



ARMED FORCES COVENANT ANNUAL REPORT 2019-20

FOREWORD

Peter Martin

Chairman of Surrey Civilian Military Partnership Board



As Chairman of the Surrey Civilian Military Partnership Board (SCMPB), I have the pleasure of presenting to you our annual report which covers activity from a wide range of partners across Surrey over the period of 1 April 2019 to 31 March 2020.

I am very pleased to report that it has been yet another really successful year as we continue to support Surrey's armed forces community, made possible through us working in partnership with 11 Infantry Brigade and HQ SE, our HM Lord-Lieutenant, the Borough and District Councils, the Police and Crime Commissioner, Surrey Fire and Rescue Service, Service Charities, Diocese, businesses and with all our partners from Health, Education and Employment.

Every year, we continue to find new initiatives, and this year is no exception. We have been focussing on increasing the attainment of service children in Surrey Schools; developing and sustaining veteran hubs and drop-ins through a £148k Armed Forces Covenant Fund grant and supporting the armed forces in a pilot to register as service voters with the local authority of their choice. The initiative has attracted the interest of both the Electoral Commission and the Cabinet Office.

Forces Connect South East (FCSE), which is led by Surrey and aims to make it easier for members of the armed forces community to access consistent advice and sources of support has continued to provide training not just across the south east but nationally as well. To date over 7,500 staff and councillors have received training thereby helping to reduce disadvantage that the armed forces community may face. There is also very good news around our 'Forces Connect' mobile app, which complements the training. To date, there have been over 8,500 downloads with nearly 20 counties featured on it.

When you have read this report, I hope you will feel, as I do, justly proud of all that we have achieved working together as we empower each other to actively deliver the Armed Forces Covenant for all members of the armed forces community in Surrey, and beyond, to ensure they are not disadvantaged as a result of their service to our Nation.

A handwritten signature in black ink, appearing to read 'Peter Martin'.



INTRODUCTION

This report sets out a summary of the key achievements of the Surrey Civilian Military Partnership Board, and its partners, in implementing the Armed Forces Covenant. The Armed Forces Covenant is a promise by the Nation ensuring that those who serve or who have served in the Armed Forces, and their families, are treated fairly. Since 2012, all Surrey local authorities have signed the Armed Forces Covenant and appointed an elected councillor Armed Forces Champion and Covenant Lead Officer to work hard to ensure the armed forces community does not face disadvantage compared to any other citizen when accessing public services.



ENGAGEMENT

National Covenant in the Community Conference

In April, local authorities from around the UK gathered in Newcastle for the annual National Covenant in the Community Conference to hear about best practice across the UK. Surrey County Council, on behalf of Forces Connect South East (FCSE), was given the opportunity to present to the conference on the training programme developed under Forces Connect South East, and gathered interest from local authorities who were interested in receiving the training as part of the FCSE legacy work. The conference also gave the opportunity to share Surrey Civilian Military Partnership Board's 2018/19 annual report, which is considered best practice by the Ministry of Defence.

WWII Unexploded Bomb in Kingston upon Thames

On the 23 May 2019 a 120kg WWII unexploded bomb was discovered during excavation works being carried out in Kingston upon Thames very close to Surrey County Council's County Hall. The emergency services and local authorities worked in partnership with the Army's 11 Explosive Ordnance Disposal (EOD) and Search Regiment to deal with the situation.

A 400m cordon was set up to ensure the safety of residents and local businesses. County Hall was within this cordon and members of staff were evacuated. A decision was made to detonate the bomb onsite as it would have posed further risks if the bomb was moved. Throughout the night the EOD filled sandbags



ENGAGEMENT CONTINUED

and built a structure out of these around the bomb to mitigate the impacts of the explosion. The bomb was successfully exploded at 1.00pm the following day with only minor damage to windows on surrounding buildings

Army Engagement Group Came to Denbies

The National Army Engagement Group (AEG) came to present to a range of influential 'gate keepers' at an event held at Denbies in Dorking. The AEG tours the country engaging with a wide variety of people to give them a greater understanding of the Army, covering who they are, what they do and how they contribute to society. A wide range of over 200 people attended the event in Dorking, ranging from local businesses, head teachers, youth and church leaders and public authorities. Following the presentation, there was the opportunity to network informally and ask questions about the Army or Army policy, as well as discussing taking the relationship with Defence further.

South East Armed Forces Champions Conference

11 Infantry Brigade and HQ SE invited all Armed Forces Champions (AFCs), including a number of newly-appointed AFCs, across the Brigade area to come together on 15 May to hear about the key priorities for Defence, share best practice and network with colleagues. This was a really useful event and gave the opportunity to talk about the role of Armed Forces Champions, which was led and developed in Surrey and shared nationally as best practice.

SERFCA Briefing for Surrey and Berkshire

The South East Reserve Forces' and Cadets' Association (SERFCA) held its annual briefing for local dignitaries and businesses in the Indian Army Memorial Room at Royal Military Academy Sandhurst. This briefing had a specific focus on diversity within the forces, as well as providing an overview of the current Units in each county as well as an update on the work of the Cadets.



Military Support with Brexit

During the planning for a 'No Deal' Brexit scenario, the emergency services and local authorities were assigned extra resources on behalf of the Armed Forces in the form of Military Liaison Officers. These officers supported the planning efforts of the partnership by providing briefing and intelligence sessions across the County. Through them the partnership was also able to utilise specialist Army assets to aid the planning efforts – e.g. high grade military briefing maps.

Supporting the Armed Forces with Electoral Registration

During briefings for the Armed Forces, it became apparent that the armed forces community do not generally feel connected enough to the local community to participate in elections – local research showed only 46% declared they were on the Electoral Roll with even less saying they would exercise their right to vote. Following discussions between Guildford Borough Council and the Army Training Centre (Pirbright) it was agreed to support a six month pilot to assist recruits who have successfully completed their 14 weeks training to register as a service voter with the local authority of their choice. Service voter registration lasts for five years. The Electoral Commission and the Cabinet Office are interested in the outcome of this pilot.

