ROYAL AIR FORCE
COLLEGE CRANWELL

JOURNAL

VOLUME LXXXV

Editorial Board
Editor-in-Chief
Air Commodore C J Luck

Editor
Mrs A Sturtridge
FOREWORD

By Air Commodore C J Luck

Welcome to first edition of the revitalised Journal of the RAF College. After a hiatus of several years it has been re-born as a largely electronic publication with a limited run of hard copies. There is much that you might recognise from earlier editions and the editorial team have aimed to reflect the wide range of activity at Cranwell over the last year.

It has been a very busy year for the RAF College. There have been significant changes coming out of SDSR15 which have led to an increase in the number of Phase 1 courses going through the College and an increase in the number of Officer Cadets on each course. This will feed an uplift in the number of Phase 2 trainees at Cranwell and elsewhere. In order to manage this increase in the training task the IOT course has been shortened from 30 weeks to 24 weeks. Considerable efforts have been made to ensure that the new course is more efficient and to protect key learning objectives.

The College has continued to support a very busy calendar of events in the last year. With over 900 applications for events at Cranwell we have focussed on those which meet our training and engagement objectives while supporting the wider RAF. This year Cranwell celebrated 100 years as a military flying station with a spectacular dinner in April, swiftly followed by events to mark the centenaries of 45 and 57 Squadrons. We also had the tri-Service lead for the national Armed Forces Day event in Cleethorpes which required considerable effort and resilience from the planning team to deliver. On the day HRH The Duke of Kent, the Prime Minister, Secretary of State for Defence, and Defence Minister in the House of Lords joined with over 130,000 members of the public to mark their respect for all that our Armed Services do for the nation. Later this year in August we will also support the Air Cadet Organisation as they mark their 75th Anniversary with a parade and “extravaganza” in front of College Hall.

2016 has been a remarkable year and it will also include my handover as Commandant and Chairman of the Trustees of the Cranwellian Association to Air Commodore Peter Squires. I am sure that you will give him the support that you have afforded me.

In conclusion I would like to thank the editor of this Journal, College Bursar, Mrs Mandy Sturridge, and all who have contributed. I am delighted that the Journal lives again as a document of record of the wide range of high quality activity undertaken at Cranwell.

Superna Petimus
As I reflect on the various articles within this 2015 Journal, certain observations come to mind: how diverse RAF College Cranwell is as a station, but more importantly, that despite the many challenges 2015 has brought, there still remains a sense of purpose amongst our personnel, both now and for the future. This edition of the Journal highlights the unification and cooperation across the Comdt’s areas of responsibility, whereby the channelling of efforts seeks to fulfil his mission: ‘through empowered people and partnerships, continue to deliver the RAF College’s world-class outputs’.

The Journal tells a through-life story; from the Air Cadet Organisation, who, with their 75th anniversary fast approaching, continue to enthuse and encourage the younger generation to stand out from the crowd. To those within Recruiting and Selection, who provide support to those taking their first tentative steps towards having a career in the Royal Air Force, and finally to OACTU and RAF Halton who train our service personnel and watch with a sense of pride and accomplishment as their make their way out into the wider RAF family. But the Journal is not just about those particular successes, it is also about the other contributions made by the wider Cranwell community, where the ‘whole force concept’ looks to include our civil servants and retired alumni. Their contributions are aptly reflected in articles from the College Library, the College Curator and from the Cranwellian Association.

In summary, today’s Journal is a celebration of the dedication and commitment being undertaken by all personnel across RAF Cranwell and RAF Halton. I hope you have an enjoyable read.
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ROYAL AIR FORCE COLLEGE CRANWELL

SENIOR APPOINTMENTS

COMMANDANT ROYAL AIR FORCE COLLEGE CRANWELL
Air Commodore C J Luck MBE ADC RAF

COMMANDANT AIR CADET ORGANISATION
Air Commodore D A McCafferty RAfR

DEPUTY COMMANDANT
Group Captain G B T Hammond RAF

COMMANDANT CENTRAL FLYING SCHOOL
Group Captain J H Hunter BSc MA RAF

COMMANDANT No.3 FLYING TRAINING SCHOOL
Group Captain A Coope OBE MA BEng RAF (Nov 15)
Group Captain J D Milne DFC MA RAF (Dec 15)

COMMANDANT No.6 FLYING TRAINING SCHOOL
Group Captain A Dickens OBE MA RAF

GROUP CAPTAIN RECRUITMENT & SELECTION
Group Captain C C Coton MA RAF (Jul 15)
Group Captain P R Sanger-Davies MVO MA BA (Hons) RAF (Aug 15)

OFFICER COMMANDING OFFICER & AIRCREW CADET TRAINING UNIT
Wing Commander G Bettington BA MA MCIPD RAF (Pre-Mar 15)
Wing Commander E J Keith BA RAF (Mar 15)

OFFICER COMMANDING OPERATIONS WING
Wing Commander N Driscoll RAF

OFFICER COMMANDING BASE SUPPORT WING
Wing Commander E Middleton MA BSc RAF

CHIEF OF STAFF RAF COLLEGE HEADQUARTERS
Wing Commander R W Barnes RAF

STAFF OFFICER PROTOCOL ENGAGEMENT CEREMONIAL & HERITAGE
Wing Commander R J Willis BA (Hons) MCMI RAFR

COLLEGE BURSAR
Mrs A B Sturtridge
HOUNOURS & AWARDS 2015

APPOINTMENT TO THE MILITARY DIVISION OF
THE MOST EXCELLENT ORDER OF THE BRITISH EMPIRE

As Members

Sqn Ldr A Pelcot RAFR 8100464L RAFR  Ret'd, Ex HQ Air Cadets

CHIEF OF THE AIR STAFF COMMENDATIONS

In conjunction with the New Year Honours List 2015, the Chief of the Air Staff has awarded his personal commendation for meritorious service to the under mentioned personnel.

Sqn Ldr M J Trevena RAFVR(T) 02123312R HQ Air Cadets

DEPUTY COMMANDERS' COMMENDATIONS

In conjunction with the New Year Honours List 2015, the Deputy Commanders Air Command have awarded their commendation for meritorious service to the under mentioned personnel.

RAF Cranwell

Sqn Ldr D P Carbutt MBE 306385K Pers (Spt) SO2 Strategy & Plans College HQ
MACr D W Bruce E8141175 WSOp (EW) Ret'd, Ex Flt Cdr NCA Training
Team Commendation RAF Reserves Recruiting Team Virtual AFCO

AIR OFFICER COMMANDING NO 22 (TRG) GROUP COMMENDATION

HQ Air Cadets

Wg Cdr S T Morris RAFVR(T) 2621417K Wg SO
Sqn Ldr M M Morris RAFVR(T) 0215710H Wg SO
WO A M Packwood N8280607 Sqn WO
WO R J Swanson O219741 Sqn WO
Mr K Goodger Civilian Regional Civilian Cttee Chairman London and South East
Mr E Carr C2 Assistant Regional Commandant Scotland & NI
Team Commendation ATC Waddington Air Show Support Party

RAF Cranwell

Flt Lt K Dixon RAFVR 8240575P Pers (Spt) SO3 Visits & Engagement
Flt Lt C J Grierson Q8405060 Pers (Trg) OASC Boarding Officer
MACr S R Parsons F2643534 WSOp (CMN) Flt Cdr NCA Training
Mrs K Howes 520624J E1 Budget Manager; Recruiting and Selection Marketing
Mrs R De Freitas 939371H E2 AFCO Oxford Admin Assistant
JOINT FORCE COMMAND COMMENDATIONS

In conjunction with the New Year Honours List 2015, Joint Forces Commander Commendations have been awarded for meritorious service to the under mentioned RAF personnel.

Flt Lt N J K Welsh 557867 RAF Halton

THE QUEEN'S BIRTHDAY HONOURS LIST 2015 – MILITARY DIVISION

The names of the following Service personnel, who are currently serving or have recently served in the RAF are included in the Queen's Birthday Honours List 2015.

APPOINTMENT TO THE MILITARY DIVISION OF THE MOST EXCELLENT ORDER OF THE BRITISH EMPIRE

As Officers

Wg Cdr P E L Bower RAFVR(T) 0215669Y RAFVR(T) HQ Air Cadets

In conjunction with the Queen's Birthday Honours List 2015, the Deputy Commanders Air Command have awarded their commendation for meritorious service to the under mentioned personnel.

RAF Cranwell

Sqn Ldr N J Edwards 8229025F Pilot Stn Cdr RAF Woodvale
Sgt P Spooner P8503976 WSOp Puma OCU RAF Benson, Ex RAF Cranwell

AIR OFFICER COMMANDING NO 2 GP

RAF Halton

Sgt L M Proctor R8434575 RAFP RTS, Ex RAF Cranwell

AIR OFFICER COMMANDING NO 22 (TRG) GROUP COMMENDATION

HQ AIR – COS Pers
WO S G S Pullar R8283481 Pers (Spt) WO Project TITAN, Ex RAF Halton

HQ Air Cadets Cranwell

Sqn Ldr G W A Hughes RAFVR(T) 0212781F Dep OC Wg Hants and IOW
Flt Lt P W Collins RAFVR(T) 0210822P OC 1039 Sqn ATC
Mr P E Skinner Civilian Instructor ATC
Mr M R Willis Civilian Instructor 2339 Sqn ATC
RAF Cranwell

Sqn Ldr N Firby 8020199S Eng (AS) Ret'd, Ex International Training Officer,
Sqn Ldr E A Sellers 8402643B Pers (Spt) SO2 Advertising
Flt Lt P J L Ashley 30090612 Pers (Spt) SO3 Recruiting Control
Flt Lt P R Harrap G8429133 Pers (Spt) OC QCIT
Off Cdt M P Crolla 30206357 Student IOT Phase 1
FS G Smith (FTRS) G8202690 Pers (Spt) SNCO Reserve Recruiting Team
Cpl R J Seed L8431869 SE Fitt AFCO London
Mr J Grainger SERCO Receptionist OASC
Mr M Tweedie 912169K D Service Delivery Manager C4I Sqn
Mrs E Wells SERCO Multi Activity Contract Media Manager
Team Commendation RAF Cranwell Stn Labour Force

RAF Halton

Sqn Ldr N J E Bunce 0213933J Pers (Spt) COS & Dep OC Trg Wg
Sqn Ldr G P Coleman (FTRS) 8304367T WSO (Nav) OC Ops Sqn
WO S J Fellows C8228383 Logs (Chef) Stn Catering Liaison Officer
FS S P Whitlock S8408867 Gnr FS Standards
Sgt E I Burns D8500657 RN(A) ACS
Sgt N M Daley H8248346 Gnr SNCO Trg Support
Sgt M P Davies Q8413129 Gnr SNCO Trg ADF
Sgt J R Jones G8414226 ICT Tech ICT Analyst
Mrs S Cousins 944343F E1 HIVE Information Officer

CHIEF OF STAFF JOINT FORCES COMMAND COMMENDATION

Sqn Ldr D Akyildiz 8701579L Pers(Trg) HQ AIR, Ex RAF Halton

CHIEF OF DEFENCE INTELLIGENCE COMMENDATION

Mrs A Sturtridge Civil Servant RAF Cranwell
PRIZE/AWARD WINNERS 2015

OFFICER & AIRCREW CADET TRAINING UNIT ANNUAL AWARDS

INITIAL OFFICER TRAINING COURSE ANNUAL AWARDS

Annual Awards are given during the Queen’s Review of the RAF College. The reviewing officer was Air Chief Marshal Sir Stuart Peach KCB CBE ADC BA MPhil DTech DLitt FRAeS RAF, Commander of Joint Forces Command.

The Queen’s Medal is awarded to the RAF officer who, during Initial Officer Training, proved to be the most outstanding cadet of the year.

Flying Officer

The International Sword of Honour is awarded to the International officer who, during Initial Officer Training, proved to be the most outstanding International cadet of the year.

Pilot Officer

The Ecole De L’Air Trophy is awarded to the RAF officer who, during Initial Officer Training, produced the most distinguished performance of the year in academic studies.

Flying Officer

The Prince Bandar Trophy is awarded to the RAF officer who, during Initial Officer Training, submitted the best essay of the year on a Defence-related topic.

Flying Officer

The John Constable Memorial Trophy is awarded to the RAF officer, under the age of 21 at entry to the RAF College, who, during Initial Officer Training, demonstrated the greatest potential for further development by producing the best overall performance in both leadership and professional studies during the year.

Pilot Officer

INITIAL OFFICER TRAINING COURSE AWARDS

The Sword of Honour is awarded to the RAF cadet who, during Initial Officer Training, has demonstrated outstanding ability, leadership and other officer qualities and potential for further development.

IOTC 39 Officer Cadet R Chappell
IOTC 40 Officer Cadet M I Gibbons
IOTC 41 Officer Cadet A W Hughes MSc BSc MCSP

The Hennessy Trophy and Philip Sassoon Memorial Prize is awarded to the RAF cadet who, during Initial Officer Training, has proved to be the best all-round cadet, other than the Sword of Honour winner.

IOTC 39 Officer Cadet A J Burke BA
IOTC 40 Officer Cadet S P P Morton
IOTC 41 Officer Cadet M C Riggs BSc Econ, MSc Econ
The MacRobert Prize is awarded to the cadet who, during Initial Officer Training, in the opinion of his or her peers, has made the greatest contribution to the Course.

IOTC 39 Officer Cadet A J Godbolt BA
IOTC 40 Officer Cadet A C Shelton
IOTC 41 Officer Cadet T M T Volker MA MSt

The BAE Systems Trophy is awarded to the cadet who, during Initial Officer Training, has attained the highest marks for professional studies on the Course.

IOTC 39 Officer Cadet A J Burke BA
IOTC 40 Officer Cadet R P Humpston
IOTC 41 Officer Cadet E A Carr MPhys

Overseas Students' Prize is awarded to the International cadet who has produced the best overall performance in leadership, officer qualities and professional studies on the Course.

IOTC 39 Officer Cadet J Saleem Bsc
IOTC 40 Officer Cadet M Leshchenko
IOTC 41 Officer Cadet A A Al Afifi

The Group Captain Williams Memorial Trophy is awarded to the RAF cadet who, during Initial Officer Training, has shown the greatest improvement.

IOTC 39 Officer Cadet O J Lennon
IOTC 40 Officer Cadet D J Warby BA
IOTC 41 Officer Cadet T D Blockidge BSc

The Sarah Moland Prize is awarded to the RAF cadet who demonstrates outstanding qualities of courage and fortitude to complete IOT.

IOTC 39 Officer Cadet I G D'arcy BEng
IOTC 40 Officer Cadet J D Bulman BA
IOTC 41 Officer Cadet R P Slaughter BEng

The Longcroft Trophy is awarded to the cadet who, during Initial Officer Training, has demonstrated most to sport.

IOTC 39 Officer Cadet A P Seimmam
IOTC 40 Officer Cadet J A Youngman
IOTC 41 Officer Cadet D K O'Boyle BA

The RAF Club Prize is awarded to the RAF cadet who, in the eyes of the Directing Staff has, throughout the Course, shown grit and unwavering perseverance, meeting every challenge with enthusiasm.

IOTC 39 Officer Cadet A J Greenwood BSc
IOTC 40 Officer Cadet A J Way BSc
IOTC 41 Officer Cadet N D Priest Bsc
The Warrant Officer Bill Torrance Trophy is awarded to the cadet who, at the discretion of the Physical Education Staff, has throughout the Course, performed to a consistently high level during every Physical Education session.

IOTC 40 Officer Cadet A C Shelton
IOTC 41 Officer Cadet D K O’Boyle BA

SPECIALIST ENTRANT AND RE-ENTRANT COURSE AWARDS

The Daedalus Trophy is awarded to the student who, during training on the Specialist Entrant and Re-Entrant Course Officer, has proved to be the best all-round cadet.

SERE 32 Officer Cadet S W Murray MSc BSc MCSP
SERE 34 Officer Cadet M E Cope LLB DipL
SERE 35 Officer Cadet J K Britton BSc MBBS DHMSA

The SERE Cadet’s Cadet is awarded to the cadet who, during the Specialist Entrant and Re-Entrant Course, in the opinion of his or her peers, has made the greatest contribution to the Course.

SERE 32 Officer Cadet N Hanover MA GradDip DipHE*
SERE 35 Officer Cadet L J Eveson MA(Cantab) MBBS

The Chapman Trophy is awarded to the Specialist Entrant and Re-Entrant graduate who has succeeded through personal adversity with strength of character to show a significant improvement in performance, reaching the exacting skills and standards expected in a Royal Air Force junior officer.

SERE 35 Officer Cadet P A Bond BSc BDS

NON COMMISSIONED AIRCREW INITIAL TRAINING COURSE AWARDS

The Air Gunners’ Association Trophy is awarded to the cadet who, during NCA Initial Training, attained the highest overall academic performance.

NCAITC 264 Acr Cdt J H Bartlett

The Butler Trophy is awarded to the Cadet, who during Non-Commissioned Aircrew Initial Training, has demonstrated the highest levels of team support and followership

NCAITC 262 Cdt J R Steele
NCAITC 264 Acr Cdt J H Bartlett
NCAITC 265 Acr Cdt A J Murray

The Bowering Trophy is awarded to the Cadet who, during Non-Commissioned Aircrew Initial Training, has demonstrated the greatest determination, effort and intrinsic motivation in physical education. His or her efforts were commensurate with the traditions, example and spirit of previous winners.

NCAITC 262 Acr Cdt A J Woodward
NCAITC 263 Acr Cdt L E Anyan BA
NCAITC 265 Acr Cdt S J Garner MSc BSc PGCE
The Training Trophy is awarded to the graduating SNCO who, during NCA Initial Training, has made the greatest improvement throughout the course.

NCAITC 264  Acr Cdt P S Howle

The Cadet's Cadet Trophy is awarded to the cadet who, during Non-Commissioned Aircrew Initial Training Course, in the opinion of his or her peers, has made the greatest contribution to the course.

NCAITC 262  Cdt J R Steele
NCAITC 263  Acr Cdt A W Mortimer
NCAITC 264  Acr Cdt D Watts
NCAITC 265  Cdt J Tomlins

The Training Poignard is awarded to the Cadet who, during Non-Commissioned Aircrew Initial Training, has demonstrated consistently high levels of leadership and SNCO potential. His or her efforts were commensurate with the standards and spirit of previous winners.

NCAITC 265  Cdt A J G French

RESERVE OFFICERS INITIAL TRAINING COURSE AWARDS

The Trenchard Trophy is awarded to the graduating Reserve officer who, during the Reserve Officers Initial Training Course, has achieved the best all-round performance

ROIT 50  Officer Cadet Thomas James BSc MBChB FCEM RAuxAF
ROIT 51  Officer Cadet Alexander Norman BSc MBChB RAuxAF

DEFENCE COLLEGE OF LOGISTICS AND PERSONNEL ADMINISTRATION ANNUAL AWARDS

The BAe Systems Prize is awarded to the student on the Defence Logistics Staff Course, latterly the Air Logistics Staff Course, who achieves the highest overall academic average throughout the duration of each Cohort.

