



# SERVICE NOT SELF

ROYAL ENGINEERS ASSOCIATION ANNUAL REPORT 2020



# GIBRALTAR

## SESTERCENTENNIAL

250th Anniversary of the Corps

R A N E A



1972



The Freedom Of Gibraltar  
**1772 – 2022**





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## A Letter From Our President

**W**e are becoming used to the exceptional annual report produced by Headquarters REA - this is the third of the new format and it continues to provide an important element of the Association's central communications plans.

The Board of Trustees has continued to give the guidance and advice needed to ensure the Association remains not only capable for the present, but also fit for purpose moving forward. To that end the Board, excellently supported by the CEO and Christopher Toulmin, and has been developing the Association's strategy for the next 5 years and beyond. I will not steal the thunder of later pages; I am incredibly grateful to the Trustees for their valuable time and diverse contributions. In my view, better than I can ever recall, the REA will have a strategy which addresses the complexities of balancing the needs and aspirations of the entire Sapper family - serving, veteran, dependent and associate - be they needing support to row the Atlantic for charity, hold local or national branch gatherings, run the Sapper Games or, equally as important, enabling those who have fallen on harder times to get back on their feet.

This year the Association also has made one or two changes. Firstly, we no longer have a Controller, nor for that matter do we have an Assistant Controller. However, we do now have a CEO and Operations Manager - fortunately, we have kept both Ken Kirk and Iain George, and they now have job titles, which had better reflect their roles. In addition, as always, my thanks to the entire REA HQ team, Ann Richardson, Rod Henderson, Julia Ferguson and Fiona Louch, who, mainly working from home during Covid, have provided excellent support to the Association.

Finally, I want to acknowledge the huge contribution of our honorary treasurer Colonel (Retd) C M Davies MBE, who has been with the REA for as long as I can remember - Chris, I thank you for all your hard work and sage advice over the years; and I know the Board, REA HQ staff and the whole REA family give you and Jenny our very best wishes for your second retirement!

**Major General (Retd)  
A S Dickinson CBE**



## A Letter from our Chief Executive Officer

**W**hen I wrote last year we were in the midst of lockdowns and deep into the pandemic. I did not imagine that another year on we would only now be emerging into the daylight. It is now two years since our last annual dinner and face-to-face AGM, with our 2020 and 2021 annual dinners cancelled. It has been a challenging time for an Association built around the camaraderie and friendship of its members, and the meetings (formal and informal) that are at the heart of these relationships. We have adapted, learnt new skills and embraced a new vocabulary of Zoom, Teams, online events and numerous other platforms. Many branches were quick to adopt these new methods of communication, and to reach out and hold informal online meetings and events. Some branches began phoning round members on a regular basis just to keep in touch. Others continued to diligently produce newsletters. Our members have also volunteered to assist local communities.

The REA HQ team transitioned successfully to home working at the beginning of the pandemic, and were able to maintain all the functions of the HQ throughout the year. This ensured that we are able to keep in touch with branches and to continue to support veterans, families and the serving Corps. In addition, I would like to thank each member of the team for persevering with unfamiliar working practices and new technologies, while maintaining the highest levels of service.

Crucially, benevolence support continued uninterrupted with 582 individual cases considered and financial support totaling £476,534 provided. The REA Kitchener fund is supporting the education of children from seven sapper families who have suffered the loss of a parent, and the Gabriel fund is supporting sappers who have suffered life-changing injuries to seek new careers. Additionally £539,649 was provided to support Corps activities, including £78,339.58 through the unit and branch support grant to more than 30 units and branches. This includes support for 21 Engr Regt, 23 Para Engr Regt, 24 Cdo RE, 28 Engr Regt, 32 Engr Regt, 35 Engr Regt, 36 Engr Regt, 101 Engr Regt, 170 Engr Gp, Dundee Branch, Leeds Branch, Plymouth Branch, West Cumberland Branch, Long Ashton War Memorial Trust and the families of serving Fijian sappers whose homes were devastated in Cyclone Harold. We also continued our commitment to SSAFA, ABF, and the support of sapper veterans and families at the RBLI Village in Aylesford.

Careful management of our funds by our finance committee will see the Association remain in good financial health and enable us to maintain and grow the wide levels of support that we provide.

Following a wide response from our membership survey, a new strategy for the Association has been evolved, which seeks to build on our strengths, learn from the lessons of the pandemic, and to increase the reach and visibility of the Association, providing more opportunities to be involved, meet, attend events and seek support when needed. There is much to look forward to as we return to a new normality. Branch meetings are resuming, and a full programme of events will be restored in 2022, beginning with the celebration of the Corps' 250 year connection with Gibraltar, and the Queen's Platinum Jubilee. I look forward to meeting many of you again at our events over the coming year and thank our members, supporters and families for their continued support of the Association.

**Ken Kirk**





2020 in Numbers

£476,534  
In Benevolence Grants

£125,000  
Legacies and Donations

£539,649  
Corps Activities Including:

£78,339.58  
In Unit And Branch Support Grants

£13,222.19  
In Adventure Training Grants

£29,319  
For Stable Belts and TRF's

£220,000  
For RBLI Aylesford

£48,000  
For Atlantic Challenge 'Salty Sappers'

30 Units and Branches assisted with Unit and Branch Support Grants

582 Individuals assisted with Benevolence Support

106 REA Branches across the UK and abroad

New Members of the REA in 2020 343

3 New Branches  
Pembroke, Cycling and Fenland Sappers

24,000  
Registered REA Members Across All Branches

Estimated 80,000  
Sapper Veterans

4,818  
Active Members of the REA\*

2020 in Numbers

\*TOTAL MEMBERSHIP RECORDS AVAILABLE.  
TOTAL RECORDS DATA CLEANSED TO DATE 10,952, (52 BRANCHES).  
ACTIVE MEMBER NUMBERS FROM CLEANSED RECORDS



## Esprit de Corps

**T**he aims of the Association are to promote and support the Corps of Royal Engineers among our members, by fostering esprit de corps and a spirit of comradeship and service, and by maintaining an awareness of Corps traditions. The Association also acts as a link between serving and retired members of the Corps. It also provides financial and other assistance to serving and former members of the Corps, their spouses, widows and dependents who are in need. Grants, within Association guidelines, are made to the Army Benevolent Fund and to other charities that further the objectives of the Association.

### What We Do

Each year the Association considers hundreds of requests for assistance, and annual benevolence grants meeting these requests are in the region of £300,000. It's not only serving personnel that are considered for assistance. Most of our cases are from the retired service community and their families.

### Membership

**A**nyone who served in the Corps of Royal Engineers, Regular or Reserve, is eligible to join the REA. Those that contributed to the Day's Pay Scheme (DPS) can take up life membership free of charge. Those that did not subscribe to the DPS will be required to pay a membership fee. The cost of life membership is currently £36, but there are age related concessions. You can apply online at [www.reahq.org.uk/join-us](http://www.reahq.org.uk/join-us), or download a form from the same page and send it through the post. A passport style photo is required.



### Associate Membership

Applications for associate membership can only be initiated at Branch level by a Branch official, and must be approved by the regional group director. The associate membership application form is available in PDF or Word format on the REA website. Visit [www.reahq.org.uk/resources](http://www.reahq.org.uk/resources).

### Gift Aid

Did you know that you can make contributions to the Association through the gift aid scheme? If you are a tax payer, for every £1 you contribute, the Association gets a further 25p from the Government.

### Existing Members

You can update your details, such as your address, by submitting a new online membership form at [www.reahq.org.uk/join-us](http://www.reahq.org.uk/join-us).

### Vision

Our vision is to ensure that all members of the sapper family have access to comradeship and support that enables them to live full lives.

### Mission

Our mission is to reach out to all members of the sapper family and provide support to those in need by maintaining the links between all serving soldiers, veterans and families.

### Family

The sapper family is the focus of all our activities; we are fully committed to realising the welfare needs of our serving soldiers, veterans and families.

### Respect

We respect the needs, experience and diversity of individuals and are committed to providing a compassionate and caring environment, where the contribution of everyone is valued.





## Background

The current REA five year Strategy was developed in 2016 and it was agreed at the last board meeting that a new strategy proposal should be developed and presented to the AGM in October 2021. The Royal Engineers Association came into being on 12 October 1912 as the Old Comrades Association, with Field Marshall Kitchener as the President and in 1918 King George V became the patron and this Royal patronage continues today with Her Majesty the Queen, during the intervening 109 years the Association has evolved in 1952 from Old Comrades to the Royal Engineers Association, in 1968 amalgamating the RE Benevolent Fund Ltd with the REA under a new constitution. Now with 110 branches dispersed widely across the UK, changing lifestyles and demographic of our members the Association faces new challenges in remaining connected and relevant to the Sapper family.

## Who are we and what to do we believe?

Our objects are shown below and have always provided a clear guide to what the purpose and role of the Association. These provide a very sound foundation for all of our activities.

### Charitable Objects :

- a. To promote and support the Corps among members of the Association in the following ways:
  - (1) By fostering esprit de corps and a spirit of comradeship and service.
  - (2) By maintaining an awareness of Corps traditions.
  - (3) By acting as a link between serving and retired members of the Corps.
- b. To provide financial and other assistance to serving and former members of the Corps, their spouses, widows, widowers and dependants who are in need through poverty.
- c. To make grants, within Association Guidelines, to the Army Benevolent Fund and to other charities that further the objectives of the Association.



## Strategic Aims

In order to deliver our vision and mission our strategic aims are:

### Engagement

We will actively engage with our stakeholders and strive to be recognised, known and understood by our members, partners and relevant agencies. Extending our reach into the wider community using all means at our disposal to ensure effective communication to promote the mission of the REA

### Support

We will ensure we understand and adapt to the needs of our members and those we support across the Sapper family improving the lived experience of the sapper workforce and veteran community enabling them to reach full potential.

### Benevolence (Aid)

To aid the Sapper family by providing appropriate, timely and effective assistance to those in need.

### Sustainability

We will ensure we have people with the right skills and sufficient time and resources deliver on our mission, underpinned by a sustainable income.

### Collaborative Working

We will work together within the organisation and with internal and external partners and stakeholders to deliver our objects.

## Research - Understanding Need

Review of the language we use when we explain our vision, mission, and aims, words such as poverty, benevolence and welfare that are traditionally used have become less inclusive in modern usage and it is important that we review how to explain the support we provide without alienating those who most need it.

### Survey and Analysis.

A number of areas of research were carried out to establish a clear picture of our stakeholders across all aspects from veterans, serving soldiers, families, supporters, other associations and charities. This information identifies key concerns of the stakeholders and proposals to address these.

One of the key areas is the reduction in the numbers of veterans over the next decade with numbers falling from 2016 when there were 2.5 million to 1.6 million by 2028.

There will also be an increase in the percentage of veterans who are of working age from 37% to 44% over the same period and an increase in female veterans from 10% to 13%. However, the number of households with a veteran link will drop from 5% to 2.3%.





We can assume that, as the Sappers are normally around 10% of the army and the army veterans we will see a similar fall in our numbers. What will the impact of this be fewer veterans, more of whom are working and lower awareness among the public of the military community. This will present challenges for our branch network and how we have traditionally communicated and we need to address these going forward. Our own internal research of our database and work currently being undertaken in this area is establishing that from a perceived membership of 71,000 drawn from legacy databases the figure is more likely to be around 24,000 of whom only 4,818 are active within the branch structure.

## Goals

### Engagement and Collaborative Working

- Veterans the survey has identified the key concerns of our members with branch information/events being top of the list for veterans
- Serving it appears that information on sport, adventure training and employment top the list for serving soldiers.
- Marketing plan – how are we going to communicate change with our stakeholders and partners internal and external
- Working with relevant agencies across the public, private and third sectors and our internal partners

### Process Development Sustainable Resource

- Membership journey
  - Earlier engagement with serving personnel touch points – stable belt presentations, using briefings to enable activation of membership.
  - Initiatives such as Adventure Training, E-Games etc.
  - Joining process online simple journey through the system to activate membership
- Staff training**
  - CRM we need to clearly define with SCRM what we are seeking from the database and then develop a training program with them to facilitate this.
  - Online if we develop the website to have online submissions for events, Branch returns, unit and branch support grants, we need to train our team how to handle this and how to integrate it with SCRM to make use of the existing functionality in that system.
- Member Support.**

Enabling Groups and branches to engage by providing training, hardware and software. Using opportunities such as regular “Town hall Meetings” to reach out to branches and individuals.

### Digital Transformation - Awareness And Understanding

- Website - re-design of website to make it more accessible, relevant to the specific needs of our members - to include member’s page, branch pages with the ability of members to update their records and branch official to update branch information. Integrated with SCRM (already developed with Institution)

### SCRM Sustainable Resource

- SCRM to be developed to meet our needs and REA HQ’s operating tool for dealing with website submissions and
- App development once we have revamped the website and created the tools in SCRM and links we can then spin off an app to serve our wider community

Branch support - giving the branch the tools training via online introductions to new elements in the website. By holding online sessions, we can run through how to make applications and submissions.

In 2020 the Association entered a collaborative agreement supporting the RBLI the home of the Tommy, at Aylesford, providing a grant of £880,000 to support the development of the veterans village. This unique facility provides support for veterans of all ages, and routinely support between 22 and 30 Sappers every year.

RBLI currently supporting 22 Royal Engineers on the Village and there is a good community of sappers which they benefit from. As you know we have not been able to move as many new sapper residents in to accommodation during 2020 as we had originally planned to. Covid protections have made it impossible to move in several new people at any one time. But there has still been a lot of progress and excellent move on outcomes this year.



