly unchanged.

1. Cadet numbers by service

	2017	2018 (December)	Change
Sea cadets	575	873*	+52%
Army cadets	2,266	2,516*	+11%
Air cadets	1,792	1,812*	+1%
Combined Cadet Force	1130	1133	n/a

*Excludes probationary cadets



Three outstanding cadets were honoured for their contribution of their communities by one of the oldest merchant guilds in the country, the Merchant Adventurers in York.

From left to right are York Air Cadet Thomas Grieves, aged 18, Malton Army Cadet Daniella Recchia, aged 17, and York Sea Cadet Angus Gatus, aged 17.

ADULT VOLUNTEERS

But while cadet numbers grew, numbers of professional support staff and cadet adult volunteers failed to keep pace.

Professional support staff raised concerns about the increasing workload they faced due to a growing number of statutory inspections and expanding safeguarding responsibilities.

In the year ahead, the RFCA will review professional support staffing levels in Yorkshire and the Humber and benchmark

them against those in other parts of the country with a view to targeting additional resources if and where needed.

Cadet force adult volunteers across all services fell by nine per cent (110) from 1,252 to 1,142 between December 2017 and December 2018.



Cadet Force Adult Volunteers Michelle Blackburn, from Harrogate Sea Cadets, and Clare Crebbin, from 58 (Harrogate) Squadron Air Training Corps, supported International Women's Day awareness-raising.

This fall was entirely the result of a 35 per cent (156) fall in the number of Army Cadet Force Adult Volunteers, though, at 15 per cent, growth in Sea Cadet Corps Adult Volunteers also failed to keep pace with the increase in cadet numbers.

2. Adult volunteers by service

	2017	2018	Change
Sea cadets	225	257	+15%
Army cadets	441	285	-35%
Air cadets	531	544	+2%
Combined Cadet Force	55	56	n/a

The RFCA has identified recruitment and retention of cadet force adult volunteers as a key priority for 2019/20 and will ring-fence resources to support cadet forces in their efforts to address the issue.

A POSITIVE CADET EXPERIENCE FOR ALL

Despite these challenges, cadets continued to enjoy a positive Cadet Experience.

Camps were held by all three services with the Army holding regular weekend camps and events at Strensall and Driffild; the Air Cadets staging a Christmas camp attended by 50 cadets at RAF Linton-on-Ouse; the Sea Cadets held 24 multi-activity training camps involving 1,800 cadets.

Cadets from the region joined in events to mark 100 years since the end of the First World War. Army cadets travelled to France to commemorate those who served and fell in the Great War; members of Scarborough Sea Cadet Corps attended a remembrance weekend in Belgium; Air Cadets from Ripon unveiled a permanent memorial to the fallen near the UK's biggest military camp, Catterick Garrison; and Army Cadets from Howden captured family memories of World War 1 in a project that led to them being invited to brief MPs in the Houses of Parliament.

However, the Cadet Experience suffered a setback in March when Regional Command



Fourteen-year-old Mitchell Breare was among cadets from 868 (Mirfield) Squadron learning the basics of flying when they attended a Blue Gliding Wings Course at RAF Syerston.

ordered that drill practice rifles should be removed from all cadet detachments and placed in 'alarmed armouries'. The order followed a break-in at a cadet unit outside the region in which a number of decommissioned drill rifles were stolen. Tests later revealed the weapons may not conform to Home Office guidelines for disabling weapons and potentially could be re-converted into live firers.

In Yorkshire and the Humber, all drill practice and .22 rifles were transferred to alarmed armouries across the region. This means, for the time being, cadets cannot easily access weapons for week night practice and are unable to do shooting practice unless they are on a company weekend.

In addition, the Air Training Corps struggled during the period to provide its cadets with as many opportunities to fly as it would have liked. This was partly due to bad weather but also because the Air Training Corps nationally banned cadet units from using private gliding clubs. This means Central and East Yorkshire Wing are no longer able to use the Wolds Gliding Club. Central and East Yorkshire Wing also continues to have concerns about the implications of the planned closure of RAF Linton-on-Ouse.