Cohort 1  Lieutenant Commander S Forge RN
Cohort 2  Commander R Scandling RN

The AgustaWestland Prize is awarded to the student who submits the best individual academic essay throughout the duration of each Cohort.

Cohort 1  Lieutenant Commander S Forge RN
Cohort 2  Major N Torrington RLC

The Chartered Management Institute Prize is awarded to the student who achieves the highest aggregated mark, across 2 Cohorts, measured against 4 discrete academic management essays.

Cohort 1  Lieutenant Commander S Forge RN

The Chartered Institute of Purchasing and Supply Prize is awarded to the student who submits the best Masters level dissertation during the academic year.
AIR WARFARE CENTRE CRANWELL

**Andrew Humphrey Memorial Gold Medal** is awarded to the Aerosystems Course member who is assessed by the staff as having achieved the highest overall standard throughout the Course and made the greatest personal impact upon the overall success of the Course. The award takes into account both academic and personal qualities.

No 44 Aerosystems Course  Flight Lieutenant J B Cooke RAF

**The Aries Trophy** is awarded to the Aerosystems Course member who, in the view of the staff, submits the best personal project.

No 44 Aerosystems Course  Lieutenant C R Fellows RN

**The Edinburgh Trophy** is awarded to the Aerosystems Course member who is assessed by the staff as having achieved the highest overall standard in the computer and communications related subjects on the course.

No 44 Aerosystems Course  Lieutenant P J L Coughlin RN

**The Royal Institute of Navigation Trophy** is awarded to the Aerosystems Course member who is assessed by the staff as having achieved the highest overall standard in the navigation-related subjects of the Course.

No 44 Aerosystems Course  Lieutenant I K Holmes RAN

**The QinetiQ Trophy** is awarded to the Aerosystems Course member who is assessed by the staff as having contributed the most in the Flight Trials module of the course.

No 44 Aerosystems Course  Lieutenant C R Fellows RN

**SELEX Trophy** is awarded to the Aerosystems Course member who has achieved the best overall standard in the Sensors module.

No 44 Aerosystems Course  Lieutenant C R Fellows RN

**Old Crows’ Award** is awarded to the student who has submitted the best Electronic Warfare project.

No 44 Aerosystems Course  Flight Lieutenant J C Harkin RAF

The Thales Trophy is awarded to the Aerosystems Course member who has submitted the best Industry Studies Exercise paper on the course.

No 44 Aerosystems Course  Flight Lieutenant I D A Standen RAF
NO 3 FLYING TRAINING SCHOOL

The No 3 Flying Training School Sword of Merit is awarded to the student, at each graduation, who has produced the best overall performance during training, irrespective of rank. The award is subject to grades of ‘high-average’ or ‘above-average’ both on the ground and in the air.

Not Awarded.

The R M Groves Memorial Prize and Kinkead Trophy is awarded annually to the best all round Royal Air Force graduate from Elementary Flying Training.

2012 Winner   Flying Officer Philip Dawe RAF
2012 Runner-up Pilot Officer Matt Pilbeam RAF

The Michael Hill Memorial Prize is awarded annually to the Royal Air Force graduate from Elementary Flying Training with the best proficiency in applied flying.

2012 Winner   Flight Lieutenant Adrian Cooper RAF

The Meteor Trophy is awarded to the EFT Sqn that, in the opinion of HQ 3 FTS, has performed the best over the past year.

2012 Winner   115(R) Sqn

NO 1 ELEMENTARY FLYING TRAINING SCHOOL

The Bryan Memorial Trophy is awarded to the Royal Air Force student who has delivered the best performance during Groundschool.

EOT 175   Flight Lieutenant W Randle
176   Flight Lieutenant M J Turrell
EOT 177   Flight Lieutenant M Lawton
178   Flight Lieutenant P M Andrews
EOT 179   Flying Officer D Fitchie
180   Flight Lieutenant M E Patterson
EOT 181   Flying Officer K Bedford
182   Flying Officer D Milner
EOT183   Flying Officer E Joseph
184   Flying Officer L Matthews
EOT 185   Flying Officer R Franks
186   Flying Officer D Jones
EOT 187   Flying Officer E Sanderson
The VT Aerospace Trophy is awarded to the Royal Air Force student who has displayed the best performance in the air.

Flight Lieutenant Randle
Flight Lieutenant M J Turrell
Flight Lieutenant Hawkins
Flying Officer P J Morris
Flying Officer D Fitchie
Flying Officer A R Gilbert
Flying Officer G Young
Flying Officer J Leonard
Flying Officer S Morris
Flying Officer J Greer
Flying Officer R Fawcett
Flying Officer A Macdonald
Flying Officer G Hobday

The Betram Dickson Trophy is awarded to the Royal Air Force student who gives the best overall performance in the air and on the ground.

Flight Lieutenant M Williams
Flying Officer C K J Pearson
Flight Lieutenant N Bartram
Flying Officer P J Morris
Flying Officer M Smith
Flying Officer A S Sandhu
Flying Officer K Bedford
Flying Officer J Leonard
Flying Officer E Joseph
Flying Officer L Matthews
Flying Officer R Fawcett
Flying Officer L Travers
Flying Officer C Forster

The Macgregor Trophy is awarded to the Best Navigational sortie.

Flight Lieutenant M Williams
Flight Lieutenant J Hawkins
Flying Officer J Chadwick
Flying Officer G Young
Flight Lieutenant A Steele
Flying Officer R Fawcett
Flying Officer G Hobday
The Laurence Minot Trophy

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<tr>
<th>No</th>
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<tr>
<td>176</td>
<td>Flying Officer C K J Pearson</td>
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<tr>
<td>178</td>
<td>Flying Officer R A Desmond</td>
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<tr>
<td>180</td>
<td>Flying Officer M D McNamara</td>
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<td>182</td>
<td>Flying Officer D Milner</td>
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<tr>
<td>184</td>
<td>Flying Officer S Smythe</td>
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<tr>
<td>186</td>
<td>Flying Officer A Macdonald</td>
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**NO 45(RESERVE) SQUADRON**

The **Serco Trophy** is awarded to the student pilot who gains the highest overall marks on Ground-School during Multi-Engine Advanced Flying Training (awarded subject to the student achieving an 'above-average' Ground-School assessment).

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<th>No</th>
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<tr>
<td>210L</td>
<td>Flight Lieutenant M Shaw</td>
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<td>211L</td>
<td>Flight Lieutenant R Payne</td>
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<tr>
<td>212L</td>
<td>Flying Officer T Rodgers</td>
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<tr>
<td>213L</td>
<td>Flight Lieutenant A Davies</td>
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<tr>
<td>214L</td>
<td>Flying Officer M Buuham</td>
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<tr>
<td>215L</td>
<td>Flight Lieutenant D Turner</td>
</tr>
<tr>
<td>216L</td>
<td>Flight Lieutenant G Rees</td>
</tr>
<tr>
<td>217L</td>
<td>Flight Lieutenant L Nunn</td>
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The **Glen Trophy** is awarded to the student pilot who gains the highest overall marks for flying (awarded subject to the student achieving a 'high-average' assessment).

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<tbody>
<tr>
<td>210L</td>
<td>Flight Lieutenant M Burgess</td>
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<tr>
<td>211L</td>
<td>Flying Officer C Barker</td>
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<tr>
<td>212L</td>
<td>Flying Officer T Rodgers</td>
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<tr>
<td>213L</td>
<td>Flying Officer P Marshall</td>
</tr>
<tr>
<td>214L</td>
<td>Flying Officer J Dane</td>
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<tr>
<td>215L</td>
<td>Flight Lieutenant C MacCormack</td>
</tr>
<tr>
<td>216L</td>
<td>Flying Officer R Kiddie</td>
</tr>
<tr>
<td>217L</td>
<td>Flight Lieutenant S Reilly</td>
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</tbody>
</table>

The **Radley Trophy** is awarded to the student pilot who gains the highest overall standard in academic studies and officer qualities (awarded subject to the student achieving an overall 'high-average' assessment).

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<tr>
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<tbody>
<tr>
<td>210L</td>
<td>Flight Lieutenant M Pugh</td>
</tr>
<tr>
<td>211L</td>
<td>Flying Officer C Barker</td>
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<tr>
<td>212L</td>
<td>Flying Officer T Rodgers</td>
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<td>213L</td>
<td>Flight Lieutenant A Davies</td>
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<td>214L</td>
<td>E Bindloss Gibb</td>
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<td>215L</td>
<td>Flight Lieutenant C MacCormack</td>
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<tr>
<td>216L</td>
<td>Flying Officer R Kiddie</td>
</tr>
<tr>
<td>217L</td>
<td>Flight Lieutenant D Pallace</td>
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</table>
**The DaCosta Trophy** is awarded at the discretion of Officer Commanding No. 45(R) Squadron, to the student who has shown the best overall improvement during the course.

<table>
<thead>
<tr>
<th>Flight Number</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>210L</td>
<td>Flight Lieutenant J Tippett</td>
</tr>
<tr>
<td>211L</td>
<td>Flight Lieutenant D Bradley</td>
</tr>
<tr>
<td>212L</td>
<td>Flying Officer B Hewitt</td>
</tr>
<tr>
<td>213L</td>
<td>Flying Officer E Addlington</td>
</tr>
<tr>
<td>214L</td>
<td>E Bindloss Gibb</td>
</tr>
<tr>
<td>215L</td>
<td>Flight Lieutenant O Burrell</td>
</tr>
<tr>
<td>216L</td>
<td>D Hopkinson</td>
</tr>
<tr>
<td>217L</td>
<td>Flight Lieutenant M Buxton</td>
</tr>
</tbody>
</table>

**The Air Loadmaster Trophy** is awarded to the student who has achieved scores of over 90% during Initial Specialisation Phase and who has performed above average throughout the whole course.

<table>
<thead>
<tr>
<th>Flight Number</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>33FW</td>
<td>Sergeant I Deeley</td>
</tr>
<tr>
<td>34FW</td>
<td>Not Awarded</td>
</tr>
<tr>
<td>35FW</td>
<td>Sergeant M Curtis</td>
</tr>
<tr>
<td>36FW</td>
<td>Not Awarded</td>
</tr>
</tbody>
</table>

**The Reynold Trophy** is awarded to the 3 FTS student pilot who achieved the highest overall standard in academic studies, flying and officer qualities and achieved an overall high average assessment.

<table>
<thead>
<tr>
<th>Flight Number</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>35FW</td>
<td>Sergeant B Tempeste-Roe</td>
</tr>
<tr>
<td>1EW</td>
<td>Sergeant M Colman</td>
</tr>
<tr>
<td></td>
<td>Not Awarded</td>
</tr>
</tbody>
</table>

**The Hamilton Trophy** is awarded to the Weapon Systems Operator student who achieves the highest overall standards in the academic, synthetic and flying phases of professional training provided an above average overall assessment has been achieved.

<table>
<thead>
<tr>
<th>Flight Number</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>1EW</td>
<td>Sergeant C Skelland</td>
</tr>
</tbody>
</table>

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**ROYAL AIR FORCE CENTRAL FLYING SCHOOL, CRANWELL**

**Wright Jubilee Trophy.** Retained by the Central Flying School at RAFC Cranwell, and permanently displayed in York House Officers’ Mess, it is now awarded to the display pilot from 22 Group who gives the best flying displays through the season. Competing aircraft types are: Grob Tutor; Shorts Tucano; BAe Hawk; and Beechcraft King Air.

Flight Lieutenant J Bond RAF
Trenchard Memorial Prize. Nominations for the award of the trophy are for any individual or organisation that has made a noteworthy contribution to the art of flying instruction. The terms of the competition are set very broadly, as the wording of the inscription on the trophy leaves plenty of scope for nominations. Operational, as well as the training arms of the 3 Services, are invited to submit nominations. The 'art of flying instruction' is deemed to include instruction in a wide range of flying disciplines, for example specific weapon-delivery techniques or operational tactics.

No Awarding Notified

Gross Trophy is awarded to the student who has achieved the highest marks in Ground-School during the CFS course.

- 432 Main Fixed Wing Course  Flight Lieutenant A J Luckins RAF
- 433 Main Fixed Wing Course  Flight Lieutenant I D Brett RAF
- 434 Main Fixed Wing Course  Lieutenant A K Rotich (Kenyan Air Force)
- 435 Main Fixed Wing Course  Flight Lieutenant J W Boning RAF
- 436 Main Fixed Wing Course  Flight Lieutenant D C McHugh RAF

The Bulldog Trophy is awarded to the Grob Tutor Qualified Flying Instructor who has achieved the highest average marks and assessments throughout the CFS course.

- 432 Main Fixed Wing Course  Flight Lieutenant M J L Jones RAF
- 433 Main Fixed Wing Course  Flight Lieutenant I D Brett RAF
- 434 Main Fixed Wing Course  Flight Lieutenant M S Palmer RAF
- 435 Main Fixed Wing Course  Not Awarded
- 436 Main Fixed Wing Course  Not Awarded

The Bulldog Cup is awarded to the student who was judged to give the best aerobatic display in the Grob Tutor, during the CFS course.

- 432 Main Fixed Wing Course  Flight Lieutenant C Haywood RAF
- 433 Main Fixed Wing Course  Flight Lieutenant I D Brett RAF
- 434 Main Fixed Wing Course  Flight Lieutenant M S Palmer RAF
- 435 Main Fixed Wing Course  Not Awarded
- 436 Main Fixed Wing Course  Not Awarded

The Hopewell Trophy is awarded course to the Shorts Tucano student who has achieved the highest assessments, during the flying phase of the CFS course, for ability and instructional technique.

- 432 Main Fixed Wing Course  Not Awarded
- 433 Main Fixed Wing Course  Lt Cdr N J Gray RN
- 434 Main Fixed Wing Course  Not Awarded
- 435 Main Fixed Wing Course  Flt Lt C W Thompson RAF
- 436 Main Fixed Wing Course  Not Awarded

The Clarkson Trophy is awarded to the best Shorts Tucano aerobatic pilot on the CFS course.

- 432 Main Fixed Wing Course  Not Awarded
- 433 Main Fixed Wing Course  Flt Lt J Devine RAF
The Hawk Trophy is awarded to the best BAe Hawk instructor on the CFS course.

The Indian Air Force Trophy is awarded periodically on CFS courses for outstanding effort and determination.

The CFS Trophy is awarded periodically, when merited, to the best all-round student on the CFS course.

The Folland Trophy is awarded to the BAe Hawk student who demonstrated the best navigational skills throughout the CFS course.

The Top Hat is awarded to the student who achieves the lowest marks in Ground-School during the CFS course.
AIR CADET ORGANISATION ANNUAL AWARDS

The **Lees Trophy** is awarded annually to the Squadron which is judged to be the best in the Corps, in overall achievement and efficiency, during the assessment year. This award takes into account size, location and facilities.

2160 (Sleaford) Sqn

**Morris Trophy**, the runner-up to the Lees Trophy, is awarded annually to the Squadron which is judged to be the second-best in the Corps, in overall achievement and efficiency, during the assessment year. This award takes into account size, location and facilities.

633 (West Swindon) Sqn

The **Commandant's Special Award** is awarded to any element of the Air Cadet Organisation, whether individual or Squadron, that merits formal recognition of their achievement, in the opinion of the Commandant.

282 (East Ham) Squadron

**Dacre Sword** is awarded to the best male cadet, based on all-round performance.

Cadet Warrant Officer Luke Horrobin - 425 (Aldridge) Sqn

**Dacre Brooch** is awarded to the best female cadet, based on all-round performance.

Cadet Warrant Officer Sarah Flower - 215 (City of Swansea) Sqn

**The Ganderton Sword** is awarded to the officer who, on the recommendation of the Adult Training Facility Directing Staff, has performed to the highest degree in all aspects of the Officers' Initial Course.

Pilot Officer Elizabeth Tunley - 2313 (Chalfonts) Sqn

**The Quinton Memorial Trophy** is awarded to the SNCO who has achieved the highest academic results whilst on the SNCO Initial Course.

Sergeant (ATC) Thomas Hughes - 2056 (Knutsford) Sqn

**The Shackleton Trophy** is awarded to the Region, Wing or Squadron which mounts the most successful, imaginative and adventurous expedition.

London Wing - (Expedition to Tanzania)

**The Air Squadron Trophy** is awarded to the best CCF (RAF) unit of the year.

Dulwich College CCF

**Sir John Thomson Memorial Sword** is awarded to the best CCF (RAF) cadet of the year.

Cadet Warrant Officer Benjamin Moor - Colston's School CCF, Bristol
VISITS TO/FROM THE COLLEGE

In September 2014, the Protocol, Engagement, Ceremonial and Heritage (PECH) pillar of Royal Air Force College's headquarters was established. Headed by an SO1 RAFR, and supported by a C2 Civil Servant College Bursar, its primary purpose is to manage the increasing number of requests for the use of the College's facilities, to provide better oversight of major events, and to ensure the effective conservation of the many priceless artefacts on display.

Over the last 12 months, the Engagement Cell has dealt with 789 requests to use amenities at RAFC Cranwell, including conferences, meetings, reunions, sporting events and social functions. In total, there were 2,167 visitors to the Station, 800 of which were Air Training Corps. The event highlights of the year are as follows:

10 FEB 15
The DComdt wrote a letter of support for Robert Pooley’s application for a Royal Warrant. Within the letter, the DComdt recorded his thanks to Robert for his generosity to the College and also corrected the dates that the first Swords of Honour were presented to the winners to keep (December 2006). The DComdt also mentioned for the record that in April 2009, Mr Pooley presented the College with 150 swords to use on parades.

13 MAR 15
Lincoln Cathedral Op Herrick service - The Royal Air Force’s Commemoration of the end of Afghanistan took place at Lincoln Cathedral on Fri 13 Mar 15. The Service was attended by 800 personnel, dignitaries, invited guests and general public including; Air Member for Personnel & Capability, Air Marshal Sir Baz North and Mr Toby Dennis, the Lord Lieutenant of Lincoln.

18 MAY 15
Rauceby Junior School visited the College where they watched the 70 Sqn Reinstatement Ceremony held in the Rotunda. A tour outside of CHOM on the History of RNAS/RAF Cranwell was then followed by an internal tour of the College to view the artefacts and the DFC. The morning concluded with a history workshop in the Lancaster Room. The event was organised and run by Hazel Crozier the College Curator and ably assisted by Fg Off Ali Thompson and Lena Brazil a Work Placement student from Lincoln University.