## Highlights For The Sappers This Year at RBLI

- Sapper J moved on to independent living into a house this year and also was discharged from the NHS for his mental health support. He can see the tangible difference in his life and is taking pride in the home and garden.
- Sapper I moved into independent living into a bungalow. During this year he was statemented with Autistic Spectrum Disorder. This is a major development. He had previously had counselling in place for social anxiety but now, with his statement, additional support options including adult learning support have opened up for him. It is a big achievement for Ian to be living independently and he is also working part time at BBMC. He has had outstanding support to make sure that isolation and lockdown have not caused a retreat, and he has a very positive routine.
- Sapper E moved into our emergency accommodation in September before the second lockdown. He is only 23 and very keen to overcome the fitness and other hurdles he needs to in order to rejoin the Army so it is excellent for him to be within a military community.
- Sapper A moved onto the Village from the homeless hostel Lilly House in Maidstone. Although not a qualified chef, through STEP IN, he has begun volunteering and is cooking meals at a Day Centre in Maidstone. He has lots of issues to address but already has a more positive routine. Through STEP IN we are exploring whether formal catering qualifications may be realistic for him.
- Sapper T works at BBMC and has benefited hugely from being in work. There is nothing worse for his mental health condition than long periods alone so it has been fantastic for him that BBMC has not had to close even for one day of the pandemic. Sapper T is also motivated to overcome his challenges by helping others and as well as supporting those who are in work, he is motivated by the weekly welfare calls he does with team members whose health conditions are such that they are forced to shield.



### JAMES’ STORY



As a charity based in Kent near Maidstone, every Royal Engineer holds a special place in our heart. We are very pleased to be able to share the story of James, a Royal Engineer who served over 15 years in the British Army.

James took part in many tours including the Gulf War and Afghanistan before retiring to civilian life. Since returning to civil street, James has struggled with mental health difficulties and originally came to the RBLI village for respite after a breakdown in 2018. During his stay, James saw the extent of support RBLI could offer him and decided to stay to make the village his home longer term. “Mountbatten Pavilion on the RBLI Village was a building block for my integration with others. I got daily contact with different people but it also gave me a closed space to retreat to.” Our welfare team have supported James through the STEP-IN programme, where amongst other things he attended regular fitness sessions and was part of a local horticultural project. Over the past two years, James has made amazing progress and has recently moved to our STEP-ON house on the RBLI village. This is a shared occupancy with another veteran for those ready to live more independently. The shared occupancy reduces the cost, allowing each individual to save money towards their own accommodation in the future. James is still able to access full support from the welfare team if needed.

“My cottage is an escape in a natural environment, open space and surrounded by nature but within the RBLI Village. Nowhere else provides this... a personal garden and retreat with a house that gives you room to breathe.”

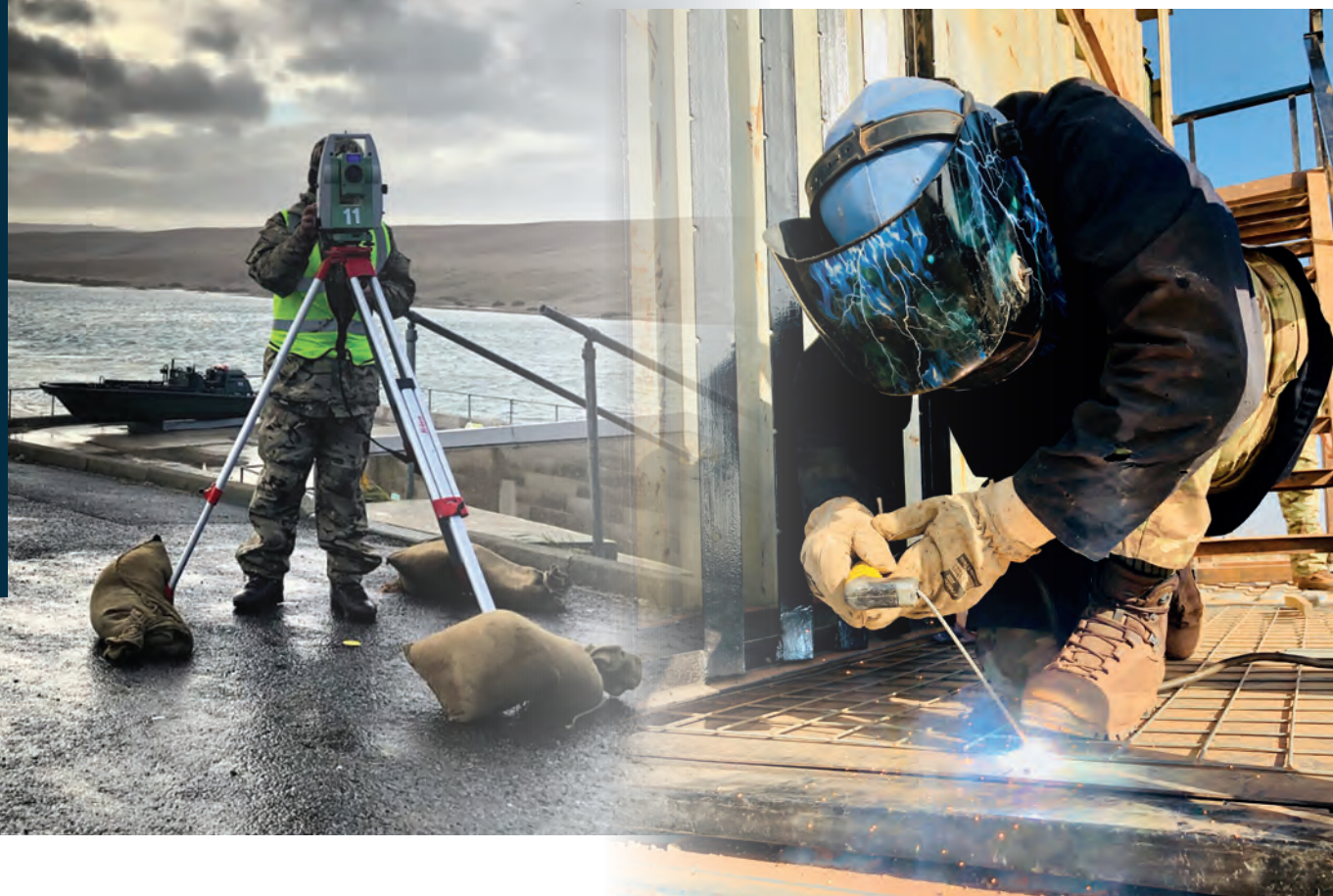


The Royal Engineers' Association is supporting many veterans like James through a major new welfare partnership with RBLI



## Are You Looking For Work Or A New Opportunity?

Are you an employer with roles to offer sappers with their unique and transferable skills?



**S**appers Network was created in 2017 as the employment support service for the Corps of Royal Engineers, serving, veteran and reservist. It was originally set up as a commercial venture. In September 2019, ownership of the Network transferred to the REA charity and is now governed by our trustees. Sappers Network's purpose is to help former sappers find employment and assist the transition process for Army leavers. We are engaged with a number of companies, ranging from national civil engineering to SMEs. We also partner with ex-military recruitment agencies to find candidates for the opportunities they offer.

### The advantages of bringing Sappers Network into the Royal Engineers Association:

- Bringing all the Corps' support for its former members into one centre of excellence, which allows access to all of the REA's services as required.
- Providing access to the wider network of REA branches and groups who have a range of commercial and employment contacts.
- Providing access to the REA's resources to assist with transition/career movers.

Contact Fiona Louch, Employment Coordinator 07496083483

SAPPERSNETWORKREA@RHQRE.CO.UK

## Meet Ted Hunt

**T**he year 2020 was a big year for sapper veteran and former Queen's Bargemaster, Ted Hunt. It marked his 100th birthday, as well as a time of reflection during the 75th anniversary of VE Day. But as we all know, 2020 would also be the year of national lockdowns and a global pandemic.

Ted Hunt, born in March 1920, took the first steps in his career when he joined the family business. In 1935, he became an apprentice to his father as a waterman on the River Thames. At the outbreak of World War Two, he decided to offer his skills to the Royal Engineers and volunteered as a sapper waterman. Four years later, he commissioned as a Captain. From then on, he would see history made as he commanded 15 of the Rhino ferries on D-Day. One of the few left to have landed on Gold Beach in June 1944, Ted has never forgotten the sacrifice of his fallen comrades. Every year, he visits Normandy to pay his respects. Only a pandemic could stop him. It was thanks to friends from the Taxi Charity that he visited a memorial in Worthing to mark the anniversary of D-Day in 2020.

We also had plans to welcome Ted to the Royal Engineers Museum, to mark his 100th year, and reflect on VE Day 75 together with staff from the Museum and REA HQ. But like so many well made plans in 2020, this could not go ahead.

Ted is a respected and beloved member of our sapper family, not only supported by his friends at the Brighton branch, but by members of the wider military community.



Ted Hunt with his twin sisters

We wish him a very happy 100th birthday!

## Badge Of Merit Winners 2020

Mr Robert John Wood  
Mr W V Whittaker  
Mr Robert McCann  
Mr Roy Morgan  
Mr John McConnell

Gloucester and District  
Brighton  
Southampton and District  
Birkenhead  
Lanarkshire

South Midlands  
Southern  
South West  
North West  
Central Scotland



# The Ballard Legacy

**C**ecil Raymond Ballard born 20th April 1920 and joined His Majesty's Army in 1935. In October 1936, aged 16, he achieved a first class Army Certificate of Education, and graduated the course as an Apprentice Tradesman in the Royal Engineers. He served as a Regular soldier for the next five years and like many sappers, he enjoyed the Corps' sporting opportunities, playing in the 1st Field Squadron RE football team. In 1942, he completed training at the Officer Cadet Training Unit. Once commissioned as an RE Officer, it would not be long before he met his soon to be wife – Dorothy. The two were married on 5 October 1944.

Cecil served around the world from Hameln to Malaya in almost forty years of service to the Royal Engineers and was often joined on his travels by his loving wife. He left service at the rank of Major. After her husband's passing, Dorothy Ballard continued to support the Corps he proudly served.

Dorothy passed away in 2020. In her will she left a legacy of over £250,000 to the Royal Engineers Association from the Ballard family.

We're grateful to the Ballards for their generous gift, and we hope others will choose to make it their legacy to support our work.

For generations, the REA has supported the sapper family - serving, veterans and their loved ones, we are dedicated to your welfare for many generations to come. By remembering the REA in your will, you leave a legacy to everyone in the sapper family.

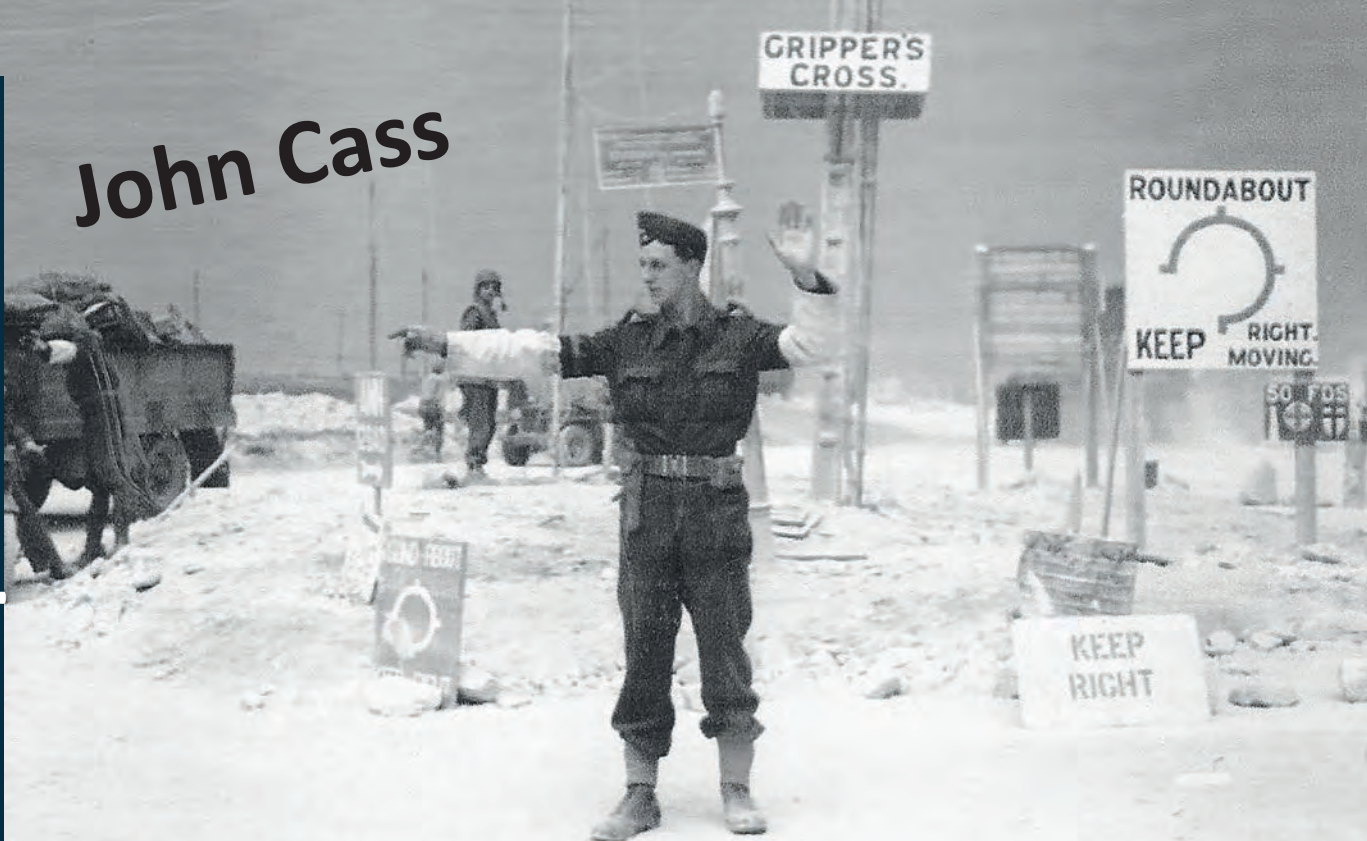
Your past. Their future. Our sapper family.