MEASURING SUCCESS

In total, cadets were awarded 165 Duke of Edinburgh Awards – including 22 Golds – as well as achieving a host of leadership and first-aid qualifications and other awards. At three per cent of all cadets achieving a Duke of Edinburgh Award, attainment was broadly in line with the same period of the previous



Sheffield Sea Cadet Thomas Otter, aged 17, of Ecclesfield, Sheffield, was winner of the RFCA's cadet photography competition #WeAreCadets which attracted entries from units across the region.

year and is something the RFCA will continue to monitor.

Of course, the Cadet Experience goes so much wider than awards and qualifications. However, attainment of awards such as the Duke of Edinburgh Awards is a useful proxy measure of the breadth of experiences cadets are getting during their time with their units.

3. Duke of Edinburgh's Awards (August to December 2018) by service

	Gold	Silver	Bronze	All	Attainment per cadet
Sea cadets 2018	8	2	17	27	3%
Army cadets 2018	6	4	32	42	1.7%
Air cadets 2018	8	20	68	96	5.3%



Bradford Army Cadet Ibrahim Flaherty explained how being part of C Company Yorkshire North and West ACF had helped him turn his life around when he was invited to speak at an event hosted by His Royal Highness The Prince of Wales at Clarence House.



Cadets from Queen Ethelburga's school Abi Smith Dodsworth, aged 18, left, and Charlotte Cunningham, aged 14 with their instructor, right, Kandis Watson.

Eight schools from Yorkshire and the Humber successfully applied to set up Combined Cadet Forces (CCF) for their pupils.

This brought the total number of schools in the region with cadet forces to 28 – 19 of which are in the state sector – and means Yorkshire and the Humber has met the target set for it by the Department of Education under its Cadet Expansion Programme.

Recruitment of new schools has been supported by new Ofsted guidance which specifically links the Cadet Experience to areas of its inspection framework.

Of the eight schools who successfully applied to have cadet forces, two applied as a joint partnership – Gateways and Horsforth Schools in Leeds. This was the first formal partnership in the region between an independent (Gateways) and state (Horsforth) school.

As part of the variety of activities CCF cadets do, many are done with CCF cadets from other schools. As a result, February saw cadets from Queen Ethelburga's independent school near York take part in a military vehicle off-roading day at the Defence School of Transport in Leconfield alongside cadets from Sirius Academy, a state school in Hull.



Promoting the contribution of reservists

OUR ROLE

Our role is to support the Royal Navy, Army and Royal Air Force's efforts to recruit reservists and to promote the value of the reservists' role.

The number of active reservists in Yorkshire and the Humber increased slightly during the period from 2,409 in October 2018 to 2,430 at the end of March 2019.

Of the services, the Royal Navy saw the biggest percentage increase with reservist numbers rising four per cent. However, the size of the service in the region meant the increase amounted to just three additional reservists. The Army attracted 18 additional reservists during the period, the equivalent of a one per cent increase, while numbers for the Royal Air Force were static.

TRACKING RESERVIST NUMBERS

The RFCA tracks reservist numbers on a Ministry of Defence database and reports on them to the Engagement Advisory Board. The database can report on reservist numbers by gender and at the end of March 2019, seven per cent of reservists (159) in the region were women. The RFCA supports recruitment of reservists through its communications activities, amplifying the recruitment campaigns of individual services via its own promotional channels and issuing communications which proactively promote the reservist role.

In addition, the RFCA's engagement team's relationships with employers across the region support recruitment campaigns. For example, during the period, the engagement team worked with 4 Brigade to pilot a new approach to recruitment. This involved the brigade identifying skill gaps within its units and working with the engagement team to target specific businesses whose workforce includes potential reservists with the required skills. This pilot scheme resulted in the recruitment of a GP to fill a medical officer role and will continue in 2019/20.