21 MAY 15
Deputy Lord Lt’s Visit of CHOM - The Deputy Lord Lt visit of CHOM was another success for the PECH pillar, with the Bursar being ably supported by Fg Off Alistair Thomson, who held with the Pillar for approximately five weeks awaiting the start of his professional training. The DLs enjoyed their visit so much, they promised to return in the very near future!

8 JUN 15
Queen’s Birthday Reception - QBR is an annual event which brings together invited guests from across Lincolnshire and neighbouring counties. This year it was expertly organised by the College Bursar, ably assisted by Linda Stafford-Burr in the Admin Office. It is a huge logistical challenge checking and issuing all the invites and then collating responses, not to mention organising all the hosts and escorts, and ensuring that everything else runs smoothly. Needless to say, it was a great success once again.

18 Jun 15
Royal Graduation – RO Lord-Lieutenant of Lincolnshire Mr Toby Dennis took the salute.

25-26 JULY 15
Cranwellian Association Annual Reunion Weekend, AGM and Formal Dinner.

26 AUG 15
Permanent Under Secretary of State visit and top table dinner - Julian Brazier MP, Min (Reserves) in the Trenchard Room, College Hall Officers’ Mess.
11 SEP 15

The annual Battle of Britain commemorations, made even more poignant by the fact that it is the 75th Anniversary this year. The Curator, College Bursar and Serco Graphics department put in a lot of work to produce a first class commemorative booklet for the dinner held in CHOM, together with information panels which showcased the key guests and their distinguished ancestors. These included Mr Philip Weyers (grandson of Field Marshal Jan Christian Smuts) and Lord Beaverbrook (grandson of the same) and BoB veteran Sqn Ldr Tony Pickering, who also attended the dinner.

15 SEP 15

Unveiling of International Bomber Command Memorial and Centre in Bracebridge Heath, Lincoln.

9 OCT 15

Flt Lt Wintermeyer and Guests. Flt Lt Wintermeyer’s honoured guest was Sqn Ldr (retd) John Hunter. He was an amazing 92 year old gentleman, born in Peebles and who served with the RAF 1942-1945 in India. He trained in Canada as part of the Empire Air training Scheme. During his wartime career Sqn Ldr Hunter served with 31 Squadron in Bangladesh (as a Flight Lieutenant) with over 150 sorties in DC-3s. Sqn Ldr Hunter’s last war time duty was in command of ASR 1347 in Chittagong.

Mr Hunter was visiting the College because he was to attend (on his 93rd birthday) the 100th anniversary of 31 Squadron the following day. Mr Hunter was fascinating to talk to as he recounted memories of his service, flying Dakotas and a particularly interesting story about co-piloting a glider (Horsa he thought). Being a 31 Squadron Veteran, the Curator also took the opportunity to show him Capt Fletcher’s DFC, one of the first to be awarded in September 1918. Mr Hunter’s son was also present during the visit.

13 OCT 15

The Royal Observer Corps banner Lodge-Out Ceremony, College Hall Officers’ Mess. The Royal Observer Corps was founded in 1925 but was then known as the Observer Corps (ROC). In April 1941, His Majesty King George VI granted the title ‘Royal’ in “recognition of the valuable services rendered by the Observer Corps over a number of years, most crucially during the Battle of Britain’. Post-war, the ROC’s aircraft reporting role was phased out and in July 1991, the Houses of Parliament announced the demise of the Corps, not before it was presented with its second Banner by Her Majesty, Queen Elizabeth II the same month. By September 1991, the majority of its 10,000 members had been stood-down. Full stand-down of the ROC was announced on 31 December 1995, at which time the Banner was lodged in the Rotunda of College Hall Officers’ Mess. On 13 October 2015, the Banner was formally lodged-out of the College, in readiness for its final journey to St Clement Danes on 23 October 2013 where it will be permanently laid-up.

17 NOV 15

Permanent loan of Le Rhone Engine Loan from Mr New. The Engine was restored by Rolls Royce and is loaned by Mr Geoffrey New. Le Rhone Rotary Engine 110hp c.1916

Type: J, 110 H.P
Propeller: 110” (this example 37”)
Bore: 112 M/M
Stroke: 170 M/M
Cylinders: 9
Max engine speed: 1200 RPM

The Le Rhone engine was an early type of four stroke Internal-combustion engine in which the crankshaft remained stationary and the entire cylinder block rotated around it. It works (in simple terms) on the “suck, squeeze, bang, blow” system. The first stroke allows the air and fuel in; the second stroke compresses the mixture, with the third, an electric spark ignites the mixture and the fourth expels the burnt gases into the atmosphere.

Le Rhone engines were very successful. They were fitted to Avro 504s (as in this example), Sopwith Camel, Sopwith Pup, the Thomas Morse Scout and the Fokker DR1 Triplane. Thousands of Le Rhone engines were built by Gnome et Rhone in France and under licence around the world. Despite the requirement for a licence, Oberusel made the 110 HP in Germany, supposedly, without authorisation.
DUCHESS LAUNCHES
AIR CADETS’ 75TH ANNIVERSARY

In her first official engagement as Patron of the RAF Air Cadets, HRH The Duchess of Cambridge has launched a year of cadet activity to celebrate the 75th anniversary of the formation of the Air Training Corps (ATC).

The Duchess attended a church service at the RAF Church at St Clement Danes, London and a reception held nearby at the Royal Courts of Justice.

She met cadets, veterans and adult volunteers at the early February service and reception.

The Duchess took over the important role of Patron from HRH The Duke of Edinburgh just before Christmas 2015, ending his 63-year association with this world-renowned uniformed youth organisation.

In her appointment the Duchess also represents members of the 200 RAF sections of the school-based Combined Cadet Force (CCF). Many units are also celebrating their 75th anniversary in 2016.

The Duchess is only the third member of the Royal family to represent the RAF Air Cadets; she follows HRH The Duke of Edinburgh and, before him, HM King George VI.

The Duchess of Cambridge has a close affiliation to the RAF following her husband’s service with the Search and Rescue Force.

Commandant Air Cadets, Air Commodore Dawn McCafferty, said: “It is a real honour for us to have HRH The Duchess of Cambridge as our new Honorary Air Commandant and it is wonderful that she joined us on such an auspicious occasion.”

The cadets escorting the Duchess were the top ATC cadets of 2015, Cadet Warrant Officer David Timson, 19, of 1461 (Wigston and District) Squadron and Cadet Warrant Officer Lucinda Conder, 19, of 344 (Fulham) Squadron.

David said: “This is an amazing occasion in the history of the Air Cadets and something I will never forget.”

Lucinda said: “I love the Air Cadets, the opportunities it offers are brilliant and today was so special for us – we marked our 75th anniversary in true royal style – thank you to the Duchess of Cambridge and to our wonderful volunteers and veterans.”

Also attending the event were Chief of the Air Staff, Air Chief Marshal Sir Andrew Pulford, (himself a former air cadet) and other members of the Air Force Board, senior members of the RAF Air Cadets and RAF Air Cadet Ambassador, Honorary Group Captain Carol Vorderman.

More than 500 cadets and volunteer staff filled the pews at St Clement Danes having first paraded through the streets of London.

A handful of veterans, now in their 80s and 90s also attended and recalled the early years of the ATC.

Talented young musicians from the RAF Air Cadets’ musical quintet played at both the service and reception.

The event received world wide news coverage reaching as far as Canada, America, Australia and several countries in between.

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1 The RAF Air Cadets comprises both the Air Training Corps (ATC) and Combined Cadet Force (RAF – CCF (RAF));
2 St Clement Danes Church, The Strand, London is the official church of the Royal Air Force.
3 It is the Duchess’s first military linked appointment and she represents an organisation of 42,000 air cadets aged 12-19 and 15,000 adult volunteers at more than 1,200 units across the UK and abroad (ATC – 1,000 squadrons; CCF RAF – 200 school based units).
The 75th anniversary coincides with a recruitment campaign to bolster the number of adult volunteers who keep the ATC’s 1,000 squadrons running. Anyone interested in joining should log on to www.raf.mod.uk/aircadets.

There are a number of events planned throughout 2016 (see list below) to mark the anniversary of the ATC which was established in 1941 to help train young men in aviation skills before they joined the RAF to defend their country during WW2.

Females were allowed to join as cadets in the early 1980s and across the years the recruitment remit changed. The organisation is not a recruitment vehicle for the RAF although many former cadets go on to have highly successful careers in the Armed Forces.

Like their predecessors, cadets today enjoy a wide range of exciting and challenging activities, ranging from flying and gliding to target shooting, camping, sport, expeditions, music, community service, drill and ceremonial as well as academic subjects leading to NVQs.

The Duke of Edinburgh’s Award, adventure training, leadership and teamwork are all part of the twice-weekly programme for cadets. Adult volunteers can also gain valuable life skills and qualifications.

An estimated 2 million UK citizens are either former air cadets or associated with the ATC and CCF (RAF).
### VIBRANT PACKAGE OF EVENTS FOR 75TH

Planning for the RAF Air Cadet’s 75th continued throughout 2015 with many branches at HQ Air Cadets, RAF Cranwell involved in addition to planning in Regions and Wings.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Woodland Trust Tree Planting in each Region</td>
<td>Discussions to create a legacy for the environment.</td>
</tr>
<tr>
<td>ATC 75 Baton Relay</td>
<td>A 6-week cross country baton relay involving all regions and wings from John O’Groates to Predannack VGS, Cornwall; summer 2016.</td>
</tr>
<tr>
<td>Cross Channel Relay Swim</td>
<td>Two teams of eight swimmers per team to swim under Channel swimming rules to ensure recognition upon completion. July 2016.</td>
</tr>
<tr>
<td>Aerospace Camp at RAF Syerston</td>
<td>An aviation and engineering themed camp for 160 cadets planned for the end of August at RAF Syerston; August 2016.</td>
</tr>
<tr>
<td>Flagship Parade at RAF Cranwell</td>
<td>350 cadets showcase their skills in a flagship parade; August 2016.</td>
</tr>
<tr>
<td>Music-on-the-Orange</td>
<td>Concert featuring cadet, adult volunteer and professional performers, August 2016.</td>
</tr>
<tr>
<td>Commemorative Artwork</td>
<td>Oil painting of ATC 75 Parade and a poster of 75th events have been commissioned; copies of limited edition prints to go to every squadron.</td>
</tr>
<tr>
<td>Sports Challenge</td>
<td>A series of 5 physical challenges to be completed at squadron level throughout June 2016.</td>
</tr>
<tr>
<td>Time Capsule</td>
<td>To be buried outside HQAC and opened on the ATC 100th anniversary in 2041.</td>
</tr>
<tr>
<td>Sponsorship – RAF Cadet Development Trust</td>
<td>A new bursary scheme to help cadets and junior staff transition to the world of employment. Scheme to launch 2017 after fundraising in 2016.</td>
</tr>
<tr>
<td>Cosford Air Show/ RIAT 16/ Farnborough 16</td>
<td>RIAT has agreed to devote one day to ‘youth’ and ATC 75 and cadet presence will be enhanced via drill and music displays and mass march past. Enhanced presence at Farnborough and Cosford also planned.</td>
</tr>
<tr>
<td>RAF Museum Exhibition</td>
<td>Charting the history of the ATC from 1941 to present day. Supporting material is included in display cases, display items and a DVD on a loop. Open now.</td>
</tr>
</tbody>
</table>

* For more information on the RAF Air Cadets see www.raf.mod.uk/aircadets.
UNIVERSITY AIR SQUADRONS

University Air Squadrons assumes new chain of command

OVERVIEW

This has been another challenging yet rewarding year for the University Air Squadrons (UAS). Under the direction of the Commandant RAF College Cranwell a review into the future of the UAS organisation was completed and its recommendations endorsed by the Air Officer No 22 (Training) Group in September 2015. The aim of the review was to position the organisation for the post Military Flying Training School (MFTS) era and a key outcome was the re-formulation of No 6 Flying Training School on 7 September to command and administer the 14 UAS. A small 15th UAS has also been re-established in Northern Ireland whilst waiting the funding to bring it up to full flying status.

Following the review, the UAS mission has been refreshed with a greater emphasis on recruiting, placing the UAS at the heart of a scheme to stimulate Graduate entry into the RAF. Indeed, 6 FTS now has a formal recruiting target to deliver 30% of the officer cadre into Initial Officer Training. To put this into perspective, 32 Bursaries were awarded and 47 former UAS members joined the RAF as officers in the academic year to 31 Aug 15. The number of Bursaries available each year is set to rise nearly 5-fold to 150.

Student membership of the UAS remains initially for 2 years, subject to meeting the required training objectives and continuing eligibility. In the December and January of their first year, Officer Cadets (UAS) are required to undertake the aptitude Test in Advance at the Officer & Aircrew Selection Centre (OASC) in order to inform them of the Branches which might be open to them. A third year’s membership is dependent upon attendance at OASC in their second year and being deemed suitable for selection to the RAF.

The Review endorsed the retention of 1,000 students and an uplift in establishment to deliver the revised offer. New posts include the Commandant 6 FTS, Wing Commander UAS North (also to be Station Commander RAF Woodvale), 9 additional Qualified Flying Instructors and 5 more RAF Regiment instructors (all Full Time Reserve apart from the Commandant). These enhancements will enable the UAS organisation to deliver up to 8 hours flying for each UAS student per year, to put in place a more challenging and rewarding training programme to stimulate recruiting, and to de-risk elements of Phase 1 & 2 training, thereby reducing time in the training pipeline and associated costs.

Recent changes to the UAS ground training syllabus and Royal Auxiliary Air Force (RAuxAF) procedures have also made it easier for ex-UAS students to join the Reserves and 9 former UAS members took this path in 2015. An important element of the UAS task is to deliver air experience flying as part of the continuum of influence and recruitment on behalf of the Air Cadet Organisation (ACO) The UAS flew 10,500 air experience flying hours which translates into 19,000 air cadets being flown.

TRAINING

Flying is the unique selling point of the UAS and, according to a recent study by Newcastle University, 84% of undergraduates who express a desire to join the UAS are attracted by the opportunity to learn to fly, irrespective of their career aspirations. The 8 flying hours per year allocated to each student allows for syllabus completion over 3 years, leading to the award of the UAS Preliminary Flying Badge.
(PFB). Those undergraduates who complete the basic syllabus may go on to fly the advanced course, which covers aerobatics, enhanced navigation and formation flying. This year over 100 cadets went solo and 25 were awarded their PFB.

Force Development Training through the media of Adventurous Training (AT), Force Protection (FP), Staff Rides and charity work provides the backbone of ground-based UAS activity. These practical exercises supplement the formal General Service Training lessons to engage and enthuse as well as to educate and train. One of the more challenging of the 45 overseas expeditions conducted in 2015 saw 10 cadets from the East of Scotland and Glasgow & Strathclyde squadrons sea kayaking off the north west coast of Vancouver Island. This self-sufficient exercise encountered humpback whales, sealions, bald eagles and numerous Orcas. Students took turns in leading the day’s activities, assisted by their instructors, with the responsibility to organise the day’s events from planning the route, timings and meals to the welfare of the team. At the end of each day the group would have an open review, highlighting the strengths and areas for improvement of each leading pair. Coupled with this, evening discussions took place relating to areas such as leadership and teamwork.

An important and popular element of the FD package is the FP ‘STRIKE’ exercises held during the summer vacation. In the past these 10-day exercises, based at Cranwell with a 2-night deployment to STANTA, have focused on teaching fieldcraft and consolidating essential military skills. Following an in-depth review and comprehensive risk assessment this year the exercises were reduced in scope and size to enable a more personalised level of supervision and greater emphasis on leadership. Every cadet had a lead of up to 1.5 hours duration in either a FP scenario or a command task-oriented exercise such as those conducted on Initial Officer Training (IOT). After some initial scepticism the student cadre has seen the benefits and the last exercise was over-subscribed.

Sport also plays a significant part in UAS life with all sqns coming together 4 times a year to compete for the Commandant’s Cup. The first event was the swimming and ‘superteams’ at Cranwell, followed by 5-a-side football, which replaced the traditional 7-a-side Rugby tournament this year in response...
to a spate of minor injuries. Taken with the results from the Service Rifle shoot at Altcar and hockey at Cosford, the cup went to Bristol UAS with East Midlands the runners-up.

**ACTING PILOT OFFICERS’ COURSE**

Culmination of the UAS training year is the 10-day APO commissioning course. This course for those senior students selected to be the following year’s executives on each UAS is conducted at Cranwell by OACTU. 50 cadets attended No 5 Course in July and were reported as being a credit to their respective sqns. The course gives a flavour of the IOTC, aiming to polish their oral and written communication, drill and deportment, underpinned by practical leadership exercises which build on the leadership theory they’ve received. Coincidentally this year, the AOC 22 (Trg) Gp, AVM Turner was visiting the College and agreed to review the graduation parade on an overcast Saturday morning on No1 Parade Square. Work is shortly to commence on developing the APO Course to provide a bridge for UAS Bursars going into the re-structured IOTC.

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**RAF RECRUITING AND SELECTION**

**INTRODUCTION**

The RAF Recruiting & Selection (R&S) organisation, led by Gp Capt P R Sanger-Davies MVO MA BA (Hons) RAF, comprises 443 personnel, a mix of RAF Regulars and Reserves (85%), Civil Servants (11.5%) and Contractors (3.5%). The Recruiting Field Force accounts for 300 of these personnel and is dispersed across 38 Armed Forces Careers Offices (AFCOs), ranging from Inverness in the north to Redruth in the south. The 143 personnel remaining are located in Adastral Hall at RAFC Cranwell, where 42 work in the Officer and Aircrew Selection Centre (OASC) and 101 form the Headquarters staff, which provides the direction necessary to keep the disparate elements of this unique organisation working at peak efficiency.

R&S’s expansive geographical spread and lean structures present diverse management challenges, and with national shortfalls in many of the skills required by our technologically-focused Service the current recruiting arena is extremely competitive. Working in R&S is therefore demanding, but also extremely rewarding because it offers unparalleled opportunities to interact with broad swathes of the UK’s population and to inspire the best young people from across society to join our ranks. Furthermore, the results of our efforts are quickly apparent and measurable, and are absolutely fundamental to securing the long-term future of our Service.

In 2015, R&S faced demanding Into Training Targets (ITTs) for Regulars and Reserves, exacerbated by changing in-year targets for many branches and trades. However, the combined efforts of the Field Force, OASC, Marketing, Recruiting Operations, Specialist Recruiting and Occupational Psychology have allowed R&S to achieve excellent results, notwithstanding some particularly ‘hard to recruit to’ branches and trades. In addition to meeting the overall ITTs, considerable effort has been committed to addressing new Government targets for recruiting women and Black, Asian and Minority Ethnic
Sky-Tech – a portable, self-contained and augmented-reality experience to demonstrate to potential recruits the cutting-edge of RAF technology.