VISIT THE REA WEBSITE TO FIND OUT MORE: [WWW.REAHQ.ORG.UK/LEGACIES-AND-DONATIONS](http://WWW.REAHQ.ORG.UK/LEGACIES-AND-DONATIONS)



# John Cass



At the January 2020 meeting of the Newcastle and District Branch, our branch venue is a Royal Engineers Army Reserve Centre, with the permission of Maj (OC 103 Fd Sqn) Richard Hoyle RE, the Honorary Consul of France for Newcastle Mr Eric Donjon presented the last surviving WW2 veteran of our branch, John Cass (aged 97 years) with the French Legion d' Honneur medal for the Normandy 'D' Day landings on Gold Beach.

After basic military and trade training, John Cass, was posted to the 1st Field Company RE and served with this unit for the duration of WW2.

On 'D' Day plus 6 his unit was tasked with keeping the Main Supply Routes open, and the construction of a roundabout at the Tierceville cross roads to prevent grid lock for supply vehicles coming from the Mulberry Harbours. This roundabout was named Grippers Cross and the construction was often carried out under enemy aircraft fire.

As the enemy retreated his unit gave Engineer Support to the advance through France, Belgium, Holland and the Rhine Crossing.

When John's unit reached Hohne in Germany they had to demolish some unsafe bomb damaged buildings, but unknown to them Field Marshall Montgomery's caravan was parked behind a small wooded copse and the rubble from their explosions just missed hitting his caravan. John remained in Germany until he was demobilised in 1947.



# Sam Taylor



Following six years in the Royal Engineers, Sam Taylor was injured in service and medically discharged from the Corps. In search of a new career, Sam discovered

Wings4Warriors: a charity that trains injured veterans as professional pilots. With help from the REA's Gabriel Fund, Sam is now well on his way to becoming a qualified pilot.

Our Gabriel Fund is there to support injured RE Veterans with the cost of re-training. We are proud to support our #SapperFamily during and after service. To learn more about the Gabriel Fund, call REA HQ on 01634 847 005.



REA Benevolence aims to provide financial and other assistance to serving and former members of the Corps, their spouses, widows, widowers and dependants who are in need through poverty. Benevolence should be seen as 'a hand up, not a hand out'

## Breakdown of Benevolence Cases in 2020

Category	2020	2019	2018	Regular/Reservist case comparisons (number/expenditure)		
Disability and illness	145	116	166	2020	2019	2018
Aged	13	22	41	Regular cases	403	433
Widows	38	45	63	Reservist cases	19	36
Unemployed	119	76	128	Regular grants	£248,200	£272,596
Miscellaneous	106	210	124			£261,987
Grants not made	87	120	31	Reservist grants	£11,640	£21,749
Totals	508	589	553			£26,423

## Extracts of Cases from the Benevolence Committee

**Spr A** – The case was carefully considered by the REA Benevolence Committee and as the outdoor electric wheelchair costing £12,255 had been supported so far with grants of £6,000 from the ATS & WRAC Association, ABF £1,000 and Independence at Home £500, the Committee decide to pay £2,500 of the remaining cost of £4,755; they authorised an approach to TRBL for the remaining £2,255.

**Spr B** – The case was carefully considered by the REA Benevolence Committee for the gym and office build at a cost of £30,000. The Committee decided to assist with a grant of £5,000 and authorise an approach to ABF, TRBL, Help for Heroes and BLESMA. Help for Heroes has assisted with £10,000 and waiting for a reply from BLESMA. TRBL and ABF have both declined as there is no OT report or 3 quotes as the cost is over £10,000.

**Spr W** – The Committee authorised a grant of £3441.40 towards a wet room costing £740, Mobility scooter costing £1,895 and mattress costing £806.40. The client also required a shed for the mobility scooter and the ABF granted £2,450 and Poppy Scotland £2,940 to pay for the shed. There was a shortfall of £135, which the ABF paid. All needs were met.

**Mrs B-J widow of WO2 J** – The Committee authorised a grant of £2,800 towards an indoor/outdoor powered wheelchair at a total of £8,573. Independence at home has granted £500, ABF £1,500 and TRBL paid the final £3,773. All needs were met.

**LCpl M** – The Committee authorised a weekly allowance of £50.00 a week towards general living expenses. All needs were met.

**Mrs W wife of Spr W** – The case was carefully considered by the REA Benevolence Committee and they decided to ask the client some more questions before a decision is made to assist with £5,220 towards bathroom adaptations. There has been no contact with the caseworker since the lockdown. On CMS the case has been decline by all the Charities asked for assistance as the questions put to the client in March have not been answered. The last input from the Caseworker was in June when they said would contact the client when COVID has eased. We are asking the Caseworker for an update.

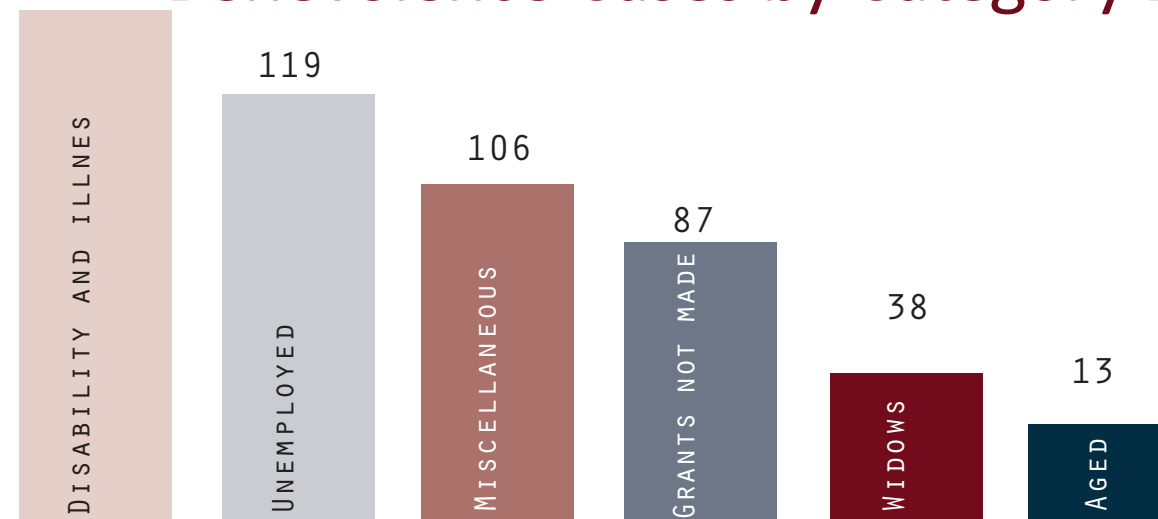
**LCpl T** – The case was carefully considered by the REA Benevolence Committee and they decided to ask the client some more questions before a decision is made to assist with £7,012 for a power pack for a self-propelling wheelchair, £2,000 for a riser/recliner chair and £4,350 for a double adjustable bed. Since the meeting, the Chairman has agreed that the riser/recliner chair and double bed be purchased without assistance from the ABF or TRBL at a total cost of £6,350. The ABF has assisted with £3,500 towards the power pack for a self-propelled wheelchair and the client will find the rest of the money required. All needs were met.

**Spr T** – The Committee authorise a grant of £3,000 towards the flights to bring his daughters to the UK. All needs were met.

**Mrs L wife of Spr L** – The Committee authorise a grant of £1833.73 to assist with Care home debt and authorised a weekly allowance of £42.50 for care home fees. The ABF have assisted with a grant of £1,300 for Care home fees. The TRBL has declined as they do not support care home fees. The Jockey Club has also cleared a non-priority debt they had for £4,000. All needs were met.



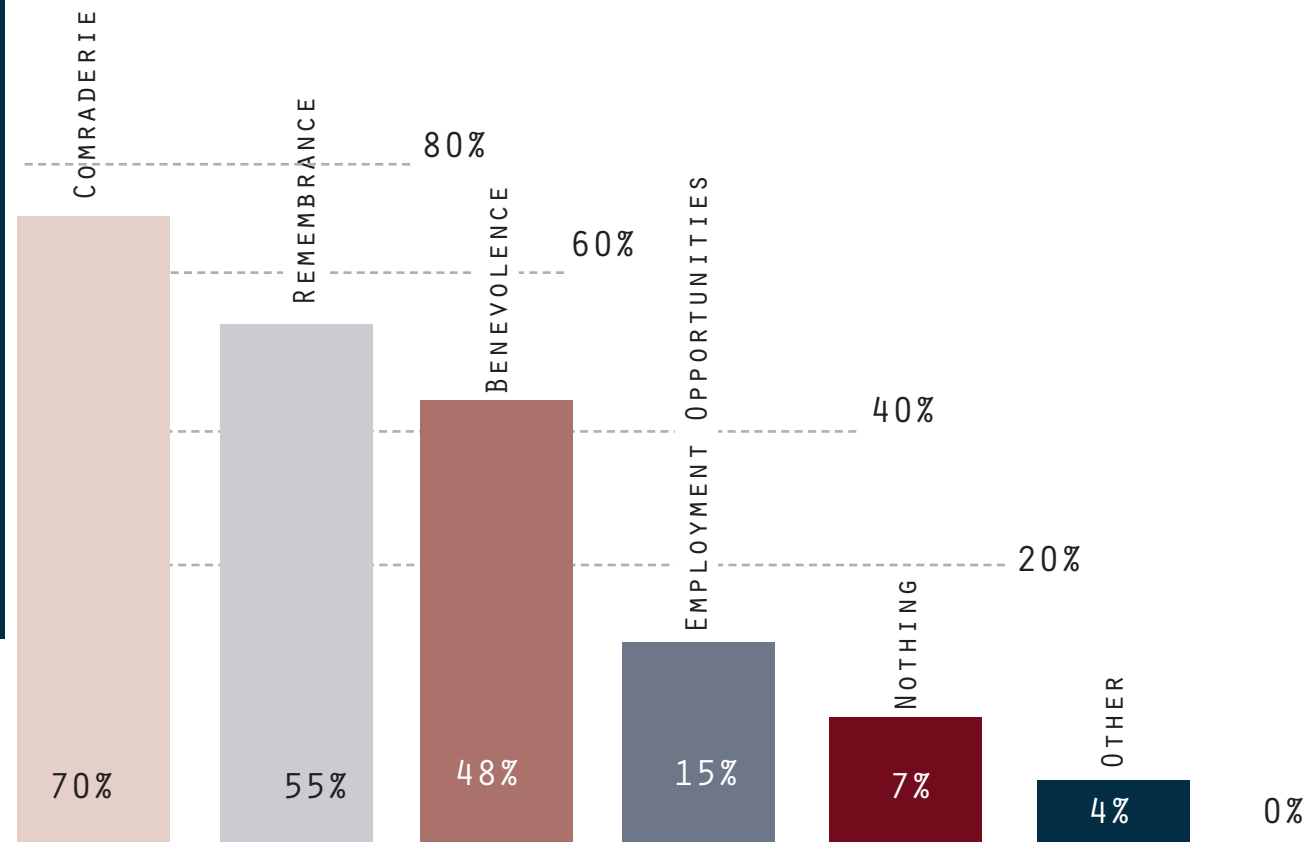
## 145 Benevolence Cases by Category 2020





# The REA Survey

We asked you how we can improve the Royal Engineers Association, and 671 of you answered our call. Our online survey had a great response from across the sapper family, with 60% of responses from veterans, 35% from serving sappers, and the remaining 5% from the wider military community. The results help us understand how you feel about the Association, and what you want from us in the future.



## What Does The REA Mean To You?

Camaraderie is named the top priority! Esprit de corps is the heart of what we do and we're proud to create a community for Royal Engineers, past and present. Remembrance and benevolence are also an important part of our offer – but we notice the priorities of veteran and serving communities differ.

Veteran			Serving		
Comradie	303	76%	Comradie	144	61%
Remembrance	220	55%	Remembrance	128	54%
Benevolence	168	42%	Benevolence	138	58%
Employment	46	12%	Employment	43	18%

58% of serving sappers answered that they associate the REA with benevolence, almost as much as they do camaraderie at 61%. In comparison, only 42% of the veteran community associate the REA with benevolence. Greater priority is placed on remembrance, which was chosen by 55% of the veterans surveyed. We're proud to celebrate the history of the Corps and remember those who have fallen in service. But we must ask ourselves, could awareness of our benevolence be improved? Overall, less than half of our surveyed group selected benevolence. It is vital that everyone in our community can access help if they ever need it. Greater awareness and accessibility to our benevolence services is key to our future plans for the REA.