4. Numbers of reservists in Yorkshire and the Humber October 2018 and March 2019

	October 2018	March 2019	Change
Royal Navy	82	85	+3 (4%)
Army	2,173	2,191	+18 (1%)
Royal Air Force	154	154	-
Total	2,409	2,430	+21 (1%)

MINI-STRETCH EVENTS

The Army stages 'mini-stretch' events to which it invites local employers and their staff. These events involve participants going to a reserve unit and doing a number of team-building tasks related to the work at the unit. They serve to showcase the skills of reservists as well as supporting recruitment. The RFCA's engagement team has a supporting role and helps units identify which businesses and organisations to invite.

During the period, the Army's reserve units organised three 'Mini-Stretches' which in total attracted 78 participants from 11 employers.

Mini-stretch	Number of participants	Number of companies	Name of companies attending
REME, Scunthorpe	30	5	Humber Refinery Department of Work and Pensions, Scunthorpe Office Uniformed Services Course, North Lindsey College Sheffield City Health Care Ongo Homes, Scunthorpe
150 Regiment RLC, Hull	2	1	YH Training Services
Queens Own Yeomanry, York	46	5	York Racecourse York Hospital Fletchers Waste Management Atkins Global HMP Wealstun



RFCA awarded a grant to The Band of The Yorkshire Regiment to enable it to go to Lithuania and support reservists from the battalion taking part in Exercise IRON WOLF. Some 3,500 troops from 14 NATO and partner countries took part in the exercise to evaluate the ability to quickly deploy forces to any part of Lithuania.

The band took part in a number of Lithuania's Remembrance Day celebrations that took place during the deployment.

3

Securing the support of employers

OUR ROLE

Our role is to encourage employers to support our reservists, veterans and cadet force adult volunteers through the Armed Forces Covenant and the Employer Recognition Scheme.

A record number of employers in Yorkshire and the Humber pledged their support to the military by signing the Armed Forces Covenant during the period.

The Covenant is important because, under it, organisations make a public commitment to treat reservists, cadet force adult volunteers, veterans and their families fairly. Some 33 employers signed up in the last six months of 2018/19.

Among them were three NHS Trusts – Doncaster and Bassetlaw, Bradford Teaching Hospitals and Calderdale and Huddersfield – which, between them, employ more than 17,500 people.

5. Number of employers who had signed the Armed Forces Covenant by date.

	Armed Forces Covenant
March 2018	122
September 2018	144
March 2019	177

Private-sector organisations also pledged their support – including companies with national reach and employing thousands of people – such as law firm Irwin Mitchell – as well as small, boutique businesses such as Yorkshire Dales Distillery in Catterick.

6. Top sectors for all Armed Forces' Covenant signings:

1. Education
2. Construction
3. Healthcare
4. Recreation/leisure
5. Not for profit

Top sectors for Armed Forces' Covenant signings October 2018/March 2019:

1. Education (15%)
2. Healthcare (12%)
3. Construction (12%)
4. Recreation and leisure (9%)
5. Security (9%)

The largest number of Covenant signees during the period were from education, healthcare and construction sectors – which is in line with the long term picture.



Award-winning Harrogate company BioClad was among 33 companies who signed the Armed Forces' Covenant in the period.

Managing director Lindsay McKenzie, left, joined Lieutenant Colonel Richard Hall MBE, right, to sign the Armed Forces Covenant under which the firm promises to support the military community.

They were joined by BioClad supply chain co-ordinator Paul Ellis, centre, a retired Warrant Officer who served with the Royal Signals for 24 years before joining the Cardale Park firm.



Twelve organisations won a Ministry of Defence Silver Award for their support of the Armed Forces and were honoured at a special ceremony in Hull.

SILVER AWARDS

The RFCA's engagement team offers every employer signing the Covenant bespoke support to deepen their involvement with the military by taking part in the Ministry of Defence's Employer Recognition Scheme (ERS).

During the period it actively worked with 11 employers to help them apply for an ERS Silver Award.

Employers working towards their Silver Award during the period were:

- Irwin Mitchell, nationwide
- London Risk, Hull
- North Lincolnshire Council
- Bradford Teaching Hospitals
- Calderdale and Huddersfield NHS Trust
- Soft Box, York
- Global Partnership Training, Hull
- Doncaster Colleges Group
- Mid York NHS Trust
- VICTVS, Leeds
- Humberside Fire and Rescue.