(BAME) personnel, and to promoting Science, Technology, Engineering and Mathematics (STEM) in schools, all of which will ensure the RAF recruits people from across the broadest possible range of talent and with the right technical qualifications.

None of this would have been possible without commitment and teamwork from all personnel, and during the year the exceptional efforts of 20 R&S staff were formally recognised with Honours and Awards. In further acknowledgement of R&S’s standing, the organisation has received a plethora of visits by senior officers from the RAF and foreign air forces, local dignitaries, ministers, national sports teams and even foreign royalty. A flavour of all this work is captured here.

OASC

Having achieved 100% against the ITTs for officer non-specialist branches in FY 2014/2015, the OASC sought to repeat this success in FY 2015/2016. This effort was complicated by the need to support the staffing of the Strategic Defence and Security Review (SDSR) 2015 and to address ever-increasing and seemingly fluid ITTs, which required unusually high degrees of flexibility. In addition to selecting non-specialist officers, the perennial challenge remained of selecting re-entrant officers and specialist officers such as doctors and chaplains.

Behind the routine boarding activity great effort was expended to manage the selection pipeline efficiently, but plans to mass candidates at OASC for aptitude testing and boarding were often frustrated by factors outside of its control. OASC staff showed great initiative to maximise the throughput of candidates by taking intelligent risk against aptitude and board scores, boarding candidates who were temporarily medically unfit, and fast-tracking candidates for those branches facing significant manpower shortfalls. However, nothing could prevent candidates from cancelling their attendance at short notice, failing to pass the Selection Fitness Test or being found to be permanently medically unfit.

During the year there was a large changeover in OASC staff, creating the need for extensive pre-employment and ‘on the job’ training. Project TITAN was introduced, requiring OASC to interview warrant officers seeking commissions, and there was an upsurge in ex-RAF officers wishing to be considered for re-entry into the Service. Reselection
Boards continued for officers removed from Phase 2 (specialist) training, and OASC dedicated over 2 weeks of its programme to boarding RAF candidates for the Defence Sixth Form College at Welbeck. University Air Squadrons were given 60 days of assistance to recruit and interview their new intake of first year students and 12 Boards were dedicated to the selection of VR(T) officers for the Air Cadet Organisation. OASC remained popular as an example of best practice and in 2015 was visited by delegations from the air forces of Brunei, Canada, France, the Netherlands and Pakistan.

**AIRMEN RECRUITING**

FY 2015/2016 brought serious challenges to airmen recruiting, with ITTs 13% greater than those of the previous FY. However, Recruiting Operations staff were very proactive and imaginative in addressing the challenges presented by plunging youth unemployment rates and national shortages in engineering and catering skills; year-on-year recruiting performance rose by 20%, leading to a forecast achievement of 1997 personnel for FY 2015/2016 compared with 1663 for the previous period. Key to this success they encouraged a candidate-centric approach to processing applications, which maintained standards while meeting individuals' aspirations to best effect, and also negotiated a relaxation of training pipeline restrictions with HQ 22 (Training) Group in order to maximise the number of students entering Phase One training.

To further enhance candidate handling, R&S commissioned an external agency to review Candidate Relationship Management from the point at which a candidate first expresses interest in the RAF to their entry into service at Recruit Training Squadron, RAF Halton. This study was extremely detailed and objective, and many of the lessons identified have already been incorporated into daily business in order to drive greater success for FY 2016/2017. A relatively simple change has been the launch of an Online Registration Form to modernise and simplify the start of a candidate's journey, which better meets the expectations of 'Generation Z' and reduces delays in the recruiting process. A more complex change has been the creation of a contractorised Medical and Fitness Test Booking Cell within HQ R&S, which has reduced the processing burden on the Field Force and allowed it to conduct increased levels of engagement activity.

Critical Action Plans (CAPs) have been written to improve progress against 'hard to recruit to' trades, with input from all stakeholders, including Trade Advisors, training pipeline managers at HQ 22 (Training) Group and staff at RAF Halton. The CAPs have improved focus and coherence across recruiting and selection activities, and resulted in significantly increased attestation rates in trades such as RAF Regiment Gunner and Information Communication & Technology Technician, doubling in-year achievement for the latter.
RECRUITING FIELD FORCE

R&S divides the UK into 6 recruiting Areas: Scotland & Northern Ireland; North of England; East Midlands & East Anglia; Wales & West Midlands; South Wales & South West; and the South East. Each Area and each AFCO within it faces unique challenges so one Area and 2 AFCOs have been selected to illustrate the diversity of activities within the Field Force.

WALES & WEST MIDLANDS (W&WM) AREA

W&WM Area staff viewed 2015’s recruiting landscape as demanding but full of opportunity. A precise and coordinated strategy from AFCOs Birmingham, Gloucester and Stoke was developed and a range of initiatives instigated to attract the right candidates through their doors. One advantage of the W&WM Area is the superb spectrum of events available for the AFCOs to tap into, and during 2015 AFCO Birmingham capitalised on a series of high-profile events at the National Exhibition Centre. Among these was a gaming event titled ‘Insomnia’ that concentrated on attracting STEM-minded youngsters, and the ‘World Skills Fair’ that catered for sixth-form students considering their career options. AFCOs prioritised ethnic minority recruiting across the Area and in October, staff from AFCO Birmingham and ethnic minority personnel from across the RAF attended the televised Brit Asia TV Awards Ceremony, having sponsored one of the award categories.

AFCO Gloucester had a key role in organising the RAF Village at the Royal International Air Tattoo at RAF Fairford. The event attracted more than 150,000 visitors, a significant number of which, including Prince Michael of Kent, visited the RAF Village. AFCO Stoke supported the biggest ever RAF Cosford Airshow, which drew some 60,000 visitors, and the Airbus Families’ Day near Chester, which attracted around 30,000 visitors. More locally, AFCO Stoke played a major part in the Stoke City Military Day at the town’s Britannia Stadium, which included match day coverage of the event on Sky Sports One.

The W&WM Area is now planning for the tough recruiting targets of FY 2016/2017, and in a bid gain recruits for pinch-point branches and trades AFCO Birmingham is using precision targeting via social media, with well over 5000 Twitter Followers. AFCO Gloucester has invested heavily in building links with local educational establishments and Air Training Corps squadrons, while AFCO Stoke aims to attract more women to the RAF by attending Vulnerable Women Seminars with local police and education authorities, and to increase their engagement with local ethnic minority community leaders to improve BAME recruitment.

AFCO BELFAST

RAF recruitment in both Northern Ireland and the Republic of Ireland gives AFCO Belfast many challenges. Some of these are very different to those experienced on the UK mainland and the AFCO has met them head-on in 2015, turning the majority into positive opportunities. There were large increases in attendance at AFCO presentations and local...
educational establishment visits and events, and these enhanced levels of interest have been reflected by the greater numbers of AFCO Belfast-sponsored officer and airmen candidates who subsequently joined the RAF.

R&S’s Concept of Operations highlights the need for first rate Candidate Relationship Management, but AFCO Belfast believes the ‘C’ should stand for Community as well as Candidate. It is important to promote the RAF as a rewarding career choice for all of Northern Ireland’s religious communities, as well as trying to cultivate the relatively untapped population of the Republic of Ireland. The AFCO has relished its participation in high profile national events and at the Portrush Airshow, attended by over 250,000 visitors, the AFCO created the RAF Village in cooperation with 502 Squadron RAuxAF and local Air Cadet Organisation units. At the Newcastle Festival of Flight, which attracted a considerable number of visitors from both Northern Ireland and the Republic of Ireland, the AFCO fostered a close professional relationship with the local council and was proud to be the only military service invited to the event.

AFCO Belfast has worked extremely hard to develop long term relationships with local educational establishments, youth groups and professional bodies. All of its personnel are qualified STEM Ambassadors, which enables them to work alongside local engineering companies on projects and presentations, and has included the production of a training package for colleges. The RAF is now the key local deliverer of the Public Services BTEC curriculum, covering the assessed elements of management and leadership by taking students through practical command and leadership tasks. This commitment has enabled the RAF to branch out into areas of ‘The Province’ that were previously out of bounds and has increased interest from potential candidates and parents in what an RAF career has to offer. These strategies are delivered in close concert with 502 Squadron RAuxAF and the Air Cadet Organisation, and are expected to create a positive and lasting image of the Service across Northern Ireland and the Republic of Ireland.

AFCO NEWCASTLE

The Sunderland Air Show has been a popular event for the last 27 years and attracted 950K people in 2015. AFCO Newcastle and other RAF assets regularly support this event because it attracts members of the public not only from the North East of England
but also from across the country and abroad. The Project Officer for this year’s RAF Village arranged a broad spectrum of ground assets and ensured that those manning them were able to motivate potential candidates to aspire to a career in the RAF. The influence that Regular and Reservist Recruiters can have when engaging with the public is significant, so they must be trained and ready to persuade young people, many of whom can be shy, that the RAF offers them a worthwhile and challenging career.

The 2015 Show allowed Recruiters and supporting RAF personnel to put their engagement and sales training into practice, and to develop various methods of attracting the public to the RAF’s stand, such as wire-tying an RB 199 Tornado engine, solving mental puzzles and conducting skills demonstrations. Subject matter experts were allowed to use their initiative to deliver very positive results, and at the 2015 Show the team received in excess of 200 expressions of interest for a career in the RAF, doubling the results of the previous year.

RESERVES RECRUITING

Since the recommendations of the Future Reserve 2020 Study were published, driven by the SDSR 2010, the increases in Reserve recruiting targets have been relentless. Reserve recruiting has been conducted against a backdrop of constant high-level scrutiny and R&S and RAuxAF squadrons’ recruiting staff have felt the pressure. The introduction of innovative processes and streamlining, combined with assistance from the Regular Field Force, have ensured that RAuxAF squadrons’ Recruiters have left no stone unturned.

In FY 2014/2015 Reserve Recruiters not only achieved the ITT but exceeded it, attesting 805 new recruits against a target of 706. This was especially impressive as historically the RAuxAF squadrons have attested less than 300 new recruits per year. This success was underpinned by strong Candidate Relationship Management, recognising that society has changed and that both Regular and Reserve candidates’ expectations are far greater than those of only 5 to 10 years ago. These efforts continued into FY 2015/2016, leading to in-year forecasts of 716 personnel attested against a target of 750, with significant numbers of additional applicants being held on waiting lists because popular branches and trades were full.

The success of the Reserve Recruiting Team was recognised at an RAFC Cranwell Honours and
Awards ceremony in November when the Reserve Virtual AFCO team received a Deputy Commander Operations Commendation, and Flight Sergeant Garry Smith received an Air Officer Commanding Number 22 (Training) Group Commendation. The importance and profile of Reserve recruiting was highlighted in August when the team hosted a very successful visit to HQ RAF R&S by the Parliamentary Under-Secretary of State and Minister for Reserves, Mr Julian Brazier MP.

STRATEGIC PLANNING AND SPECIALIST RECRUITING

The Prime Minister has directed that by 2020, BAME personnel and women are to comprise 10% and 15% respectively of annual recruit intakes in order to make the Armed Forces more representative of wider society. HQ RAF R&S has therefore devised strategic plans to achieve these targets for the RAF, which will include enhanced training for all Field Force personnel. Furthermore, following the SDSR 2015, R&S has also sought a significant uplift in specialist manpower, partly to meet the Prime Minister’s targets but also to recruit the STEM-minded youth required for existing and emerging priority trade groups.

If the RAF is to increase its recruitment of BAME personnel it needs a far greater understanding of the various communities from which they come. HQ RAF R&S therefore commissioned the development of a bespoke cultural awareness and community engagement training module, which is now included in the 4-week RAF Recruiting Course and has been delivered to staff in key AFCOs. Field Force personnel continue to conduct focused engagement in areas with large BAME communities and to attend key local and national BAME events, supported by BAME subject matter experts from academia and local communities. These efforts have been reinforced by a paid-for national communications campaign that was deliberately generic but ensured that race and gender were appropriately represented, and will be supplemented by local messaging to specific elements of BAME communities as the media products become available.

A further strand of strategic planning concerned engagement activity, an essential precursor to generating applications from target audiences among the general public. This has been transformed by the adoption of Intelligent Recruiting practices, which through statistical analysis focus engagement activity on those audiences most likely to be productive in order to generate fewer applications but of better quality. This allows Recruiters to spend less time on processing applicants and more time on engagement, creating a ‘virtuous circle’ of worthwhile activity.

MARKETING DEPARTMENT

In 2015, Marketing focused its efforts on pinch-point branches and trades, BAME, STEM, women and the millennial generation. Increasingly evident was the impact on RAF recruiting of broader issues such as the national technical skills shortage and the subsequent fierce and enduring competition with the civilian job market. Addressing these wide-ranging challenges demanded an extremely targeted yet agile communications strategy, and while the broadcast was still an essential tool, a richer level of engagement was needed to complement this to really highlight the RAF as an employer and career of choice.

Social media marketing campaigns, designed to be accessed via a mobile device, were increasingly used to communicate with the RAF’s target audience and the RAF’s social media platform has more than 87K followers on Facebook and 15K on Twitter. Expanding this footprint further, a trial on LinkedIn in November 2015 for Engineering and Nursing officers reached 95K appropriately-qualified job seekers in just one month and at minimal cost. The RAF College’s BAME Conference pushed the social media envelope with real-time Facebook posts and
Twitter feeds announcing guest speakers, displaying video content and allowing delegates to pose questions. The Conference reached 22K people on Facebook, and almost 500K people saw the real-time tweets, and this model will be developed further for future events.

Social media was not the only area of innovation and expansion, and Marketing engaged with contracted industry partners to address the shortage of candidates applying for the trade of Information Communication & Technology Technician. A portable, self-contained, augmented-reality experience was created, which was displayed at key summer recruiting events to demonstrate the cutting-edge nature of RAF technology and what the trade offers. This piece of equipment, named ‘Skytech’, was an unbridled success and contributed significantly to the trade’s ITT for 2015, and further Skytech events have already been planned for 2016 to capitalise on this momentum.

**R&S TRAINING AND CORPORATE GOVERNANCE**

Throughout 2015 the Personnel Selection Training School (PSTS) delivered courses to a total of 187 personnel drawn from across R&S, the RAuxAF, University Air Squadrons and the Air Cadet Organisation. Ninety seven students completed the RAF Recruiting Course, 71 completed the Selection Interview Techniques Course (SITC) and 19 completed miscellaneous courses. All 4 PSTS instructors changed in 2015 (3 within a single month) and new team members required a comprehensive induction package to enable them to instruct their many subject areas.

The 5 RAF Recruiting Courses provided pre-employment training for personnel ranging in rank from corporal to squadron leader. All students completed the 4-week modular course and Office Commanders and Office Managers completed an additional 2-day module of training in topics specific to the recruiting of officer and non-commissioned aircrew, including a visit to an OASC Board. The Course allows students to reach the Training Performance Standard and is supplemented by a structured and supervised 6-month programme of workplace training in AFCOs that allows them to reach the Operational Performance Standard. The Course underwent an in-house but independent review in 2015, resulting in a 35% change of syllabus from September 2015 onwards in key areas such as R&S structure, Concept of Operations, cultural awareness training, RAF Reserves, and trend analysis and target setting. Further work to extend the Sales and Engagement modules is ongoing and will increase the Course duration to 5 weeks.

The 8 SITCs trained personnel for interviewing responsibilities within the officer selection pipeline of the OASC, University Air Squadrons, Air Cadet Organisation and RAuxAF, and for specialist interviewing tasks in those Branches and Trades that require them, which include medical, dental, nursing, chaplaincy and RAF Regiment. The SITC is the only course of its kind in the RAF and was oversubscribed throughout 2015.

Besides bespoke one day refresher training for individuals returning to RAF R&S after a break of 2 or more years, and remedial training for students requiring further training to pass particular modules of the RAF Recruiting Course and the SITC, PSTS ran a one-week Medical and Fitness Test Booking Cell Induction Course for the 9 new contracted staff. This consisted of an introduction to the RAF and its Recruiting procedures and the basics of processing using the TAFMIS(J) IT system and was highly successful.

The work of both the Field Force and RAuxAF squadron Recruiters has been thoroughly checked through routine inspections by the independent HQ RAF R&S Corporate Governance Team. For the few AFCOs and RAuxAF squadrons requiring remedial measures, these were quickly instigated and all units passed subsequent re-inspection.

**RECRUITING PARTNERING PROJECT (RPP)**

The tri-Service contract with Capita for the RPP was originally agreed in 2012. It would deliver an Integrated Communication Technology (ICT) solution to replace the existing recruiting IT systems – TAFMIS(J) and ICARAS – for the Royal Navy, Army and RAF, and manage the Army’s end-to-end recruitment process in their National Recruitment Centres. After 3 unsuccessful ‘Go Live’ dates, the
A project was suspended while Capita investigated an alternative operating system. The new solution was proposed in November 2014 and work commenced at risk in January 2015 while the new proposal and requirements went through the CAS Approval process, with a new ‘Go Live’ date of August 2015.

Unfortunately Capita did not meet this revised timeline and in December 2015 created a new plan to deliver the ICT solution at a later date. The new ‘Go Live’ date is still unconfirmed, although design and development is well underway with Functional Testing timetabled to re-commence in mid-2016. The current contracts for TAFMIS(J) and ICARAS systems have been extended to August 2016 in order to accommodate this delay, and will be extended further to meet the new ‘Go Live’ date once it is confirmed.

OCCUPATIONAL PSYCHOLOGY DEPARTMENT

The Occupational Psychology Department has conducted a range of Research and Development projects during 2015. These include evaluation studies to provide empirical evidence to indicate the effectiveness and fairness of the current selection system, and to improve the selection process to meet current and future RAF training requirements.

Results were gathered from TAFMIS(J) and analysed, confirming that R&S selection interviews were reliable, provided well-standardised assessment indicators of candidates’ quality, and were fair to all irrespective of gender and ethnicity. The same results were found with the situational exercises that the OASC uses to assess officer and non-commissioned aircrew qualities. To ensure the selection system remains effective, analysis was conducted on the Airmen’s Selection Interview, which is now a good predictor of performance at the Recruit Training Squadron at RAF Halton, and the OASC interview is now under similar review.

In order to meet future RAF pilot requirements, the journey from Elementary Flying Training to Operational Conversion Unit was analysed in depth. Aptitude profiles were generated at each stage of training and a new battery of aptitude tests created to address the RAF’s future needs. For airmen, the technical elements of the Airmen Selection Tests were revised to reflect changes in the GCSE syllabi and the RAF’s training needs, and content has become more work-related and task-based. Exploratory work is ongoing to develop an on-line Self-Evaluation Exercise, assisting potential candidates to assess their suitability to join the RAF, which should help to reduce wastage in the candidate recruitment journey.