Partnership Working between the District and Borough Councils and the Armed Forces

Surrey County Council has a close working relationship with all Surrey district and borough councils, as well as with the Army locally. All local authorities have an elected councillor Armed Forces Champion as well as an officer Covenant Lead, and they all get together at least twice a year with their local Army links to receive training, discussing joint working and sharing best practice. In some areas, including

Guildford, Woking and Spelthorne the councils have established local civil-military panels to take their work forward with their local Army Task Force Commander often attending. The work locally is shared through reports to councillors in a number of ways including formal reports through the local and joint committees.

Surrey Civilian Military Partnership acting as an Exemplar to other Councils

During the year, Surrey County Council has been called upon to assist, advise and mentor other councils who are planning to, or have recently set up Civilian Military Partnership Boards. They include Bracknell Forest, Brentwood, Buckinghamshire, East Sussex, Oxfordshire and the West Midlands Metropolitan Authority.

In addition, councils from North Yorkshire and the South West have also sought Surrey's advice on the composition and membership of such boards, as well as seeking guidance on the most appropriate terms of reference and suggested action plans. Without exception, all of the councils have adopted Surrey's Elected Councillor Armed Forces Champion's Job Description viewing it as an exemplar.

1st Battalion Irish Guards Engaging with the Local Community

The Irish Guards are committed to community engagement locally, even whilst preparing for deployment.

One of their first events was held at Epsom Primary School where they were able to attend with a small number of soldiers as part of a larger 'blue light' event, working alongside the fire brigade the police and the ambulance service. They were able to give the children the opportunity to see what life in the Irish Guards is like and show them the equipment that they use on a day to day basis. Giving the children

ENGAGEMENT CONTINUED

the opportunity to wear the famous bearskin cap was a particularly exciting experience for many of the children. Unfortunately, there was one complaint on the day from the fire brigade who wanted to know why the children were queuing up to meet the Irish Guards rather than queuing to look around a fire engine! The truth was that they deployed their secret weapon; the Regimental Mascot, an Irish Wolfhound called Domhnall, a gentle giant who towered above most of the children.

Following this very successful trip to Epsom Primary school, they were asked if they would take Domhnall to the Appleby House Care Home where the residents were also delighted

to meet Domhnall. Domhnall (which means World Leader in Gaelic) rose to the occasion and enjoyed being a big celebrity for the day.

The latest part of their engagement work within Surrey has been visiting local Cadet Detachments with the local Armed Forces Champion where the cadets undergo their annual inspection. The team has been hugely impressed by the professionalism and level of dedication that these young people have shown and they commend the adult instructors who give up so much of their time to ensure that each Cadet receives a rewarding experience.



Surrey Armed Forces Annual Covenant Conference 2020

Surrey's annual Armed Forces Covenant Conference took place at the Army Training Centre (Pirbright) on 4 March 2020. The event brought together over 150 people who support the armed forces in Surrey to share, celebrate and build on the partnership between Surrey's armed forces and civilian communities. Presentations included an update from the Ministry of Defence on the national and regional picture, a focus on the benefits of working with Defence, supporting veterans and reservists, ex-service personnel and cadets. There was also a presentation by the Barclay's Military and Veterans Outreach Team, as well as hearing first-hand from a Falklands veteran on how The Royal British Legion supported him and his family to deal with the impact of being on HMS

Sheffield on the day it has hit by an Exocet missile. The conference was a huge success and further helped develop relationships locally.



ENGAGEMENT CONTINUED

Forces Connect South East Training and Delivery

In 2017, Surrey County Council, on behalf of the FCSE partnership was successful in applying for a £281,300 Armed Forces Covenant Fund grant to enable fair and consistent advice and access to public services for the armed forces community to ensure they face no disadvantage compared to any other citizen. The partnership was awarded an additional £40,000 to share best practice across the UK. Forces Connect South East (FCSE) is a partnership led by Surrey County Council with the County Councils of Hampshire, Kent, East Sussex and West Sussex and the Councils of Brighton & Hove and Medway, as well as the NHS Armed Forces Networks, 11 Infantry Brigade and HQ SE, SERFCA (South East Reserve Forces' & Cadets' Association), ssafa the Armed Forces charity and The Royal British Legion.

The two year project has now successfully concluded, and has achieved the following successes:

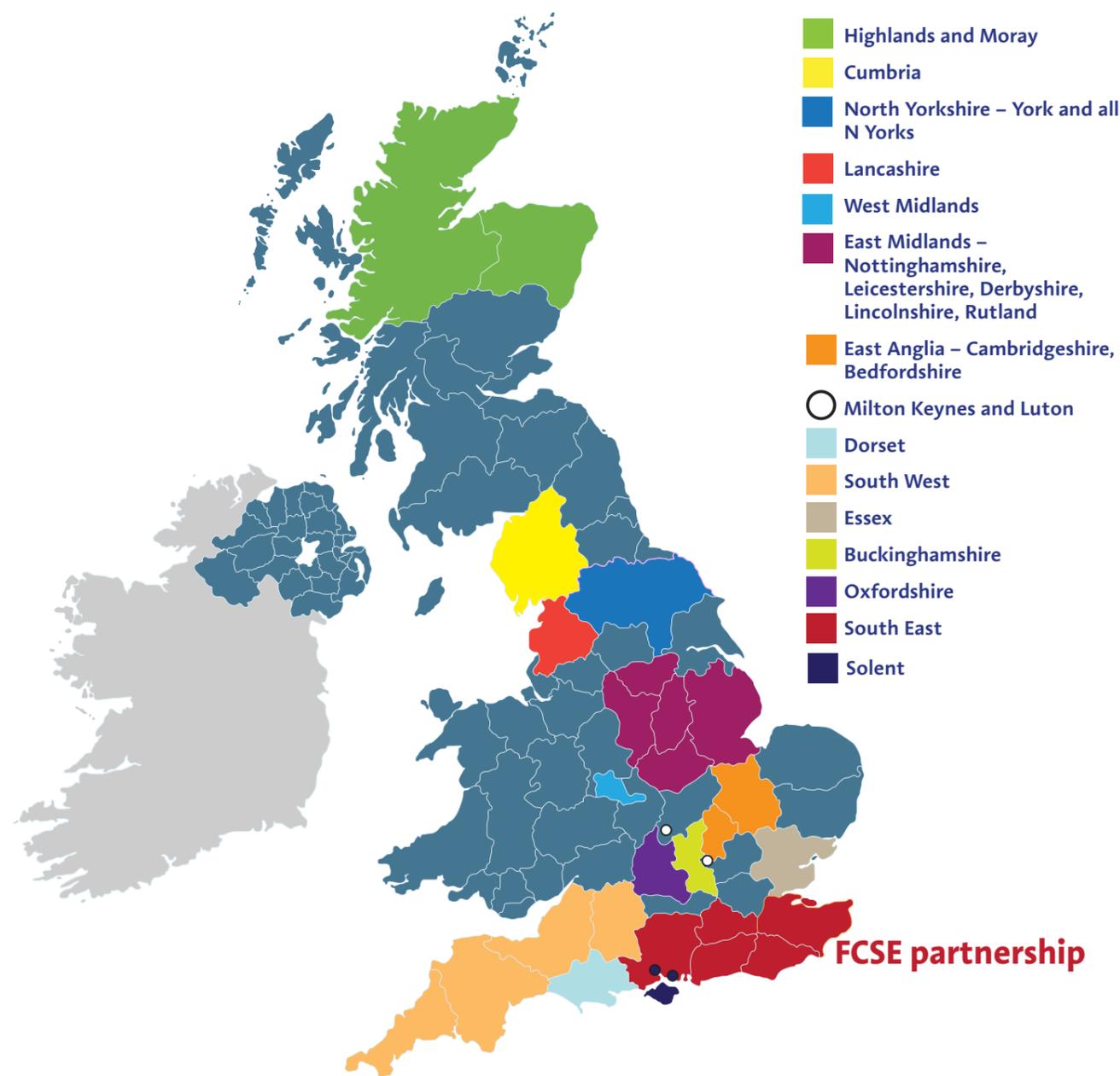
- Three face to face training packages aimed at elected councillor Armed Forces Champions and Covenant Lead Officers, managers and frontline staff were developed and delivered to over 7,500 people. These training courses have helped to raise awareness of the issues facing the armed forces community, as well as explaining how to provide help or signpost to additional sources of support. The importance of asking the question 'Have you or a family member served?' is embedded throughout all courses.
- Face to face training was supported through e-learning. As well as promoting an existing e-learning package for frontline staff developed by the Coventry, Solihull and Warwickshire Covenant Partnership, FCSE developed an Employee Mentoring Continuing Professional Development (CPD) accredited course to support HR, recruiting professionals and line managers to achieve a greater understanding of the armed forces and provides advice on setting up mentoring and buddy systems using existing veteran and reservist employees as mentors.
- A 'Forces Connect' mobile app was developed based on county specific topic based signposting information sheets. Within the first year there were over 8,200 downloads.



- A school admissions video was produced to set out the process forces families are required to undertake when applying for a school place.

courses and sharing the resources to over 185 local authorities as shown on the map below. All the resources developed under the project are available free of charge via www.surreycc.gov.uk/forcesconnectse

Following delivery in the south east, FCSE used the additional £40,000 funding to share best practice nationally by delivering the training



ENGAGEMENT CONTINUED

In July 2019, FCSE were invited to share a stand with the Ministry of Defence (MoD) Covenant Team at the Local Government Association Annual Conference in Bournemouth, which was very well supported by delegates from across the UK. Additionally, FCSE held a joint 'Fringe Event' with the MoD as well as being part of the afternoon workshop session on the Armed Forces Covenant.



This has enabled us and empowered others to actively deliver against the principal aim of the Covenant to ensure that members of the armed forces community are not disadvantaged because of their service to the Nation. Forces Connect South East has now been shortlisted as one of the final three for the Soldiering On Awards 'Working in the Local Community' category sponsored by Forces in Mind Trust with the winner being announced later in 2020.

@SurreyMilitary

The @SurreyMilitary Facebook and Twitter accounts have continued to be great ways to keep in touch with and strengthen relationships across the armed forces community. During this year's conference we were delighted that tweets using #SAFCC20 reached more than 93,000 accounts.

Armed Forces Week 2019 saw a focused campaign being run within Surrey County Council to further raise awareness with colleagues of the Armed Forces Covenant itself and also to highlight the commitment to and breadth of work being undertaken to support the broad armed forces community across the county.

Surrey Military Appeals Committee

Surrey Military Appeals Committee (SMAC) met three times during the year under its chairman, Mr Michael More-Molyneux – HM Lord-Lieutenant of Surrey with representatives from 11 Infantry Brigade, the media, politics, business, entertainment and voluntary organisations including service charities. Its principal aims are to encourage and support the military and service charities operating in Surrey. During the past 12 months, it has received top level reports and briefings from 11 Infantry Brigade and HQ SE as well as from the Chairman of Surrey Civilian Military Partnership Board and from both ABF The Soldiers' Charity Surrey and from Surrey Royal British Legion. It

The project was an overwhelming success. Shared Intelligence (the external evaluators) concluded: 'The training has increased the level of understanding of Armed Forces Champions (AFCs) and frontline staff of the needs of the armed forces community and the services that are required if they are to reduce the risk of disadvantage in accessing public services. Our evidence suggests that this increase in understanding from the training leads to Armed Forces Champions feeling more empowered and with greater confidence to support members of the armed forces community'.

