

TOTAL SAFETY

Achieved

- ◆ ACO Total Safety Directive and Supervisory Care Directive published.
- ◆ 3 new Child Protection posts established.
- ◆ 3 new Health and Safety Advisors established
- ◆ 6 WO FTRS Training Safety Advisors established.
- ◆ All 6 Regions managing Functional Safety with mix of permanent and volunteer staff.
- ◆ No of sqns achieving H&S star awards continues to rise.
- ◆ Revised policy for fieldcraft introduced.

Ongoing

- ◆ Risk to Life activities under further scrutiny to ensure risks are Tolerable and As Low As Reasonably Practical (ALARP).
- ◆ Safe storage of weapons and ammunition under review.
- ◆ Frequency of Child Protection refresher training under review.

CAMP REVIEW

Achieved

- ◆ Evidence for the review has been gathered on blue, green and specialist Camps. Report published late 2015.

Ongoing

- ◆ Implementation of recommendations post Air Cadet Management Board endorsement.



SHOOTING REVIEW

Achieved

- ◆ Report published mid 2015 and endorsed by Air Cadet Management Board autumn 2015.

Ongoing

- ◆ COS has lead for implementation of recommendations arising from the Review.



Engagement and ATC 75 Planning

Achieved

- ◆ Significant engagement by Hon Ambassador Gp Capt Carol Vorderman VRT throughout 2015 achieved national TV and newspaper coverage.
- ◆ Progress meetings held throughout 2015 to ensure all key 75th events are on track.
- ◆ New Royal Patron HRH The Duchess of Cambridge announced as Honorary Air Commandant of the Air Cadets 16 Dec 2015.

Ongoing

Final planning for key events:

- ◆ ATC Sunday Church Service, Reception and Hendon Museum 75th exhibition.
- ◆ 75th Parade, Reception and Music Concert at RAF Cranwell 13 Aug 16.
- ◆ Torch Relay from John O'Groats to Cornwall - summer 2016.
- ◆ Squadron Sports Challenge - summer 2016.
- ◆ Cross Channel swim attempt by cadets and staff teams - June 2016.
- ◆ Major presence at RIAT, Farnborough and RAF Cosford Air Shows 2016.
- ◆ Drill and Ceremonial, Band culper and Aerospace camps planned for Aug 2016.
- ◆ Time capsule to be buried at HQ AC Nov 2016.
- ◆ Tree planting across the UK to mark the 75th and WW1 centenary.
- ◆ Professional art work commissioned to commemorate key 75th events.
- ◆ Development of Air Cadet Development Trust .



Anyone wishing to contribute please contact Denise Parker Housby, Head of MC on
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RAF AIR CADETS 2020 STRATEGY



UPDATE
JANUARY
2016

This update is the latest annual update against the RAF Air Cadets 2020 Strategy and is intended to keep all members of the Air Cadet Organisation informed of progress to date and ensure we remain focussed on what remains to be done in order to achieve our mission:

"To be a modern, dynamic, sustainable air-minded youth organisation of choice that offers fun and challenging opportunities to young people and adult volunteers alike and develops citizens with valuable skills for the future"

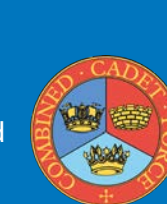
FLYING AND GLIDING

Achieved

- ◆ Revised glider recovery plan approved.
- ◆ Future of conventional gliding secured and retention of as many key sites as possible achieved in light of Defence Basing Review.
- ◆ Revised progressive cadet glider syllabus developed for implementation once airframes recovered.
- ◆ 1st Aerospace Camp held at RAF Syerston Aug 15 with 120 cadets attending.
- ◆ New HQ at 2FTS delivered, with infrastructure enhancements also delivered at key VGS sites.
- ◆ Delivery of remainder of the 25 part-task glider trainers, funded by the RAF Charitable Trust, continues.
- ◆ Cadet and staff gliding opportunities via RAFGSA and BGA continue.
- ◆ Tayside Aviation delivering increased nos of Flying Scholarships.

Ongoing

- ◆ Plans for 75th anniversary Aerospace Camp in place.
- ◆ Glider recovery continues, with revised date for full operations now Mar 17.



REVIEW OF ADULT VOLUNTEERS ENGAGEMENT, RETENTION AND APPOINTMENT (RAVERA)

Achieved:

- ◆ Standardised TORs for OC Wgs, aligned with WgExOs' TORs, introduced Oct 15.
- ◆ Standardised TORs for WO cadre at Corps, Reg and Wg approved.
- ◆ Policy for SNCO accelerated promotion due to prior Armed Forces service agreed.
- ◆ Upper age limit for uniformed adult volunteers (non-flying) raised to 65, with annual exts thereafter.
- ◆ Policy for support to Lesbian, Gay, Bisexual and Transgender adult volunteers approved.
- ◆ Revised maternity absence policy approved.