DEPARTMENT OF OCCUPATIONAL MEDICINE

The Medical Board element of the Department of Occupational Medicine (DOM) completed 832 specialist candidate medicals (for flying related roles) in 2015. Of these, 43% were for RAF Direct Entrants, i.e. those candidates undergoing selection for the branches and trades of Pilot, Remotely Piloted Air System Operator, Weapons Systems Officer, Aerospace Battle Manager, Air Traffic Control Officer, Air Traffic Control SNCO and Weapons Systems Operator. A further 34% were completed for candidates undergoing selection for the aviation arms of the Royal Navy and Army, who utilise the specialist medical facilities of the DOM. Foreign candidates comprised 2% and came from a number of countries with which the United Kingdom has close defence links such as Kuwait, Saudi Arabia and the United Arab Emirates, and included the Crown Prince of Brunei. The remaining 21% included RAF Rear Crew, Serving and Re-Entrant Officers, Fighter and Weapons Controllers, maturing bursars and Flying Scholarships for Disabled People. Over 2 days in March 2015, the DOM hosted the Flying Scholarships for Disabled People candidates, when 22 candidates attended for a medical and the event was concluded by a visit from Mr Bruce Dickinson, lead singer of the rock band ‘Iron Maiden’ and a patron of the charity. The medicals for all other RAF officer and airmen candidates are carried out by Capita-contracted GPs around the country on behalf of the RAF, and in 2015 Capita conducted 19,108 medicals.

In July 2015, Wing Commander Nick Paish, President of the Medical Board (PMB), was presented with the Harold Whittingham Memorial Prize. This prize is awarded annually for the most outstanding or original contribution to the practice of medicine in the RAF, and Wing Commander Paish was selected...
in recognition of his many achievements in Aviation Medicine. These included simplifying the medical waiver system and the development of medical standards for Remotely Piloted Air System operators, his involvement in resolving flight safety issues, and his work to support medical screening for flight test engineers at MOD Boscombe Down.

CONCLUSION

R&S achieved end of recruiting year figures in 2015 of around 90% for officers and airmen, and 95% for Reserves, which compared favourably with the efforts of our sister Services and were commendable results given the highly competitive recruiting environment. However, R&S will not rest on its laurels and continues to push forward. The favourable outcomes for the RAF of SDSR 2015 have created challenging recruiting targets for 2016, which the organisation is already addressing.

More specialist recruiters have been asked for and more resources such as STEM engagement equipment have been secured, along with large stocks of RAF-branded merchandise to support enhanced engagement activities. Furthermore, RAF-branded outdoor activity wear has been purchased for Field Force staff to use at events where uniform might make them less approachable. HQ RAF R&S is designing more specialised training in areas such as sales and marketing, understanding the youth cohort, BAME recruiting and STEM engagement, all of which will increase the effectiveness of frontline recruiting staff.

Recruiters are being provided with the tools and command freedoms necessary to exercise initiative and achieve real effect at the local level, where they know best how to reach the RAF’s potential recruits. By adopting a campaign footing and harnessing the support of the whole Service, by forging closer links with the Air Cadet organisation and University Air Squadrons, and by conducting carefully targeted information operations we will build on the solid foundations created in 2015 and continue to deliver recruiting success.

RAF HALTON

Airman Command School; an increase in tempo

Recruit Training Squadron (RTS) had an extremely busy and productive 2015 providing General Service (GST) and Initial Force Protection Training (IFPT) for the enlisted men and women joining the Royal Air Force. The Squadron saw an increase in tempo with greater numbers of recruits attending the Basic Recruit Training Course and an increase in staffing levels to deliver the training. In total, RTS held 22 graduations with 96% of recruits completing the course and going onto Phase 2 training. 316 RAF Reservists passed their Phase 1 (part 2) course at RTS with some opting to graduate alongside their regular counterparts, a first for RTS.

The Squadron was been busy with a broad spectrum of tasking from across the RAF including support to Initial Officer Training at RAFC Cranwell with staff and recruits from Servicemen Awaiting Trade Training (SATT) assisting the Junior Officers’ military exercises and closer to home at Halton, support to Exercise Confident Command at Airmen’s Command Squadron, giving the recruits a unique insight into what will be required of them later in their careers. RTS had successes at the RAF Operational Shooting Competition at Bisley with staff winning in various disciplines including, for the third year running, the Queen's Medal for Champion Shot as well as a busy year for sport with staff representing the RAF and the Station in rugby, football, hockey and golf, badminton, cricket and even tug of war. The International Defence Rugby Competition, held at RAF Halton in October, was well received and showcased the enthusiasm of our recruits as they supported the event logistics.

Support to local and national charities has always been a key foundation of training and this year has been particularly impressive with staff and recruits...
sacrificing their own time for a number of good causes; of particular note was their support to the Royal British Legion Poppy Appeal which helped raise £26,746.00 this year.

RTS has had the privilege to demonstrate its high standards of dress and deportment through support to a number of ceremonial events including the Freedom of Dacorum Parade in Hemel Hempstead and Remembrance Day parades and services across Buckinghamshire. In recognition of RTS’s commitment to training delivery this year members of staff have received a Chief of the Air Staff Commendation and a number of AOC Commendations, testament to their dedication and hard work.

Specialist Training Squadron continued to provide industry standard training in Health and Safety, Environmental Protection and Quality Management. 11 specialist Civil Service instructors delivered a training requirement of 4649 personnel from the RAF and wider MoD in direct support to UK and overseas operations. International training output included visits to the Royal Brunei Air Force (RBAF) training 149 of their personnel in bespoke Quality Management courses.

Airmen’s Command Squadron (ACS) delivered effective and efficient leadership, command and management training to over 2000 non-commissioned officers. All management and leadership training courses delivered by the Squadron had been reviewed and updated in line with the principles of adult learning. These changes include Exercise CONFIDENT COMMAND, a collaborative training event which encourages interaction between Corporals and Sergeants better replicating the relations between these cadres in both the workplace and on operations. Service charities were invited to brief ACS courses for the first time. The ACS Families Evening is now attended by all students to better educate airmen in the ways service charities can contribute to the welfare of RAF personnel.

ACS arranged and hosted the inaugural Non-Commissioned Officers Leadership Seminar in May. The event provided an opportunity for the RAF’s junior leaders to hear from members of the Air Force Board and debate leadership with their peers. The event proved so successful that an additional seminar was held in November for more senior airmen with two more events planned in 2016.

ACS instructors also undertook training with other NATO nations to share best practice and build relations. Including attendance on the NCO Leadership Development Program at the U.S. Air Forces in Europe’s Kisling NCO Academy and the NCO Intermediate Leadership Course in Herisau in Switzerland.

OFFICER & AIRCREW CADET TRAINING UNIT (OACTU)

The ultimate training entity

The main course consists of 3 terms, namely the Foundation Term (teaching), Development Term (developing) and the Applied Term (exploring). Each term is 10 weeks in duration and there are periods of leave at the end of the first 2 terms. A recommendation for graduation will be confirmed at the end of the third term, subject to a continued positive attitude to training and successful performances on all assessed events during the term. The underpinning elements of the Course are based on the Ethos, Core Values and Standards of the Royal Air Force, namely, Respect, Integrity, Service and Excellence and the efforts of the cadets during the Course are recognized with the award of a graduation with Pass, Merit or Distinction.

Foundation Term. During the Foundation Term, the cadets undergo an intensive programme of Command and Control Leadership, Physical Education, Drill and Military Skills Training. They also undertake self-awareness and team building training at the Force Development Training Centre,
Fairbourne. Cadets undertake a number of leadership exercises designed to help in the development of an individual’s leadership style. These exercises start in the OASC hangar, with simpler tasks and build up to a small scale deployment in week 10 for 5 days at Beckingham ranges on Exercise ACTIVE EDGE. Term 1 also sees the start of the Air Power Studies (APS), delivered by the lecturers of Portsmouth Business School. This includes lectures and Syndicate Room Discussions, when a cadet is chosen to research then lead a discussion on a specific APS topic. The term’s APS work culminates in the first of 2 essay based examinations. Subject to a successful completion of all elements of the term, cadets will progress to the second term.

**Development Term.** The second term continues to develop the leadership skills of the cadets by introducing them to transactional leadership and the concepts of Mission Command. Cadets undertake 2 leadership deployments, the first of which takes place at an Army Training Area where the scenario underpins the type of activity military personnel would engage in when offering aid to the Civil Authorities. The second leadership exercise is Exercise DECISIVE EDGE I held at RAF Syerston, where the cadets are tested on their leadership abilities as they provide the Force Protection for a large-scale 10-day exercise on an austere Deployed Operating Base (DOB). The Exercise simulates the expeditionary nature of current RAF operations, with cadets living in tented accommodation. The term also incorporates a continuing educational programme during which cadets are taught about Air Power and submit a 1500 word academic paper (The Bandar Essay) on a related topic as well as sitting the second APS examination.

**Applied Term.** Having been given a re-commendation for progression to Term 3, the emphasis of the third term is on the continued empowerment of the cadets, whereby they are given increasing responsibility for their own development as junior officers. Cadets undertake a 4-week Carousel Period, during which they complete the 2-week Basic Air Warfare Course; a self-organized one week leadership training exercise to Force Development Training Centre, Grantown-on-Spey and the 2-day Care in Leadership Course at RAF College Cranwell or Amport House, led by Padres. Upon return from the Carousel, cadets undertake a planning exercise, using the estimate process, in preparation for their second deployment to RAF Syerston on Operation MUCRONIS BLADE, otherwise known as Exercise DECISIVE EDGE II. This assessed exercise runs concurrently with Exercise DECISIVE EDGE I. It provides cadets with the opportunity to undertake 48 - 72 hours of command leadership roles in a simulated Command Operations Centre, where they are responsible for running all aspects of the DOB. Subject to a continued satisfactory performance throughout the term, the cadets are recommended for graduation.

Validation for the extant IOT course came in December 2015 in the form of an Ofsted inspection. Ofsted began inspecting the effectiveness of welfare and duty of care for recruits and trainees in the Armed Forces in 2008. The Armed Forces recognise the importance of providing safe and secure training environments that will enable the 15,000 plus people who every year enter the initial training system to recognise their full potential; the 3rd party audit provided by Ofsted helps to assure this process. RAFC Cranwell received the highest grading of ‘Outstanding’ in all criteria examined by Ofsted – a first for any military training establishment.
In the last quarter of the year the RAF’s successes in the Strategic Defence and Security Review (SDSR) necessitated an increase in RAF recruitment’s Into Training Targets in order to man the uplift in airframes prescribed in the SDSR. Consequently, the number of Graduations delivering the requisite increase in officers to the Phase 2 schools needed to increase; to facilitate this the extant IOT course will change from the current 34 weeks to a 26-week course. This change will be delivered, with the first full 26-week course commencing, in April 2016.

THE INTER-COLLEGIATE GAMES
Sports teams from the RAF College visited the Air Academies in both Breda, Holland and Salon de Provence, France, and on both occasions the RAFC Cranwell cadets demonstrated determination in the sporting arena. Unfortunately, on both occasions, neither event yielded an overall victory as the Netherlands Royal Military Academy proved too strong for our team and Ecole de L’Air an equal match with a draw overall. Unfortunately there was not a 2015 competition involving the UK Military Academies because RMA Sandhurst, Dartmouth and the RAF College’s programmes were not able to be aligned. There is a competition planned for 2016 to re-invigorate the Inter Service rivalry and foster positive relationships between the 3 Services. The RAF Officer Cadets also competed against the Cranwellians Association members, including the CAS and Sir Stephen Dalton, however the strength in maturity over shone the Junior members of the RAF and the Cranwellians Association proved victorious.

A SQN NON-COMMISSIONED AIRCREW INITIAL TRAINING COURSE
A Sqn delivers a series of short courses aimed with the provision of initial training to a more focused audience in a condensed time frame

SPECIALIST ENTRANT AND RE-ENTRANT (SERE) COURSE
The SERE Course is currently an intensive 11-week package beginning with a one week induction package to introduce the cadets to drill, PEd and leadership theory. This is followed by the main 7-week leadership and officer development phase culminating in Exercise VITAL EDGE, which is an applied leadership exercise undertaken at Beckingham Training Area. The final 3 weeks of the Course consist of further officer development, academic work and preparation for graduation.

The Leadership Training syllabus is a condensed version of that used on the 30-week Initial Officer Training Course (IOTC) and forms the largest element of the Course. The syllabus commences with intense theoretical training in the classroom and continued with a 3-day Force Protection-based scenario at Beckingham Training Area. The basic principles of command and leadership are put into practice during a 5-day Field Leadership Training Exercise held at Stanford Training Area. The students also experience field living conditions during these exercises. The leadership training culminates with their deployment alongside their IOTC colleagues on Exercise VITAL EDGE. The students first have to pass their main leadership test alongside their IOTC colleagues from the Intermediate Sqn before joining cadets from the Senior Sqn carrying out A1-9 roles
in the Combined Operations Centre at Grantham Barracks on Ex DECISIVE EDGE.

Other subjects covered within the syllabus included an introduction to the conventions of Defence Writing, Oral Communication, Air Power Studies, Land Navigation and Essential Service Knowledge. Extensive lessons in PEd are also programmed. For the majority of the syllabus the SERE cadets are integrated wherever possible with their main IOTC counterparts during instructional periods. The students take part in social activities in which they are likely to be involved as officers in the RAF. They attend a Meet and Greet evening, Training Dining-In Night, Cadet Drinks and Graduation Dining-In Night; all of which have introduces them to the formal and informal aspects of Mess life.

The culmination of all the training objectives above creates an intensive, quick paced course that develops Specialist Entrants and Re-entrants into credible Junior Officers of the RAF.

**ROIT**

This cohort has a very healthy output of short courses, some of which are polar opposites from each other and all of which have a rather eclectic student base.

**RESERVES OFFICER INITIAL TRAINING (ROIT)**

There are both similarities and differences from the main IOT cohort. In terms of similarities, ROIT candidates are subject to the same OASC process as their full time peers. Conversely, there is no direct entrance scheme to a reserve commission. They have to have served in the ranks back on their parent unit and passed the Reserves Phase 1, Basic Recruit Training Course at RAF Halton before applying to commission.

The course attracts a bewildering cross section of achievers from society at large. Previous cadets have included retired hedge fund managers, a female British Airways pilot, a number of NHS consultants and a strategic level manager from BT to name but a few.

In terms of the programme, they will have to complete 4 training weekends, split into 2 weekends set either side of a 16 day residential course. During the course, ROIT cdts are sequenced with the SERE course and undergo the same testing strategy. Whilst it is not mandated, almost without exception, ROIT cdts will remain at RAFC Cranwell for a further 4 days of ceremonial training in order to graduate with IOT and SERE. This, by the very nature of being a reserve, is all undertaken during their time of work.

**THE COMMISSIONING WARRANT OFFICERS COURSE (CWOC)**

The CWOC is now a 4 week course comprising of 2 weeks of training in order to prepare the individual for the transition to Junior Officer (ergo from the top of one tree to the bottom of another) and, post Graduation, the Basic Air Warfare Course (BAWC). Well received by those who have attended, the CWOC has a mix of guest speakers and academic presentations to best prepare them for their new appointment. There is also plenty of drill to massage their trepidations at being mercilessly thrown in with IOT and SERE for graduation practice after what
has quite often been a career spanning decades of
dodging any and all parades.

THE UNIVERSITY INDUCTION COURSE
(UIC)
This is the polar opposite of the CWOC with the
UIC being aimed at those at the very start of their
RAF journey. The UIC is to prepare and qualify
those young men and women have been selected
for an RAF bursary in order to complete a degree.
Typically 40 strong, the course programme includes
rudimental leadership lessons, initial kitting, and
RAFFT and swim test. The course is conducted over
a period of 4 days.

THE UNIVERSITY AIR SQUADRONS ACTING
PILOT OFFICERS COURSE
(UAS APO)
The cream of the UAS, selected to attend a 10 day
leadership course. A thoroughly enjoyable course
with forward leaning, highly motivated university
students who soak up what they are taught. The
course includes a 3 day practical leadership exercise
and culminates with a graduation ceremony.
Successful candidates return to their UAS, holding
the influential rank of Acting Pilot Officer and will
adopt the role of coach and mentor to the junior sqn
members as well as drive the direction of the unit
forward.

NON-COMMISSIONED AIRCREW INITIAL
TRAINING COURSE (NCAITC)
NCAITC provides the foundation skills, values and
knowledge required to enter specialist training as
responsible, professional and effective Air minded
SNCOs. NCAITC cadets will already possess basic
military skills, having joined direct from the Basic
Recruit Training Course (BRTC) at RAF Halton, or
having previously served in the ranks. The course
is intensive, with challenging training designed to
quickly develop leadership and SNCO qualities in
arduous, testing conditions. Cadets will undertake
initial navigation and leadership exercises at RAFC
Cranwell, progressing on to further leadership
exercise at STANTA in which the cadets are required
to 'bivvy' out, reducing their capacity and increasing
their fatigue. Final training serials are conducted at
Otterburn Training Area (OTA) before the tested
phase which is also completed on OTA. All of our
training and exercises aim to produce a courageous
and determined fighting spirit, mental agility and
physical robustness, an ability to handle ambiguity
and a myriad of other traits and qualities we not only
expect, but ultimately require, of our prospective
future RAF SNCOs.

CHARITY
Over the course of 2015, elements from SERE,
ROIT and NCA worked both collaboratively and
independently to raise in excess of £3410 for an array
of deserving charities including, but not exhaustive,
The Royal Voluntary Service, Lincolnshire and
Nottinghamshire Air Ambulance and the Soldiers,
Sailors and Air Force Association (SSAFA).