The FCSE programme has built a legacy of sustainable training packages, a range of useful resources and a mobile app as well as a culture of cross-border partnership working.

maintains a Military Events Diary and allocates Service Deputy-Lieutenants to support particular events. It was disappointing that the Archbishop of Canterbury's planned visit to SMAC in March 2020 had to be postponed because of COVID-19.

Army Training Centre (Pirbright) links with the Local Community

Army Training Centre (Pirbright) (ATC(P)) are very proud of the Values and Standards that are instilled in the recruits during their training. This was echoed in a visit in February by the Anti-Muslim Hatred Working Group who had an eye-opening tour of the camp and subsequently formed a better understanding of the Armed Forces and the increasing diversity within it. The Working Group also had an opportunity for a question and answer session with Major-General Duncan Capps CBE - Muslim Champion for the Armed Forces and then GOC Regional Command and they hope to return in the future to attend a Pass Off Parade.

ATC(P) has also hosted the Guildford Borough Council Armed Forces Covenant Panel at a Pass Off Parade which is the culmination of the recruits 14 weeks basic training and was an opportunity for the Panel to meet with and to congratulate recruits and their families on a very special day. At another recent Pass Off Parade families were treated to some songs sung by Chelsea Pensioner and Britain's Got Talent winner Colin Thackery!

A recently completed new running track at ATC(P) was formally opened in September 2019 by Major-General Paul Nanson CB CBE and was attended by representatives from Surrey County Council and both Woking and Guildford Borough Councils as well as actor Anthony Cotton, an ambassador for SSAFA. Luke Sinnott Army Veteran and Paralympian trialed the new track and then gave an inspirational brief to the recruits in Normandy Company, a rehabilitation company, and spoke to them about reaching your goals through resilience, determination and drive.



EDUCATION AND YOUNG PEOPLE

Army Moves and School Place Planning

During the year there were a number of Army moves, which included the 1st Battalion The Welsh Guards and their families moving from Pirbright to Windsor. This involved a number of children moving school during the summer holidays. Surrey County Council's school admissions team worked closely with the Unit Welfare Officer and The Royal Borough of Windsor and Maidenhead to ensure a smooth transition. During the forthcoming months, Surrey's admissions team will be working with 11 Infantry Brigade to manage a move of new families from northern England to Surrey, ensuring that the children of these families can access school places in Surrey.

Frimley School Fundraising for SSAFA the Armed Forces Charity

With it being the centenary of the First World War last year, Frimley Church of England Junior School wanted to get more involved

with the local community and so chose to support SSAFA as the school's charity. Being based within Surrey Heath borough and in close proximity to military communities such as Pirbright, Deepcut, Keogh and Aldershot, they wanted to show their appreciation and support for the military families based within their community. They launched the school charity during a whole school assembly where the children learned about the role of SSAFA. The children were able to see the correlation between the money they raise and the level of support SSAFA would be able to provide to the people in need that they were helping.

In collaboration with the children, each year group chose a charity event to run and organise throughout the year. Year 3 chose to hold a camouflage run just before Christmas. Some Soldiers from the 25th Training Regiment in Deepcut helped the children get ready for the run by painting camouflage cream on their faces. The children absolutely loved getting to know the soldiers and being 'mini' soldiers

for the afternoon. Year 3 also donated the proceeds from their play, all about the First World War. Both events raised just over £1,000 in total.

Year 4 held a sponsored times tables event. The children worked really hard to learn their times tables and the event was a great success. In total the children raised £915.

The children in Years 5 and 6 demonstrated real entrepreneurial skills in their charity events. Year 5 planned, made and sold healthy snacks and raised £139. The children in Year 6 made home baked goods linked to their topic of South America and raised £139.

Pirbright Village Primary School Nurture Farm

Pirbright Village Primary School is located close to Army Training Centre (Pirbright) and approximately 25% of the pupils from the school are from service families. The school successfully applied to the Armed Forces Covenant Fund Trust for a £19,960 grant to create a farmyard area on the school site to house pygmy goats, rabbits, guinea pigs, hens and ducks. The school was keen to further integrate the civilian and military families and wanted to build on the existing animal therapy in the school. The project will create a sustainable facility for the benefit of a wide variety of members of the local community, and the farm will provide animal-supported therapy and structured outdoor learning experiences designed to improve emotional well-being, educational engagement, integration and increased aspirations for the children and their families. The animal house and pens will be completed by the summer.

Positive Outcomes through Play

The Armed Forces Covenant Fund have kindly awarded Army Training Regiment (Pirbright) a grant of £74,140 for a project entitled "Creating positive outcomes through play". The project will be delivered in partnership with Guildford

Borough Council and seeks to address play needs of service children with their social, physical and emotional needs being supported. It will be delivered over a 3-year period and has a four tiered approach including weekly outdoor Playrangers sessions at Beech Grove play area Pirbright, a holiday playscheme, youth workshops and family fun days. The activities will be free of charge as financial constraints are often a barrier for service families.

Increasing Attainment of Service Children in Surrey Schools

Surrey places huge importance in ensuring that all service children educated in Surrey schools are not disadvantaged compared to civilian children. During 2019, there were 1,276 service children within 179 schools in the county, with three of those schools having over 100 service pupils. Work is ongoing between the County Council, the Schools Alliance for Excellence and local schools to try to ensure that service children do not perform less well than their civilian peers.

11 Brigade working with Surrey Schools

Throughout the year, 11 Infantry Brigade has worked closely with a number of Surrey schools through their schools' engagement programme, which has included:

- School Challenge Day Pilot (26 April 2019): Four schools who had previously completed the 2018/19 School Modular Programme took part in this exciting day which involved 10 students from each school. Surrey schools involved included Farnham Heath End School, Farnham and Kings International College, Camberley.
- School Modular Programme (Nov – Dec 2019): This programme ran across eight schools in the South East, including Farnham Heath End School, Kings International College in Camberley and Woolmer Hill School in Haslemere, and consisted of six modules delivered for



EDUCATION AND YOUNG PEOPLE CONTINUED

1/2 day per week during the term. Group sizes varied from 15-30. Each school also participated in a 'Meet the Army Day' which, in the case of the Surrey Schools was held in Aldershot.