Six employers applied for an ERS Gold Award in the period. They were:

- City of York Council
- York Teaching Hospital
- Hull and East Yorkshire NHS Trust
- Richmondshire Council
- East Riding College
- Kirklees Council.

RECOGNISING SUCCESS

In November, the RFCA organised a special ceremony attended by members of the Armed Forces at Hull's Guildhall at which it paid tribute to 12 employers who had achieved the ERS

Silver Award. The award was in recognition of the high-quality policies they have in place to ensure the military is treated fairly. These policies included giving all reservists and cadet force adult volunteers an additional five days paid leave for military or cadet force training. Together the award-winning employers have a workforce of more than 50,000 people – which means a significant number of reservists and cadet force adult volunteers are likely to benefit from their good practices. In addition, it also means potential reservists and adult volunteers are more likely to join a unit, knowing that major employers are supportive of the reservist and volunteer role.

The employers were each presented with their award by the Lord-Lieutenant representing their part of the region.

They were:

- Rotherham Council
- Kirklees Active Leisure
- Airedale NHS
- GO Outdoors
- Barnsley Council
- Richmondshire Council
- Hull NHS
- Kirklees Council
- HMP Wealstun
- G8 Property Services
- City of Bradford Council
- York St John University.

GOING FOR GOLD

Also in November, three employers from Yorkshire and the Humber were presented with a Gold Award by Prince Edward, Earl of Wessex and the Secretary of State for Defence Gavin Williamson at a ceremony at London's Lancaster House.

The RFCA had worked with all three organisations to help them reach the standard required for the prestigious award and the employers will serve as advocates for the Armed Forces' Covenant in the years ahead.

The Gold Award winners were:

- ITI Networks, Sheffield
- Leeds Teaching Hospital NHS Trust
- WYG, Leeds.



Providing the best places to work and train

OUR ROLE

Our role is to manage and maintain the 600-plus buildings that are home to our cadet and reserve units as well as to provide home adaptations for injured service people.

The RFCA carried out more than 700 separate repairs to cadet and reserve forces' buildings during the period, as well as completing major building projects.

The building projects were:

- A new £400,000 cadet centre in Stokesley
- Stores designated for wet and dry equipment at Cadet Training Centre Driffield
- An extension to the stores at Ripon Joint Cadet Centre
- £100,000 upgrade to Minden House Army Reserve Centre, Pontefract
- A replacement roof at Carlton Barracks in Leeds.

In addition, the armouries and magazines of three army reserve centres – Minden House, Harewood/Churchill Barracks and Grimsby – were replaced under an initiative to upgrade these facilities across the whole UK Army estate. The project will be extended to further centres next year, including Endcliffe Hall, Wenlock Barracks and Scarborough Barracks. During the period, a feasibility study was also completed into major repairs at Keighley Joint Cadet Centre. Work is expected to begin in 2019/20 beginning with the outside of the building, addressing the inside during subsequent years.

The RFCA's surveyors carried out their programme of winter visits to Army Reserve Centres used by cadets and reserves in

Yorkshire and the Humber. As a result, they have identified works which need to be done in 2019/20 and the Finance Advisory Board has agreed to allocate money from the Regionally Generated Income (RGI).

Key programmes for 2019/20 include:

- £400,000 new cadet centre at Barton on Humber
- £250,000 repairs to the external fabric of Keighley Joint Cadet Centre
- £230,000 for the remodelling of Harrogate Joint Cadet Centre.

FINANCIAL CHALLENGE

The RFCA receives money from central Government to pay for building repairs while using RGI for improvements, extensions and new-builds. During 2018/19, it advanced £400,000 of its RGI to meet the cost of repairs, in the expectation it would be reimbursed. However, during the period, it became clear the money would not be repaid – which means

Home adaptations for wounded soldiers

The RFCA is responsible for carrying out adaptations on the homes of wounded and injured soldiers. This is a duty we take great pride in and work closely with our service people and veterans to ensure they get the adaptations they need. During the period, we carried out a number of adaptations and tendered for further works to be completed during 2019/20.

there is a shortfall in the amount the RFCA has available for development work. Spending on statutory and mandatory work will continue to be a priority in these austere times.