B SQN, IOT 40
Initial Officer Training Course No 40 (IOTC 40)
graduated with 90 cadets on Thursday 24 September
2015. Of these, 13 cadets graduated with a distinction
(score over 123), 41 cadets graduated with a merit
(score over 106) and the remaining 36 cadets
graduated with a pass.
The Sqn performed highly across the duration of
IOTC 40. The cadets made steady but consistent
progress in each of the leadership exercises. Exercise
DECISIVE EDGE 2 took place in Sep 2015 and
was the last to be delivered on IOT in its current
form. The exercise enabled cadets to operate from
a deployed Command Operations Centre and to
utilise the 7 questions Estimate process to plan and
execute a successful deployment to RAF Syerston.
The extensive planning phase leading up to the
exercise proved invaluable for the cadets, resulting in
a successful deployment. Whilst the overall concept
of the exercise will remain the same, future Exercise
DECISIVE EDGEs will be delivered in the Combined
Operations Centre training facility at the Prince
William of Gloucester Barracks, Grantham.
Throughout IOTC 40 the cadets and staff attended
the following visits:
a. In Feb 15, 30 cadets and 2 staff from IOTC
40 visited the French Air Academy for the
Intercollegiate Games.
b. In Apr 15, one member of staff from IOTC 40 visited the Turkish Defence Academy.

c. In May 15, 30 cadets and 2 members of staff from IOTC 40 visited the Dutch Air Academy for the Intercollegiate Games.

d. In Jun 15, one cadet and member of staff from IOTC 40 visited the Paraguayan Defence Academy.

e. In Jun 15, 16 cadets and 3 members of staff from IOTC 40 were involved in a staff ride to Brussels. The visit was designed to increase cadet knowledge of military history; in particular World War 2 focussed sites.

f. All members of IOTC 40 travelled to London to visit the RAF Club and the RAF Museum at Duxford. The visit included a fireside chat with the Chief of the Air Staff at RAF High Wycombe. This enabled the cadets to gain a greater appreciation of RAF heritage and the current strategic focus, discussions surrounding the New Employment Model, manning levels and proved immensely valuable.

g. In Oct one member of staff and two recently graduated officers visited the Republic of Korea’s Air Force Academy. This was an excellent visit that allowed both staff and newly graduated officers to exchange ideas and debate the benefits of the OACTU trg syllabus with allied partners that operate a very different trg environment. The interaction with these nations has improved understanding of the RAF commissioning scheme and projected the RAF in a positive manner with both the hosting and attending nations. There would be numerous benefits in delivering this type of International Defence engagement at RAFC Cranwell. The high level of interest in OACTU was overwhelming and our ability to train our officers in such a short period in comparison to the trg systems of the other attendees. However, it is acknowledged there would be a considerable financial commitment required by the College to provide a visit programme that could match that of the ROKAFA International Week.

During the 9 months of training at RAFC Cranwell, IOTC 40 represented the College in 2 Intercollegiate Games (ICG). During Term 1 IOTC 40 personnel represented the College against the French Air Academy resulting in an overall win for the RAF. In Term 2 IOTC 40 personnel competed against the Dutch Air Academy in the Netherlands resulting in another win for the RAF.

During Term 2, IOTC 40 personnel represented the College in 2 away fixtures versus both the French Air Force (FAF) and the Dutch Air Force (RNAF). The results from these 2 fixtures were a win against the French, but a defeat against the Dutch.

In total IOTC 40 raised £8490 for charity. The money was donated to 3 chosen charities:

a. Action Duchenne
b. Combat Stress
c. The Lincolnshire and Nottingham Air Ambulance.

In addition to this, a number of personnel from IOTC 40 volunteered at Woolsthorpe Manor helping to maintain the historic home of Isaac Newton.

C SQN IOTC

Initial Officer Training Course No 41 (IOTC 41) graduated with 81 cadets on Thursday 17 December 2015. Of these 11 cadets graduated with a distinction (score over 123), 38 cadets graduated with a merit (score over 106) and the remaining cadets graduated with a pass.

The Sqn performed highly throughout the duration of IOTC 41. Exercise DECISIVE EDGE 2 took place in Dec 2015 and was the first to be delivered on IOT from Prince William of Gloucester Barracks in Grantham. The exercise enabled cadets to operate from a deployed Combined Operations Centre and to utilise the 7 question estimate process to plan and execute a successful deployment. The extensive planning phase leading up to the exercise proved invaluable for the cadets, resulting in a successful deployment. There were some learning points, as was to be expected with a new exercise format, but the cadets learnt a great deal and feedback was extremely positive.
Throughout IOTC 41 the cadets and staff attended the following visits:

a. In Sep 15, 17 cadets and one staff member from IOTC 41 visited France and Belgium for a battlefield tour of leadership and air power in WWI and WWII.

b. In Oct 15, one member of staff from IOTC 41 visited the United States Air Force Academy (USAFA) Colorado Springs, Colorado, USA. This was part of the annual ‘International Week’ which the Academy holds and invites representatives from around the world. The week comprised of time with the USAFA cadets, visiting their facilities, and excursions into the local area all the while developing international relations and links between personnel of different Air Forces.

c. In Nov 15, IOTC 41 and 7 members of staff visited the London RAF Club, RAF Bomber Command Memorial and RAF Museum Hendon. The visit included a fireside chat with DCAS and enabled the cadets to look at the more strategic focus of the RAF.

Off Cdt O’Boyle ran the London Marathon, coming an incredible 73rd out of 38,000. He took part in a number of other races, including the South Downs 100 Mile Relay event, the Combined Services 10 Mile Inter-Area Race in Nottingham, the RAF v Cambridge Uni v East of England race and he also ran in the Combined Services Half Marathon Inter-Area Race in Cardiff.

Off Childs competed in the RAF Inter Stations Inter Services Hockey Tournament at HMS Temeraire.

Off Cdt Bird swam 50m & 100m Backstroke in the RAF Inter Station Swimming Champs at RAF Cranwell.

Off Cdt Gibbens cycled 61 miles for the Change Gear cycling event in Nottingham.

In total, IOTC 41 has raised £2,393.64 for charity. The chosen charity to receive the donation is Educate 4 Life.

D SQN IOTC

Initial Officer Training Course No 39 (IOTC 39) started on 13 Oct 14 with 87 cadets and graduates with 63 cadets on 18 Jun 15. Of these, no cadet graduates with a Distinction (score over 151.5), one cadet graduates with a Merit (score over 136.5) and the remaining 62 cadets graduate with a Pass. The Course structure is at Annex A, the student numbers are at Annex B and the details of prizewinning cadets are at Annex C.
Course performed well in the field, making steady progress during early leadership exercises. For the second Exercise DECISIVE EDGE the course utilised the Estimate process to plan and execute a successful deployment of 159 cadets to RAF Syerston. The establishment of a dedicated EAW planning facility greatly improved the ability of the cadets to adequately plan, rehearse and initiate the deployment. The deployment phase of the Exercise ran smoothly and was well led by IOTC 39 operating from the Command Operations Centre.

As part of the course content, the cadets and staff of IOTC 39 travelled to London to visit the RAF Club and the RAF Museum at Hendon. This visit, which also includes a fireside chat with the Chief of the Air Staff, is designed to inform the cadets of what the RAF was like in the past and what they can look forward to in the future.

During the 9 months of training at RAFC Cranwell, IOT 39 has represented the College in 3 Inter-Collegiate Games (ICG). During Term 1 IOTC 39 personnel represented the College versus the British Army at the Royal Military Academy Sandhurst, resulting in an overall win for the RAF.

During Term 2, IOTC 39 personnel represented the College in 2 away fixtures versus both the French Air Force (FAF) and the Dutch Air Force (RNAF). The results from these 2 fixtures were a win against the French, but a defeat against the Dutch.

Throughout the duration of IOTC 39 the cadets took part in a number of charity events in order to raise money and awareness for their chosen charities. In sum a total of £8017.00 was raised and donated to the RAF Benevolent fund.
TO WHAT DEGREE DID AIR POWER CONTRIBUTE TO THE ALLIED VICTORY AT THE BATTLE OF EL ALAMEIN IN OCTOBER/NOVEMBER 1942?

OC Cutler - DSqn

The battles of El Alamein are, Waterloo and Operation Overlord aside, one of the most well trodden paths of British military history. Despite - perhaps because of - this attention, the events of 1 July - 4 November 1942 remain a source of intense controversy. Nowhere is this more apparent than in the confusion surrounding the nomenclature used to describe the three main battles fought on, or around, Alamein in 1942. The genesis of this contradiction lies in the historiographical obsession with the reputations of the generals involved; this partisan approach comes at the expense of a comprehensive understanding of the entire Alamein campaign. The result is a false dichotomy, which has traditionally split the Alamein narrative at an artificial turning point; August 1942, the month General Claude Auckinleck was replaced by General Bernard Law Montgomery.

In an effort to mitigate these historiographical limitations, this essay will consider the wider complexity of the Alamein campaign. Aside from the evident tactical impact air power had upon the course of the battle, its operational effects prior to October 1942 will also be examined. Without such an approach, it would be impossible to analyse events in their proper context and this essay would succumb to the traditional failing of most existing research; undervaluing the Royal Air Force’s (RAF) impact upon the course of the North African campaign.

The rational behind this comprehensive approach is immediately apparent when considering the impact air power had upon logistics in the Mediterranean theatre. Whilst the ultimate decision in North Africa was eventually determined on the battlefield, the desert was only one front of a wider conflict: In reality, the foundations for victory were determined by the outcome of the supply war; where the main front was the Mediterranean Sea. Air superiority proved to be paramount in securing control of the main convoy routes and ports, and protecting extended supply lines on land. Therefore the impact of the RAFs success in dominating the operational airspace, and thus winning the supply-war, cannot be underestimated when examining the causes behind the Allied victory at Alamein. Indeed, Hitler’s Deputy Chief of Operations from September 1939 - September 1944, Walter Warlimont, described El Alamein as: “A typical battle of materiel in which ... no military genius ... [or] courage ... could make up for the catastrophic situation brought about by the failure of the [Axis] overseas supply lines”.

The tactical constraints imposed upon Rommel by his debilitating logistical position are readily apparent. Prior to the battle, he was short of vehicles, spare parts, men, food, fuel and ammunition. The situation was so severe that the Panzerarmee had only enough fuel for eleven days’ normal consumption and ammunition for a mere nine days. This severely limited the Panzerarmee’s ability to conduct the type of aggressive defence it had previously employed so successfully. In contrast, air supremacy had enabled Montgomery to amass an unprecedented

1 Barr (2005), p. XU
2 Dimbleby (2012), p. XV
3 For the purposes of this essay: the First Battle of El Alamein refers to the series of engagements fought by Auckinleck throughout July; the Second Battle of Alamein (commonly referred to as the Battle of Alam Haifa) refers to the battle fought at the end of August and the beginning of September; and the Third (or Final) Battle of Alamein refers to the engagement fought in November.
4 Barr.(2005), p. XXXIX
5 Ibid. p. XL
6 For the purposes of this essay air power is defined as: "Using air capabilities to influence the behaviour of actors and the course of events". JDf> 0-30 (2013), p. 1

8 Bungay (2002), p. 42
9 Olsen (2011), p. 31
10 Jacobsen and Rohwer (1965), p. 203
12 Strawson (1969), p. 131
13 Olsen (2011), p. 32
numerical superiority over his opponent, both in terms of men and equipment. The Desert Air Force’s (DAF’s) ability to sink convoys at sea, bomb Axis ports, strafe coastal shipping and intercept long lines of communication on land drained Rommel’s forces before battle had even been joined. This led Air Vice-Marshall Tedder to suggest that the OAF had been the decisive factor in securing victory at Alamein, a sentiment echoed by Montgomery himself.

However the operational advantages derived from superior Allied air power did not automatically guarantee success at Alamein. Operational air superiority was a characteristic the British had enjoyed in the months prior to the final battle at Alamein, yet they had been unable to convert this into a tactical victory. The importance of Alamein was that the British proved that they had learnt how to translate this operational advantage into military success on the ground. In order to understand how this transformation occurred, it is necessary to examine the impact improved Army-Air Force cooperation had upon the tactical environment.

According to Matthew Hughes, the British Army was a fragile force during World War II (WWII). Post-war analysis has concluded that, regardless of the circumstances - on a man-for-man basis, the German ground soldier consistently inflicted casualties at a rate that was fifty per cent higher than they incurred from British personnel. The Allied air power devoted to supporting land campaigns was therefore crucial in order to overcome this inherent weakness. This is not to demean the effort and skill of Allied soldiers, but it is to say that to hold their own and more against the German Army, they needed all the assistance and enabling leverage that superior air power could provide. Nowhere was this more apparent than in North Africa, where the Eighth Army initially struggled with the problems of combining armoured, infantry and artillery units into an effective all-arms team.

The Luftwaffe had demonstrated the potential of tactical air power used in support of ground offensives in Europe and the Mediterranean from 1939-42. This placed British forces in a dilemma; while standard British tactical doctrine stressed the concentration of formations, this became almost impossible in a hostile air environment. The consequent need for dispersion made the employment of standard artillery tactics especially difficult. Dispersion also placed impossible demands upon the British signals infrastructure, which could not provide secure, or reliable communications over the unprecedented distances required. The lack of British Army-Air Force cooperation merely compounded these problems.

At the start of the Desert Campaign Army-RAF Headquarters (HQs) were in separate locations, communications were slow and unreliable, air-land situational awareness was non-existent and there were no formal identification procedures. This unsatisfactory situation began to change in mid-1941 when the RAF’s newly appointed Air Officer Commander-in-Chief (AOC-in-C) Middle East, Air Chief Marshal Arthur Tedder, sat down with General Auchinleck to determine Army-Air Force cooperation. Casting aside pre-war doctrine both commanders agreed that the OAF should support the Army on the battlefield. To fulfill this vision, Tedder issued an “Air Support Directive” (30 September) that detailed the conceptual principles, which informed air-ground cooperation for the rest of the war. The directive included: the merging of Army HQ with that of the RAF; the principles of

14 Parkinson (1976), p. 137
15 Evans (2014), p. 50
16 Owen (1952), pp. 131-67
17 When General Horrocks visited 8th Army HQ on 2 November he found Montgomery relaxing in a deck chair watching the OAF flying overhead. He is alleged to have said: “They are winning this battle for me”. Dumbly (2012), pp. 415-6
18 Bungay (2002), p. 59
19 The Times (2002)
20 Ibid
21 Bungay (2002), p. 41
22 Gray (2012), pp. 131-2
23 Barr (2005), p. 54
24 Ibid, p. 55
26 Bungay (2002), p. 104
27 David Hall has highlighted the importance of this initiative: “In the course of the development of army air cooperation it was perhaps the single most important directive issued during the war”. Air Power Review, p. 6
direct and indirect support; the primary requirement of air superiority; and an air support control HQ that would meet, identify and reject requests for air support. 

These changes took time to be effectively implemented, but by the final battle of El Alamein their impact was apparent. The successful outcome of the Royal Artillery's counter-battery programme was directly linked to tactical air power superiority, a derivative of excellent aerial intelligence. Similarly, part of the success of Allied armour was derived from the fact that the most potent German anti-tank weapon - the 88 - was preoccupied with providing ground based air defence. The battles around Alamein also witnessed the introduction of the fighter-bomber and recent research has revealed the effect relative air power superiority had upon the morale of ground forces. The DAF's dominance over the battlefield also enabled Allied Armies to redeploy over long distances in rear areas, without Axis forces spotting, attacking, or disrupting their movements. Consequently Allied forces could concentrate for an offensive with impunity from enemy interference and often enjoyed the benefit of surprise. Therefore, on a tactical level, air superiority was undoubtedly a crucial element to the Allied victory at Alamein.

However, it is impossible to determine, in any quantative sense, the degree to which air power - as opposed to other factors - contributed to Allied victory. This essay has demonstrated that air power was a crucial component in generating the final result, but it was merely one of many factors. Alamein is often derided as a battle in the mold of World War One, but it became the Allies' proving ground for modern warfare during WWII. The lessons of air-ground force cooperation in North Africa were applied throughout the rest of the war and were an integral part of Operation Overlord. The combination of Allied air supremacy and Army cooperation reversed the 1940 experiences of the British Expeditionary Force and laid a successful tactical and operational framework for the rest of the war. In this regard, it is valid to suggest that air power played a crucial - if not predominant - role during the battle of Alamein and the rest of WWII.

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The past year has seen Europe at war on multiple fronts. Perhaps, more precisely, it should be said that states and peoples within Europe are simultaneously engaged in multiple overlapping wars. Not war in the conventional sense that has, in the past, pitted major powers against one another in the violent pursuit of domination. Nor war for the physical survival of the half billion people who live on this continent. These wars involve new and changing forms of struggle, as well as updated versions of older, established approaches. These include terrorism at home and abroad; ideological struggles that morph into culture wars; military intervention in Syria and Iraq; jihadism in multiple violent and non-violent forms; a rise of nationalism in various countries that is challenging European Union cohesion; and a vast influx of migrants and refugees to Europe.

A combination of these factors has prompted the return of border controls in the Schengen area and, to the East, the installation of barbed wire fences along entire borders. The deployment of navies in the Mediterranean, with reconnaissance drones and manned aircraft overhead, is intended to save lives during dangerous sea crossings. In addition, Russia’s activities in East Ukraine, its near-forgotten successful annexation of Crimea, and NATO aerial patrols over the Baltics, are all a reminder that conventional threats still exist. When all of the above are taken together, perhaps the biggest struggle facing European states and peoples is for the survival of the ideas and freedoms that enable them to travel, trade and work together in peaceful co-existence, free from external threat.

One of the many challenges facing the Royal Air Force in this rapidly evolving security landscape is to continually adapt and remain relevant when the use of its breadth of capability – especially high intensity or even low intensity lethal, kinetic force – can have both intended and unintended effects. Consequently, a related challenge faced by Royal Air Force College Cranwell and its academic partner, the University of Portsmouth, is to ensure that each new generation of air force officers is adequately prepared for the complexity of the challenges they will face in executing or supporting future operations. These could range from humanitarian assistance operations to peacekeeping, and from peace enforcement to high-intensity warfare; with counter-terrorism and counter-insurgency operations included along that spectrum.

Consider two high profile security memes, drones and jihadism, in the context of Syria as a means of identifying the breadth of learning that the modern military officer requires if he or she is to operate and lead others in an effective and informed way. The following brief discussion highlights the multifarious ways that understandings of drones and jihadism have evolved and mutated in ambiguous political, legal, cultural and military contexts, with implications for the physical, conceptual and moral components of conflict.

On 29 August 2013 the UK government proposed the use of military force against the regime of President Assad in Syria, following its use of chemical weapons against its own citizens. The official legal basis for this military action would be ‘the doctrine of humanitarian intervention,’ with Prime Minister Cameron proposing to Parliament, ‘military action that is legal, proportionate and focused on saving lives.’ There had been calls in different forms of media to ‘send in the drones’, though what their targets would be, how they might advance a desired political end state, and how they would evade the more-than-capable Syrian air defences was never satisfactorily explained by the pundits at the time. Further, a United Nations agreement on military intervention had not
been reached, with Russia siding with Syria and preventing a Security Council Resolution on peace enforcement. Following a lengthy and sometimes heated debate, Parliament voted against the use of military force against Syria.

Political developments elsewhere ensured that the United States and other Western powers did not involve themselves militarily in Syria at that time. Internal ethnic, religious, ideological and social divisions within the country resulted not only in an escalating civil war between the government and opposition groups, but in increased violence between opponents of the Assad regime. As the intensity of the fighting grew, so did financial and other support for the various major groups involved in the fighting. Russia supported the Syrian government, and other states in the region backed Syrian groups – often along Shia and Sunni religious lines.