- School Challenge Day (11 March 2020): Teams from each of the schools who took part in the modular programme, together with other schools from the rest of the South East took part in this event at Longmoor Camp, Hampshire.
- Commonwealth Soldier Battlefield study (16-19 March 2020): Kings International College sent a group of 18 students and 2

staff on this four day visit to the Battlefields of France and Belgium. They joined schools from Kent and Buckinghamshire.

Relationship between Army Training Centre and Cadets

During the year ATC(P) has further developed their links with local Cadet Units and have been involved in carrying out their Annual Inspections, hosting their Annual Summer Camps and the Surrey Royal British Legion Lord-Lieutenant's Cadet Poppy Appeal Competition Award ceremony in March 2020.



EMPLOYMENT

IMAGINE Project at the Army Training Centre

Surrey County Council has secured £300,000 of European funding to work with eight partners across Europe to deliver a transnational social innovation project called IMAGINE, focussed on enabling unemployed young adults to work in horticulture. One of the four sites identified in Surrey to take this project forward is the Army Training Centre (Pirbright). The partners will work with young people, local residents, local Army families, veterans and RHS Wisley to transform the area around the Jubilee Community Centre into a productive area whilst increasing horticulture skills, employability and integration between the local civilian and military communities. The project started in Pirbright in January 2020 and will run for two years.

Sandhurst Leadership Challenge

Surrey County Council and Woking Borough Council regularly send employees to this most valuable training at RMA Sandhurst. Participants report huge benefits from such

training on their inter-personal and team player / leadership skills and self-confidence particularly on their return with fellow staff members.

Sandhurst Leadership Luncheon

On account of being a Ministry of Defence Employer Recognition Scheme Gold Award holder, Surrey County Council is allocated a place at the Annual Sandhurst Leadership Luncheon. The Assistant Chief Fire Officer attended this year's prestigious lunch at RMA Sandhurst. He found it a great experience as it provided a unique perspective into how the British Army develops its future leaders and officer cadre. In the brief given by CGI IT UK Ltd, guests were told how CGI was keen to develop their executive leadership team personnel internally rather than to seek out external candidates and they explained the process they went through.

Sandhurst has a long and proud tradition of developing recruits into formidable leaders and officers within the British Army. It was



EMPLOYMENT CONTINUED

interesting to hear how the British Army would recommend that their staff operate at 80% of capacity during routine activities to ensure operational resilience for when they were needed at 100%. This type of metric holds true within the fire service who also need to have their personnel in a ready state, but also be resilient enough to ensure our 100% surge capacity during emergency incidents.

Surrey Reservist Deployed

Surrey County Council has a supportive Armed Forces Employment Policy and employs over 25 reservists, the majority of them serve within Surrey Fire and Rescue Service. Surrey fully appreciates the wide range of transferable skills our reservists bring to their day jobs. A Watch Commander from Dorking Fire Station was mobilised in October 2019 and undertook pre-deployment training at the Mission Training and Mobilisation Centre in Chillwell near Nottingham. The training included a wide range of skills including weapon training, battlefield trauma life support, fitness, survival and resistance and escape if captured. He was then posted to Erbil in northern Iraq during February 2020.



The Armed Forces Covenant Gold Alumni Association (GAA)

As a gold MoD Employer Recognition Scheme (ERS) holder, Canon Peter Bruinvels on behalf of Surrey County Council is a member of the GAA Steering Group and co-chairs both the South East and London Groups giving advice as well as mentoring and supporting those local authorities wishing to progress from Silver to Gold within the ERS.

The GAA plays a lead role at the annual Partnership in Defence Conference providing panellists to talk on the 'Benefits of Partnering with Defence'.

During the past year, Surrey County Council has been a critical friend to both West Sussex County Council and more recently, East Sussex County Council as they both develop their Civilian Military Partnership Boards.

Employer Engagement

Surrey County Council and Woking Borough Council are active members of the South East Regional Employer Engagement Group (SE REEG) hosted by South East Reserve Forces' and Cadets' Association (SERFCA). Surrey County Council regularly presents at these meetings – topics have included Surrey's Civilian-Military Partnership Board and Forces Connect South East, followed more recently by a joint presentation with Hampshire County Council on 'Advocacy for the Employer Recognition Scheme from a public sector perspective'.

Surrey County Council and its Civilian Military Partnership Board is represented on Surrey SERFCA County Committee. All of Surrey's Armed Forces Champions are routinely invited to both SERFCA's Annual Presentation and to its Surrey AGM in December.

HEALTH, WELLBEING AND WELFARE

Veteran Healthcare Training Across Surrey

The Surrey Health Champions Group, comprising representatives from all aspects of health across Surrey from GPs to mental health, to hospital trusts to Surrey County Council and the voluntary sector has organised veteran healthcare training across the county. The sessions are for all healthcare professionals, including commissioners and practitioners, and provides one of the five criteria for both the NHS England GP Veteran Awareness Accreditation Scheme and the NHS Improvement The Veteran Hospital Awareness Scheme, as well as being Continuing Professional Development (CPD) Service certified. The sessions are kindly hosted by Col Julian Woodhouse, Consultant Adviser in General Practice at Army HQ in Andover. Feedback from the events has been wholly positive.



Veterans Hubs and Drop-ins

Veterans hubs or drop-ins provide a warm and welcoming place where any member of the armed forces community (serving and ex-service) and their family may go to for help, advice and comradeship. They offer refreshments as well as general welfare support such as health and wellbeing, financial and employment advice, often provided through a service charity, as well as signposting to other agencies such as the local council, Job

Centre and Citizens Advice. These meetings take place at the same location on a regular basis at the same time normally each month and in an informal, welcoming, safe and secure environment.