IMPROVING OUR WORKING PRACTICES

During the period, the estate department's new helpdesk system introduced as part of a new, national reporting system became embedded and delivered real benefits.

All units requesting repairs received an immediate automatic reply with each request allocated to a specific surveyor. This enabled the RFCA's surveyors to schedule their appointments more efficiently, ensuring four out of five repairs were done within the timescales promised to the units and securing 100 per cent satisfaction rates.



Y Company, 8 RIFLES have seen recruitment soar after a £100,000 investment by the RFCA to improve their headquarters at Minden House in Pontefract.

The RFCA paid for a new gym, offices and storage facilities.

Now that reservists have a better environment in which to train, the unit has seen numbers increase from 32 to 72.



Army cadets in Stokesley are recruiting again following the completion of their £400,000 new centre.

The building replaces the cadets' previous base, a nearby temporary building that had become old and dilapidated.

From left to right are cadets: Hal Weastell, aged 14, Holly McCosh, aged 14, Beth McCarthy, aged 15, Will Weastell, aged 17 and James King, aged 14. All the cadets are pupils of Stokesley School except James who is home-schooled.

Commanding Officer, Colour Sergeant Emma Torres, is pictured with five of her ten cadets outside the building which is in the grounds of Stokesley School.

5

Winning the hearts and minds of communities

OUR ROLE

Our role is to encourage support for the reserve and cadet forces through our enduring relationships within local communities.

Our carefully selected association members are at the heart of the RFCA's efforts to serve as the military's permanent ambassador in Yorkshire and the Humber.

It is our members who create the deep and enduring relationships we enjoy on behalf of the forces in all areas of the region and across all sectors and industries.

The membership of the RFCA is largely set by statute and primarily comprises the military, ex-military and cadet force volunteers. However, it also – by statute – includes representatives from universities, schools, local councils and major companies. It is these members, in particular, that extend and deepen our influence across the community at large – helping encourage support for the military in all quarters.

During the period, the RFCA had a shortfall in military and representative members.

7. Target and actual membership by category

Membership category	Statute target number	Actual number (March 2019)
Services (Royal Navy, Army, Royal Air Force)	101	92
Cadet Forces	12	17
Representative	35	26
Co-opted	5	0
Total	153	135
Associate members	n/a	51

BROADENING OUR BASE

The RFCA highly values its military and ex-military members not least for the insight they bring into forces' life.

However, our representative membership is also core. It encompasses every area of business and civic life and provides a powerful means by which the RFCA can help build visibility and influence for the military in civilian communities.

Associate membership of the RFCA was introduced in 2012 and enables us to harness the talents and networks of a far wider range of individuals than our statutory membership structure allows. During the period, MP Kevin Hollinrake and Barclays Bank executive Lisa Marr became our two newest associate members.

REFLECTING THE REGION WE SERVE

At the end of March 2019, around 10 per cent of our membership was female. One of our members was from a Black, Asian or other non-white minority ethnic backgrounds (BAME) – in contrast with the population of the region, which is 12 per cent BAME.

In addition, nearly four times as many of our members came from North Yorkshire than came from either South Yorkshire or East Yorkshire and the Humber – even though South Yorkshire and the Humber have two of the biggest population centres in Sheffield and Hull.

8. RFCA membership and Yorkshire and the Humber population by county / area

	RFCA YH membership	Population (100,000s)
East Yorkshire, North and North East Lincs	13% (26)	12% (6.3)
North Yorkshire	43% (85)	12% (6)
South Yorkshire	12% (24)	29% (14)
West Yorkshire	22% (45)	47% (22)

During the period, RFCA carried out a full audit of its membership as a first step towards agreeing a development plan during 2019/20.

REACHING OUR AUDIENCES

Our communications activity plays an important role in helping the RFCA engage with local communities on behalf of the forces.

During the period, our following on Twitter increased from 1,535 to 1,645 and Facebook fans increased from 1,369 to 1,437. Page views of our website increased from 15,100 in the six months to October 2018 to 46,640 in the six months to April 2019.