Insurgency and terrorism escalated and the phrase, ‘Proxy War’, took its place in the academic and political lexicon. In 2014, a UN commission reported ‘war crimes against humanity’, including torture, sexual abuse and beheadings, implicating the Syrian government and the major opposition groups Jabhat Al-Nusra and the Islamic State in Iraq and Syria (ISIS). In June 2014, the latter group renamed itself and declared an Islamic State (IS) under the leadership of its self-proclaimed caliph, Abu Bakr al-Baghdadi. He declared the border between Syria and Iraq to be illegitimate, a colonial legacy from the Anglo-French Sykes-Picot Agreement of 1916, as IS bulldozed sections of it. Tens of thousands of jihadists from across the world travelled to Syria and Iraq to fight under the IS banner. More problematically for western security, by the following year and into 2016, hundreds of thousands of refugees and migrants were making their way to Europe from Syria and myriad other countries, with increasing numbers of jihadists travelling amongst them with the aim of committing acts of terrorist violence. The most destructive and high profile of these took place in Paris (November 2015) and Brussels (March 2016). Jihad had taken on increasingly innovative forms, using social media as a way of waging information campaigns and obtaining and maintaining support.

So what is the significance of all of this for the education of future Royal Air Force officers and their understanding of air power? This one contemporary example highlights the complexity of the international political context in which air power is brought to bear. Consider the themes that emerge, which officers need to appreciate if they are to operate and lead effectively: International Relations (how the world ‘works’); the roles of global institutions like the UN and NATO; proxy wars, terrorism, insurgency, jihadism and other forms of political violence; UK foreign and defence policy; legal and ethical challenges; and humanitarian crisis. Interwoven through all of these are developments in the physical, moral and conceptual components of air power and its application.

One platform represents these developments possibly more than any other: the MQ-9 Reaper. The Reaper is a remotely piloted aircraft system (RPAS), of which the Royal Air Force has two squadrons: No. 39 Squadron based at Creech Air Force Base, Nevada, and No. XIII Squadron based at Waddington in Lincolnshire. The Reaper brings together two of the core roles of air power: attack and reconnaissance. Capable of great precision and piloted from thousands of miles away, they provide new and different options for political leaders in the application of air power. In the public domain the designation, ‘drone’, however, is now ubiquitous, with all the negative connotations that word includes. They are not without controversy or opponents; in the summer of 2015 the Reaper was used to kill British jihadists fighting for IS in Syria, prompting more public debate about an already-disputed capability and how it can and should be used.

The UK parliamentary vote on 2 December 2015 formalised the deployment of the Reaper in that theatre as part of an international coalition, operating alongside conventional, manned aircraft. The questions of why, how, when and where air power – especially in the form of Reaper – is being used brings additional scrutiny to the crews who operate strike aircraft in particular and the Royal Air Force in general. This past year has seen Royal Air Force College Cranwell train, educate and commission the first cohort of junior officers who have been specifically recruited to go on to fly the Reaper and its successor RPAS. They can only have confidence in fulfilling their duties – and the UK public can
only have confidence in them – if, on top of rigorous and extensive flying training, they also have a broad political, cultural, legal, ethical and military understanding of what they do and how they do it.

Over the past year my University of Portsmouth colleagues and I have taken great satisfaction in contributing to the conceptual and intellectual development of the most recent generation of Royal Air Force officers at Cranwell, bringing our own research and expertise in all the areas previously mentioned, to this most vital of tasks. The future will undoubtedly bring new challenges and future leaders will be required to innovate in rapidly-changing environments. When courage and determination are underpinned by the core values and ethos of the Royal Air Force, and augmented by a robust understanding of the conceptual and moral components of air power, those futures leaders have all the tools necessary to write their own chapters in the history books they have so recently been studying.

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**ELEMENTARY FLYING TRAINING – A STUDENT’S EXPERIENCE**

by Flying Officer Jamie Bunting MEng RAF

After completing a gruelling nine months of Initial Officer Training (IOT) at RAF College Cranwell trainee pilots are thrust into the world of flying training. Selected to join either 57(R) Sqn or 16(R) Sqn they must first complete Groundschool and Survival, Evasion, Resistance and Extraction (SERE) training before being allowed near an aircraft. After completing Elementary Flying Training (EFT) they are streamed Fast Jet, Rotary or Multi-Engine and move on to the next stage of their flying career.

**WHERE’S MY AIRCRAFT?!**
Not all of flying training takes place in the cockpit; SERE training prepares pilots for the less desirable times when they have had to abandon the aircraft. The highly qualified instructors at Aircrew SERE Training Centre (ASTC) at RAF Cranwell teach students the physical and psychological skills needed to preserve life, improve their condition and facilitate recovery. The first week is classroom and site-based. Students are taught how to build their own shelters: these can then be customised with heat reflectors and drying racks; however, interior decoration is strictly limited to what can be found on the forest floor. A highlight of the first week is the day in the environmental pool: students learn how to enter water from height and set up life rafts, all while being buffeted around in complete darkness, driving rain, gale force winds and sea state six. Fortunately, sea sickness tablets are handed out at the beginning.

**SQUIRREL À LA CARTE**
The second week is the field phase - Ex MOORTREK. Students have their new knowledge put to the test demonstrating they can build shelter, signal for help, collect water and make fires. Psychologically, the hardest part is doing without three meals at the Mess every day. Culinary skills learnt include: how to make infusions and teas from various plants, preparing rabbit and making squirrel jerky. Some skills are more transferrable to the kitchen than others!

**BACK TO THE CLASSROOM**
The students gladly return to their warm beds and regular meals during the six weeks of Groundschool where they learn the academic side of aviation. Those who have had some previous flying experience with a University Air Squadron have a familiarity with the flight instruments and navigation; however, *ab-initio* students need to learn the ‘lingo’ and the inner workings of devices they have never seen before. Fortunately, each experienced instructor is more than willing to pause the teaching for a tale “when I was flying...”, which helps keep things interesting. After weeks of learning, revising and testing the students are glad to slip the bonds of groundschool,
don flying suits and join either 57(R) Squadron at RAF Cranwell, or 16(R) Squadron at RAF Wittering.

GETTING WHEELS OFF THE GROUND

Once at Rauceby Lane the students meet their instructors and quickly settle into a life of mass briefs, studying, flying and debriefing. It is here that all of the knowledge from groundschool is put to the test. It is often said that once the helmet is put on, half of the student's brain is left on the ground so it is extra important to learn those checks! The pressure is on and the pace never lets up: students start with effects of controls and basic handling. At the same time they are expected to remember how to get to and from Cranwell, do the checks, work the radios, fix the aircraft's position both visually and using the radio aids and look out for other aircraft!

“BUT THE INSTRUCTOR WILL STILL BE NEXT TO YOU?!”

In a shorter time than it takes some people to pass their driving test, EFT students are sent solo on trip 13. A memorable experience in any pilot's life: before the trip a slightly anxious mother asked her son “although you are 'going solo' will the instructor still be sitting next to you?” In some cases it is hard to tell who is more nervous: a parent, the instructor or the student. Nevertheless being able to enjoy a peaceful flight in the circuit without any interjections from the left hand seat is definitely one of the highlights. Once all of the course members have completed their solo sorties they are entitled to wear a 'solo badge'. As it is a cause for celebration, the students go head-to-head against their instructor on some kind of inflatable assault course in order to ‘win’ their ‘solo badge’ and wear it with pride.

GENERAL HANDLING PHASE

The first half of the course is General Handling and this is the foundation upon which the Applied Phases are built. It is all about learning how to control the aircraft when it is doing what you ask of it and also when it is not! As soon as the student thinks they have it under control another “Emergency” will crop up and before they know it they are doing a Precautionary Forced Landing into a large farmer’s field. Many sorties are spent doing circuit consolidation where the students quickly collect two more hours solo time. Once out of the circuit and into the local area the instructor and student push the aircraft to its limits performing spins and aerobatics. No matter how dynamic the manoeuvre it is still the student’s responsibility to quickly perform the next “aero” in the sequence all whilst monitoring fuel consumption, looking out for other aircraft and planning their recovery to Cranwell. The most enjoyable sortie in the General Handling phase is sortie 29 – Solo Aeros. Once they have mastered their sequence they have one hour of solo time to refine their display pilot skills and brush up on techniques before the Initial Handling Test.

FAST EYES, SLOW HANDS

Race horses have ‘blinkers’ and student pilots have an ‘instrument visor’ for the Instrument Flying Phase. The instructor has the luxury of normal vision; however, the student’s vision is restricted to inside the cockpit to focus on the instrument panel. Used to practice
flight in cloud, it is all about having “fast eyes and slow hands”. It is easy to let the aircraft get away from you but by using known power settings and attitudes the pilot can maintain straight and level flight while his eyes are darting around the cockpit monitoring attitude, heading, speed, height and everything else.

NEVER LOST – ONLY GEOGRAPHICALLY DISPLACED

Every EFT student’s abiding memory of the Navigation Phase is the hours spent pouring over maps searching all over Lincolnshire for suitable turning points and fixes. It is a battle between man and paper using the folding techniques to compress the map to a usable size. The first Navigation sorties are flown at Medium Level around 3,000ft and Low Level at 500ft. Navigating an aircraft consists of measuring the bearing and distance from A to B, adding the magnetic variation to produce the ‘track’ and using mental arithmetic to calculate the time at point B. However, no plan ever survives first contact with the enemy and in this case the enemy is the weather – or more specifically the wind! Pilots use ‘fixes’ to keep on track and the wind is rarely as forecast so use a variety of methods to regain track and update their estimated time of arrival.

THE MOST FUN YOU CAN HAVE WITH YOUR TROUSERS ON

The four formation sorties are a welcomed change for the students – no maps necessary. This time it is all “stick and rudder” to stay on the primary references of the lead aircraft – pure flying. Doing 45° banked turns in close formation over Lincolnshire is a great way to spend an afternoon. On the fourth formation trip students get to fly solo and there is no better feeling than looking the short distance across to the other aircraft to see a fellow student with a face that shows total concentration and enjoyment simultaneously. The course comes to a close with the Composite Phase; six trips in which anything can happen. By this time the students are totally independent in the planning and preparation required for each sortie. They plan a route and what to include in the profile. The instructors push each student to the limit in order to test their airmanship and mental flexibility. Each gruelling composite flight will have multiple emergencies, which may lead to precautionary forced landings; it is down to the pilot to show he can prioritise and deal with each problem while keeping a cool head. The flying culminates in the Final Handling Test where each pilot gets to prove his worth and finish the course – 56 flying hours under his belt.

ALL WORK AND NO PLAY?

Of course not! With Army and Navy EFT Squadrons at RAF Cranwell there are plenty of opportunities for Dining-in nights celebrating each Service’s aviation victories. Taranto Night, hosted by the Navy, was particularly memorable as it contained historically (in)accurate re-enactments, including very dodgy accents and exploding model ships. With the constant assessments it is easy to become caught up in the ‘EFT bubble’ especially as everyone has a day when things don’t quite go to plan and the social events are the best way to let off steam. The first milestone of EFT is ‘going solo’ and once each course member has achieved this they celebrate with a ‘solo barrel’; a barrel of locally produced ale is bought for the students to enjoy responsibly at the bar. After completing the course the students have their ‘streaming’ night; normally in the style of a game-show the students must complete a series of entertaining challenges to win their ‘prize’ which is finding out onto which aircraft type they will progress.

WHERE NEXT?

The ‘streaming’ night is an emotional rollercoaster. After six months of living and socialising together it is time to find out who goes Fast Jet, Rotary or Multi-Engine. Students submit their preferences but spaces are dictated according to Service requirement. Whilst some celebrate being awarded their first choice, the disappointment of getting their second or third choice is a necessity with which they have to deal. Those selected for Fast Jet move to RAF Linton-on-Ouse to fly the Tucano for 29 weeks before progressing to RAF Valley for Advanced Training. Rotary pilots move to RAF Shawbury to fly the Squirrel and Griffin Helicopters. Multi-Engine pilots remain at RAF Cranwell to fly the King Air. Wherever they go each student shares the experience of EFT and all of its ‘highs’ and ‘lows’. Whilst there were times when it seemed less than enjoyable, looking back on it as one’s foundation in military flying, it is unforgettable.
BAND OF THE ROYAL AIR FORCE COLLEGE

The Year that was 2015

Over the last year, the Band of the Royal Air Force College has undertaken a full and varied schedule of engagements, including a number of important ceremonial occasions.

In April, the woodwind Quintet of the Band of the Royal Air Force College flew to Goch, Germany where they provided musical support for a guest night organised by Royal Air Force personnel of the Combined Air operations Centre based at the NATO Air defence site, Uedem.

In May, with the nation celebrating the 70th anniversary of VE Day, the Band was performing at the annual Whittle Hall Spring concerts. To commemorate VE Day, much of the concert featured music honouring those who lived and fought bravely during the Second World War.

We also travelled to IMJIN Barracks near Gloucester, home to the Allied Rapid Reaction Corps, to perform at a Party in the Park in aid of The RAF Benevolent Fund.

In June the Band visited Durham Cathedral and later in the year Liverpool Cathedral to perform concerts in aid of the Royal Air Force Association. The concerts told the story of the Battle of Britain through music, paying tribute to the 75th Anniversary. The programme mapped the build up to the Battle of Britain and its aftermath culminating with VE Day.

In August we travelled to Edinburgh alongside the Central Band of the RAF to perform at the Royal Edinburgh Military Tattoo, titled East Meets West. The RAF headlined the show and again honoured the 75th anniversary of the Battle of Britain with a display accompanied by the Queen's Colour Squadron. The finale also showcased the Bands, performing not only to nearly 9,000 people every performance, but also to worldwide coverage on the BBC.
I had been in the Band of the RAF College for a year when in August 2015 we were the headline act in the Royal Edinburgh Military Tattoo along with the Central Band of the RAF and the Queen’s Colour Squadron. The Edinburgh Tattoo was first held in 1950 and now attracts over 220,000 spectators each August. The event was televised on BBC1 and in 30 countries worldwide to over 100 million viewers, making it the largest scale ceremonial event that the RAF take part in. I was nervous to say the least; it’s not every day you get to perform every night to 8800 people!

The theme was “East Meets West” with acts from four continents, including China, the United States of America, Australia and India as well as the UK and Europe.

We started rehearsals in the first week of August at Redford Barracks just outside Edinburgh, the atmosphere was electric with several hundred performers in the cast from all over the world. The logistics were difficult and rehearsals ran from 9 in the morning until 11 at night. The acts watched each other with interest to check out the competition and the sound of bagpipes outside my window was never far off!

The first of 24 public performances was on the 7th August to a full house of 8,800 people and included a huge fireworks display and son et lumiere (sound and light show) projected in incredible detail and colour onto the façade of the castle.

After an opening fanfare, the first act was the Massed Pipes and Drums, a formidable spectacle that always impresses on every one of your senses. Following the pipes and drums were the highly impressive United Air Force Honour Guard, who became affectionately known to us as the “rifle chuckers” with their drill display.

The Hjaltibonhoga Shetland fiddlers performed next, a group of violinists from the UK’s most northern community. Then the Changxing Lotus Dragon flyovers from a Blenheim bomber, two tornados, three Hawks and the last flying Vulcan.

The concert band has also played a major role in this year’s Charitable Trust Enterprise ‘RAF in Concert Tour’, highlighting the 75th anniversary of the battle of Britain. They have performed at prestigious venues throughout the United Kingdom, including The Sage in Gateshead, The Bridgewater Hall in Manchester and The Royal Concert Hall in Nottingham. The concerts also featured the Band’s ‘RAF Swing Wing’, the Big Band, who have also undertaken a large number of successful engagements during the year.

To end the year the Band performed its own rendition of the popular fairy tale Cinderella. Music was provided by the RAF Swing Wing and members of the Band featured as characters from the tale. The audience left with a huge smile on their faces and are looking forward to what the Band has in store for next year.

In October the Band supported the unveiling of the International Bomber Command Centre at Lincoln. This was a prestigious event for the Band as we provided music for the opening ceremony, which was covered on national television, of a monument inspired by a Lancaster wing to commemorate the thousands of crewmen who served in Bomber Command during World War Two. The event was attended by hundreds of veterans and included

THE ROYAL EDINBURGH MILITARY TATTOO 2015
An Insider’s View

THE ROYAL EDINBURGH MILITARY TATTOO 2015
An Insider’s View
Dance Folklore Group provided our first taste of the “East” with a visually stunning traditional dance, the dragon transforming out of many lotus flowers carried by the dancers. Also of note was the Bollywood Love story, involving lit up costumes, 10 foot tall giants, bells, dancers, singers, horns, the RAF’s very own Bluebells and a huge ticker tape display which captured all the style and glamour of a Bollywood film. Always popular with the audience, the Top Secret Drum Corps from Switzerland dazzled with their pyrotechnic display.

The RAF headlined the show, and honoured the 75th anniversary of the Battle of Britain with their display. We all slow marched on in darkness, spot lit, and marched a very tight crossover before forming up to accompany the peerless QCS, whose excellent drill display ended with them forming a “75” on the esplanade - accompanied by fireworks. Needless to say the applause when the Officers and QCS took the general salute at the end of the display was rapturous.

As part of the Edinburgh Festival Fringe the Central Band Brass and guests from the Band of the RAF College took part in a lunchtime concert at St Cuthbert’s church as part of the Edinburgh Fringe. Guest conductor was Terry Johns, a French horn virtuoso who worked with John Williams and recorded famous horn solos in the Star Wars and Indiana Jones film series. The concert was a great success premiering several substantial works for this ensemble and raising over £400 for the RAF Musicians Charitable Trust.

Whilst at the tattoo it wasn’t just all work and no play for the Bands and QCS. The opportunity to visit the Edinburgh Festival and Fringe was relished by all. Personnel enjoyed adventure training at the Edinburgh International Climbing arena and made the most of the inspiring scenery by going kayaking and mountain biking.

I’m sure all the other acts are as excited as me about taking the Royal Edinburgh Tattoo to Australia and New Zealand next year. The Band of the RAF College along with the Welsh Guards and the Band of HM Royal Marines Portsmouth will join over 1000 other performers in this momentous event taking place in February 2016.
The RAF College Cranwell has two libraries, one of which is situated in the College Hall Officers’ Mess. The building was designed by Sir James Grey West to replace original College buildings and has been used by RAF officer cadets since the autumn of 1933.

The library as one expects has books, but it also houses (along with other sections of the College) items which reflect the heritage of the Royal Air Force. There are however, two items which at first seem curiously out of place in a British military establishment.

These are a pair of portraits by the German artist Adolf Schorling. The paintings are of World War 1 fighter aces Baron Manfred Von Richthofen or ‘The Red Baron’ (1892-1918), and Von Richthofen’s idol and mentor, Captain Oswald Boelcke (1891-1916). Von Richthofen is infamous for having 80 air combat victories and Boelcke taught air combat and formalised air combat tactics with his rules known as the ‘Dicta Boelcke’.

