



# LOWLAND RFCA

THE RESERVE FORCES' AND CADETS' ASSOCIATION  
FOR THE LOWLANDS OF SCOTLAND



# ANNUAL REPORT 2019/20



# THANK YOU

## FOR ANOTHER GREAT YEAR

It has been a fulfilling year, supporting and enabling our many customers and constituents.

**What we do** as an organisation is diverse; and it is important. Lowland RFCA supports and enables the Reserve units of the Royal Navy, Royal Marines, Army and Royal Air Force across the Central Belt and Lowlands of Scotland; and we do similar for the Cadet organisations - Sea Cadets, Army Cadets, Air Cadets - in their role as national voluntary youth movements.

**Under the leadership** of our Chair, Captain Andrew Cowan RD RNR, we are continually looking at how we can support the Cadet organisations and Reserve units to better effect - be that through our mandated outputs, or through our grants which support broader activities like adventurous training and teambuilding, or by evidencing the Cadet Experience through SQA awards. What we do is diverse indeed; and it is very rewarding.

**Our ultimate focus** is to enable young people to gain the many benefits, and developmental impact, of the Cadet Experience, and to support volunteer service in the Reserve Forces. Through these very separate organisations, thousands of people in our area are gaining skills and experiences that develop and enhance their capabilities and their potential. That is tremendous for the individual. Furthermore, the benefits of this extend far wider into their broader education, their employability, and so increase their positive contribution to the workplace. Employers, society, Scotland all gain from this 'investment' in people.

**We continue to work in close collaboration** with the Council of RFCAs and our 12 sister organisations across the UK, especially our colleagues in Highland RFCA so as to achieve combined impact in Scotland. We have the autonomy to respond to regional issues, to leverage local advantages, and to be that vital link between civil Scotland and Defence.

**Thank you** for your interest in what we do. More importantly, thank you for your interest in the Reserves and Cadets.

**Colonel Robbie Gibson OBE**

Chief Executive, Lowland RFCA

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WE ARE

# LOWLAND RFCA

Since 1908 Lowland Reserve Forces' and Cadets' Association has supported and promoted the Armed Forces Reserve and Cadet organisations in the Lowlands of Scotland.

As part of a network of 13 RFCAs across the UK we make policy and operational recommendations to the Defence Council, comprising the Secretary of State for Defence, Permanent Secretary of the Ministry of Defence, plus the Chief of Defence Staff and the Service Heads for the Royal Navy, Army and Royal Air Force.

These recommendations are informed by our membership of more than 150 experienced individuals with a professional or personal interest in Defence. These include the Commanding Officers of Reserve and Cadet units in the region, as well as serving or retired Reserve and Regular personnel and representatives drawn from local government, business, employer and employee organisations and education.

The membership also advocates on behalf of Reservists, Cadet Force Adult Volunteers and Cadets in the Lowlands, ensuring that there are high levels of understanding and support for what we do.

The professional staff, based at Lowland House in Glasgow, deliver day-to-day operational support to the Reserve and Cadet units in our area, broadly focusing on three priority areas:

## SUPPORTING RESERVISTS AND THEIR EMPLOYERS

Lowland RFCA promotes Reservists of all three Services based in the Lowlands of Scotland. We engage with a range of stakeholders across Scotland to ensure that the Reserves continue to thrive in the communities that they are drawn from and serve.

We also champion, on behalf of the Ministry of Defence, the relationship between Defence and employers. We support employers to sign the Armed Forces Covenant and recognise those employers who go above and beyond through the Employer Recognition Scheme.

We further support employers when Reservists are called up.

## PROMOTING THE CADET EXPERIENCE

The Sea, Army and RAF Air Cadet organisations in Scotland offer unparalleled opportunities for young people to experience fun, friendship and adventure, take part in military-themed training, adventurous activities, the Duke of Edinburgh's Award scheme and so much more.

Lowland RFCA is also spearheading the Cadet Expansion Programme in Scotland. Pupils in schools across Scotland are able to complete in-school Cadet training as part of their school subject choices. We also continue to develop a suite of SQA-accredited qualifications that have been mapped to the existing Cadet syllabus.

## PROVIDING PLACES TO WORK AND TRAIN

Lowland RFCA is responsible for the upkeep of more than 130 Armed Forces Reserve and Cadet centres across the Lowlands of Scotland. Our portfolio of properties provides and supports all Reserve and Cadet activity in the region.

# PRINCIPAL OFFICERS

President - Major Michael Williams MBE Lord-Lieutenant of East Lothian

Chairman - Captain Andrew Cowan RD RNR

Vice-Chairman (Navy) - Commander Alasdair MacTaggart

Vice Chairman (Marines) - Mr Duncan Mackison

Vice-Chairman (Military) - Vacant

Vice-Chairman (Air) - Group Captain Clive Coombes OBE

Vice-Chairman (Cadets) - Colonel Pat O'Meara

Chief Executive - Colonel (Retired) Robbie Gibson OBE

Deputy Chief Executive - Colonel (Retired) Tom Mathew

# CHAIRMAN'S REPORT

It has been another busy year across all of our outputs - Estate, Cadets, and Engagement. I am continually impressed by the unstinting efforts of Lowland RFCA staff, their ingenuity and energy in getting the most from our modest budgets. As an organisation we seek to add value at every juncture: Lowland Board plays a significant part in that, but the Association staff - our engine room - shows considerable enterprise in

identifying opportunities where we can increase the positive impacts of what we do.

This year's report outlines our role in **enabling and supporting the Reserve Forces and Cadet organisations across the Lowlands of Scotland**, but once again we want to demonstrate the impact of our work on the individuals, units and employers that we support, and to tell their stories.

## SUPPORTING RECRUITING AND RETENTION

Reserve manning has increased through the year as the Services strive to meet the requirements of Future Reserves 2020. This is a huge positive and reflects on the attractiveness of the 'offer' to the many men and women who volunteer. Whilst we have no formal role in this, Lowland RFCA Board does its utmost to support recruiting and especially retention. Our regionally generated income has allowed us to provide **£33,400** to support local

Reserve recruiting, and we have awarded over **£117,000** in grants which enable a host of retention-positive activities and adventurous training across all Reserve and Cadet units. In addition to financial support, we encourage recruitment to the Royal Naval, Army and RAF Reserves and we advocate, at every opportunity, the fun, the challenge and the benefit that young people gain through the thriving Cadet organisations in Scotland.

## ENGAGEMENT

Our engagement work with employers is an essential enabler of usable Reserves. Increasing numbers of employers are signing the Armed Forces Covenant and, as a result, more employers are

providing meaningful support to Reserve personnel and indeed to service leavers. We have recognised their commitment and support through high-profile award ceremonies as part of the Defence



Employer Recognition Scheme. We are keen to facilitate partnering arrangements with Reserve units where there is mutual benefit to both business and the Reserve. All of this involves close working with the Services in Scotland and, where we can, we support their discrete engagement work as we seek to maximise the outcomes for Defence and the employer. It is a partnership, one with mutually beneficial outcomes.

Our Employer Engagement Strategy Group, led by Kenny Grieve, is a body of highly-committed employers that is a driving force of ideas and enterprise in this vibrant area. I value their input greatly. Whilst we can talk about the impact of Reserve training, seeing is believing. Therefore we continue to take employers on visits to Reserve training. We escorted NHS health professionals to Germany visiting a UK Reserve Field Hospital that was training with the US Army. We also escort a party of employers annually to the Arctic-circle in Norway, seeing first-hand the arctic warfare training of Reservists in Royal Marines Reserve Scotland. These

visits make a lasting impression, driving home the value of the Reservist, their qualities and the broader skills that are gained through routine training.

Our engagement across society is equally purposeful in promoting the Reserves and Cadets. We engage a host of agencies and influential bodies: from Scottish Chambers of Commerce to Scottish Government; from Education Scotland to local authorities; from YouthLink Scotland to colleges of further education and universities; and yet wider still. It is clear that our mutual interest in this is very much the Skills Agenda and Developing the Young Workforce. The Reserves develop skills and competencies in the workforce. The Cadets are a powerful contributor to developing the potential in young people to the benefit of the individual, future employers and society. People need to know about it - do tell them!

We are supported in this by a purposeful Engagement Strategy and very dedicated staff.