However, many of our followers and those who access our website are from within the ‘military family’ so the challenge for 2019/20 will be to extend the scope of the RFCA’s communications so it reaches audiences within the community at large.

We made steps towards this during the first months of 2019 by developing high-quality content with the potential to reach new groups. For example, the RFCA developed a range of regionalised press notices to support the Merchant Adventurers’ Tankards Awards in York. The awards were featured in daily and weekly newspapers across the region, as well as the national Navy News, reaching a total readership of more than 300,000.

Similarly, a tweet about Gold Award winning Doncaster Council drove 30 new people to our website to read the authority’s account of how it supports reservists and cadet force adult volunteers.

New members since October 2018:

Mrs Johanna Ropner

HM Lord-Lieutenant of North Yorkshire

Major Ian Flannery

Officer Commanding,
50th (Northern) Signal Squadron

Lieutenant Colonel Matt Smith

Commanding Officer,
75 Engineer Regiment

Lieutenant Colonel Miles Pennett

Commanding Officer,
Queen’s Own Yeomanry

Wing Commander Mike Shuttleworth,

Officer Commanding,
607 (County of Durham) Squadron,
Royal Auxiliary Air Force

Group Captain Blythe Crawford

Station Commander,
RAF Leeming

Major James Parker

Officer Commanding,
269 (West Riding) Battery RA.

New associate members since October 2018:

Air Commodore Pete Round

Mrs Lisa Marr

Mr Kevin Hollinrake MP

Lieutenant Commander Darren Gosling RNR

Farewell

The RFCA was sad to say farewell to a long-standing member, Colonel Brian Denney, who passed away peacefully in January.

Col Denney was a Deputy Lieutenant of West Yorkshire and worked tirelessly for the RIFLES and to support our cadets. He had a particular affinity with the RIFLES cadets of E Company, Yorkshire (North and West) Army Cadet Force. Many E Company Cadets got special permission from their schools and colleges to attend his funeral at Harewood, near Leeds.

They were joined in paying their respects by members of the Armed Forces and regional dignitaries.

6

Financial overview

The organisation’s activities are funded by a mix of external funding and regionally generated income (RGI). This section provides funding details and highlights key areas of expenditure in 2018/19.

Some £6.8m of external funding has been received from:

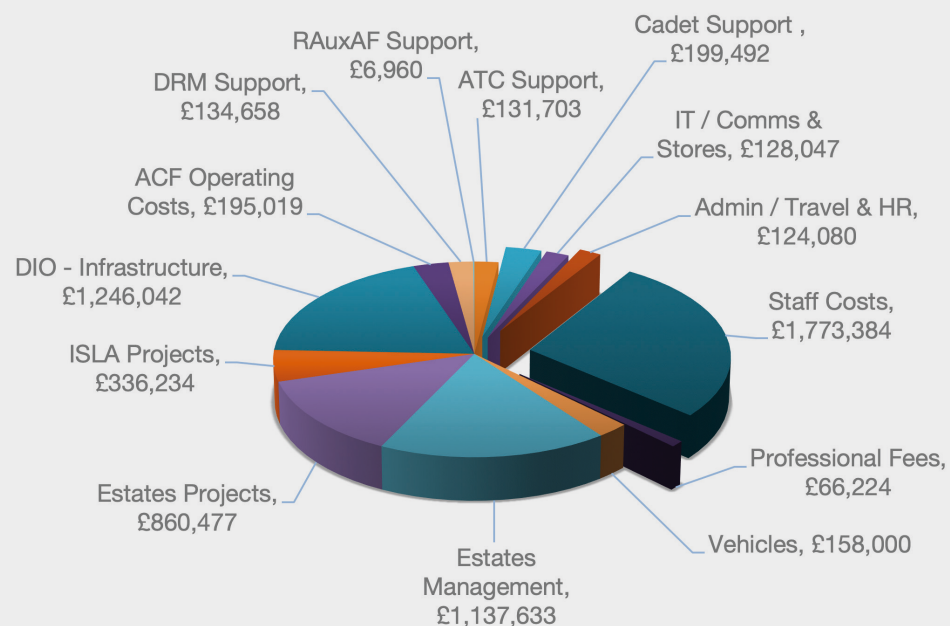
- The Ministry of Defence (MOD), for employer support
- Defence Infrastructure Organisation (DIO) for property and facilities management, and
- The individual services for reserve and cadet administration.