Following a successful application for £148,000 to the Armed Forces Covenant Fund, Surrey County Council has been working with Hampshire, Kent, East Sussex and West Sussex County Councils and Brighton & Hove and Medway Councils on developing and sustaining veteran hubs and drop-ins across the region. Based on research and a needs and gap analysis, a best practice guide - 'Grow Your Hub' has been produced (available on line and in hard copy) and both new and existing hubs have been supported.

These include:

- **Epsom and Ewell Veterans Community Hub**
A new drop-in hub launched on 1 May 2019 brings together veterans from Epsom and Ewell giving them access to advice and support. The hub at the Comrades Club, Epsom is a partnership between the Royal British Legion, Epsom and Ewell Borough Council and Surrey County Council. The drop-in is held on the first Wednesday of every month from 10.30am to 12.30pm.
- **Guildford Veterans Drop-in**
Surrey Fire and Rescue Service launched a new drop-in during Armed Forces Week. Veterans and their families are invited into Guildford Fire Station for a brew and bacon butty from 10.30am-12.30pm on the last Thursday of each month. This successful model will be rolled out to other fire stations across Surrey and beyond Surrey where there is a need.
- **Surrey Armed Forces Drop-in**
Vulnerable Veterans run a drop-in from 11am-1pm on the third Thursday of the month from the Woking Railway Athletic Club. Work is ongoing to make this a more

HEALTH, WELLBEING AND WELFARE CONTINUED

vibrant drop-in, with a planned move to Woking Fire Station in autumn 2020.

- Veterans and Families – Listening Project**
 This successful, long running drop-in has provided support to a large number of veterans across the region since 2013. It runs out of St Mary’s Church and Centre, Camberley on the second Tuesday of each month between 10am and 1pm and provides a single point of access for veterans and families to be signposted to help and support.
- Veterans Support Association**
 The Veterans Support Association aims to promote veterans wellbeing in the community, and runs from 10am – 4pm on the second Tuesday of the month out of the 3rd Molesey Scout Hut, West Molesey. As well as support services, a weekly archery drop-in is offered to veterans and their families next door to Chelsea Football Club.
- Westway Centre, Caterham**
 In February 2020, an event for local veterans and their families was hosted by Tandridge District Council at the Westway Centre. The idea of the evening was to gauge the level of interest in establishing a new hub at the Centre. There was an overwhelmingly positive response to the suggestion, so work is ongoing behind the scenes to get this new hub up and running by summer 2020.



A further local provision for veterans are Armed Forces Veterans Breakfast Clubs. These are breakfast clubs for veterans who like to meet up socially on a regular basis. There are no joining fees – veterans just turn up and pay for their own breakfast. Further information about breakfast clubs can be found on the following website <https://www.afvbc.net/about-afvbc/>.

Transition Intervention and Liaison Service

On the back of the positive work at Guildford Fire Station as a veterans hub, links have been made with the NHS England commissioned ‘Transition Intervention and Liaison Service (TILS)’ for serving and ex-armed forces personnel who may have mental health issues. In February 2020, TILS began running assessments and treatment out of rooms at Guildford Fire Station.

Flashpoint

Invitation
Tuesday 15 October 11am – 3pm
 Yvonne Arnaud Theatre, Guildford

Shining a spotlight on Armed Forces Veterans and their families’ emotional and mental wellbeing – a special performance of the short play

‘Flashpoint’

Flashpoint performance:
 1pm, Mill Studio at Yvonne Arnaud Theatre, Guildford
 Book your free seats: Contact Jo Packman: Jo.Packman@guildford.gov.uk
 Box Office: 01483 440000

Plus
 Mental Health Market Place – all you wanted to know about mental health but were afraid to ask

One in four of us experiences or may experience a mental health problem in our lives –

Before you reach your ‘Flashpoint’ come and meet the Charities, Statutory and Voluntary Groups in Surrey who can help.

ACTING OUT
 GUILDFORD BOROUGH COUNCIL
 time to change surrey
 let's end mental health discrimination

Guildford Borough Council organised a performance of ‘Flashpoint’ at the Yvonne Arnaud Theatre in Guildford on 15 October 2019. The performance shone a spotlight on armed forces veterans and their families’ emotional and mental wellbeing. It used forum theatre, which is an interactive performance where the audience was invited to stop, rewind

and redirect the actor in order to discover different outcomes. This was a very powerful performance that was attended by the Mayor of Guildford as well as a range of organisations and individuals. Before the performance, there was a mental health market place which provided the opportunity to meet the charities and statutory and voluntary groups in Surrey who are able to offer support and advice.

Unit Welfare Officers Meeting

Unit Welfare Officers from both Regular and Reserve Units across Surrey regularly come together to discuss issues of mutual concern. Items discussed included education attainment, housing, welfare, finance, spousal employment and health. Units were also offered the option of a training session for their soldiers on their bases on ‘What the Armed Forces Covenant means to you’, and are updated on opportunities to apply for a grant from the Armed Forces Covenant Trust.

Surrey Heartlands achieves the Bronze Employer Recognition Scheme Award

Surrey Heartlands is a health and care partnership which covers the majority of Surrey and includes areas looked after by East Surrey, Surrey Downs, North West Surrey and Guildford and Waverley Clinical Commissioning Groups. In December 2019 they were successfully awarded the Ministry of Defence’s Bronze Employer Recognition Award.



RECOGNITION AND REMEMBRANCE

Jubilee Square Woking Welcomes Freedom Parade by Army Training Centre (Pirbright)

An Honorary Freedom of the Borough Parade for the Army Training Centre (Pirbright) was held on Sunday 28 April 2019 in Jubilee Square Woking.