## THE CADETS

The Cadet organisations make an unparalleled impact on the lives of young people, developing competencies, self-confidence, a sense of purpose and responsibility, and more besides. We promote the Cadets at every turn - to education, to business, to society, and we continue to drive forward the mapping of their syllabus across to SQA awards. This evidences the validated impact of the formal and outdoor learning that makes up the fun and challenge of the Cadet Experience. It is recognised certification that the Cadet can take to prospective employers and to further education. As an Approved Centre of the Scottish Qualifications Authority, Lowland RFCA also trains and mentors Cadet Force Adult Volunteers in their role as assessors and verifiers. We take very seriously, this unique adjunct to our normal RFCA tasks.

The Cadet Linked Detachment programme with schools continues to mature, involving Sea Cadets, Army Cadets and Air Cadets. It is a partnership between Education and the Cadet organisations to deliver the Cadet Experience as an elective timetable curriculum subject in secondary schools. The positive outcomes are considerable, and well documented. They are highly prized by headteachers such that there is a waiting list of schools wishing to participate - clear evidence and recognition of the benefits of the Cadet Experience to young people and the broad support that the Cadet organisations enjoy.

I am really indebted to our small teams of professional support staff that provide administrative and logistic support to Army Cadet battalions and Air Cadet wings across our area. They do a marvellous job and do much to enable the adult volunteers in their role to deliver the Cadet Experience.

## VOLUNTEER ESTATE

Our Estates team of five professional staff are well in tune with the needs of our estate and most certainly punch above their weight. They deliver a compliant estate, making the most of lean budgets. Once again we have received injects of additional money late in-year. It is good that we can respond in fairly short timeframes and target this windfall to the advantage of the user and sustainment of the estate.

We make the very best of non-domestic rate relief on Cadet properties in order to sustain that element of the estate. This year we have undertaken major works at Drumchapel ACF and Duns ACF detachments, and we have refurbished some 25 Cadet detachment premises across the region. Refurbishment of

Cadet premises will continue through 2020/21. We are really grateful to our 15 local authorities, and their councillors who are members of the Association, for their active support in this. There is burgeoning pressure on budgets everywhere; however, your rates relief helps to sustain a vibrant youth movement that adds tangible value to young lives and communities across the region. Thank you.

Our Head of Estates has provided refreshed input to the Army Infrastructure Balance of Investment process which will determine Army estate funding and project programmes out to 2030. The requirements of Lowland volunteer estate (Army) received a good hearing so we await the agreed funding programme with anticipation. We are similarly interactive

with infrastructure staff of the Royal Navy and Royal Air Force, including Air Cadets, and feed in proposals to improve and sustain those elements of the Volunteer Estate in the Lowlands.

Last year I explained how we use elements of the Volunteer Estate to generate wider income, and plough that income back into wellbeing and support for Reserve and

Cadet units. The range of long term users is increasing steadily and the additional income is being put to good use. We can always do more to harness the redundant capacity on the estate, and do so without burdening unit staff. So, if you have a suggestion or ideas as to how we might gain more, do get in touch with us. This income is targeted to very good effect.

## THE RFCA ORGANISATION

As I reported last year, 2019 saw us undergo our five-yearly review by Defence. The outcome has been very encouraging in so many ways: the three Services restated their support for how we are delivering our enabling functions for them, and they enjoy our agility especially in the estate management area and across engagement; the Report confirms our cost-effectiveness for Defence; indeed, it highlights areas where the RFCAs as a body have the potential to do more for Defence if given appropriate additional resources; and Defence values our Association membership with its influence and reach

across the many strands of society. Inevitably the Report points up areas where we could improve. That is a positive, and we will lean into the implementation of those adjustments and changes. A number of high level recommendations concern our governance: these need to be worked through in more detail, and those deliberations are ongoing as I write. The Report and its recommendations have yet to be agreed by Defence. Once that is bottomed-out we will report the confirmed outcomes to you through the Area meetings.

## FINALLY

There is much for Lowland RFCA to do now, and well into the future. We will keep you informed of major developments in the various areas of change as they unfold.

We will ensure that our Area Meetings provide our membership, and other influencers, with an interactive forum for information, briefings and candid exchange of views on key matters that

affect the Reserves and Cadets. In return, I would seek that members continue to help to facilitate our work and our enduring engagement across all sections of society.

More broadly, I would urge that you promote and advocate the values and benefits of the Reserves and Cadets at every opportunity.

*Thank you.*



**Andrew Cowan RD RNR**

Chairman, Lowland RFCA

March 2020

# 205 FIELD HOSPITAL

## EXERCISE SABER GUARDIAN 2019

Army Reservists from across the Scottish Lowlands demonstrated the skills and experience they bring to their civilian careers in front of NHS bosses during a NATO-led major medical exercise in Bavaria, Germany.

Exercise Saber Guardian in June 2019 brought together medics from four NATO nations: United Kingdom, United States of America, Germany and Poland, to improve co-ordination among allies and share cutting edge medical techniques.

Army Reservists from Glasgow-headquarters 205 Field Hospital – which also has a detachment in Edinburgh – took part in the exercise led by the UK’s 2 Medical Brigade and the US’s 30 Medical Brigade. The units were tasked to deploy, establish and operate a field hospital where they would be tested on their capability.

Army Reservist Adam Weir, a Lance Corporal with 205 Field Hospital, worked as a Combat Medical Technician between the emergency department and medical triage inside a state-of-the-art, chemical, biological, radiological and nuclear (CBRN) British hospital tent which was deployed for the very first time.

He said: “The experience I gained on exercise has given me loads of confidence to work in healthcare in the civilian setting. While on the exercise I gained a lot of experience which included working as part of a trauma team and maintaining and working the electro-med equipment.

“I performed daily field duties such as running the water heater, searching casualties before they were brought into the hospital at front of house and the dismantling of the CBRN tent system.

“The exercise and working with the Americans was a great experience and I hope to do something like it again.”

NATO troops demonstrated how the allied nations could work together to evacuate military and civilian casualties, including refugees.

Specialist make-up artists dressed manikins in wounds and ailments before they were stretchered into the British hospital tent facility to be treated by medical Reservists out in the field.

Once sealed, the tent is designed to be CBRN-resistant for 48 hours to allow medics to work safely and prepare casualties for evacuation.

## WHAT DID THE EMPLOYERS SAY?

NHS chief executives from across the United Kingdom were invited by Lowland RFCA to see first-hand the clinical best practice their employees deploy, which are directly transferable into their civilian careers working in NHS hospitals.

Tracey Gillies, Executive Medical Director at NHS Lothian, believes the experience of being a Reservist offers huge opportunity for personal growth and development beyond regular clinical practice.

She said: “My trip to Exercise Saber Guardian more than met my expectations. It was very beneficial to see the depth of experience and collaboration available to our Reservist staff and how as employers we need to get better at recognising the skills and knowledge they bring back to their NHS teams.”

Marie Cleary, a Staff Experience Lead at Poole Hospital NHS Foundation Trust, enjoyed watching individuals working as part of close teams and displaying their interest and motivation for the roles they were volunteering to do.

She said: “There really is nothing like walking into a field hospital and experiencing what happens. It was also really very helpful to have time to talk with the senior officers and gain further insight into the breadth of opportunity and training and an understanding of the broader skills being developed; with so many transferable to the NHS.

“In the ‘major incident’ scenario I watched closely a nurse I had seen earlier and watched what her role was within this, how she presented herself and the level of responsibility she had, and confidence and clarity shown.

“Serving as a Reservist is an experience and opportunity for real and practical personal and professional development and ‘stretch’ which is not available elsewhere, with a clear and reciprocal link to work in the NHS.”

Golden Jubilee Foundation Board Chair, Susan Douglas-Scott CBE, was impressed with the commitment to embrace different approaches within each person’s profession and how the experience in the field contributes to this.

She said: “My visit with Saber Guardian was both interesting and informative. All personnel were kind, courteous and inclusive, enabling me and my colleagues to engage and learn from the experience while at the same time making it fun.

“I saw that being a Reservist offered each person the opportunity to develop both personally and professionally. Resilience offers critical protection with the day-to-day stress of working within pressurised clinical situations so I believe that experience in the field is great for NHS professionals and welcome the partnership with Saber Guardian to facilitate this.”



**150**  
RESERVISTS TOOK  
PART

**12**  
EMPLOYERS  
VISITED BASE

**2**  
DAYS SPENT OUT  
IN THE FIELD

# TURNING THE TIDE

Having fled horrific conflict in her African homeland with her then infant son, you could forgive Emmanuel Ineza's mother for being somewhat sceptical of him joining the British Armed Forces in his teens.

But once she understood the vast amount of varied skills, countless extraordinary opportunities and epic experiences on offer to one so young, the chance to join the Royal Naval Reserves was one she did not want him to pass up.