## What Do You Think Of The REA Website?

Our website was chosen as the preferred source of information (46%). But 33% also showed an interest in an REA app. (Unsurprising maybe, as 92% of you are smartphone users!) Well, all we can say is... watch this space. For now, we are focussing on how we can improve our website. We agree with many of you who commented that we need to make the website easier to navigate, include more about our branches, and share content that appeals to young sappers as much as our veterans.

We asked what information you would like to see on our website. Again, our veteran community and serving sappers had different priorities!

Veteran			Serving		
Branch Activities	265	67%	Branch Activities	93	39%
Mental Health	206	52%	Mental Health	122	52%
Volunteering Opportunities	159	40%	Volunteering Opportunities	111	47%
Bereavement	142	36%	Bereavement	79	33%
Transport & Mobility Support	109	27%	Transport & Mobility Support	52	22%
Sport & Adventure Training	104	26%	Sport & Adventure Training	144	62%
Housing	108	27%	Housing	106	45%

We are currently working on a new website as part of our five year strategy. Thank you everyone that answered questions about our website. You are helping us make information relevant and accessible for all of our members.



## Would You Recommend The REA?

We asked you on a scale of 1-10, how likely are you to recommend joining the REA. From your ratings, we found a “net promoter score”. This is the percentage of promoters (who scored 9-10) minus the number of detractors (who scored 0-6).



Overall, we have a net promoter score of 18. Not bad! But if we want to make that score better, we must improve our engagement with the serving community. It's eye-opening how much this score changes when you break it down by veteran and serving. Veterans surveyed gave us an outstanding net promoter score of 32. But serving scored -5. We understand this means the sappers surveyed are generally unhappy, and may even recommend against joining the REA.

### This Must Change!

We're using the results of this survey to shape our five year strategy plans. We're committed to supporting everyone in the sapper family, and it's important that we make changes so serving sappers can be as happy with their association as our veteran community.

*Thank you everyone that completed our survey. Good or bad, your feedback will help us better serve you and everyone in the sapper family*

## Future Plans For The REA

We are developing a new five-year strategy for the Royal Engineers Association. This is to make sure we stay relevant and serve the needs of our members. Our plans are based on research including a review of data from the Ministry of Defence and our own membership data; and a survey of the sapper family, which received 671 responses.

## Evolution, Not Revolution!

**We know change doesn't happen overnight. Changes will be made in phases over the next five years.**

### Actions in development include:

- Improving the membership journey, making sure it's easy and simple for everyone to activate their membership.
- Branch "town meetings" to engage our members, get your feedback, and give the support you need.
- A new marketing plan to increase awareness.
- Early engagement with serving personnel (face-to-face) such as stable belt presentations. From our surveys, we know serving personnel want to see more from us in terms of sport and adventure training! We are planning initiatives to deliver on this.
- A website redesign, making it easy to use, with more interesting and relevant content. It will also include a secure area, where you will be able to update your membership and branch details.
- Staff training, so our team have the right skills to deliver these changes and support you. This will include training in the digital skills needed for the new website and for software that will improve how we manage membership.

**Remember** – this is your association! Everything we are planning is to better serve you, our sapper family. If you have any thoughts or questions about our development plans, please get in touch at [info@reahq.org.uk](mailto:info@reahq.org.uk).

## Unit and Branch Support Grant

Each year the Association allocates a grant fund of £100,000 and encourages applications from Units and Branches for items which will enhance the lived experience of our members, this could be anything from a Gazebo for a branch to use at Events to refurbishment of Communal areas in the Single living accommodation through to Camper vans. A few examples of what the Association funded are shown here. Please visit the REA website for more info on how to apply.

Leeds Branch REA		Marquee Purchase	£1094.53
24 Cdo RE		Picnic Benches	£1440
24 Cdo RE		PA System	£414
36 Engr Regt		E Sports support	£1828.73
Dundee Branch REA		Gazebo purchase	£1300.97
22 Engr Regt		Cpls Club improvements Furniture/self help	£7500
24 Cdo RE		59 Sqn Rest area	£970.51
24 Cdo RE		1 Tp 54 Cdo Sqn	£1042.48
170 (Infra Sp) Engineer Group		Table Runners for regimental and REA Events	£335.8
24 Cdo RE		commissioning artwork depictin 50th Anniversary Cdo Sprs.	£1500
West Cumberland Branch REA		4 x Vinyl Promotion Banners	£297.6
32 Engr Regt		enable the delivery of an eSports suite	£3500
Royal Engineers Museum		Refurbishment of Armoured vehicles at the RE Museum	£17000
28 Engr Regt (C-CBRN)		Trailer to carry sports equipment	£4500
HQ RE, RHQ RE - HQ REA - Chatham		Camera and equipment for Corps Comms hub	£623.3
EX Cul de Sac		Saint Lucian serving soldiers to attend 41st Independence Parade.	£400
23 Para Engr Reg RE		Rumaylah bridge painting	£866
26 Engr Regt		Cyclone Harold assistance to families of serving Fijian soldiers	£2000
Long Ashton War Memorial Trust		Long Ashton War Memorial	£3500
66 Wks Gp RE & REA North Midlands		Purchase of tablets for Comm support	£2054.4
24 Cdo RE		New Kitchen Cupboard and sink	£202.5
24 Cdo RE		Refurbishment of Kitchen area	£1315.96
24 Cdo RE		Restroom furniture	£1414.8
REA Plymouth Branch		3x3m Gazebo for events	£1000
REA Cycling and Tri Branch		Gazebo purchase	£2000
21 Engr Regt		upgrade the Sappers Den.	£7000
32 Engr Regt		20 recycled plastic picnic benches	£1900
36 Engr Regt		constructing a mobile maker space.	£8000
35 Engr Regt (EOD&S)		commissioning artwork depicting Op Shader.	£1000
101 Engineer Regiment (EOD&S)		Water cooler for gym	£338
28 Engr Regt (C-CBRN)		Football kit including strips for new Regimental Tea	£1000
63 Wks gp		To purchase items for the rest area within the 63 Drawing Office.	£1000
Total			£78,339.58







Trustees' Report and Financial Statements

For the Year Ending 31 December 2020



The Royal Engineers Association

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The Trustees (“Council”) present their annual report and the audited financial statements for the year ended 31 December 2020. The financial statements have been prepared in accordance with the accounting policies set out at note 2 to the accounts and comply with the charity’s trust deed, the Charities Act 2011 and the Charities SORP FRS 102. Trustees consider that in preparing these financial statements they have taken into account all information that could reasonably be expected to be available (including levels of reserves held). Therefore, the going concern basis of accounting is deemed appropriate and there are no material uncertainties.

Constitution

The Royal Engineers Association (“the Association” or “REA”) is established under authority of a Deed of Declaration of Trust dated 19 November 1968 and Supplemental Deed dated 1 December 1974 as varied by a scheme of the Commissioners dated 11 August 1997, and supplemented by the Rules of the Royal Engineers Association 2009, hereafter referred to as ‘The Deed’.

Restrictions on Funds

The Deed describes two funds, A and B, which are restricted for the benevolence respectively of commissioned and of warrant officer and other rank members and past members of the Corps of Royal Engineers, together with their dependants. Both the A and B funds were reduced to zero in 2015 and will not be re-used unless a specific grant is made in support of commissioned officers or other rank members of the Corps. A further restricted fund, the Gabriel Fund, was established during 1997, following receipt of a legacy from the estate of the late Colonel R C Gabriel (see note 24 to the financial statements). The General Fund is not restricted. Another restricted fund, The Kitchener Fund, which was the subject to an administrative transfer on 31 December 2008, was accepted by the REA Trustees from The Institution of Royal Engineers at their meeting in May 2009 and is now administered through the REA benevolence committee.

Objects and Activities

Objects of the Association, as set out in the Deed, are:

To promote the efficiency of the Corps in all or any of the following ways:

- (a) by fostering esprit de corps and a spirit of comradeship amongst serving and former members of the Corps;
- (b) to provide financial and other assistance to serving and former members of the Corps, their spouses, widows, widowers and dependants who are in need;
- (c) to make grants to the Army Benevolent Fund The Soldiers Charity and to such other Charities as the Council think fit, which further the objectives of the Association.

Volunteers

REA Branches are autonomous and are organised democratically in accordance with the REA rules 2018 by members who take on the stewardship and running of the branch voluntarily. The many hundreds of volunteers who act as branch officials encouraging, supporting, recruiting and guiding their branches and members to ensure that the branches provide a national network that supports the entire sapper family.

Achievements and Performance

The charity set out to ensure that grants are made in a speedy, efficient and cost-effective way. This was achieved, and grants, periodical allowances and Christmas benevolence gifts were made to 421 recipients, from whom many letters of appreciation have been received. The total number of benevolence cases considered in 2020 was 14% less than the previous year.

The Kitchener Fund supported the education of three children from Sapper families.

The Gabriel Fund supported the career development of three veterans suffering from life changing illness or injury

Sappers Network

The operation and management of Sappers Network were transferred to REA HQ, the service has been continued, with the emphasis being on providing employment support to service leavers. The service is free to employers and candidates and offers jobs across the UK and Internationally. Here is a precis of activity:

Number of vacancies advertised	181
Number of registered candidates (serving and veteran)	336
Number of candidates put forward for jobs	65
Number of candidates placed in work	3

Grants Considered 2015 to 2020

Year	2020	2020	2018	2017	2016	2015
Disabled and Illness	145	116	166	163	174	175
Old Age	13	22	41	32	53	71
Widows	38	45	63	51	55	86
Unemployed	119	76	128	119	107	118
Miscellaneous	106	210	124	129	136	149
No Grant Made	87	120	31	51	40	51
Totals	508	589	553	545	565	650

Other Grants

A welfare grant of £100,000 was allocated from Capital Reserves for the year 2020. This was to enhance esprit de corps – a specific objective of the REA - by providing the opportunity for Units and Branches to bid for support in funding projects or activities which had no – or incomplete – support from other resources. The overall result both in ‘PR’ for the REA and benefit for recipients was most encouraging. Grants included: campervans for various RE Units; improvements to the communal areas in single living accommodation; and the provision of gazebos for REA Branches to undertake recruiting and outreach activities.

The 2020 welfare grant was a success with 85% of the fund available being disbursed.

As a result of this, changes were implemented for future welfare grant applications, with a greater awareness being promoted to both Units and Branches through direct briefings, email and social media and support from REA HQ when needed. It has been decided to continue the welfare grant opportunities on an ongoing basis subject to annual reviews

Delivery – Benevolence

- Benevolence to those in need is considered of paramount importance. Applications for benevolence assistance are dealt with within two or three days after checks on service records and establishing financial need. All applications received from the sapper family are considered sympathetically, the vast majority of applicants receive financial assistance.
- There will be many eligible persons in need of assistance of whom the Association is unsighted. The appointment of a Controller and Assistant has given the resources to begin looking at how better the Association can reach further. A review is currently underway to look at bringing additional funds to bear in outreach/training and direct support in areas such as mental health, housing, supported living and how to access support.
- Cases requiring financial assistance greater than £1,000 (Controller’s financial threshold increased from £500 in 2016) are referred to the REA Benevolence Committee that, since the increase in the Controller’s delegated powers, sits quarterly rather than monthly. Cases of an urgent nature that exceed the Controller’s delegated powers are considered out-of-committee in consultation with the Chairman of the Benevolence Committee and the Honorary Treasurer REA. There is no financial limit on grants that the Committee can authorise for benevolence. The Committee also deals with applications for weekly allowances. Cases, having been in front of the Committee, are dispatched within a week of the Committee decision.
- Regular weekly allowances were made to about 52 applicants and, where there is a need to assist financially with nursing home fees, some have further assistance from the Army Benevolent Fund (ABF) The Soldiers’ Charity.
- 1,094 Christmas cards and some 179 monetary gifts were sent out in November to those in elderly people homes, in hospitals or homes for the mentally infirm, to those who are in receipt of weekly allowances and those being treated through Combat Stress.
- A grant of £50,000 (2019: £50,000) was made to ABF for the work they do on behalf of the wider Services’ benevolence systems.
- A grant of £20,000 (2019: £20,000) was made to SSAFA Forces Help.



## ABF The Soldiers' Charity

The Trustees are most appreciative of the financial support provided by the ABF The Soldiers' Charity towards the cost of welfare grants to serving and former members of the Corps and their dependant. In this financial year, The Soldiers' Charity has supported 233 serving and retired sapper cases with grants of £243,342.

Delivery – membership

- Applications for membership are handled on the day of receipt with a service record check and issuing of a membership card.
  - Meetings and reunions are held at numerous locations under arrangements of Groups and Branches.
  - The REA Recruiting Committee sits when needed to consider the wider marketing of the Association and Public Relation issues and initiatives.
- Command courses held at both Minley and Chatham are addressed to inform them of the activities of the REA.

## Assistance

The Association acknowledges with gratitude the assistance provided by the caseworkers of SSAFA, TRBL and REA branches for their contribution to the benevolence system.

## Fundraising Activities

In 2002, the Trustees considered whether fundraising activities should be undertaken, other than an information campaign to the serving officers and soldiers of the merits of the Days' Pay Scheme. In 2020, it was considered we should review once more our approach to fundraising. This has been considered by the Finance Committee and a focus on areas such as legacy and donation, and fundraising by Branches in support of the Association has been accepted to ensure that the Association maintains its long term ability to provide benevolence and welfare services to the sapper family.