Troops marched into Jubilee Square, before an open-air ceremony took place in front of dignitaries, including the Mayor of Woking, HM Lord-Lieutenant of Surrey, High Sheriff of Surrey and senior army officers. Members of the public gathered to watch the parade and were treated to a stirring display of drill supported by the excellent Band of The Royal Artillery.



Tree Planting in Memory of those who lost their life in the First World War

Over the last 14 months, Spelthorne Borough Council has fulfilled its commitment to plant a tree in memory of every local soldier killed during the First World War. The first 100 trees planted helped form Centenary Wood by Laleham Park, which residents can visit for a period of quiet reflection. In total, 851 trees have all been planted across the Borough. On 11 November 2019, a tree planting ceremony took place in readiness for the Borough to commemorate the 75th anniversary of VE Day on 8 May 2020. In support of the armed forces community, over 50 front line staff have recently undertaken the Forces Connect Armed Forces Covenant Training and the Council

has established an Armed Forces Partnership with Task Groups focused on the themes of Recognise and Remember; Support for the Armed Forces Community; and Working with the local Business Sector to embed the Armed Forces Covenant.

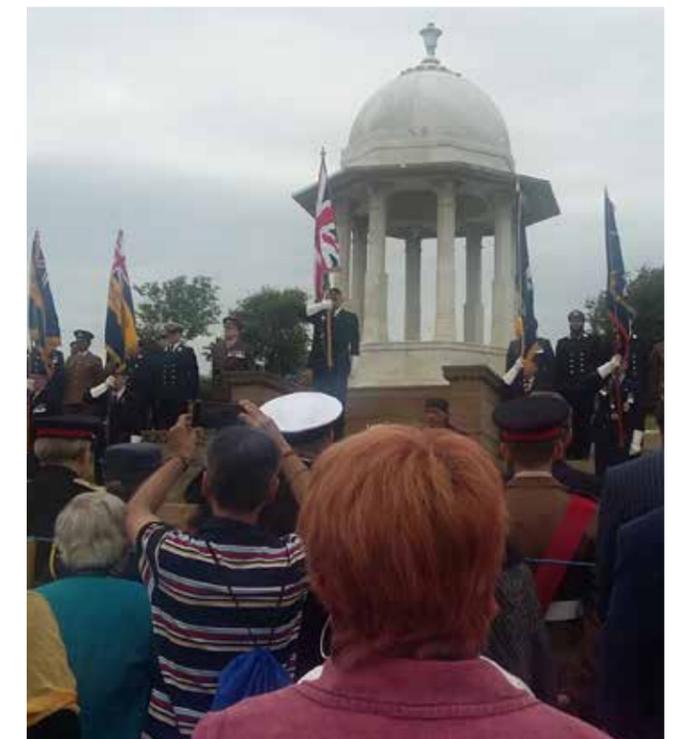


Armed Forces Muslim Association (AFMA) Eid Engagement Event

As part of Black, Asian and Minority Ethnic (BAME) community engagement, Woking Borough Council attended the Armed Forces Muslim Association Eid Engagement Event on 14 June 2019. Guests Included Earl Howe, Maj-Gen Duncan Capps and Imam Asim Hafiz (Islamic Advisor to Chief of Defence Staff and Single Services Chiefs) at HMS President. The event focused on raising awareness of the role of Armed Forces to all sections of the UK society.

Chattri Annual Memorial Service WW1 Hindu and Sikh Soldiers

As part of wider community engagement, Woking Borough Council attended the Chattri Memorial Service dedicated to the Indian soldiers who fought on the Western Front during the First World War. This was held on the South Downs near Patcham, Brighton and the Armed Forces Covenant Lead Officer from Woking Borough Council was honoured to lay a wreath at the memorial.



First Muslim Commemoration Service at Brookwood Last Post

A large gathering of Muslims and others paid homage to WW1 Muslim soldiers by visiting the Muslim Plot at the Military Cemetery and then congregated at the Air Force Memorial at 3.00pm on 7 July 2019.

The prayer was led by Imam Hafiz Hashmi -the Head Imam of the historic Shahjahan Mosque. Major Mohammed Naveed – Armed Forces Muslim Association gave a brief talk on the Muslim involvement in the British Armed Forces

RECOGNITION AND REMEMBRANCE CONTINUED

past and present. As per every Last Post Service tradition, Dr Zafar Iqbal, the Armed Forces Covenant lead from Woking Borough Council read a personal remembrance for Sepoy Sikander Khan buried in the Muslim plot. The service was concluded with singing of the National Anthem and afterwards everyone joined for refreshments provided by Trench Experience.



Armed Forces Week

Armed Forces Week was launched in Surrey on Sunday 23 June 2019 at Guildford Cathedral by Mr Michael More-Molyneux – HM Lord-Lieutenant at the Annual Choral Mattins organised by Surrey Joint Services' Charities. This year the service incorporated D-Day 75 and the Cathedral was honoured to have two D-Day Normandy Veterans present. The preacher was the Rt. Revd, Andrew Watson – Bishop of Guildford.



After the special D-Day 75 Service, there was a march-past by the tri-service cadets and for the second year running, Surrey Police Cadets. In all, nearly 225 cadets took part. This was followed by a formal Inspection and the Armed Forces Week flag-raising by HM Lord-Lieutenant. The High Sheriff and all Surrey's Mayors and Chairmen were present with senior serving Military Officers, Reservists and Veterans along with representatives from Fire, Police and Service Charities.



As usual, Armed Forces Day flag-raising took place in each borough and district across Surrey with a number of organised events during that week, including a special D-Day 75 dinner arranged by Bisley and Knaphill Royal British Legion.

Reserves Day at Guildford Fire Station

Surrey County Council once again celebrated Reserves Day with a special event at Guildford Fire Station where a number of County Council employees, including some from the Surrey Fire and Rescue Service, met up to celebrate the vital role that Reservists play in working for Surrey County Council.