Now looking back on his decision to join HMS Dalriada, his local unit in Glasgow, Midshipman Ineza knows there will no doubt be many in the Reserves and Cadets in the three Services whose parents required some level of similar persuasion.

"At first my mum wasn't on board. We had to leave the fighting in Rwanda when I was an infant, arriving in the UK at the age of two, so it was only natural for my mum to relate the Armed Forces with war.

"Due to mum's strong concerns, I temporarily dropped out of the recruitment process. Persuading her of the skills I could receive and of the potential job opportunities was no mean feat. However, mum soon began to buy into the vision. Whilst she saw skills as valuable, the personal development on offer was most appealing. Mum began to see that the Navy could develop my teamwork and leadership skills, attributes that would never cease to serve me well in later life as a civilian.

"We are big on volunteering in my family so that was another reason she could relate to because, while I was gaining these invaluable skills like teamwork and leadership I could take into a civilian job, my mum knew I would be doing good meaningful work at the same time."

Emmanuel grew up in Glasgow with his mother and sister. Through involvement with the Boy's Brigade and the Army Cadet Force he became well acquainted with the Armed

Forces. During his early days as a Mechanical Engineering student at Strathclyde University, Emmanuel listened to a podcast on World War One.

"I got an appreciation for the Royal Navy as a whole when I came across a podcast about how it had a major impact on World War One and I learned all about its role in helping to win the war. That's when I started to look into what I could do.

"I heard about the Reserves at a freshers fair in George Square where I spoke to the Navy's recruitment team about the joining process and found out I could be a Reservist while I was at university."

With the backing from his mum and winds of motivation in his sails, Emmanuel set out to complete psychometric, physical and medical tests before embarking on his training with HMS Dalriada.

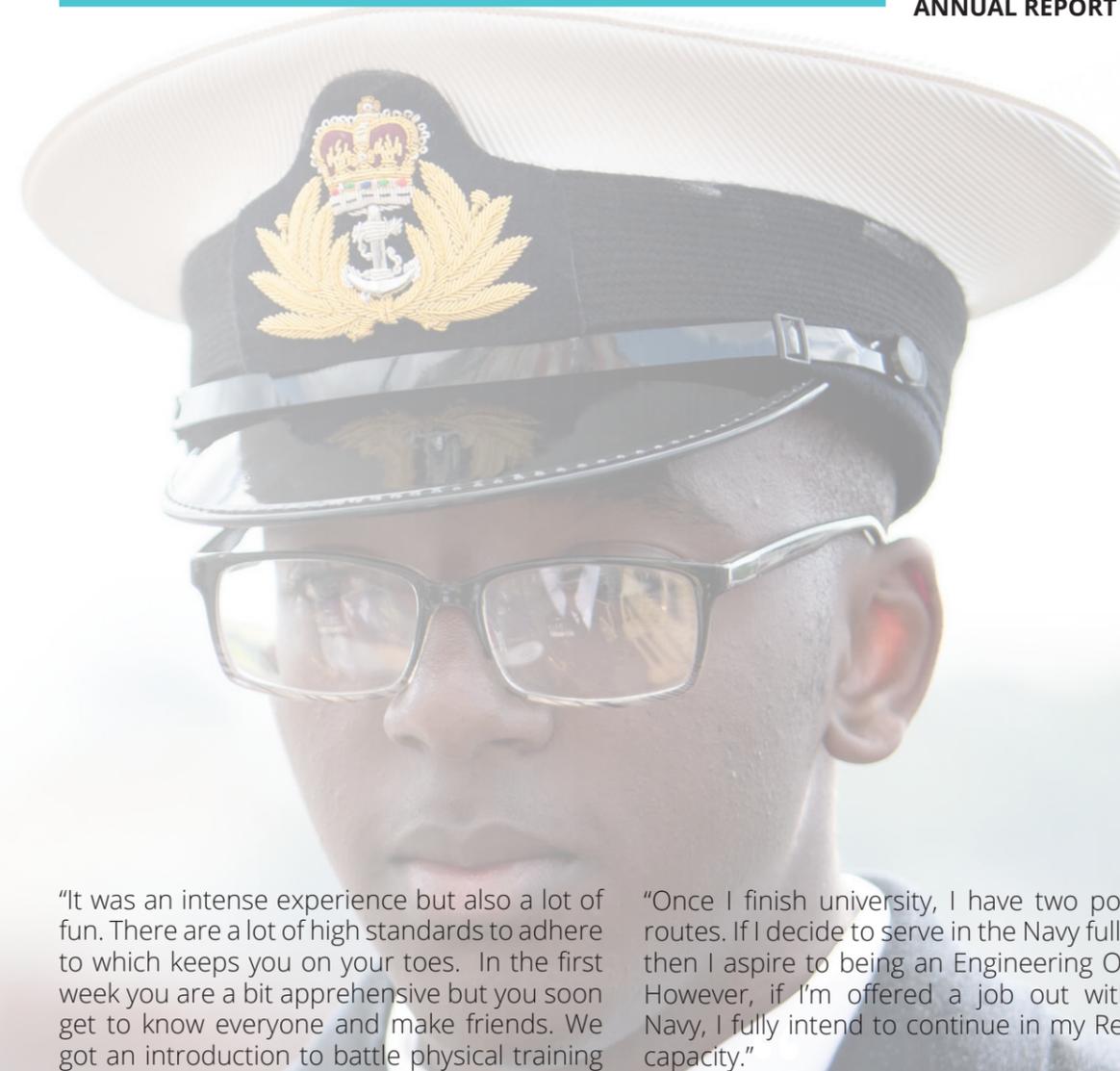
"You have to go through your entry level tests while you're settling in at your unit. I was nervous at first when I went into Dalriada for the first time on a drill night. It's a well-decorated facility with pictures of all the Commanding Officers along one wall and desk-filled classrooms. You definitely stand out being in civilian clothes.

"But in those next few weeks when you get your uniform and get to know the staff and the people around you in the training, you really become part of the team."

A typical training process takes roughly two years. However, senior ranked personnel quickly spotted potential in Emmanuel from the start and he was offered the chance to attend the Accelerated Officers Programme.

Designed to condense two years of weekends and drill nights, and adapt it into a non-stop eight-week period, the course takes recruits through Initial Naval Training to Officer Cadets and finally to the rank of Midshipmen.

This intensive process culminates in a Pass Out Parade at Britannia Royal Naval College (BRNC), Dartmouth, the Royal Navy's training academy for officers.



"It was an intense experience but also a lot of fun. There are a lot of high standards to adhere to which keeps you on your toes. In the first week you are a bit apprehensive but you soon get to know everyone and make friends. We got an introduction to battle physical training and got involved in some of the sports like football when we got the chance to unwind.

"You do the theory during the week and then on the weekends you get the chance to go out in the field and practice what you've learned.

"I was surprised I enjoyed a lot of the physical stuff, a lot more than I thought I would. It was really important to work as part of a team and those skills are brilliant to take back into civilian life."

Emmanuel has not yet decided what path he will take once he has finished his Masters degree at university. One thing is for sure, he will be continuing his role in the Royal Naval Reserve.

"The good thing about being in the Reserves is that they are really flexible. I'm a student and I am still able to get extra time away to study for exams which is really helpful. It's great for student life.

"Once I finish university, I have two possible routes. If I decide to serve in the Navy full-time, then I aspire to being an Engineering Officer. However, if I'm offered a job out with the Navy, I fully intend to continue in my Reserve capacity."

**“ THE GOOD THING ABOUT BEING IN THE RESERVES IS THAT THEY ARE FULLY FLEXIBLE. I'M A STUDENT AND I AM STILL ABLE TO GET EXTRA TIME AWAY TO STUDY FOR EXAMS WHICH IS REALLY HELPFUL. IT'S GREAT FOR STUDENT LIFE. ”**

# BOARD GRANTS

## FINANCIAL SUPPORT FOR ADVENTUROUS TRAINING

The Armed Forces have a longstanding commitment to promoting adventurous training and sport as a way of developing confidence, team-building, improving fitness and supporting individuals and teams to perform at the highest level.

The Board of Lowland RFCA shares this aspiration and is committed to supporting the Reserve and Cadet units in our area to benefit from adventurous training and sport, expeditions and participation in high-level sporting competitions.

These types of activity are retention-positive, and by supporting participative and competitive sporting opportunity, the Reserves provide a more rounded experience to individuals that make them more likely to continue to volunteer with the Reserve Forces.