## REA Branch Accounts

In March 2004, Trustees were informed by their auditor that SORP 2000 required them to include the income, expenditure, assets and liabilities of those REA Branches that did not have separate legal status in their annual charity account, if material. Subsequent legal advice confirmed that the current REA Branches do not have separate legal status and that the extant Rules of the REA did not require Branches to furnish this information to HQ REA. Trustees have changed the Rules of the REA and directed REA Branches to provide this financial information to HQ REA by 31 January each year. The funds associated with these branches are designated.

## Activities in Scotland

The Association has nine active branches in Scotland under the control of the Scotland & Northern Ireland Group Headquarters based at Leuchars, Fife. Because of this presence in Scotland the Association is registered with the Scottish Charity Regulator. As with the remaining UK and overseas branches, those branches based in Scotland do not carry out fundraising, but aim to promote and support the Corps in accordance with the objects of the Association.

## 2020 Financial Review

Serving RE officers, warrant officers and soldiers subscribe to the Royal Engineers Central Charitable Trust under the Army's 'Days Pay Scheme' (a payroll giving scheme). After the Institution of Royal Engineers has received a set percentage of officer and soldier subscriptions the Association receives 50% of the monies received from the Days Pay Scheme (DPS). Any shortfall of income compared to expenditure comes from investment income. Donations and legacies that are retained are available for investment towards future benevolence. The Association's combined income from DPS, 38% of income, investments 50% of income, legacy and donations 12% of income is sufficient to sustain our annual operating expenditure in all the key areas of benevolence, welfare and esprit de corps.

## Summary

Net expenditure before other recognised gains and losses was £219,596 (2019: £272,975). The Charity did not authorise any further funds for investment in 2020.

## Balance Sheet

The accumulated funds increased by £360,430 to £13,391,394 (2019 increased by £1,247,910 to £13,030,964). Notes to the Statement of Financial Activities and Balance Sheet provide supplementary information against each funding activity.

Expenditure on benevolence grants to individuals decreased by £27,126 from £300,485 in 2019 to £273,359.

Christmas grants decreased by £707 to £11,503 in 2020 and weekly allowances decreased from £137,671 in 2019 to £125,767 in 2020.

## Investment House and Policy

During 2019, the Armed Forces Common Investment Fund (AFCIF) completed the legal requirements to become a Charity Authorised Investment Fund (CAIF). On 6 December 2019, the CIF closed and the assets were transferred to the CAIF, on a one-for-one basis, which is being run with the same investment objective and policy.

The objective of the fund is unchanged and seeks to achieve real growth in capital and income over the long term by investment predominately in equities.

## Investment Performance

Investments delivered dividends of £430,686 in 2020 (2019: £424,627). During the period 1 January to 31 December 2020, the performance of the distribution units in the fund was +9.0% (2019: +18.1%) after fees and expenses. Since launch in September 2002, the fund has produced a return of +325.10%, +8.22% (2019: +289.70%, +2.90%). The fund's benchmark since inception has returned 295.29% and 7.79%.

## Risk Statement

The risks to which the charity are exposed are reviewed by the REA Management Committee at each of its meetings. The basis of the review is a Risk Management Matrix that identifies and defines the risk, its impact and likelihood, and those mitigation measures the Trustees feel need to be applied. The Risk Management Matrix was reviewed at the September Board meeting in 2020 and members were content that systems have been established to mitigate those risks identified.

## Key Risk

The key risks are financial and reputational with loss of income from our investments potentially restricting the services we deliver and thus our reputation among our members and beneficiaries which could further affect our income. In mitigation of this the Board ensures that we maintain sufficient investment funds to provide resilience and regularly reviews the status of our reserves.

## Reserves

The accounts show net expenditure of £219,596 (2019: £272,975) before gains on investments. Gains on investments amounted to £580,026 (2019: £1,520,885) giving a positive net movement in funds of £360,430 (2019: positive net movement of £1,247,910). It is the Trustees policy to realise capital from the Restricted Fund's investment portfolios when required to provide funds in support of grant making or project funding.

Trustees review the reserves policy annually and aim to match the amount held in reserves to mitigate against potential financial threats over the long term. The charity relies upon the MOD for administration of the Days Pay Giving Scheme, provision of infrastructure, utilities, and a proportion of staff costs. If these MOD donated services were to be withdrawn, the charity would suffer an operational shock. The charity's reserves must be able to meet such a shock if it were to occur.

Furthermore, it is the intention of the Trustees to maintain free reserves amounting to a minimum of 15 years' operating costs (essentially benevolence payments and staffing costs). This is intended to provide adequate security against market volatility, and future risks to both income and expenditure whilst maintaining long-term benevolence support to the Corps' beneficiaries. Current unrestricted reserves are £12,672,333 (2019: £12,333,777) which Trustees consider is consistent with this policy.

## Public Benefit

The REA Trustees have paid due regard to the Charity Commission's guidance on public benefit in deciding what activities the charity should undertake. This fund provides public benefit by assisting service personnel to more effectively perform their role within the Corps of Royal Engineers and assisting those of the wider family of the Corps (those who have left uniform). Where there is "need", the fund helps those who have fallen on hard times like debt, family separation, mobility aids for the infirm (such as stair lifts and electric powered scooters and wheelchairs) and walk-in showers at home where the applicant is unable to use a bath safely. In addition the Fund has helped some of our serving sappers where there is a "need".



## Plans for the Future

The Association has continued to seek new opportunities to develop its branch structure to meet the demands of new generations of sappers and following the establishment of themed branches for cycling, football, the blue light emergency services branch and a new national diving branch, work is now underway to establish an e-sports branch, to support the activities and interests of the current generation of sappers and also to connect with more recent service leavers.

The pandemic has accelerated the Association's need to develop a strategy for digital transformation to enable us to reach our membership through a variety of digital media. This has included remote online meetings for all committees and even the AGM. Moving to online submission of routine branch reports and plans to roll out our new digital platforms for individuals and equipment for branches.

A need to connect more effectively with the serving Corps was identified by the Recruiting Committee and to build on the current direct support it has been proposed that an Association App is developed in 2021.

The study of the use of the Association's reserves continued and proposals were presented to the new Board in September 2019. The board requested further information on the proposals with the working group requested to report back in January 2020. Following the report of the working group, the Board authorised the provision of a substantial grant of £880,000 to RBLI as part of a collaborative agreement to support members of the sapper family in need at various stages in their lives. 29 sappers were being supported by RBLI in 2020 and the build of the new Centenary Village has progressed well with £18million raised and less than £4million needed to complete the project. The first of our phased contributions of £220,000 was made in 2020 with a further two contributions planned for 2021 totaling £320,000. This leaves a balance of £340,000.

The Queen's Gurkha Engineers (QGE) is part of the family of the Corps of Royal Engineers. At the same time, Gurkha sappers also belong to the Gurkha family. From 01 May 2019 members and veterans of the QGE may become members of the REA, and any benevolence requirements are directed to the Gurkha Welfare Fund. Those QGE sappers who subsequently transfer to the Corps of Royal Engineers and donate to RE DPS may also receive support from the REA benevolence funds.

## COVID-19 Impact Statement

Trustees are aware of their responsibility to consider, as far as possible with the information available to them, the impact of the COVID-19 pandemic and its effect on the global economic climate, on all aspects of the charity's financial and narrative reporting.

Trustees confirm that all representations made in this report include due consideration of these factors. In particular this included, but is not limited to, the following:

- Appropriate disclosure has been included in the charity's narrative reporting regarding the impact of COVID-19 on the charity's performance during the period, Trustees assessment of principal risks and uncertainties and the future of the charity;
- The financial statements reflect the conditions which existed at the reporting date, to the extent that the spread of COVID-19 was known, together with its impact on the global economic climate. The effect of material non-adjusting events subsequent to the reporting date has been disclosed in the financial statements;
- Trustees have considered whether the charity's tangible fixed assets have been impaired due to COVID-19. Trustees have also considered whether their estimate of useful economic lives remains appropriate. Trustee consideration has included a review of the current market value of those assets and their future economic performance;
- Trustees have considered whether the net realisable value of stock has been affected by COVID-19;
- At the reporting date, any additional liabilities arising as a result of COVID-19 have been recognised.

Following review, Trustees believe they have continued to follow the principles of the Charity Governance Code and confirm the following:

- COVID-19 did not impact on the charity's payments to HMRC;
- The charity did not apply for any Government grants including the Job Retention Scheme (JRS);
- As the charity operate a Defined Contribution Pension Scheme, and all employees continued to be fully paid, there was no impact on the scheme (less the impact on investments made by the pension provider) or pension deficit;
- The charity does not have any loans therefore financing or refinancing is not impacted;
- None of the physical checks (financial and stock take) were replaced by virtual checks;
- COVID-19 had not impacted on the charity's reserves or governance (internal controls) and had a limited, predictable, effect on our achievements. Trustees do not envisage the current situation, at year-end, hindering our future plans;
- Investments suffered initially in a volatile market but recovered well which has been captured in the investment narrative of the report;
- Financial staff have reviewed their accounting policy for recognising legacy income to ensure that it remains appropriate in light of the situation;
- All grant commitments were met without postponement;
- Principal risks and uncertainties have been updated within the risk register to encompass lessons learnt from the COVID-19 pandemic.

## Auditors

Kreston Reeves LLP remain the Trustees choice as Corps auditors.

Structure, governance and management

The REA is governed by the Deeds of Trust dated 19 November 1968 and Supplemental Deed dated 1 December 1974, as varied by a scheme of the Commissioners dated 11 August 1997, and supplemented by the rules of the Royal Engineers Association 2009.

## Trustees

The current Board of Trustees are listed on page 46.

## The Board

The affairs of the Association shall be directed by the Board of the Association.

The composition of the Board shall be:

- (1) President, a Colonel Commandant of the Corps nominated by the Chief Royal Engineer ratified by the Board. Appointment for maximum of six years.
- (2) Chair of the Association nominated by the President and ratified by the Board, maximum of six years over two, three-year, terms.
- (3) The Corps Colonel for duration of appointment.
- (4) Honorary Treasurer elected by the Board for maximum of six years over two, three-year, terms.
- (5) The Corps SM for duration of appointment.
- (6) Reservist – nominated by President and ratified by vote of the Board, maximum six years over two, three-year, terms.
- (7) Group Director – Serving CO rotating round groups for duration of appointment.
- (8) Branch Rep – proposed by Groups on three-year term rotating round Groups.
- (9) National Rep – proposed by Groups on a three-year term rotating round National Branches.
- (10) Themed Rep – proposed by Groups on a three-year term rotating round Themed Branches.
- (11) Wider Community Trustee – externally recruited, position ratified by Board for maximum of six years over two, three-year, terms.
- (12) Governance Trustee – externally recruited, position ratified by Board for maximum of six years over two, three-year, terms.
- (13) Service Charity Trustee - externally recruited, position ratified by Board for maximum of six years over two, three-year, terms.

The Controller of the Association shall be Secretary to the Board. The Corps Treasurer and Assistant Controller shall be in attendance.

The Board shall exercise its responsibilities through subordinate committees subject to the provision that at least two members of any such committee shall be members of the Board.

## The standing subordinate committees of the Board are:

- The Management Committee, chaired by the Controller, responsible to the Board for the management of the Association including administration, membership, reunions and awards.
- The Benevolence Committee, chaired by the REA Chair, responsible to the Board for all questions relating to the charitable business of the Association.
- The Finance Committee, chaired by the Honorary Treasurer, responsible to the Board for the financial affairs of the Association.
- The Recruiting Committee, chaired by a nominated Trustee, responsible to the Management Committee for monitoring and prompting recruiting and awareness issues within the Association.



Indemnity

An order from the Charity Commission authorising the Trustees to provide indemnity insurance for themselves out of the charity funds was issued on 15 September 2001 and has been complied with.

Organisational Structure And Networks

The Association is directed by its Board of Trustees, constituted as described in the Deed, and consisting of ex-officio, nominated and elected members. Its members are the Trustees of the Association’s funds. The Board meets as often as is necessary to fulfil its responsibilities, normally twice a year.

Certain routine business of a non-financial nature is delegated to the Management Committee, which meets twice a year. A benevolence committee meets quarterly to consider the more complicated applications for assistance and those requiring sums beyond the Controller’s authorised powers.

A Finance Committee Deals With Particular Matters And Is Responsible To The Board Of Trustees.

The REA is divided into 17 geographical groups throughout the UK and overseas. Each group has a Group Director who is appointed by the Corps Colonel and, in most cases, the Group Director is the senior serving Royal Engineer officer in the Group area. Within these Groups are 106 Branches. Of these, 93 Branches are located in towns and cities in the UK and overseas who normally meet up once a month for camaraderie and esprit de corps. The remaining 13 branches are national and themed branches who represent specialist trades/functions or particular interests with affiliated members throughout the UK and overseas; they will normally meet up once a year. While all Branches are self-financing, grants are made to Groups, national and themed branches to support annual meetings and travel. All branches have the same objectives as those of the Association. The Headquarters or Secretariat of the Association is managed by the Controller who, as Chief Executive, oversees all activities with particular emphasis on engaging and involving the REA and other veteran organisations in wider Corps affairs and business development. He is supported by an Assistant Controller who works part time and deals primarily with esprit de corps and benevolence matters.