Ongoing:

- ◆ Policy for adult volunteers' medical, fitness and disability remains under review.
- ◆ Policy for standardised progression of VRT officers nearing completion.
- ◆ CV for adult volunteers to start design work early 2016.
- ◆ Absence and Non-Effective Pool policy under review.
- ◆ TORs for Sector Cdrs and OC Sqns to be standardised.
- ◆ Work to introduce a photo ID card for chaplains and CIs continues.

THE CADET EXPERIENCE

Achieved

- ◆ Air Cadet Council approved retention of cadets over 18, subject to enhanced training and TORs.
- ◆ Cadet CV live on BADER autumn 15.
- ◆ Major Drill & Ceremonial Camp delivered 2015.
- ◆ 1st ACO STEM courses delivered 2015 by RAF Early Engagement staffs.
- ◆ Review of Corps sports completed end 15.
- ◆ Exam leave policy standardised across the ACO.

Ongoing

- ◆ Work on 18+ cadets' training and TORs.
- ◆ Implementation of Sports Review recommendations.
- ◆ Dacre competition to present swords to both top male and top female cadet; Dacre Brooch to be presented to new Honorary Air Commandant.



TRAINING

Achieved

- ◆ Communications syllabus rewritten to incorporate cyber modules; first advanced cyber camp at RAF Cosford delivered.
- ◆ Dacre Regional Finalists experienced trip of lifetime to the Hong Kong Air Cadets leadership camp and a visit to mainland China.
- ◆ New Adult Training Facility opened at RAF Cranwell.

Ongoing

- ◆ Progressive Training Options to be launched during 2016. This will include awards at blue, bronze, silver and gold levels being available for radio & cyber, music, leadership, first aid and shooting.
- ◆ Introduction of an ACO pre-Duke of Edinburgh's Award at blue level to include a National Navigation Award.
- ◆ Training portal to be launched to promote the range of training activities and opportunities available.
- ◆ Development of an engineering syllabus, camps and activities.
- ◆ New summer camp at Sennerlager in Germany to be available for 80 cadets.
- ◆ Senior Staff Officers course to be delivered by the Adult Training Facility.
- ◆ Air Rifle Range Conducting Officers courses to be delivered.
- ◆ 25 new air rifle ranges to be commissioned.
- ◆ Implementation of the Shooting Review recommendations.



ADMIN PROCESS MANAGEMENT TEAM

Achieved

- ◆ A comprehensive program of targeted IT Training visits.
- ◆ The introduction of 'mail drops' to replace traditional e-mail traffic.
- ◆ The introduction of document scanning to enable Electronic Ways of Working (EWOW).
- ◆ Improved access to BADER for volunteers, including access via mobile devices.
- ◆ Centralised production of BTEC certificates.
- ◆ Electronic registration and production of 1st class cadet logbooks.
- ◆ Introduction of the BADER Analysis Tool (BAT) for management and planning applications.
- ◆ Electronic filing: The HQ Personnel team moved to e-filing in Jan 16.

Ongoing

- ◆ Introduction of a BADER based activity approval process:
- ◆ Automated payment of volunteer Home to Duty (HTD), T&S and Volunteer Allowance.
- ◆ Electronic, on-line forms to enable volunteers to conduct simple administrative tasks securely via any mobile device. Forms for changes of address or change of bank details to be introduced early in 2016.
- ◆ Streamlining of electronic processes for hastening and action of extensions of service.
- ◆ BADER & SMS training: The development of on-line BADER training using a series of interactive guides (this work is quite advanced and should begin to be rolled out early in 2016).
- ◆ Further volunteer access to BADER Sqn Management System.

ADULT VOLUNTEER RECRUITMENT

Achieved

- ◆ Internal campaign July 2015 to encourage existing staff and parents to consider uniformed service.
- ◆ New pull-up boards designed and procured – one for each Sqn to be delivered early Jan 16.
- ◆ Chaplains' recruitment flier completed.
- ◆ Hon Ambassador Carol Vorderman regularly promoting adult volunteering in the ACO via social media and on national TV.

Ongoing

- ◆ External recruitment to be lead regionally according to squadron needs; Reg M&C staffs to develop plans accordingly.
- ◆ A toolkit to be produced to support units.
- ◆ Good practice guide to be available as a pdf.
- ◆ Regional training workshop programme under development to train the trainers in marketing, PR and sales.
- ◆ PR opportunities linked to 75th events to be scoped and all events to carry adult recruitment messaging.