Board Grants to units are funded through Regionally Generated Income, money Lowland RFCA are able to generate from the Reserve and Cadet Estate. The cash can then fund adventurous training and non-military activities such as multi-national patrol competitions, skiing, sailing, mountain biking and water sports where individuals can have serious fun, whilst developing skills and attaining qualifications.

# £117<sub>K</sub>

VALUE OF BOARD GRANTS DISTRIBUTED IN 2019/20

“ THE EXPERIENCES OF THE ARMY RESERVE OFFICER AND SOLDIERS WHO ATTENDED WILL HAVE A LASTING EFFECT ON THEM INDIVIDUALLY AND MORE WIDELY WITHIN 153 RECOVERY COMPANY REME. THIS EXERCISE WAS AN EXCELLENT AID TO RECRUITMENT AND RETENTION WHILE BUILDING AN ETHOS OF TEAMWORK. ”

WO2 KAREN SWAN,  
153 RECOVERY COMPANY

## 153 RECOVERY COMPANY EXERCISE VENETO 2019

One of the units supported with a Lowland RFCA board grant in 2019/20 for adventurous training was 102 Battalion REME (Royal Electrical and Mechanical Engineers).

The funding enabled its sub unit, 153 Recovery Company (Rec Coy) REME, to deploy two four-man teams and venture from its base in East Kilbride, South Lanarkshire, to take part in Exercise Veneto - a multi-national patrol competition based in and around the Dolomites of north eastern Italy.

The competition was organised by a mixture of serving and Reserve Italian Army personnel - involving over 100 participants - where British soldiers grasped the opportunity to partner with NATO allies in a non-operational environment.

Measured through performance on recce and combat patrol drills, the two-day exercise was used as a retention and recruiting tool, testing all soldiers from several NATO nations on navigation, information gathering, incident control and shooting.

As the temperatures dropped at nightfall, the British teams hit the ground running after they were dropped off by truck high in the mountains and set about

gathering information on the enemy before grabbing any sleep they could.

At first light, all 22 teams set off at intervals to continue navigating their way around the mountain range to complete more objectives such as checking on a potential hostage situation.

The terrain started out relatively flat but as the trail began to head up high into the mountains, soldiers were faced with a very arduous and exhausting climb where many teams lost their way on route to complete the shooting stands. 153 Rec Coy troops came under fire from the enemy but managed to hold their own before continuing on their route.

Nearing the end of the competition and having built up a picture of the enemy, the team took out two key members of the enemy and started the final extraction. The exercise ended with a 40 foot abseil followed by a speed march through the town centre of Ferrara di Monte.

Once all teams had returned to camp, they were invited to attend supper where the teams exchanged stories and gifts and made new friends within the NATO community. 153 Rec Coy received a trophy for finishing as runners-up and look forward to attending the exercise in September 2020.



# GOING FOR GOLD

## CITY BUILDING'S JOURNEY TO EMPLOYER GOLD

As one of Scotland's largest construction companies, City Building's ambition to deliver excellence to its customers, clients and stakeholders is supported by staff who have served or are serving in the Armed Forces.

The Glasgow-based firm have become the nation's leading Forces-friendly construction business, committing to employing Reservists, medically discharged veterans, Cadets and Cadet Force Adult Volunteers as integral members of its workforce.

Established in 2006, City Building have been a longstanding supporter of the Forces and were already committed to aiding their Reservists before signing the Corporate Covenant in 2015.

"It was actually three of our Reservists who made us aware of the Covenant," explained **Sharon McGrath, Head of Corporate Services.**

"We had no connections or history with the military other than with those of whom we employed. However, we were already providing in excess of the minimum of 10 days leave to our staff serving in the Forces so it seemed only natural for us to sign the Community Covenant and embark on

our Employer Recognition Scheme (ERS) journey."

In 2014 the firm was awarded the Ministry of Defence's ERS Silver Award. And its consistently strong, proactive approach to partnering with Defence led to receiving the top honour of Gold in 2019.

The ERS recognises employers who go above and beyond the broad commitments set out in the Armed Forces Covenant: that no member of the Armed Forces Community should face disadvantage, and in some circumstances special treatment may be appropriate, especially for the injured or bereaved.

To achieve ERS Gold, City Building set objectives to not only attract and support serving and ex-military personnel to its business but to support Scotland's Armed Forces community.

They continue to offer more than the minimum days leave which is fully paid and make operational arrangements for more when required, including providing Reservists with additional flexibility around their training camps.

When employees are made aware of their mobilisation, City Building meet with the

individuals to ensure support is provided to all before, during and after mobilisation.

"The eight Reservists we employ are able to train throughout the year to enhance their military skills and are encouraged to bring back this key learning to the workplace," Ms McGrath continued.

"We also encourage them and their families to keep in touch during the period of mobilisation and we ensure that all arrangements are in place for their return to the workforce.

"In addition, we will offer additional paid leave in the event of injury or bereavement and speedily arranged confidential counselling services are always available."

City Building's activities on Armed Forces Day include opportunities for their Reservists to attend work in uniform, which not only encourages discussions amongst the wider workforce, but has also resulted in additional Reservist recruitment from amongst employees.

Its award of the Queen's Award for Enterprise: Sustainable Development - the greatest honour to be bestowed on a business and its workforce - was widely publicised and highlighted case studies of Reservist activities and how it linked back to those skills being available to City Building.

The company advocates for signing the Armed Forces Covenant and joining the

ERS journey to its supply chain and various trade and business events.

By participating in Defence Relationship Management employer engagement military exercises such as Exercise Harespring (Norway) and Pinestick (Cyprus), City Building has exposed non-Reservist members of its leadership team to the work of their Reservists colleagues and have shared their experience through presentations to the Board and senior management teams.

As part of its advocacy, City Building has also been working closely with the Air Cadets and Army Cadets and encourage job applications from young skilled individuals for their award winning apprenticeship programme.

Ms McGrath said: "We develop great partnerships with those who share the same goals and we have always recognised the Cadets and Reserves as those who share our values.

"They bring discipline to the workforce, leadership skills with the strong ability to plan and solve problems. They are adaptable, flexible as well as working well as a team with good communication skills."

Its partnership with Defence has enabled City Building to become the industry trailblazer in supporting the Armed Forces Community and it will continue to recognise the added value of its service men and women to enhance its successful quest for excellence.



# FORCES FRIENDLY EMPLOYER RECOGNITION SCHEME AWARDS

A record number of Scottish employers had their support for Defence and the Armed Forces community formally recognised during award ceremonies in London and Edinburgh.

Five organisations were awarded the Gold Employer Recognition Scheme (ERS) Award while Lowland RFCA played host to a stunning ceremony at Edinburgh Castle where the Ministry of Defence honoured 11 employers from the Lowlands of Scotland with the Silver ERS accolade.

The **ERS Gold Award** recognises organisations which proactively advocate and support Defence, communicating their commitment both internally to employees and externally to the wider community, through established policies and examples of support.

Furthermore, holders of the top employer accolade demonstrate significant support for Reservists, enabling them to fulfil their annual training and mobilisation commitments.

The top Scottish winners were presented with their awards by Chief of the Defence Staff, General Sir Nick Carter – head of the UK’s Armed Forces - among 100 UK forces-friendly employers to be recognised during a ceremony at the National Army Museum in London, 12 November 2019.

**Rangers FC** and the **Rangers Charity Foundation** became the first British football club to receive the ERS Gold Award since the Armed Forces Covenant was introduced in 2014.

**City Building** are the first construction company in Scotland to have won the top prize while **Edinburgh Napier** became the first Scottish university to receive the accolade.

Gold winners **City of Edinburgh Council** and **Midlothian Council** were also among the local authorities to go above and beyond with their support through engaging with initiatives such as employing veterans and supporting individuals transitioning out of the Armed Forces into a new career.

ERS Silver Award holders demonstrated support for Reservists by showing flexibility to plan for and allow them to fulfil their part-time military duties.

Eleven employers including Glasgow Caledonian University and NHS Dumfries and Galloway received the honour from

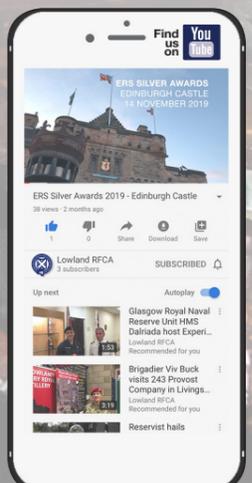
the Ministry of Defence at a black-tie dinner, 14 November 2019.