With Sappers Network, HQ REA is established for four full time administrative and clerical staff. One of the Secretariat staff is established and paid as a Civil Servant within the Regimental Headquarters of the Royal Engineers. The Assistant Controller and three full time members of staff are employed solely by the Association

REA Board of Trustees

Major General (ret'd) Alastair Dickinson CBE	President	
Brigadier (ret'd) Andrew Craig OBE	Chair	Chair Benevolence Committee
Colonel (ret'd) Chris Davies MBE	Honorary Treasurer	Chair Finance Committee
Air Commodore (ret'd) Colin Basnett CBE	Service Charities	
Lieutenant Colonel (ret'd) Jane Thomson	Wider Community	
Colonel Matthew Quare MBE ADC	Corps Colonel	
Warrant Officer Class 1 Marc Elliott	Corps Sergeant Major	
Lieutenant Colonel Martin Heffer RE TD	Reserves	
Lieutenant Colonel (ret'd) Larry Inge	National Branches	Chair Recruiting Committee
Lieutenant Colonel Claire James	Group Director	
Mr Jeffrey Jupp	Governance	
Mr Eric Hargreaves	Local Branches	
Mr Brian Simm	Themed Branches	Chair Management Committee
Mr Kenneth Kirk	Chief Executive	Secretary to Board of Trustees
	Operations Manager	
Major (ret'd) Iain George	Advisor	Corps Treasurer Secretary to Finance Committee
Major (ret'd) Ian Sidebottom		

Charity Registered Numbers

258322 and SC041832

Principal Office

Regimental Headquarters Royal Engineers Brompton Barracks Chatham Kent ME4 4UG

Independent Auditor

Kreston Reeves LLP Chartered Accountants Montague Place Quayside Chatham Maritime Chatham Kent ME4 4QU

Reference and administrative details of the charity, its trustees and advisers (continued) For the year ended 31 December 2020

Bankers

Lloyds plc Piccadilly Branch PO Box 1000 BX1 1LT

Solicitors

Furley Page LLP  
39 St Margaret’s Street Canterbury  
Kent CT1 2TX

Investment Managers

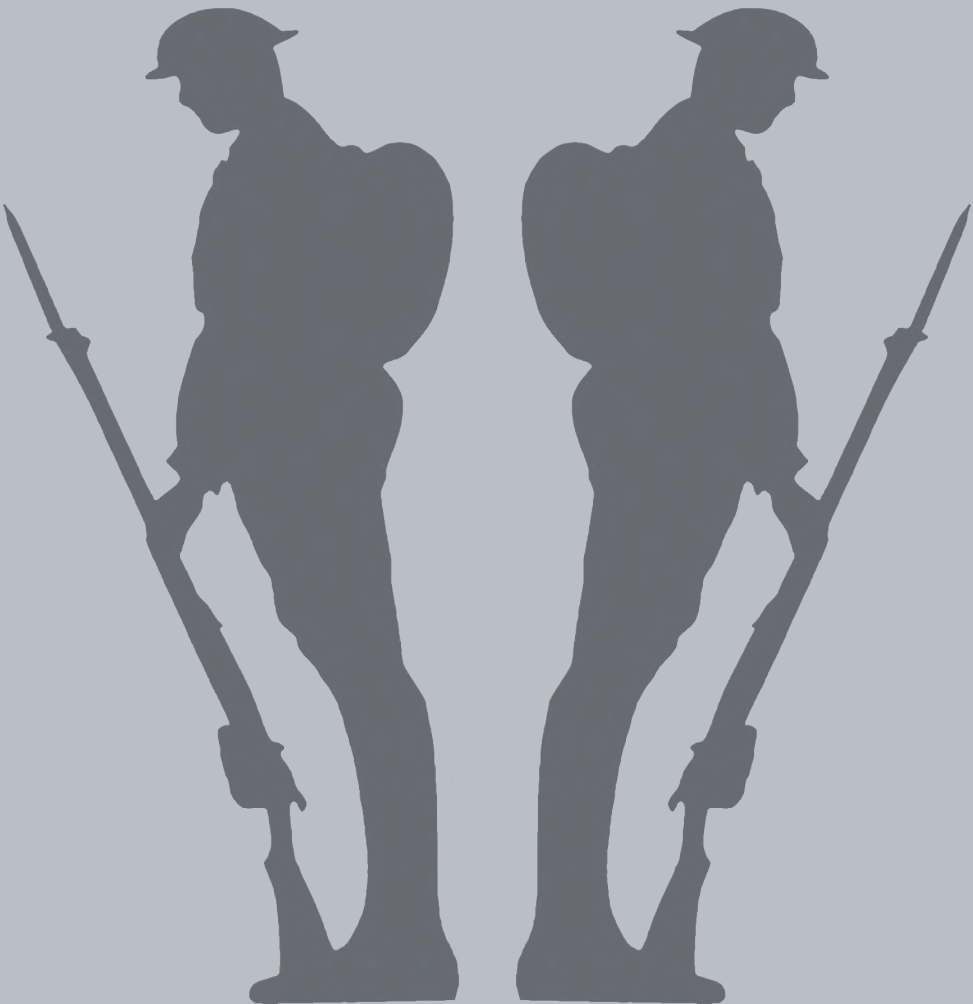
BlackRock Investment Managers 12 Throgmorton Avenue  
London EC2N 2DL

Approved by the Trustees  
and signed on behalf of the Trustees

Alastair Dickinson

Major General A S Dickinson CBE Chairman

5/13/2021





## Independent Auditor's Report To The Trustees Of The Royal Engineers Association

We have audited the financial statements of Royal Engineers Association (the charity) for the year ended 31 December 2020 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities in preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2019.

### In Our Opinion The Financial Statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2020 and of its income and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

### Basis For Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion

### Conclusions Relating To Going Concern

In auditing the financial statements, we have concluded that the Trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

### Other Information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statement or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report the fact.

### We Have Nothing To Report In This Regard

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or

- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

### Respective Responsibilities Of Trustees And Auditor

As explained more fully in the Trustees responsibilities statement, the Trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

### Auditor's Responsibilities For The Audit Of The Financial Statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISA's (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

### Capability Of The Audit In Detecting Irregularities, Including Fraud.

The objectives of our audit are to identify and assess the risks of material misstatement of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud or error; and to respond appropriately to those risks.

Based on our understanding of the charity and sector, and through discussion with the directors and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety, anti-bribery and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Statement of Recommended Practice. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls). Audit procedures performed by the audit engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud; and
- Assessment of identified fraud risk factors.
- Review of cash expenditure to confirm no evidence of personal benefit; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance; and
- Physical inspection of tangible assets susceptible to fraud or irregularity; and
- Review of significant and unusual transactions; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.



As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in my Auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of my Auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

## Use Of Our Report

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its Trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



**Kreston Reeves LLP**  
Chartered Accountants  
Statutory Auditor  
Chatham Maritime

Date: 16 July 2021

Kreston Reeves LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>Income and endowments from:</b>					
Donations and legacies	3	716,162	-	716,162	570,243
Other trading activities	9	22,571	-	22,571	138,047
Investment income	10	411,088	19,702	430,790	425,080
Other income	11	11,289	-	11,289	22,059
<b>Total income</b>		<b>1,161,110</b>	<b>19,702</b>	<b>1,180,812</b>	<b>1,155,429</b>
<b>Expenditure on:</b>					
Raising funds	12	5,342	-	5,342	3,052
Charitable activities	13	1,370,163	24,903	1,395,066	1,425,352
<b>Total expenditure</b>		<b>1,375,505</b>	<b>24,903</b>	<b>1,400,408</b>	<b>1,428,404</b>
<b>Net expenditure before revaluations</b>		<b>(214,395)</b>	<b>(5,201)</b>	<b>(219,596)</b>	<b>(272,975)</b>
<b>Net gains on investments</b>	19	<b>552,951</b>	<b>27,075</b>	<b>580,026</b>	<b>1,520,885</b>
<b>Net movement in funds for year</b>		<b>338,556</b>	<b>21,874</b>	<b>360,430</b>	<b>1,247,910</b>
<b>Reconciliation of funds</b>					
Total funds at 1 January 2020		12,333,777	697,187	13,030,964	11,783,054
<b>Total funds at 31 December 2020</b>		<b>12,672,333</b>	<b>719,061</b>	<b>13,391,394</b>	<b>13,030,964</b>

All activities relate to continuing operations.

The notes on pages 37 form part of these financial statements



		2020		2019	
	Note	£	£	£	£
<b>Fixed assets</b>					
Tangible assets	18		90,762		85,943
Investments	19		12,499,695		12,164,035
			12,590,457		12,249,978
<b>Current assets</b>					
Debtors	20	169,606		173,471	
Cash at bank and in hand		662,117		663,053	
		831,723		836,524	
<b>Creditors:</b> amounts falling due within one year	21	(30,786)		(55,538)	
<b>Net current assets</b>			800,937		780,986
<b>Net assets</b>			13,391,394		13,030,964
<b>Charity Funds</b>					
Restricted funds	22		720,601		696,516
Unrestricted funds	22		12,670,793		12,334,448
<b>Total funds</b>			13,391,394		13,030,964

The financial statements were approved by the 13TH May 2021 signed on their behalf, by:

*Alastair Dickinson*

Major General AS Dickinson CBE,  
Chairman

*CM Davies*

Colonel CM Davies MBE,  
Honorary Treasurer

	Note	2020	2019
		£	£
<b>Net cash used in operating activities</b>	27	(665,396)	(706,844)
<b>Cash flows from investing activities</b>			
Interest and dividends		430,790	425,080
Purchase of tangible fixed assets		(10,696)	(7,615)
Movement on Branch investments		(5,634)	4,162
Disposal of fixed asset investments		250,000	
<b>Cash provided by (used in) investing activities</b>		664,460	421,627
Increase/(decrease) in cash and cash equivalents in the year		(936)	(285,217)
Cash and cash equivalents at the beginning of the year		663,053	948,269
<b>Total cash and cash equivalents at the end of the year</b>		662,117	663,053

**Notes to the financial statements**  
**For the year ended 31 December 2020**

#### Accounting Policies (Continued)

##### 2.4 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

##### Subscriptions

Serving officers, warrant officers and soldiers subscribe to the Royal Engineers Central Charitable Trust under the Army's Days Pay Scheme. The Association received 50% of the monies received from the Days Pay Scheme.

##### Donations

Donations are included in full in the income and expenditure accounts on a receipts basis. Gift aid donations are included in the income and expenditure account on a receivable basis.

##### 2.5 Expenditure

Liabilities are recognised as expenditure as soon as there is an obligation to committing the charity to the expenditure. All expenditure is accounted for on an accruals basis.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the trust which are always authorised by Trustees.

Cost of charitable activities includes grants made and the apportionment of support costs shown in note 12.

The cost of generating funds consists of investment, management and certain legal fees.

##### 2.6 Tangible Fixed Assets And Depreciation

REA assets, including those purchases by Branches, costing more than £250 are capitalised. Depreciation is charged on assets using a straight line basis over their estimated life on the following basis:

Fixtures and fittings	10% per annum
General property	10% per annum
Computer equipment	20% per annum

REA Branch Standards are capitalised and maintained at their expected replacement value, £650.



## 2.7 Investments

Investments are included in the financial statements at the mid-market value of the units held by the Royal Engineers Association in the Armed Forces Common Investment Fund.

## 2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

## 2.9 Cash At Bank And In Hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## 2.10 Liabilities

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

## 2.11 Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

## 2.12 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

## 2.13 Donated Services And Facilities

Intangible income, which comprises donated services, is included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. This amount is matched by intangible expenditure.

## 2.14 Tender Policy

Trustees introduced a tender policy that covers expenditure:

- Between £2.5k and £5k
- Between £5k and £10k
- Over £10k

		Unrestricted Total funds 2020	Restricted Total funds 2020	Total funds 2020	Total funds 2019
<b>3 Donations and legacies</b>		£	£	£	£
Donations	(Note 4)	125,847	-	125,847	82,761
Legacies	(Note 5)	125,000	-	125,000	26,728
Grants	(Note 6)	2,500	-	2,500	2,500
Subscriptions	(Note 7)	384,193	-	384,193	382,759
Donated services and facilities	(Note 8)	78,622	-	78,622	75,495
		<b>716,162</b>	<b>-</b>	<b>716,162</b>	<b>570,243</b>
In 2020 all £716,162 of income from donations and legacies was unrestricted (2019: £570,243)					
<b>4 Donations</b>		£	£	£	£
General donations		119,879	-	119,879	74,764
Donations from branches		830	-	830	5,381
Tax refund		952	-	952	-
Website donations		2,836	-	2,836	2,616
Sappers Network		1,350	-	1,350	-
		<b>125,847</b>	<b>-</b>	<b>125,847</b>	<b>82,761</b>
<b>5 Legacies</b>		£	£	£	£
Other legacies		125,000	-	125,000	26,728
<b>6 Grants</b>		£	£	£	£
H&M Charitable Trust		2,500	-	2,500	2,500
<b>7 Subscriptions and tax</b>		£	£	£	£
Membership		17,472	-	17,472	24,554
Grant from RECCT (represents 50% of Days Pay Scheme subscriptions to RECCT)		366,721	-	366,721	358,205
		<b>384,193</b>	<b>-</b>	<b>384,193</b>	<b>382,759</b>
<b>8 Donated services and facilities</b>		£	£	£	£
Gas		1,757	-	1,757	1,744
Electricity		2,068	-	2,068	2,044
Water and sewage		835	-	835	822
Community charge		5,519	-	5,519	5,465
Utilities		1,421	-	1,421	1,421
MOD salaries		28,093	-	28,093	26,000
Administration salaries		38,929	-	38,929	37,999
<b>Total</b>		<b>78,622</b>	<b>-</b>	<b>78,622</b>	<b>75,495</b>