It was pleasing to report that this was a well-attended event which will be repeated. The Reservists were particularly pleased to hear of Surrey County Council's revised HR policy for the employment of reservists, including time off for both deployment and training.

Surrey Royal British Legion Poppy Launch

The official Surrey Royal British Legion Poppy Launch 2019 took place at The Lightbox, Woking on Friday 25 October 2019.

Attended by HM Lord-Lieutenant, High Sheriff, Brigade Commander for 11 Infantry Brigade and all the Mayors from across Surrey, it was a very successful and well-supported event.

This was then followed by unveiling a Tree of Remembrance in Woking town centre with red hanging tags recognising and highlighting the unseen service of the Armed Forces community, past and present.



Remembrance Sunday

Remembrance Sunday events took place across the whole of Surrey, including the very well supported one at Guildford Cathedral. Each year more and more people attend these services with record numbers attending reported in Dorking, Epsom, Reigate and Guildford. The Remembrance Sunday Service at Guildford Cathedral had the Rt. Revd Jo Bailey Wells – Bishop of Dorking as Preacher with the Military, Fire and Police in attendance. At 11am, the service came to a halt with a rifle volley by 2 Surrey Yeomanry 579 Field Squadron 101 City of London Engineer Regiment EOD ahead of the two minute silence which was repeated at the conclusion of the two minute silence.

Guildford Fire Station staged a special Remembrance Saturday Act of Worship at 18.00 hours. Some 40 war veterans and war widows attended, worshipping alongside serving firefighters. It was a very moving service with the firefighters lining one part and a fire engine with a huge poppy on its radiator being central to it and veterans on the other side. It was a fine tribute to those who had gone before us, especially when the Exhortation was recited and the Last Post played.



ANNEX

Surrey Employer Recognition Scheme Award Holders

Surrey Total



Organisation	Year Awarded	Award Level
Ashford and St Peter's NHS Foundation Trust	2019	Silver
Automatic Data Processing Ltd (ADP)	2018	Silver
CGI IT UK Ltd	2019	Gold
Combat Stress	2015	Silver
Compass Group	2018	Gold
Crest Nicholson Plc	2019	Silver
CSH Surrey	2019	Silver
CVQO Ltd	2015	Silver
Drumgrange Ltd	2017	Silver
Frimley Health NHS Foundation Trust	2018	Silver
ISS Facilities Services	2015	Gold
Jankel Armouring Ltd	2016	Silver
JTI UK	2019	Silver
KBR	2019	Gold
NSC	2017	Silver
Paratus Limited	2017	Silver
Royal Surrey County Hospital NHS Trust	2018	Gold
SGN	2018	Gold
Siemens PLC	2017	Silver
Surrey County Council	2016	Gold

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<ul style="list-style-type: none"> • National Covenant in the Community Conference • WWII Unexploded Bomb in Kingston upon Thames • Army Engagement Group came to Denbies • South East Armed Forces Champions Conference • SERFCA Briefing for Surrey and Berkshire • Military Support with Brexit • Supporting the Armed Forces with Electoral Registration • Partnership Working between the District and Borough Councils and the Armed Forces • Surrey Civilian Military Partnership acting as an Exemplar to other Councils • 1st Battalion Irish Guards Engaging with the Local Community • Surrey Armed Forces Annual Covenant Conference 2020 • Forces Connect South East Training and Delivery • @SurreyMilitary • Surrey Military Appeals Committee • Army Training Centre (Pirbright) links with the Local Community 		<ul style="list-style-type: none"> • Veteran Healthcare Training Across Surrey • Veteran Hubs and Drop-ins • Transition, Intervention and Liaison Service • Flashpoint • Unit Welfare Officers Meeting • Surrey Heartlands achieves the Bronze Employer Recognition Scheme Award 	
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SURREY CIVILIAN MILITARY PARTNERSHIP BOARD MEMBERS

Peter Martin (Chairman) Surrey County Council

Brigadier Paul Evans OBE DL Chairman of Recognise and Remember Task Group

Mr Michael More-Molyneux HM Lord-Lieutenant of Surrey

Colonel Simon Browne OBE Deputy Commander, 11 Infantry Brigade and HQ SE

Lt-Col Robert Sandford Commanding Officer, Army Training Centre (Pirbright)

Major Andy Butcher 1st Battalion Irish Guards

Canon Peter Bruinvels CC Surrey County Council Civilian-Military Liaison Adviser

Cllr Tom Gracey Surrey Leaders Representative

Sqn Ldr Bryan Jones SSAFA Surrey

Colonel Patrick Crowley DL South East Reserve Forces' and Cadets' Association

Debbie Goldsmith Army Training Centre (Pirbright)

John Kingsbury Veteran's Representative

Major Carol Miller MBE Army Training Centre (Pirbright)

Mr David Munro Police and Crime Commissioner for Surrey

Steve Owen-Hughes Chief Fire Officer, Surrey Fire and Rescue Service

Louise Punter Surrey Chambers of Commerce

Anthony Shipley Surrey Heartlands

Jim France Royal British Legion

James Whiteman Surrey Chief Executives' Representative

Supported by officers from Surrey County Council

For further information please contact: armedforces@surreycc.gov.uk

MILITARY BASES AND RESERVE UNITS COVERING SURREY

Regular:

11 Infantry Brigade and Headquarters South East, Aldershot

- Army Training Centre, Alexander Barracks, Pirbright
- DCLPA, The Princess Royal Barracks Deepcut
- 22 Field Hospital, Keogh Barracks, Ash Vale
- 2PWRR, Keogh Barracks, Ash Vale
- Royal Military Academy Sandhurst

Reserve:

- 135 Geographic Squadron Royal Engineers, Ewell
- 4PWRR, Farnham
- 4PWRR (RHQ), Redhill
- 579 Field Squadron 101 Engineer Regiment (EOD), Redhill





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