Guests were welcomed to the Great Hall by Lieutenant Colonel Hugo Clark, the Commander of Edinburgh Garrison, before each employer received their ERS Silver Award from Major General Simon Brooks-Ward, CVO, OBE, TD, VR, Assistant Chief of the Defence Staff (Reserves and Cadets) – the most senior Armed Forces Reservist in the UK.

Those in attendance enjoyed a performance from pipers of George Heriot’s Pipe Band and the Band of the Royal Marines Scotland. Guests were also given an insight into how fellow employers supported their Reservists, and the business benefits of part-time military personnel, through a number of speeches during the evening.

**To find out how you can join these organisations in supporting the Armed Forces and starting a journey on the Employer Recognition Scheme, contact Lowland RFCA’s Regional Employer Engagement Directors.**

• [lo-reed@rfca.mod.uk](mailto:lo-reed@rfca.mod.uk) • [lo-reed2@rfca.mod.uk](mailto:lo-reed2@rfca.mod.uk) • 0141 945 6751



**Lowland RFCA ARE ON YouTube**  
Visit and subscribe to the new Lowland RFCA YouTube channel to watch what happened at the 2019 ERS Silver award ceremony and find out more about the work we do.

# COLD WAR

## EMPLOYERS ON EXERCISE WITH THE ROYAL MARINES

There are many business benefits Reservists bring to their organisations but for many employers, understanding what their employees get up to when they put on uniform can be a bit of a mystery.

Not so for senior executives from organisations around the United Kingdom who join Lowland RFCA to get the unique opportunity of visiting the Royal Marines Reserves taking part in Exercise Harespring - cold weather warfare training in northern Norway. The employers get the chance to learn how Royal Marines Reservists thrive in temperatures of -30°C and in only a couple of hours daylight.

Travelling to the training area near Bardufoss - 200 miles inside the Arctic Circle - the annual visit is an opportunity for employers to understand and gain an appreciation for the RM Reserves, seeing how snow holes and snow shelters are built, how cold weather rations are prepared and served in the arctic weather conditions and how the Royal Marines' specialist equipment is used.

There was also an ice breaker demonstration. In this climate, suddenly plunging through the snow and ice into freezing cold water is a constant risk and

so it is essential that Commandos are able to deal with the initial shock, extricate themselves using their ski poles and get themselves warm and dry.

As well as understanding the Defence role that some of their Reservist employees undertake on behalf of the UK and NATO, it was also an opportunity for their employees to demonstrate the skills, leadership and tenacity that they develop through the Reserves, and how these can be applied back in their civilian careers.

As NATO's mountain and arctic warfare specialists, the Royal Marines train alongside allied forces that have responsibility for the defence of NATO's strategic northern flank.

Reservists have to be able to operate to the same standard as their Regular, full-time, counterparts in all environments and conditions. They are taught how to survive, navigate and move around on skis and operate in the difficult conditions.

They must be able to ski while carrying a weapon and a 70lb Bergen, learn how to use specialist arctic equipment and clothing and to operate from specialist vehicles including skidoos and tracked BV206s. It takes two years to become fully trained in this environment.

## THERE'S 'SNOW' PLACE LIKE IT

Lowland RFCA has embarked on several visits to arctic Norway to give UK employers the opportunity to witness first hand the role Royal Marines Reservists play in Defence of the nation and NATO allies.

*Connal Cochrane, Director of Rangers Charity Foundation - a Gold ERS Award winning organisation - recalls an "unforgettable experience."*

At the start of our three day visit we were kitted out and then travelled into the snowy wilds to visit teams of Reservists honing their new skills overnight out in the open.

I was struck by the variety of day jobs and age-ranges of the Reservists I met and also the resilience and wider skill set that their employers would undoubtedly benefit from.

Everything felt extreme here - the stinging cold of -24°C (even under canvas, as we were) and the many adjustments and skills which help make living in these conditions not only bearable but effective. And the ice

breaking demonstration was something else!

We had a night walk in snow shoes to catch a glimpse of the northern lights, spent time with the Viking Armoured Support Troop, visited Commando Helicopter Force and, importantly, had the chance to speak with a variety of Royal Marines Reservists throughout our stay which gave me a sense of confidence in their operations and abilities and admiration for the strength of character which seems to come as standard.

The anniversary of the visit has now passed but the camaraderie amongst fellow employers I met in Norway remains strong. This inspiring visit is one which I hope will renew all our efforts to champion the role of Reservists and further boost the success of the MOD's employer engagement work across the UK.



<p><b>-30°C</b></p> <p>OPERATING TEMPERATURE</p>	<p><b>3</b></p> <p>DAYS EMPLOYERS SPEND ON EX-HARESFRING</p>	<p><b>200</b></p> <p>MILES INSIDE THE ARCTIC CIRCLE</p>
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# READY FOR ACTION

## EQUIPPING YOUNG PEOPLE FOR THE WORLD OF WORK

Around 10,000 young people are part of the Cadet organisations – Sea Cadets, Army Cadets and RAF Air Cadets - in Scotland, supported by nearly 2,000 Cadet Force Adult Volunteers.

These organisations are providing young people with significant opportunities to gain qualifications and experiences that prepare them for the world of work.

**186**

**DUKE OF EDINBURGH'S AWARDS**

**659**

**EMPLOYER RECOGNISED QUALIFICATIONS**

**1,653**

**FIRST AID QUALIFICATIONS**

### DID YOU KNOW?

**337 CADETS FROM SCOTLAND GAINED THE FIRST OF THE SQA RAF AIR CADET AVIATION PRACTICE LEVEL 2 AWARDS IN MARCH 2020. THIS IS AN SCQF LEVEL 6 AWARD AND THE SAME SCQF LEVEL AS A SCOTTISH CERTIFICATE OF EDUCATION HIGHER.**

# EVIDENCING THE VALUE OF THE CADET EXPERIENCE

An independent report by academics at the University of Northampton published in 2020 concluded that involvement in the Cadet organisations has a huge positive impact on social inclusion, mobility and career prospects of young people, including:

**DEVELOPING INDIVIDUALS' SELF EFFICIENCY BY TAKING PART IN ACTIVITIES AND COMPLETING SPECIFIC TASKS**

**IMPROVED SCHOOL ATTENDANCE BEHAVIOUR AND ATTITUDES**

**DEVELOPING NON-COGNITIVE SKILLS CAN LEAD TO GREATER ACADEMIC SUCCESS**

**PROVIDING OPPORTUNITIES FOR YOUNG PEOPLE FROM DIFFERENT BACKGROUNDS TO WORK TOGETHER**

**PARTICULAR BENEFIT TO DISADVANTAGED CHILDREN**

Lowland RFCA has been working with education partners including the Scottish Qualifications Authority (SQA) to evidence the tangible developmental impact of the Cadet Experience to education and employers.

The training gained through involvement in all three Cadet organisations has been mapped to SQA qualifications at SCQF levels 4, 5 and 6 - the same level of learning as National 4, 5 and Highers.

In addition, Cadets are also achieving other vocational qualifications such as St John's Ambulance Awards and Duke of Edinburgh's Awards that are recognised and valued by employers.

The range of formally accredited qualifications young people can now achieve through the Cadet organisations enhances their employment prospects after leaving school, whatever career path they want to pursue in life.

# MAKING LINKS

## EXPANDING THE CADET EXPERIENCE TO SCHOOLS

Lowland RFCA has been at the forefront of work to develop the concept of school-based Cadet activity to increase the number of young people who can benefit from the Cadet Experience. We are further increasing the number of state schools benefiting from having a Linked Detachment as part of school life.

Linked Detachments were developed in response to demand from school leaders and were first piloted in 2011, funded by Lowland RFCA Board. This pilot proved the concept of school-based Cadet activity and in parallel to the development of the UK-wide Cadet Expansion Programme which has been rolled out across the country since 2012.

The Linked Detachment model - which is specific to Scotland - has been championed by head teachers with an understanding of the value of the Cadet Experience and supported by local authority education departments, Education Scotland and Scottish Government.

Pupils in participating schools choose to take cadets as part of their subject choices from S3 onwards. The school determines which pupils would benefit most from this

work-based learning opportunity and the result is Linked Detachments have a broad mix of abilities.

Pupils spend programmed time during the school week (usually two double periods) learning the Cadet syllabus which is delivered by a qualified Cadet instructor with direct support from a nominated member of school staff. Due to the variety and volume of the Cadet syllabus, pupils also attend their local Cadet Detachment on weekday evenings, training weekends throughout the year and a two-week residential during the summer holidays to meet the required volume of learning and achieve a SCQF level 4 award.