9 Other trading activities		£	£	£	£
Esprit de corps income		22,571	-	22,571	138,047
REA Branches generated £22,571 (2019 - £138,047) from activities.					
10 Investment income		£	£	£	£
Dividends – Armed Forces Charities Fund		411,041	19,645	430,686	424,627
Bank interest		47	57	104	453
		411,088	19,702	430,790	425,080
Of the total investment income received, of £430,790 (2019: £425,080), £411,088 was to unrestricted funds (2019: £405,680) and £19,702 was to restricted funds (2019: £19,400).					
11 Other income		£	£	£	£
Sundry income		11,289	-	11,289	22,059
12 Raising Funds		£	£	£	£
Recruiting		5,342	-	5,342	3,052
13 Charitable activities		Activities undertaken directly 2020 £	Support Costs 2020 £	Total 2020 £	Total 2019 £
Benevolence (Note 14)		476,534	134,617	611,151	627,090
Esprit de corps (Note 15)		594,593	189,322	783,915	798,262
		1,071,127	323,939	1,395,066	1,425,352
£1,370,163 of the charitable activities expenditure was from unrestricted funds (2019: £1,415,728) and £24,903 was from restricted funds (2019: £9,624).					
14 Benevolence grants and allowances		£	£	£	£
Activities undertaken directly					
Grants		248,456	24,903	273,359	300,485
Christmas grants		11,503	-	11,503	12,210
Weekly allowances		125,767	-	125,767	137,671
Army Benevolent Fund		50,000	-	50,000	50,000
SSAFA families help		20,000	-	20,000	20,000
Other charities		-	-	-	402
Refund grants previous years		(4,095)	-	(4,095)	(7,607)
		451,631	24,903	476,534	513,161

Support costs	£	£	£	£
Committee and travel costs	600	-	600	1,907
Audit	3,576	-	3,576	3,360
Fees and subscriptions	3,773	-	3,773	2,446
Insurance	1,435	-	1,435	1,355
Administration	4,344	-	4,344	3,355
Post and telephone	2,340	-	2,340	2,120
Depreciation	294	-	294	252
Donated services support costs	22,173	-	22,173	21,831
Donated services MOD salaries	28,093	-	28,093	26,000
Staff costs	67,989	-	67,989	51,303
	134,617	-	134,617	113,929
	586,248	24,903	611,151	627,090

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020	Total funds 2019
15 Esprit de Corps	£	£	£	£
Activities undertaken directly				
Corps activities	539,659	-	539,659	325,545
Branch donations	10,332	-	10,332	21,974
Branch activities	43,204	-	43,204	218,038
Annual conference	1,398	-	1,398	7,440
Annual dinner	-	-	-	7,515
Sapper Sunday lunch	-	-	-	1,285
REVETT grant	-	-	-	30,000
Refund previous year	-	-	-	(5,103)
	594,593	-	594,593	606,694
Support Costs				
Committee and travel costs	2,399	-	2,399	7,627
Audit	3,576	-	3,576	3,360
Fees and subscriptions	3,773	-	3,773	2,446
Insurance	1,435	-	1,435	1,355
Administration	4,803	-	4,803	4,188
Post and telephone	2,340	-	2,340	2,120
Depreciation	5,583	-	5,583	4,792
Donated services support costs	28,356	-	28,356	27,664
Staff costs	137,057	-	137,057	138,016
	189,322	-	189,322	191,568
	783,915	-	783,915	798,262



16 Net Income / Expenditure	£	£
This is stated after charging Depreciation of tangible fixed assets:		
- owned by the charity	5,877	5,044
Auditor's remuneration	7,152	6,720

During the year, no Trustees received any remuneration (2019 - £NIL).  
During the year, no Trustees received any benefits in kind (2019 - £NIL).  
6 Trustees received reimbursement of expenses amounting to £403 in the current year, (2019 – 10 Trustees - £4,193).

17 Staff costs	Total funds 2020	Total funds 2019
Staff costs were as follows:		
Wages and salaries	179,961	165,391
Social security costs	12,423	11,649
Other pension costs	12,662	12,279
	<b>205,046</b>	<b>189,319</b>
The average monthly number of employees during the year was as follows:	No.	No.
Management and administration of the charity	6	6

No employee received remuneration amounting to more than £60,000 in either year.  
The total employment benefits including employer pension contributions of the key management personnel were £58,190 (2019 - £53,412).

18 Tangible fixed assets	Unrestricted designated fixtures and fittings	Unrestricted general property	Unrestricted general computer equipment	Total
Cost	£	£	£	£
At 1 January 2020	79,043	115,591	21,487	216,121
Additions	6,532	-	4,164	10,696
31 December 2020	85,575	115,591	25,651	226,817
Depreciation				
At 1 January 2020				
Charge for the year	11,865	106,455	11,858	130,178
	-	2,324	3,553	5,877
At 31 December 2020	11,865	108,779	15,411	136,055
Net book value				
At 31 December 2020	73,710	6,813	10,238	90,762
At 31 December 2019	67,178	9,137	9,629	85,944

19 Fixed asset investments	Listed securities	Branch Investments	Total
Market value	£	£	£
At 1 January 2020	12,144,870	19,165	12,164,035
Disposals	(250,000)		(250,000)
Revaluations	580,026		580,026
Movement on branch investments	-	5,634	5,634
At 31 December 2020	12,474,896	24,799	12,499,695
Historical cost	5,847,891	22,550	5,870,441
Investments at market value comprise:		2020 £	2019 £
Listed investments		12,474,896	12,144,870
Branch investments		24,799	19,165
Total market value		12,499,695	12,164,035

#### Material Investments

All invested funds were held in the BLK Armed Forces Charities Growth and Income Fund, managed by BlackRock Investment Managers Limited.

20 Debtors	2020	2019
	£	£
Branch debtors	-	1,116
Other debtors	137,441	137,862
Prepayments and accrued income	32,165	34,493
	169,606	173,471
21 Creditors		
Amounts falling due within one year	£	£
Branch creditors	4,735	4,604
Other creditors	26,051	50,934
	30,786	55,538



22 Statement of funds Current year	Brought Forward £	Income £	Expenditure £	Transfers in/out £	Gains/(Losses) £	Carried Forward £
Designated funds						
Branch funds	432,257	160,813	(53,537)	-	-	539,533
General funds						
General funds	11,902,191	1,000,297	(1,321,968)	(2,211)	552,951	12,131,260
Total unrestricted funds	12,334,448	1,161,110	1,375,505)	(2,211)	552,951	12,670,793
Restricted funds						
Gabriel fund	2,691	-	(7,460)	4,769	-	-
Kitchener scholarship fund	693,825	19,702	(17,443)	(2,558)	27,075	720,601
Total restricted funds	696,516	19,702	(24,903)	2,211	27,075	720,601
Total of funds	13,030,964	1,180,812	(1,400,408)	-	580,026	13,391,394

Prior Year	Brought Forward £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
Designated funds						
Branch funds	420,660	251,609	(240,012)	-	-	432,257
General funds						
General funds	10,744,668	1,136,029	(1,430,379)	-	1,451,873	11,902,191
Total unrestricted funds	11,165,328	1,387,638	(1,670,391)	-	1,451,873	12,334,448
Restricted funds						
Gabriel fund	3,362	2	(673)	-	-	2,691
Kitchener scholarship fund	614,364	19,400	(8,951)	-	69,012	693,825
Total restricted funds	617,726	19,402	(9,624)	-	69,012	696,516
Total of funds	11,783,054	1,407,040	(1,680,015)		1,520,885	13,030,964

23 Analysis of net assets between funds	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020
Current Year	£	£	£
Tangible fixed assets	90,762		90,762
Fixed asset investments	11,923,675	576,020	12,499,695
Current assets	687,142	144,581	831,723
Creditors due within one year	(30,786)	-	(30,786)
	12,670,793	720,601	13,391,394

Prior Year	Unrestricted funds 2019	Restricted funds 2019	Total funds 2019
	£	£	£
Tangible fixed assets	85,943	-	85,943
Fixed asset investments	11,612,950	551,085	12,164,035
Current assets	691,093	145,431	836,524
Creditors due within one year	(55,538)	-	(55,538)
	12,334,448	696,516	13,030,964

#### 24 Pension Commitments

The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £12,662 (2019 - £12,279).

#### 25 The Gabriel Fund

In 1966 a legacy of £25,000 was received from the estate of Colonel RC Gabriel. No restriction was placed on these funds at the time, hence, it was included in the General fund at 31 December 1966.

During 1997 the Association applied for, and was granted a further legacy of £20,000 from the estate of Colonel RC Gabriel. In accordance with the conditions of the additional legacy a restricted fund has been established for the purpose of providing retraining, further education and contributing towards the costs of obtaining a qualification and /or license to work for those who are serving or have served as officers and soldiers of the Royal Engineers. A further £5,000 was received in 1998.

The original legacy was transferred to the restricted fund at 31 December 1997 since the restrictions are considered to apply to all the funds from the estate of Colonel RC Gabriel.

#### 26 Related Party Transactions

All transactions with related parties are disclosed in the Trustees Report and notes to the accounts.

27 Reconciliation of net movement in funds to net cash flow from operating activities.	Total funds 2020	Total funds 2019
	£	£
Net movement in funds	360,430	1,247,910
Add back depreciation charge	5,877	5,044
Deduct interest income shown in investing	(430,790)	(425,080)
Deduct gains / add back losses on investments	(580,026)	(1,520,884)
Decrease (increase) in debtors	3,865	1,702
Increase (decrease) in creditors	(24,752)	(15,536)
Net cash used in operating activities	(665,396)	706,844)





## Alastair Dickinson CBE

Maj Gen (Retd.) Alastair Dickinson CBE has been President of the REA since September 2018. Prior to that he served for two years as our Chairman. His Army career spanned nearly 36 years including command of 59 Indep Cdo Sqn RE, 28 Amph Regt RE and 8 Engr Bde. Away from regimental duty, Alastair considers he spent far too long on the third floor of the Ministry of Defence serving in both Defence and Army Resource and Plans departments. His final appointment as a serving officer was as a member of Executive Committee of the Army Board. Alastair is also the Chairman/CEO of Sellafield's Programme and Project Partnership enterprise. He is married to Alice and spends his ever-reducing spare time supporting their two sons; helping to set one up in running his own business the other in his sporting career.



## Andrew Craig OBE

Andrew Craig heads the IT leadership and governance stream of his consultancy Rame Associates Ltd. He is a visiting Senior Research Fellow at the London School of Economics and Political Science where he helped set up the Outsourcing Unit. He has coached executives, teams and boards in the Defence Procurement Agency, the UK Border Agency, the leisure industry, Balfour Beatty, HSBC, and finance and fund management companies. In his professional Army career, as a Brigadier, he commanded engineering operations worldwide, including the first Gulf War and Bosnia, and led the UK's planned military response to nuclear, biological and chemical terrorism. He was awarded an OBE in 1992.



## Chris Davies MBE

Chris commissioned into the Corps as a Direct Entrant in 1971 and served across the world and, occasionally, the UK. There followed a range of challenging experiences including six months in Zimbabwe and the Falklands' Campaign. Promoted to Lt Col, a tour in the Procurement Executive followed and became Director of Studies (Weapons and Vehicles Division) at the RMCS on promotion to Colonel. Chris retired from the Army in 1989. Executive recruitment and the French wine industry provided a wealth of experience upon which to draw for the roles of management consultant and executive developer. This filled his working life up to final retirement. Chris is married to Jenny. They have two children and six grandchildren. He sails, walks and cycles to maintain fitness and keeps contact with 'reality' by serving the REA, the National Coastwatch Institution, Probus, The Arts Society, The RBL and others.

## Matt Quare MBE ADC

Col Matt Quare commissioned into the Royal Engineers in 1990. Early service included tours in Northern Ireland, Bosnia and Belize and saw him serve as a G5 CIMIC officer in HQ ARRC with operational deployments to the Balkans. He deployed on Op *Telic 1* with the US Marine Corps and to Iraq on Op *Telic 3* in support of the Basra Battlegroups. In 2009 he took command of 3 RSME Regiment. Post command he completed an extended OCE deployment with ISAF SOF for which he was awarded an MBE. He assumed the post of Corps Colonel Royal Engineers in 2017. He is a Chartered Engineer and Chartered Manager. His interests are centred on being outdoors; alpine skiing, swimming and running. He also likes to dabble in the kitchen. Married to Eleanor, they have one son who is currently at university.



## Marc Elliott MBE

WO1 Marc Elliott enlisted into the Royal Engineers in 1999 and has early operational experience of Kosovo and Iraq, with 28 Engineer Regiment based at Hameln. Later, he returned to Iraq as a Patrol Commander with 22 Engineer Regiment with the Reconnaissance troop. As a Regimental Sergeant Major, he was assigned to 26 Engineer Regiment, leading with a mind, body and spirit ethos for the soldiers, officers and families of the team. Outside of Regimental Duty he has served in a variety of training appointments. He assumed the post of Corps Sergeant Major Royal Engineers in June 2021. He enjoys spending time in the gym, playing rugby, reading and exploring new places with the family! Married to Louise, they have a son Ben (15) and a daughter Marci (11).