The portraits were given to the RAf College after a visit by the German State Secretary of Air General Erhard Milch, the Chief of the Air Staff, General-Lieutenant Hans-Jurgen Stumpff, and the Chief of the Technical Division of the German Air Ministry, General-Major Ernst Udet, who was himself, the second highest scoring fighter ace after Von Richthofen.

The German delegation visited Great Britain during 1937 and toured various air fields and factories and also visited RAF Cranwell. In May 1938, the portraits were unveiled by the German Air Attaché, General-Lieutenant Wenniger on behalf of General Milch “with his sincere thanks for the interesting and pleasant time he spent at Cranwell”.

The gifts were given to foster relations between the two Air Forces and were given in the hopes that neither side would have to fight each other again. Unfortunately, this hope failed some 16 months after the unveiling.

The RAF reciprocated by sending the German Air Force portraits of two British fighter aces, Edward ‘Mick’ Mannock, VC, DSO**, MC* and Albert Ball, VC, DSO**, MC, Legion d’Honneur (France) and the Order of St George (Russia).

The original Schorling portraits are believed to have been destroyed during the war and there is very little information about them. The only online information found is in the July 1939 issue of ‘Der Adler’ (a journal of the Luftwaffe) which uses the portraits to illustrate articles about the German Air Force in World War 1.

As well as appearing as portraits, Von Richthofen and Boelcke also feature in old College Journals. The articles range from coverage of Von Richthofen’s funeral, a long article on the life of Oswald Boelcke and a series of letters disputing the claims of who actually shot down Von Richthofen.

Since their unveiling, the portraits have been part of the fabric of the College Library and although for many they represent the enemy, they are still hanging today, overlooking both College staff and cadets. They are a paradox, yet are also part of the furniture of the Library.
In January, members voted for a significant change in how the Association goes forward in the future. With membership steadily increasing, we hope to continue to work towards our aim of setting the conditions for an association that honours the past whilst shaping future air power leaders.

This year's Annual Reunion took place on the weekend of 25-26 July. Once again the Reunion was able to bring together current serving and retired members of the Association all within the magnificent setting of College Hall Officers' Mess. In addition to the various sporting activities and formal dinner, this year saw three significant course celebrations; 71 Entry's Diamond, 77 Entry's 55 years and 87 Entry's Golden anniversaries.

On the Sunday, the Jack Holt Memorial Prize was presented to Flight Sergeant Philip Holt during the Colour Sunday Parade.
Flight Sergeant Philip Holt joined the Officer and Aircrew Cadet Training Unit in September 2012 as Flight Sergeant Training Support Flight but was quickly re-tasked as a Deputy Flight Commander on C Flight, C Squadron. During his time on the Squadron he demonstrated outstanding commitment, professionalism and personal standards and, as a result, he was selected for the role of Flight Sergeant Standards in Training Development Squadron. The role is extremely challenging; the incumbent is the gatekeeper of the department’s training standards and is responsible for maintaining the integrity of training delivery, providing underpinning instructor support and ensuring compliance with the Defence Systems Approach to Training Quality Standard. Holt met the challenges of the post head on and quickly proved to be an exceptionally worthy incumbent. He was extremely proactive in ensuring his formal qualification as a Defence Trainer Supervisor to supplement his already robust credibility as an experienced and extremely competent instructor; moreover he used his enhanced skills and knowledge to develop departmental policies, procedures, documentation and support mechanisms in line with training best practice. His reputation as a firm but fair instructor, an outstanding SNCO and an individual with an iron integrity has stood him in good stead for the role but he has also worked hard to remove barriers to learning, building extremely effective working relationships with staff at all levels of the command chain and evolving the assurance process from simply a checks and balances approach to one of development and support. Out with his formal training assurance role, Holt regularly volunteers to provide peer mentoring and informal support to his fellow instructors and is viewed by his colleagues as the senior instructor, a hard earned but incredibly worthy status to have. Holt is currently also acting as Officer Commanding Assurance and Governance Flight, a post which has been gapped for a considerable period, and is doing his utmost to fulfil the responsibilities of a flight of four, a clear indication of his capacity, ability and commitment. Furthermore, as a result of his unquestionable standing in the department and his irreproachable standards, he operates as the Deputy College Warrant Officer, the most senior non-commissioned officer in the department, and subsequently holds a substantial degree of gravitas and influence even beyond that of his primary role. Out with the department, Holt is also responsible for an Officer and Aircrew Cadet Training Unit accommodation block, working tirelessly to maintain and improve the standard of living accommodation provided to our Officer Cadets, and is Deputy Officer in Charge of both the Royal Air Force Cranwell Cycling and Triathlon clubs, competing in associated sporting events in his own time. Flight Sergeant Holt’s worth to the department is immense. His professional abilities, personal standards and commitment to the Service combine to make him the epitome of a Royal Air Force Senior Non-Commissioned Officer and the absolute essence of our instructor cadre, and he is therefore highly recommended for the Jack Holt Memorial Trophy.
THE BATTLE OF BRITAIN
Research by Peter Symes

“Never in the field of human conflict was so much owed by so many to so few”
– Winston Churchill

It is believed that 90 Flight Cadets took part in the Battle of Britain. 26 were killed in action, a mortality rate of 28.9%. They were responsible for shooting down 116 enemy aircraft.

By the outbreak of the Second World War some 1,094 Flight Cadets from 43 Entries had passed out of the RAF College into the Royal Air Force.

Of that total 90 cadets from 29 of these 43 entries carried out at least one operational sortie in the Battle between 0001hrs on 1st July and 2359 hrs on 31st October 1940.

The Battle of Britain clasp to the 1939-45 Star was awarded on the basis of at least one authorised operational sortie with an eligible unit of the RAF during the period from 0001 hours on 10 July to 2359 hours 31 October 1940.

As a result 88 Flight Cadets qualified for this recognition. They included:

• 2 Wing Commander Station Commanders who flew with their Squadrons,
• the Wing Commander Officer Commanding the Fighter Interception Unit (whose role developing airborne radar/night fighting became increasingly important as the night blitz intensified),
• 27 Squadron Commanders.

They were deployed:

On Squadrons in
11 Group: 41
10 Group: 23
12 Group: 14
13 Group: 14

Of the aircraft types they flew:

• 3 were on Defiants
• 8 on Blenheims/Beaufighters
• 34 on Spitfires
• 39 on Hurricanes

In actions sustained (including friendly fire), but survived, 19 aircraft were cat 3 (write offs).

A total of 116 enemy aircraft were shot down:

• 11½ Do17s
• 2½ Do215s
• 12 He111s
• 14½ Ju88s
• 9½ Ju87s
• 46 Bf109s
• 17½ Bf110s
• 2½ Unidentified

B of B Fighter Aces

• Brian Kingcome CBF (9-36B) on 92 Sqn had the highest tally with 7
• Aeneas MacDonell (9-32B) OC 64 Sqn with 6½

With a tally of 6 each were:

• Harold Atkinson (9-37B) on 213 Sqn
• Charles Davis (4-39B) on 238 Sqn
• Peter Townsend (9-33B) OC 85 Sqn

After the Battle

Of the 64 survivors a further 19 (29.7%) ‘Cadets’ were killed in action later in the war.

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1 In comparison the overall loss of life during the Battle by aircrew was significantly lower at 17.2%.

2  5 or more kills (The highest scorer in the Battle was Sergeant J Frantisek on 303 (Polish) Sqn with 17 credited kills.)
The Cranwellian Association Youth Committee was formed in 2015 to inspire and attract the modern day Officer graduates of Cranwell to the legacy that lay before them. With numbers sadly dwindling within the Old Cranwellians' association, it was clear that a new approach had to be found to stop the association fizzling out. With this in mind, a rebrand to simply ‘The Cranwellians’ Association’ took place, in the hope of attracting a steady demographic of members from all RAFC Cranwell graduates.

The Youth Committee is aiming to attract young serving officers to the Association. Through modern social media, facetime with cadets and word of mouth, the Youth Committee is working to increase the number of officers joining to become active members. The Reunion Weekend has always been the premier event of the Cranwellians’ Association calendar, and the Youth Committee have been put in charge of the sports taking place this year on Saturday 23 July. With a range of team sports being played against the newly expanded College, young officers are invited to compete during the afternoon; and then retire for dinner, drinks and a chance to meet other members in the CHOM bar. The integration between serving officers and older members is a fantastic opportunity to share stories as well as pass on experience that will benefit our Royal Air Force for years to come. Other events in the pipeline are being aimed to benefit young officers to give a platform to network with others, gain experience from retired officers, support during their career and boost job prospects after leaving the service. Details for the Reunion Weekend and future events will be available in due course.

The Youth Committee, made up of Junior Officers from a range of branches and backgrounds, including the University Air Squadron, meets regularly and is chaired by Fg Off Calum Morrison, based at RAFC Cranwell.

INAUGURAL AIR POWER LECTURE
with Sir Glen Torpy - 19 November 2015

Over 60 members and guests of the Cranwellian Association gathered at the RAF Club on Thursday 19 November for the first of a series of planned events. Those present enjoyed listening to Air Chief Marshal Sir Glenn Torpy reflect on his time in the RAF, through service in Gulf War 1, Op Telic and latterly as Chief of the Air Staff. He also spoke about his experiences as senior military advisor to British Aerospace and the increasing importance of the relationship between major British industries and the Armed Forces today. In a lively question and answer session, Sir Glenn fielded questions about cooperation with foreign allies outside of NATO, the importance of our people, and the relationship with contractors.

After the lecture and Q&A session, a number of attendees joined Sir Glenn for an excellent dinner of steak and kidney pudding followed by sherry trifle. Many attendees have commented on what a pleasant atmosphere was generated by the mix of UAS, young serving officers and retired members.
A CRANWELL FLIGHT CADET IN THE BATTLE OF BRITAIN

GP CAPT DOUGLAS ROBERT STUART BADER DSO* DFC*

By Hazel Crozier, College Curator

In the 75th anniversary year of the Battle of Britain, I thought it appropriate to highlight Cranwell’s arguably most famous Battle of Britain son - Gp Capt Sir Douglas Bader. Of course, much can (and has) been written on Bader, but this is a snapshot of the interesting and unusual career of one particular officer.

Gp Capt Bader won a Prize Cadetship to the RAF College and joined as a Flight Cadet on “A” Flight on 6th September 1928. While at Cranwell he was a member of the College rugby, shooting, cricket, athletics, boxing and hockey teams. He graduated on 25th July 1930 having attained the Cadet rank of Under Officer. Bader’s tutor was very astute as he wrote in the Flight Cadet character book that he “Do well in a war situation, absolutely full out”.

On graduation Bader was posted to 23 Squadron, flying Gamecocks at RAF Kenley. In 1931, representing the squadron in the pairs aerobatic competition at the Hendon Air Display on December 14th, he crashed a Bulldog at Woodley Aerodrome whilst performing a roll at a very low level. He lost both legs, the right above the knee and the left below. Whilst he was in hospital, a nurse outside his room hushed everyone as “there was a boy dying in there”. On hearing this, his determination came to the fore as he wrote in the Flight Cadet character book that he would “Do well in a war situation, absolutely full out”.

On graduation Bader was posted to 23 Squadron, flying Gamecocks at RAF Kenley. In 1931, representing the squadron in the pairs aerobatic competition at the Hendon Air Display on December 14th, he crashed a Bulldog at Woodley Aerodrome whilst performing a roll at a very low level. He lost both legs, the right above the knee and the left below. Whilst he was in hospital, a nurse outside his room hushed everyone as “there was a boy dying in there”. On hearing this, his determination came to the fore as he was determined not to die. After being fitted with artificial limbs, Bader remained in the RAF. He was promoted to Flying Officer in 1932 but was most unhappy as he was not allowed to fly, and so retired from the RAF on account of ill health on 30th April 1933. Between the wars he worked for the Asiatic Petroleum Company which later became Shell.

With WW2 looming, Bader insisted on re-joining the RAF as a pilot. Passing a flying test at Upavon on 18th October 1938, he was re-employed as a regular officer.

After a refresher course at Upavon, he joined 19 Squadron flying Spitfire Mk Is at RAF Duxford on 7th February 1940. In March he was promoted to Flight Lieutenant and posted as a Flight Commander to 222 Squadron who were also based at RAF Duxford, flying Spitfire Mk Is. Throughout May and June, he flew Spitfire “D” in Sector Reconnaissance formations, and night flying sorties. He scored his first victory when he shot down a Bf 109 near Dunkirk, and also shared in a probable He 111. On 23rd June 1940, he was assessed by his Commanding Officer as an “exceptional fighter pilot”.

The next day he was posted to 242 Squadron as Acting Squadron Leader (which was not given to Bader as a substantive rank until 18th June 1941). 242, a Canadian squadron flying Hurricanes from RAF Coltishall, had suffered heavy losses so morale was low and discipline lax when he took command. However, he was able to bring the squadron back to a good operational standard and on 11th July his logbook states that he “Attacked and destroyed one Dornier 17 off Cromer (Confirmed)”, and two days later “attempted interception of Heinkel. Never saw it, investigated a cross country raid at Cromer”.

During the Battle of Britain, Bader and 242 Squadron were heavily involved with formation flying and convoy patrols, many times flying two to three sorties in a day. On August 21st, he destroyed another Do 17. On 29th he noted in his logbook that he “intercepted Dornier 17 above cloud while flying alone. Hit it but saw no result as he dived into cloud. Subsequently confirmed and crashed into the sea.” The next day he wrote that the squadron “intercepted 100 E/A (sic) with squadron. Shot down 12. Self two Me 110s.” Later the same day, the squadron
“met about 100 E/A (sic)...at 15,000ft just west of Enfield. Was up sun and above them; dived the whole squadron into attack from above and behind...Squadron destroyed 12 EE (sic) for loss of nine. No bullet holes in any aeroplane”

For August 1940, Bader recorded 65 hrs 25 minutes in his logbook.

The next month, he destroyed two Me 110s, three Do17s shot down and a further two damaged, a Bf 109 and a Ju88 destroyed. This score is hardly surprising as, on 6th September alone, Bader flew five sorties. From 7th to 18th September he flew about three sorties per day.

Gp Capt Bader was awarded the DSO on 14th September 1940. The next day, which later became Battle of Britain day, he flew two trips with the Duxford Wing, whose total for the day was 52 + 8. Bader was one of the main exponents of the “Big Wing” tactic. In the face of much opposition, he, and the 12 Group AOC (AVM Sir Trafford Leigh-Mallory) pushed through and used their idea of the “Big Wing” tactic; a formation of four squadrons meeting the Luftwaffe as a Wing. As the month progressed, he was heavily involved in Fighter Command’s now well-known “Big Wing” sorties. One such action on 18th September was described by Bader:

“Wing consisting of 242, 310, 301, 19, 611 caught large bomber formation south of estuary at about 1730. We were at 20,000’ under 10/10ths. E/A at 18,000’. Wing destroyed 30 + 6 probable and 2 damaged. E/A numbered about 160-50. Personal score 1 JU 88, 1 Do 17. No casualties in Squadron”

During the rest of the year, Bader continued to fly patrols, and was awarded the DFC on 12th December 1940. He noted in his logbook at the end of 1940:

“So ends 1940. Since I have had 242 Squadron (June) we have destroyed 67 E/A confirmed for the loss of 5 pilots killed in action and one killed diving out of cloud. The Squadron has been awarded one DSO and 9 DFCs”

On 18th March 1941, he was promoted to acting Wing Commander and posted to RAF Tangmere. Whilst there he flew offensive fighter sweeps, and his total victories included seven Bf 109s destroyed, seven Bf 109s damaged, four probable Bf109s destroyed and he shared in the destruction of three Bf109s. A bar to his DSO was gazetted on 15th July and a one to his DFC on 9th September 1941.

On August 9th 1941, Bader’s life took a new turn. Leading the Wing in bomber escort duties to Bethune, he found himself alone and involved with several Bf 109s. In the ensuing combat south of Le Touquet he claimed a Bf 109 destroyed and another probable, before he was shot down. He baled out, without his right artificial leg, and was captured. The German authorities sanctioned the RAF to fly out a replacement leg which was parachuted from an RAF aircraft. After he was captured, Bader also met the famous Luftwaffe fighter ace, Adolf Galland. As POW he made numerous escape attempts before finally being incarcerated in Colditz Castle where he stayed until his release on 14th April 1945.
After rest and recuperation, Bader was posted to RAF Tangmere as a Group Captain to command the Fighter Leader’s School. It was not a successful appointment, and soon he was given command of the North Weald Sector, from where he organised and led the Battle of Britain flypast in September 1945.

Gp Capt Bader retired from the RAF in July 1946, returning to his previous employment at Shell and becoming the managing director of the Shell Aircraft Fleet in 1952. For his public service to the disabled, he was made a CBE in 1956 and was knighted in 1976. He died on 5th September 1982.

When Sir Douglas Bader’s name is mentioned, it engenders a mixed response. Courage, bravery and determination he had in plenty, but set against this, both during the war and afterwards politically, he held and voiced many controversial views. But love him or hate him, from the time he walked through the doors of the RAF College as a Flight Cadet, to his death in 1982, his achievements were many and he was a great inspiration to others.

### IN MEMORIAM

We record with regret the passing of the following Cranwell Graduates or Cranwellians whose deaths were notified to us during the last year.

<table>
<thead>
<tr>
<th>Name</th>
<th>Graduation Entry</th>
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<tr>
<td>Air Cdre Tony Carver</td>
<td>Graduated 49C Entry</td>
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<tr>
<td>Sqn Ldr Mike Doggart</td>
<td>Graduated 95D Entry</td>
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<td>Sqn Ldr George England</td>
<td>Graduated 61A Entry</td>
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<td>Gp Capt Maurice Fenner</td>
<td>Graduated 49D Entry</td>
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<tr>
<td>Sqn Ldr John Horsfall</td>
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<td>Sqn Ldr Bill Howard</td>
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<tr>
<td>Gp Capt Richard Kidney</td>
<td>Graduated 70B Entry</td>
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<td>Gp Capt David Luck</td>
<td>Graduated 51A Entry</td>
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<tr>
<td>Air Cdre Terence Morgan</td>
<td>Graduated 65C Entry</td>
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<tr>
<td>Air Cdre Brian Sills</td>
<td>Graduated 69B Entry</td>
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<tr>
<td>Gp Capt John Turner</td>
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</tr>
<tr>
<td>Gp Capt ‘Tubby’ Vielle</td>
<td>Graduated 32 Entry</td>
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<tr>
<td>Gp Capt Russ Williams</td>
<td>Graduated 79 Entry</td>
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