Crucial to its success, the Linked Detachment model is clearly and deliberately aligned to the four competencies underpinning Curriculum for Excellence - successful learners, confident individuals, responsible citizens and effective contributors - and recognises learning and attainment that takes place outside the school.

The Linked Detachment programme has also reinforced partnership working between community Cadet Detachments and local schools.

## LINKED DETACHMENTS IN SCOTLAND:

Harris Academy, Dundee - Sea Cadets

Broxburn Academy, West Lothian - Army Cadets

Govan High School, Glasgow - Army Cadets

North West Community Campus, Dumfries & Galloway - Army Cadets

Moffat Academy, Dumfries & Galloway - Army Cadets

Viewforth High School, Fife - Army Cadets

Beath High School, Fife - Army Cadets

Armada Academy, West Lothian - RAF Air Cadets

# FURTHER EDUCATION?

## BRING IT ON

Rhonwen Paterson, an Army Cadet Force Sergeant in Dumfries and Galloway, is considering a career as a Scottish Ambulance paramedic after university.

The S6 pupil at Moffat Academy first heard about the Army Cadets through her school which was setting up a Linked Detachment.

But, due to the programme's popularity, Rhonwen feared she may not be able to achieve her goal.

"I heard about the Linked Detachment and how I could do Army Cadets for a double period on a Friday.

"But I was gutted when I was told I couldn't join because the course was over-subscribed. However, I managed to persuade them to take me on.

"I wanted to join the Linked Detachment because it was something completely different to what I had done before and I thought it would challenge me and help me to improve."

Through the Army Cadets, Rhonwen has completed National 4 (SCQF level 4) in Uniformed and Emergency Services over 18 months at school, and a National 5 (SCQF level 5) award in Leadership at annual camp earlier this year.

The level 4 Uniformed and Emergency services saw Rhonwen learning more about

999 services, undertaking practical tasks to develop employability skills, as well as volunteering at Dowding House, a sheltered housing complex for Royal Air Force veterans.

Rhonwen has also picked up employer-recognised qualifications in First Aid and recently put her training into action when she came across a road traffic accident while on a trip to Malawi.

She said: "I was the only person in the group of adults and young people with the training, skills and confidence to treat a young girl from the local village - who suffered head injuries and a broken leg - until the emergency services arrived.

"I like to help people and doing the National 4 in Uniformed and Emergency Services has inspired me to pursue a career as a paramedic.

"I like the different experiences and environments that you get and the ability to help people in their hour of greatest need.

"The qualifications are recognised by employers which will hopefully help me to gain entry to university to study paramedic science in 2020. I had zero confidence before I joined the Army Cadets but now I am able to stand up and give presentations to hundreds of people and to head teachers' conferences."

# DEVELOPING YOUNG PEOPLE

For Cadet Sergeant Major (CSM) Jonny Marshall there is no better feeling than developing young adults and watching them achieve more than they could ever have imagined.

The father of three has gone full circle, having joined the Annan Detachment of the West Lowland Battalion ACF as a boy before commanding the same unit aged 44.

"People ask me why I am a Cadet Force Adult Volunteer (CFAV) and my answer would be the feeling of seeing a kid, who is achieving nothing in life or is not very academic, going on to achieve something in the Cadets. It's about seeing that great beaming smile on their face when they get that certificate or star badge on their arm. That's what it's all about for me.

"You see these young people develop and grow from the cheeky little monkey that they were when they walked through the door to being a young adult. And you are proud to say you helped with that. I joined Cadets to change people's lives and that's the focus for me." Growing up in the rural town of Annan in Dumfries and Galloway, the Army was all Jonny knew. His grandfather was his inspiration to join up with the Royal Engineers in 1993 – having served himself with the Royal Scots Fusiliers.



Jonny's dream however, was cut short after sustaining an injury a year later to his knee when he was accidentally tripped by a new recruit while on a training exercise. The experience had a negative impact on him mentally as well as physically.

"As I went down my knee hit a pot hole. They called it Chondromalacia patella, the softening and breakdown of the cartilage.

I was in hospital and in plaster cast for eight months and I thought that was the end of my military career for me. It hurt me physically but also hurt my pride as well.

"I always say to the Cadets, 'always have a plan B' because I never did. All I ever wanted to do was be in the Army."

But after being employed in a number of civilian roles and finally settling in his job as a SHEQ Officer for a utilities company, Jonny returned to where it all started when he introduced his son to his local Cadet unit in 2014.

From then on, neither could have envisaged being part of the organisation which has become a second family to them.

"I took my son to join and I never left! I see the opportunities for Cadets that are available now. The qualifications they can get out of it is fantastic. We didn't have the training facilities or the staff in place back then.

"Some of these adults know more about me than my best friends because we've got that connection and friendship, we are like a family."

In 2019 Jonny took over as Dalbeattie Detachment Commander and continues to spend his spare time visiting cadet centres throughout Dumfries and Galloway.

Since returning to the Cadets, Jonny has made a lasting impact on not only the Battalion but the Cadets themselves. But he reckons anyone with the right mind-set can become a CFAV, change a young adult's life for the better and feel the pride and reward a Volunteer in the Cadets can have.

"It's very important for Cadets to have a role model and in my eyes young people are the product of their environment.

"There is an online application but before you do that I would advise everyone to go to their local detachment. Because it's one thing listening to people encouraging you to join but you are better speaking to the people on the ground, they will give you a definition about what being a Volunteer is all about."

**“ IT'S ABOUT SEEING THAT GREAT BEAMING SMILE ON THEIR FACE WHEN THEY GET THAT CERTIFICATE OR STAR BADGE ON THEIR ARM. THAT'S WHAT IT'S ALL ABOUT FOR ME. ”**

Looking to the future, Jonny wants to continue his good work with the Cadets by becoming the Regimental Sergeant Major (RSM) - the Battalion's most senior non-commissioned officer.

"I'm a great believer in you'll get what you put in with being a CFAV. If you want to put time and effort in, you'll make a career of it and change young people's lives. They are trusting you with their Cadet career, to guide them in the right direction."



# REACHING FOR THE SKIES

Not all teenagers can say they've spent their spare time travelling the globe, delivering training courses as a flight instructor or hitting the daring heights in a glider pilot seat.

Well, Cadet Warrant Officer Grace Dobson can.

Throughout her six years of service, Grace's involvement with the Air Cadets has led to visiting Cyprus, Germany and Canada whilst making the very most of the many other incredible opportunities that her youth organisation has to offer.

London-born, Grace had the passion for flying at an early age. She moved to Edinburgh before heading for high school and joined the RAF Section of the Combined Cadet Force (CCF) programme in 2014.

"I was always interested in flying and my main reason for joining was for the experience of flying in a small aircraft. But as I progressed through the Cadets it became much more about gaining leadership skills and being around my friends.

"I absolutely love how friendly and welcoming the environment of the Cadets is. I have made so many friends from all over the country on camps and courses and it has definitely come to feel like a family.

"My passion for aircraft and flying has only grown through the six years I've been a Cadet. The RAF Air Cadets has helped me

so much with pursuing my personal goals and my passion for engineering – without the Cadets I don't think I'd be where I am today."

Grace was honoured with the role of Edinburgh Lord-Lieutenant's Cadet in 2019 and serves supernumerary on 142 Squadron. She also recently became the only female Cadet to serve as a Flight Staff Cadet on a Volunteer Gliding Squadron (VGS) at RAF Kirknewton with 661 VGS.

Grace qualified to Master Cadet Level and has also completed a Method-of-Instruction course, thereby qualifying her as an instructor.

She has also qualified as a Staff Cadet at the Air Operations Acquaintance where she teaches both general handling on flight simulators and advanced theory on fast-jet aircraft.

Grace further graduated from the Qualified Aerospace Instructor's (QAI) Course at RAF Linton-on-Ouse in April 2019 after attending as a Cadet – an opportunity she advises all young adults to grab with both hands.

"In my Cadet career I've been fortunate enough to attend the Aerospace Camp on a number of occasions – most recently in August 2019 as a QAI.

"QAIs have a special role on the camp and they help to instruct Cadets and run various activities.

"I absolutely love teaching so assisting with the camp was a dream for me – I was able

to instruct Cadets on flight simulators to achieve their 'wings' badges, teach the Bronze Cyber qualification to 80 Cadets, and I was put into the 'Space' stream where Cadets and QAIs worked together to design and launch a space balloon.