## Colin Basnett CBE

Colin grew up in Manchester and joined the RAF in 1979, serving for 33 years. In 2010 he was appointed CBE in the Queen's Birthday Honours List and promoted to Air Commodore. His achievements on his subsequent eighth operational tour were recognized with the award of the Legion of Merit, one of the highest US military decorations awarded to non-US personnel. On leaving the RAF in 2012, Colin has held the positions of Defence and Political Adviser (Air) and, latterly, Head Typhoon and Future Combat Air System at MBDA. He then joined QinetiQ as the Group Director Strategic Engagement in 2018. Colin joined the RAF Charitable Trust Enterprises (the organisers of the Royal International Air Tattoo) as a Non-Executive Director in 2012 and the Royal Engineers Association as a Board Trustee in 2019. Married with two children at university, he is a keen, albeit haphazard, golfer who tries to keep fit by reading running magazines.







## Claire James

Claire feels very privileged and proud to have served nineteen immensely rewarding years in the Royal Engineers: a troop commander on Operation *Telic 1*; the Adjutant at 3 RSME Regiment; an operational staff appointment at divisional level and; initial staff appointments managing, the HTS PPP and Operational Commitments in HQ Theatre Troops. She was the Officer Commanding 33 wArmoured Engineer Squadron during Operation *Herrick 16* and had a challenging period as Lead Armoured Battle Group. Subsequently on the Staff she supported Director Army Reform with the delivery of the Army Reserve Development Programme and more latterly, before selection to Lieutenant Colonel, Directing Staff on ICSC(L). Since completing ACSC and before taking command of 3 Royal School Military Engineering Regiment, she worked for the Corps Colonel and Head Manning on Army and RE workforce planning.



## Larry Inge

Larry's total combined service in and for the Corps of Royal Engineers spans 57 years. He joined the Junior Leaders Regiment RE in 1958 and completed OR career attaining the rank of WO1 (RSM). Operational tours included a year in Aden Radfan and three tours to Northern Ireland in the 1970s. He then commissioned and attained the rank of Lt Col (QM). Tours included OC 63 Training Support Squadron Minley, QM Queen's Gurkha Engineers Hong Kong and QM 3 RSME Regt Minley. He also spent 15 years as Corps Mess Secretary of the HQ Officers Mess Chatham. A keen sportsman, he was a member of the Regimental Dinghy Sailing Team who won the BAOR Championship in 1963 and 1964. He was also an Army Diving Supervisor and Instructor. He married Carolyn in 1967 and they have three children.

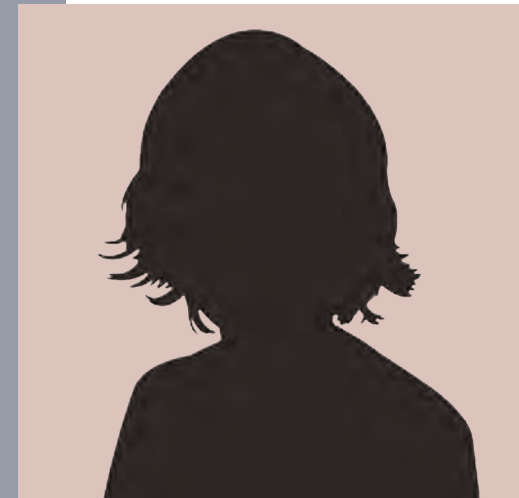


## Martin Heffer

Martin is a Technical Director specialising in the planning and delivery of major transport schemes. He has extensive experience delivering major transport projects in Europe, Asia and Africa including Heathrow Terminal 5, M25 widening, Crossrail, London 2012 Olympics and HS2. He is a former business representative on the board of Coast to Capital Local Enterprise Partnership and a trustee of skin cancer charity Story FMR. Martin has been a Royal Engineers Reserve Officer for over 30 years and is a Civil Military co-operation specialist. He worked on joint Foreign Office and UK military infrastructure initiatives in Iraq, assisted with the development of disaster relief plans in Belize and Ghana, and led the Department for Transport's response to the Cumbria floods in 2009. He is married to Sarah and lives in East Sussex where horses and gardening take up the rare moments of 'spare time'.

## Jane Thomson

After training as a school teacher, Jane decided to join the Army in 1988. Her most enjoyable posting proved to be as a Platoon Commander at the RE Apprentice College in Chepstow. Having played hockey for Wales at various levels, Jane became the Army hockey captain and also represented Combined Services. Eighteen years later and after a variety of staff jobs, Jane decided to leave and work for herself. After her Army career Jane moved into the world of training consultancy and working for regulatory bodies. After an enjoyable period with the Nursing and Midwifery Council participating in nurse "court martials", Jane was appointed to the Parole Board. She has since become a Chair, but also acts as a mentor to new appointees. Jane is particularly interested in offender rehabilitation and the reasons why ex-servicemen end up in custody. Jane has taken up cycling as her primary means of keeping fit but also enjoys walking. She is also a school governor in Andover. Married to Allan (exREME), she has two children.



## Jeffrey Jupp

Jeffrey, was called to the Bar in 1994 and is a member of 7BR, a large set of barristers' chambers in London. He practises in commercial litigation, employment law and regulatory and professional discipline. He is also a member of the Disciplinary Panel of the Bar Tribunals and Adjudication Service, and the Chair of the Disciplinary Committee of the Institute of Financial Accountants. He has acted in many substantial discrimination cases involving all strands of discrimination. He has a particular interest in TUPE and has a highly regarded blog at [www.tupe.uk.net](http://www.tupe.uk.net) and is a co-author of the Chapter; Human Rights in the Workplace in Tolley's Employment Law. He also regularly advises on matters of data protection, RIPA, social media, and human rights issues arising out of the use of personal data in the employment context.



## Eric Hargreaves

Eric Hargreaves has been a part of the Royal Engineers family since he enlisted aged just 18. He has served in both the regular and reserve forces. He is a life member of the REA and plays an active role in his local branch. He is also a member of the REA committee for representing the North West Group. In his civilian career he was a manager with BT plc for more than thirty years, before retirement. He lives in his home city of Stoke on Trent with his wife Hazel. They have four children and eight grandchildren. His main interests outside the REA are travel, rugby and DIY. He is committed to supporting all members past and present of the Royal Engineer family, in any way he can.





**Ken Kirk, Chief Executive Officer**



Ken served with the Corps from 1981 to 1989 serving mainly in BAOR with 28 Amph Engr Regt, 23 Engr Regt, 25 Engr Regt and Junior Leaders Regiment RE. On leaving the Corps, he joined the Port of London Authority at Tilbury Docks. He held various senior management posts in Forth Ports PLC, including project managing major capital infrastructure projects, building new port operating facilities. Following this he became Managing Director of a major UK port operator for several years. He then went on to own and run a marine manufacturing business based on the South Coast. Having enjoyed a varied and rewarding career, he was delighted and honoured to have the opportunity to return to serve the Corps as Chief Executive Officer of the Royal Engineers Association. Ken is married with two grown up sons and lives in Rochester.

**Iain George, Operations Manager**



Iain George joined the Corps in 1972 as a Junior Leader at Dover. He served 25 years in the ranks and finished as the Corps Regimental Sergeant Major. He was commissioned in 1997 and served until 2015. His final posting was SO2 Transition London District. After leaving, he worked for the Stoll Foundation, a Veterans charity in London looking after homeless and vulnerable veterans. As the Operations Manager, Iain's responsibilities include the assessment of benevolence cases and the staffing of benevolence cases to the REA Benevolence Committee. He also organises the REA Annual Dinner and Sapper Sunday, the production of the HQ Circular and production of the branch and group contact list. Iain has been married to Melanie for over 40 years and they have two grown up children and three grandchildren.

**Rodney Henderson, Benevolence Secretary**



Rodney came to the very busy REA Benevolence Secretary role in March 2019, having already worked in REHQ in a different role. Rodney receives all benevolence cases and prepares them for consideration of assistance; he also works on preparing cases to be brought before the REA Benevolence Committee and liaises with caseworkers from other military charities regarding ongoing cases. Rodney is married to Jo and enjoys holidays abroad, especially cruises. In his spare time, he plays golf, enjoys spending time with friends and eating out.

**Ann Richardson, Membership Secretary**



Ann Richardson is part of our membership team. She first joined the REA in 2008 as part of the benevolence team. Ann maintains all membership records of which we have over 70,000. She is the contact for all membership enquiries and processes all new membership applications. Ann also assists with setting up new branches, advising on the membership status of the founding members. Her skills extend to editing the REA website, keeping it up to date with branch and group officials contact details. Although membership is now her main role, she continues to advise and lend a hand on benevolence matters when needed. Ann is married to John. Between them they have eight adult children and 17 grandchildren who keep them particularly busy. She also has four dogs. When not at work she loves gardening, reading, crafts and music, but mostly loves spending time with her grandchildren

**Julie Ferguson, Membership Services Coordinator**



Julia Ferguson joined the REA benevolence team in 2002 and moved to our membership team in 2009. She co-ordinates ticket requests for our external annual events and assists with administration for the Association's Badge of Merit, notifications of RE In-Pensioner admittance to the Royal Hospital Chelsea, medical discharge, retirement and death notifications, receipt of donations and legacies. Julia also coordinates REA branch submissions for The Sapper, including publication of obituaries in the magazine and the Corps Memorial Book. She is also the point of contact for the arrangement of Standard Bearer representation at cremations and funerals. Julia lives with her partner Tim, a former Royal Engineer who served 22 years with the Corps. Outside of work, she enjoys walking, gardening and researching her family tree. Julia and Tim are both animal-lovers and are 'parents' to their adopted (and rather bossy) cat, Oreo

**Fiona Louch, Employment Coordinator**



Fiona joined the Association team in October 2018, having previously been a secondary school teacher for 10 years. She is the Employment Coordinator for Sappers Network, an employment support service, covering all Sappers, whether regular, reserve or veteran. Fiona also stands in for the Benevolence Secretary role when required and enjoys the variety and complexity of the work in both of her roles. Fiona is married to Steve and they have one son who is studying at university. She has been a sea cadet instructor and administrator at her local Unit on the Isle of Sheppey for over 30 years. When time allows, she likes to socialise with friends, read and listen to a wide variety of music





# Where We Are



Regional Map





# BRANCH AFFILIATIONS

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HQ & Overseas Gp	HQ RE	HQ (Unaffiliated members), Bulawayo, Cyprus, Gibraltar, Jersey, Middle East, Willich
London Gp	101 Engr Regt	Bomb Disposal (N), Central London, Peckham, West London
South East Gp	1 RSME Regt	Medway, Gravesend and District, Thanet and District, Dover, Junior Leaders (N), Plant (N), Football (NT), Radio (N)
Southern Gp	36 Engr Regt	Maidstone, Eastbourne, Tunbridge Wells, Brighton
Central Southern Gp South West Central	3 RSME Regt 22 Engr Regt	Isle of Wight, Reading and West Berks, Solent and District, Minley, Diving (N) Swindon, Taunton, Bath, Bridgewater and District Bristol, Armoured Engineers(N)
South West Southern	26 Engr Regt	Bournemouth and District, Weymouth, Southampton, Postal and Courier (N), Andover and Winchester
South West	24 Engr CDO	CDO Engr Branch, Truro-Cornwall, Plymouth, Newton-Abbot
South Wales Gp	R Mon RE	Cardiff, Chepstow, Malvern and District, Monmouth, Newport and Cwmbran, Swansea and Pembroke
South Midlands Gp	170 Engr Gp	Birmingham, Cannock, Gloucester and District, Lichfield and Tamworth, Long Marston, Stafford, Walsall, Wolverhampton
East Anglia Gp	33 Engr Regt	Bedford, Cambridge, Colchester, Luton, Fenland Sappers, Lowestoft and District, Peterborough, Cycling (NT)
National	42 Engr Regt	Mil Survey (Geo) (N)
National	23 Engr Regt	Airborne Branch (N)
North East Gp	32 Engr Regt	Bridlington, Hull and District, Newcastle and District, Scarborough, Whitby and District, Hartlepool, West Cumberland
Eastern Gp	21 Engr Regt	Bradford, Leeds, Wakefield, South Humberside, Ripon and District Amphibious Engineers (N)
North West Gp	75 Engr Regt	Birkenhead, Blackpool, Chester, Crewe, Manchester, North Wales, Preston, St Helens, Warrington, Potteries
North Midlands Gp	66 Wks Gp	Chesterfield, Derby and District, Doncaster, Nottingham, Sheffield
Scotland and NI Gp	71 Engr Regt	Aberdeen, Dundee, Edinburgh, Fife, Forth Valley, Highlands and Islands, Northern Ireland, Glasgow and West of Scotland, Lanarkshire, Paisley

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PROPOSED CREATION OF THEMED REA BRANCHES:  
ESPORTS – CONTACT: TYLER.DAYSH599@MOD.GOV.UK

REA FOOTBALL BRANCH...FOR ANYONE EVER INVOLVED IN SAPPER FOOTBALL  
PAST AND PRESENT...CONTACT: SIMAYERS@HOTMAIL.COM

NEW BRANCH – PEMBROKE, FENLAND SAPPERS

BRANCHES CLOSING – WOOLWICH AND CRAWLEY





## Royal Engineers Association

CONTACT DETAILS: ROYAL ENGINEERS ASSOCIATION.  
RAVELIN BUILDING, CHATHAM, KENT, ME4 4UG  
01634 847 005

EMAIL: [INFO@REAHQ.ORG.UK](mailto:info@reahq.org.uk) – EMAIL: [MEMBERSHIPREA@RHQRE.CO.UK](mailto:membershiprea@rhqre.co.uk)