We have been able to meet the key requirements with the funding provided. Grant-in-aid and DIO infrastructure reserves of £42,000 and £20,000 respectively will be carried forward.

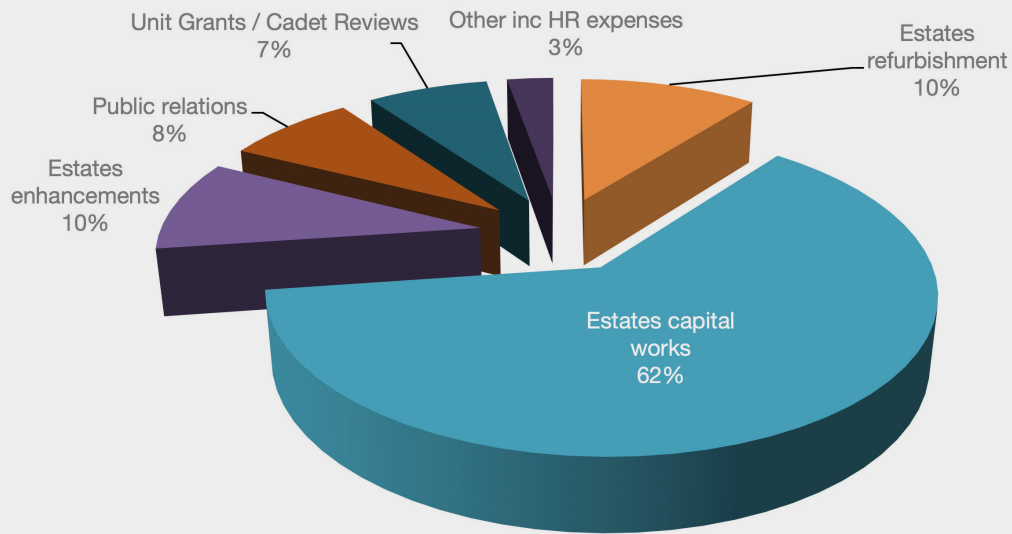
In-year infrastructure funding received included £235,000 in support of a project to upgrade the Air Training Corps (ATC) Armouries to make them compliant with new regulations. The relocation of accommodation at the 300 (Isle of Axholme) Squadron site is now complete. A further £85,000 to support the refurbishment of naval reserve accommodation at HMS Ceres has been received and the work will be completed during 2019/20. ATC funding for the year was £47,000 for outstanding Squadron works in Beverley, Leeds, Lawnswood and Hornsea.

The project to refurbish the Harrogate Joint Cadet Centre continues to progress (£230,000 of funding carried forward). In addition to these injections, we received £13,000 of funding to support the schools expansion programme and £274,000 to deliver accommodation adaptations for wounded and injured service personnel. We also received £380,000 of reactive maintenance funding which has been utilised to improve the condition of the estate.

CONSOLIDATED EXPENDITURE FOR 2018/19 (EXCLUDING RGI)



RGI EXPENDITURE FOR 2018/19



Our RGI programme was funded from RGI funds carried forward from 2017/18 and in-year income largely generated from business rates rebates and lettings revenue. RGI expenditure is approved by the Finance Advisory Board (FAB) in line with MOD priorities and local needs. Notable expenditure includes the procurement of a bespoke modular unit for the Stokesley ACF (£274,000 during financial year 2018/19), Ripon storage extension (£83,000) and new stores at Driffield CTC (£176,000). In respect to non-estates work, £33,000 has been provided as special grants in support of reserves and cadets. This year's surplus of RGI funds will contribute to funding the 2019/20 RGI programme as endorsed by the FAB.



**Supporting reserves and cadets
throughout Yorkshire and the Humber**

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