"I have also attended the camp as a Cadet previously where I was put into an Engineering 'stream' – perfect for me as I hope to be an Engineering Officer."

Grace is currently studying Aerospace Electronic Engineering at university and credits her Cadet experience as a factor in choosing her desired course.

Now settled into her first year, the student has learned to balance her studies with her love of the RAF.

"My degree is definitely hard but I'm glad I got to join the university Air Squadron in my spare time and still find that really enjoyable.

"I'm part of the volunteer gliding squadron and still go to that on weekends so it's definitely a big part of my uni life. It's really encouraging to know you can balance the Air Cadets with school and then uni.

"One of the things I have seen the most now that I have moved to university is how much the core values of the Air Cadets are reflected in all the squadrons I have been to, and everyone is always made to feel welcome.

"The Cadets has something for everyone, whether it's adventure training, music or flying. I thought the reason I wanted to join was just flying but actually there has been so much more I have discovered in the Cadets and I have been able to achieve so much."

**“ THE RAF HAS HELPED ME SO MUCH WITH PURSUING MY PERSONAL GOALS AND MY PASSION FOR ENGINEERING – WITHOUT THE CADETS I DON'T THINK I'D BE WHERE I AM TODAY. ”**

# LORD-LIEUTENANT AWARDS

Her Majesty's Lord-Lieutenants are representatives of the Crown, appointed by HM The Queen to be her personal representative in each county of the United Kingdom.

Lord-Lieutenant's certificates of meritorious service are awarded to Reservists and Cadet Force Adult Volunteers who have provided exemplary service to their organisations and are recognised as laudatory honours throughout the Ministry of Defence.

Lord-Lieutenants also support Lord-Lieutenant's Cadets to assist them in carrying out their official duties, including civic functions and Royal visits. Lord-Lieutenant's Cadets are the most promising and able young people in their respective Cadet organisation and being appointed to this role is typically the highlight of their Cadet career.

## Top individuals from Edinburgh and Glasgow's Armed Forces Reserve and Cadet units were honoured for their distinguished service during the civic receptions in the cities' City Chambers.

Lord-Lieutenant Frank Ross presented certificates of meritorious service to Reservists and honoured Cadets at the special ceremony in the Scottish capital, 9 December 2019.

He said: "Edinburgh is so proud of its Armed Forces community and boasts more than 800 Reservists and 700 Cadets.

"These certificates are the City's way of celebrating the exceptional contribution these individuals make every single day. Be it for the Navy, Marines, Army or Air Force, every single award-winner has made a real difference to their units and their communities or has made an impression in service.

"None of it would be possible however, without the enduring co-operation of employers who support and encourage their Reservists and Cadets to commit when duty calls."

The Right Honourable Lord Provost of Glasgow, Philip Braat, presented certificates to Reservists and

Cadet Force Adult Volunteers, in his first appointment as Her Majesty's Lord Lieutenant, 4 March 2020.

Nineteen individuals were formally recognised by the City, where more than 1,300 citizens serve in the Reserve Forces, for their significant contribution to Defence through their commitment to their individual units, communities and operational service.

The Lord-Lieutenant further appointed Cadet Sergeant Ellie Forrester, of Glasgow and Lanarkshire Battalion Army Cadet Force, and Cadet Warrant Officer Madeline Bruff, of 62 (2nd Glasgow) Squadron Air Training Corps, as Lord-Lieutenant's Cadets.

Lord-Lieutenant Philip Braat, an Honorary Officer with the Royal Navy Reserve and former Reservist, said: "Glasgow has a long and proud history of supporting military Reservists and Cadets. We recognise the enormous benefits it brings.

"My congratulations and grateful thanks to all the recipients for their commitment and selfless service to our communities. I would also like to pay tribute to their families, friends and employers who have lent them their support, and all the military personnel and volunteers who have aided them in their success."



## Ayrshire & Arran

Squadron Leader Helen Johnson (Air Training Corps)  
Cadet Sergeant Major Jade-Chloe Simons (Army Cadet Force)  
Cadet Flight Sergeant George Leslie (RAF Air Cadets)  
Able Cadet Heather Agnew (Sea Cadets)

## Berwickshire

Cadet Sergeant Ariana McCulloch (Army Cadet Force)

## Dumfries

Cadet Staff Sergeant Amelia Dunbar (Army Cadet Force)

## East Lothian

Cadet Sergeant Megan Thomson (Army Cadet Force)  
Cadet Sergeant Robert May (RAF Air Cadets)  
Able Cadet Pierce O'Donovan (Sea Cadet Corps)

## Edinburgh

Lieutenant Iain MacIver (Royal Navy Reserve)  
Major William Lee (Army Reserve)  
Corporal Neil Lennon (Army Reserve)  
Corporal Thomas Robinson (Army Reserve)  
Flight Sergeant William Malley (RAF Reserve)  
Flight Sergeant David McFeeley (RAF Reserve)  
Lance Corporal Jon Lloyd (RAF Reserve)  
Lance Corporal Shaun Robertson (RAF Reserve)  
Cadet Company Sergeant Major Nathan Turino (Army Cadet Force)  
Cadet Warrant Officer Grace Dobson (RAF Air Cadets)

## Glasgow

Lieutenant Commander James Martin (Royal Navy Reserve)  
Chief Petty Officer Kenneth Woods (Royal Navy Reserve)  
Colour Sergeant Innes Weir (Royal Marines Reserve)  
Lance Corporal David Boyce (Royal Marines Reserve)  
Major John Thompson (Army Reserve)  
Captain Allan Kenneth Davidson (Army Reserve)  
Captain Colin Macnab (Army Reserve)  
Staff Sergeant Stuart Cameron (Army Reserve)  
Sergeant Paul Anthony Clark (Army Reserve)  
Sergeant Gerrard Cushley (Army Reserve)  
Sergeant Iain Dargie (Army Reserve)  
Sergeant John Todd (Army Reserve)  
Corporal Ross Miller (Army Reserve)

Corporal Simeon Ewing (Army Reserve)  
Sergeant Richard Brown (RAF Reserve)  
Sergeant Stuart McLeod (RAF Reserve)  
Corporal Christine Whiteside (RAF Reserve)  
Major John Reynolds (Army Cadet Force)  
Captain Christopher Peacock (Army Cadet Force)  
Cadet Sergeant Ellie Forrester (Army Cadet Force)  
Cadet Warrant Officer Madeline Bruff (RAF Air Cadets)

## Lanarkshire

Lieutenant Cameron Green (Army Cadet Force)  
Captain Kenneth MacKenzie (Army Cadet Force)  
Sergeant Major Instructor Robert McNeill (Army Cadet Force)  
Cadet Sergeant Connor Mullen (Army Cadet Force)

## Midlothian

Cadet Corporal Glenn Woodford (RAF Air Cadets)

## Renfrewshire

Cadet Sergeant Scott Watson (Army Cadet Force)  
Cadet Sergeant Abigail Cameron (RAF Air Cadets)  
Cadet Petty Officer Carly Joyce (Sea Cadet Corps)

## Roxburgh, Ettrick and Lauderdale

Cadet Corporal Blake Sommerville (Army Cadet Force)  
Cadet Sergeant Bobbi Strachan (RAF Air Cadets)

## Stewartry

Cadet Corporal Harvey Stalker (Army Cadet Force)

## Tweeddale

Cadet Sergeant Charles Eunson (Army Cadet Force)  
Cadet Sergeant Alexander Rippin (RAF Air Cadets)

## West Lothian

Cadet Sergeant Shannon McLeary (Army Cadet Force)  
Cadet Warrant Officer Laura Blythe (RAF Air Cadets)  
Able Cadet Jamie McDonald (Sea Cadet Corps)

## Wigtown

Cadet Corporal John Jolly (Army Cadet Force)



## BRINGING IT ALL TOGETHER ESTATES

Lowland RFCA's Estates department is a small team of professionally-qualified individuals who are responsible for the upkeep, maintenance and development of the Armed Forces Reserve and Cadet estate across southern Scotland.



The bulk of the estate sits across the central belt, but extends as far south as Stranraer and Hawick and out to Ayrshire and the Isle of Bute. It is a diverse property portfolio that deals with property assets ranging from modern purpose-built Reserve centres to historic buildings like 603 Squadron RAF Reserve's HQ on Learmonth Terrace in the heart of Edinburgh's UNESCO World Heritage site.

The Estates department brings commercial property experience and planning to support the development plans through to on site delivery and operations.

This year our team have undertaken major works at Drumchapel ACF and Duns ACF detachments, and have refurbished some 25 Cadet detachment premises across the region.



### OUR INVESTMENT OVER THE PAST 12 MONTHS .....

- £525k** Reactive repairs.
- £450k** Statutory and Mandatory testing.
- £837k** Refurbishment of 27 cadet properties.
- £100k** Grounds maintenance.
- £1.2m** Additional Improvements to the Army, Navy and Air Cadet estates.

## ROYAL MARINES RESERVE SCOTLAND EDINBURGH DETACHMENT

Nestling just between 105 Regiment Royal Artillery and the City of Edinburgh University Officers Training Corps at Colinton, Edinburgh lies the local detachment of the Royal Marines Reserve Scotland. The original alteration and extension cost £429,000 and was opened by the Right Honourable David Cameron MP as Prime Minister, 4 July 2014.

This compact building is an excellent example of squeezing a lot of facilities into a small area to achieve an appropriate training environment for a unit that has very high expectations of its Reservists. The centre was built specifically for the unit and sought to replace the temporary accommodation that they had been using.

The very modest exterior belies the history within. There is memorabilia everywhere from operations in Northern Ireland, the Falkland Islands, the Balkans, Iraq and Afghanistan - just some of the places that members of this small but highly specialised commando unit have taken part in operations. There is also a strong atmosphere of esprit

de Corps that comes from being proud to be in such a unit and to have a home for those unique memories.

This Reservist centre is a real success story. It was built with the end use in mind and therefore delivered on what the members of the unit at the time of the build felt they needed to train hard in order to fight hard in support of their regular counterparts.

Having delivered this fabulous centre for the unit, the Estates department are now striving to alter the interior to cater for females and proposing to spend another £100,000 on refurbishment and upgrade. Until now the unit like many other combat arms had not been open to women. Now the challenge is to change the building in order that it

can accommodate both sexes and offer even more training flexibility by combining some of the smaller areas into a larger training room. There is little doubt that attracting recruits is always going to be difficult but this unit with its particularly special offering and excellent facilities has much to entice the right person.



## Alternative Venues / Lowlands

## SUPPORT THE ARMED FORCES, HIRE OUR VENUES

Alternative Venues Lowlands is a non-profit initiative, managed by Lowland RFCA, which generates money to support the Reserve Forces and Cadets. We hire out affordable, versatile and secure Military Venues on the estate for training, conferences, corporate events, filming, long-term lettings and more.

With more than 100 unique venues, ranging from period properties in Edinburgh to a village type hall in Brodick, we have something for everyone.

For more information or to hire a unique venue please email [lo-av@rfca.mod.uk](mailto:lo-av@rfca.mod.uk) or call 07500 010 649.



Follow @Lowland\_RFCA and @avlowlands on Twitter

# FINANCE

This report is produced in advance of the year end for 2019/20 and therefore some of the figures may be subject to minor amendment. The Audited Annual Accounts will be available from 1 June 2020.

**ADMINISTRATION - £347K**



**ESTATE MANAGEMENT - £2.3M**



**ESTATE IMPROVEMENT WORKS**



**INFRASTRUCTURE - £1.9M**

**CAPITAL EXPENDITURE - ASSETS IN THE COURSE OF CONSTRUCTION - £710K**

**STAFF - £1.8M**

**HR SUPPORT - £16K**

**CAPITAL EXPENDITURE, VEHICLES - £142K**



**UNIT GRANTS TO ASSIST ACTIVITY & RETENTION**



**Lowland Reserve Forces' and Cadets' Association Income 2019-2020**

Grant in Aid - £2.4m  
Defence Infrastructure Organisation (Infrastructure) - £1.9m  
Defence Estates Projects - £1.5m  
Defence Infrastructure Organisation (Maintenance) - £1.4m

Defence Relationship Management (Employer Management) - £160k  
Air Training Corps - £174k  
Royal Auxiliary Air Force - £104k  
Regionally Generated Income - £1.4m

**TOTAL INCOME £9m**

**IT & COMMUNICATIONS - £60K**

**TRANSPORT & MOVEMENT - £23K**



**RESERVES AND CADETS SUPPORT**



**EMPLOYER ENGAGEMENT - £160K**



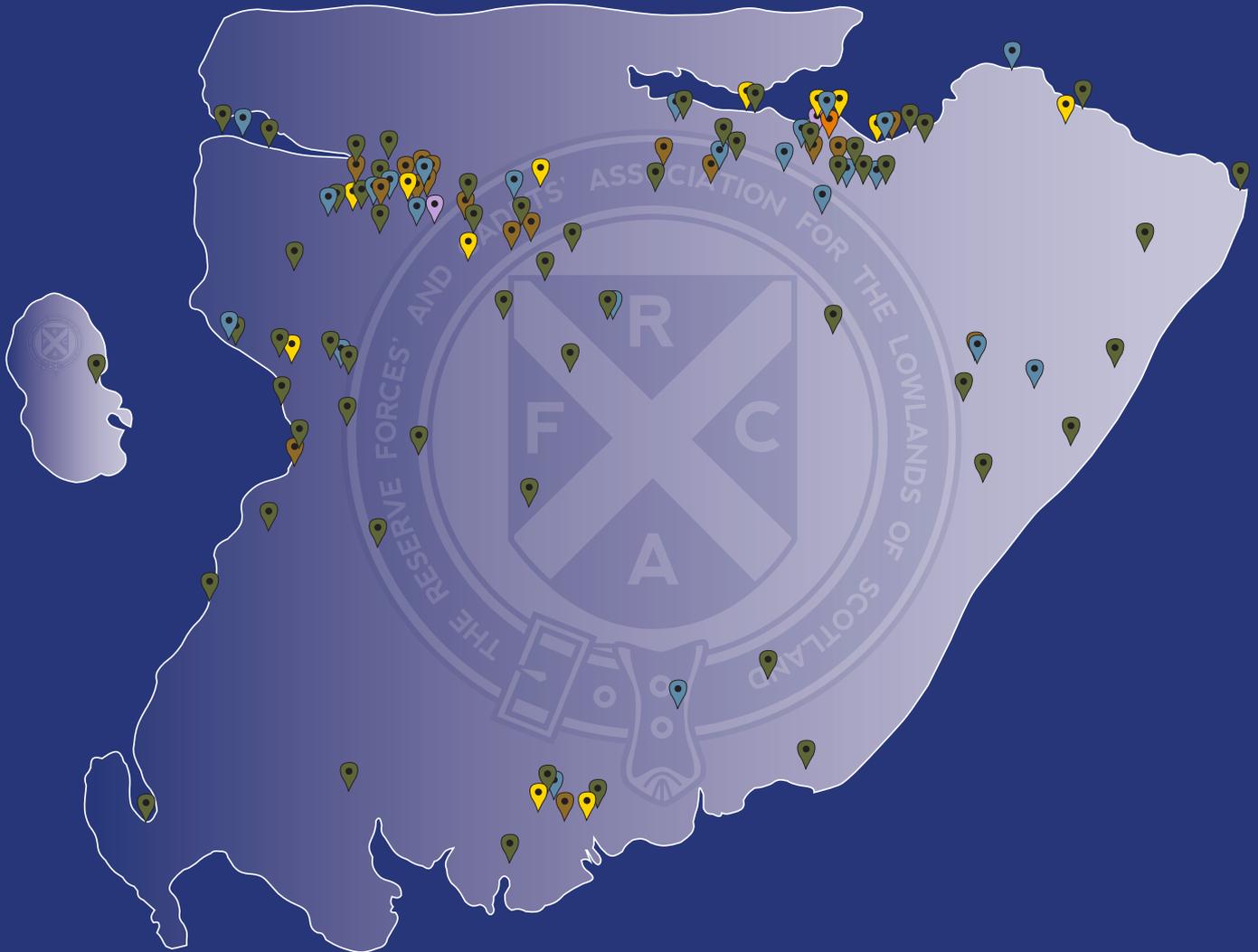
**CADET EXPANSION PROGRAMME, DEVELOPING SQAs**



**RECRUITING SUPPORT - £69K**

# FIND YOUR LOCAL RESERVE OR CADET CENTRE

## SEARCH **LOWLAND RFCA**



-  ARMY CADET
-  ARMY RESERVE
-  COMBINED CADET FORCE
-  NAVY RESERVE
-  RAF CADET
-  RAF RESERVE
-  SEA CADET



[lowlandrfca.org.uk](http://lowlandrfca.org.uk)

