

ROYAL BRITISH LEGION

DERBYSHIRE COUNTY PLAN

(2025 – 2028)

1. INTRODUCTION AND BACKGROUND

This County Plan is intended to record planned objectives for the next three years. The plan was agreed by the County Committee at its meeting held on 5th October 2024.

Input:

Survey carried out and details shared through the Monthly Newsletter and the County Committee members were asked for input at the meetings in April and July.

2. OBJECTIVES

- 1 Branch Community Support
- 2 Remembrance and Ceremonial
- 3 Membership (Retention and Recruiting)
- 4 The Community (including media and publicity)
- 5 Training
- 6 Governance (Administration and Finance)

1 Branch Community Support

Objective	Target date	Achievement Date	Responsibility	Key Performance Indicator(s)	Budget estimate
Appoint a County Community Support Officer	Oct 2024		County Chair	County Community Support Officer in role and completed training	
To get to 75% of all Derbyshire branches signed up to BCS. CCSO will visit branches without BCS and explain the programme.	July 2025		County Community Support Officer	BCS returns show number of BCS Reps increasing year on year.	
BCS will feel supported through meeting twice a year with CCSO	Dec 2025		County Community Support Officer	BCS Reps to discuss common challenges and plans for ensuring all areas are covered in the county	
Grow the support to local veterans through publicising the BCS.	Dec 2024		County Community Support Officer	A BCS development plan will be in place.	
Ensure that funds from the County and Welfare Accounts are available when requested by Central Grants for quarterly almonisation.	Dec 2024		County Treasurer	Information to be included within report to County Committee at each meeting.	

2 Remembrance and Ceremonial

Objective	Target date	Achievement Date	Responsibility	Key Performance Indicator(s)	Budget estimate
To participate in events across the county and represent the RBL	Oct 2024		County Chair	Civic, community and armed forces events know and part of the annual calander.	
Arrange and hold County Standard Bearer Competition.	Oct 2024		County Parade Marshall	County Standard Bearer advised for Regional Competition.	£350.00
Increase the participation of branch standard bearers in the annual County Standard Bearer Competition.	Oct 2024		County Parade Marshall	County Parade Marshall to report to the County Committee each April.	
To carry out Standard Bearer training across the county	Dec 2024		County Parade Marshall	Annual calander of training/ competition planned in advance by Dec for the following year. Report to County Committee	£200.00
To assist and support the Poppy Appeal	June 2024		County Chair	Poppy Appeal Manager to report to County Committee overview.	

3 Membership (Recruitment and Retention)

Objective	Target date	Achievement Date	Responsibility	Key Performance Indicator(s)	Budget estimate
Recruit a County Recruiting Officer	Oct 2024		County Chair	County Recruiting Officer in post and has a clear role description	
Recruit a Recruiting team of 8 recruitment advisers	Oct 2025		County Recruiting Officer	Recruitment advisers are in post and actively engage with branches to support growth.	
Grow the county by a minimum of 3% grow on annual membership.	Dec 2026		County Recruiting Officer	County membership grows. Growth on all Branch Meeting Agendas. The county grows for 5 consecutive years	
All current members are briefed in 'elevator talk', What is the RBL?	Dec 2024		County Chair	3% grow on annual membership.	
Members are retained by: High quality Branch meetings offered Branches appoint a Membership Secretary Members are welcomed to meetings and events through a team of designated branch members	July 2025		County Chair	3% grow on annual membership.	

4 The Community (including media and publicity)

Objective	Target date	Achievement Date	Responsibility	Key Performance Indicator(s)	Budget estimate
The members in Derbyshire feels	Dec 2024		County Chair	Opportunities are planned and delivered to share good practice, support branches that are struggling and celebrate the successes we can learn from. Improved communication between the county committee and branches across the county.	
Publish Branch details on County Web Site	Dec 2024		County Web Master	Website up to date and reviewed quarterly	
Ensure all branches are participate in the youth affiliation scheme	Dec 2024		County Youth Officer	All Branches have affiliated units. CYO has met with all Lead Volunteers of the Cadets. A programme is developed that branches are aware of that they could deliver	
Appoint County Media Team Leader	Oct 2024		County Chair	County Media Team Leader role description created and person appointed.	
RBL Brand recognised across the county	Dec 2025		County Media Team Leader	Social Media channels are established. RBL join details are shared monthly within the local community through various challenges, Radio, online, print at events, Work alongside the Armed Forces Champions to reach all veterans	

5 Training

Objective	Target date	Achievement Date	Responsibility	Key Performance Indicator(s)	Budget estimate
Recruit a County Training Officer	Oct 2024	Oct 2024	County Chair	CTO in role and has completed appropriate training for the role.	
All County Committee and potential County Committee members to attend the County Management Course	Dec 2024	Mar 2025	County Training Officer	County Chairman to record and monitor	
Arrange quarterly Branch Management Training Course within the County.	Dec 2025		County Training Officer	CTO reports to the County Committee.	£250.00
Positive relationship with the Learning and Development Team established.		Jan 2025	County Training Officer	Training delivered within the county and L&D Team meets the needs of members in Derbyshire	
Arrange two Branch Officer Seminars per year that are attended by 75% of branches	Oct 2025		County Chair	Report to County Committee.	£175.00
All Branches have a development plan in place.	Dec 2025		County Committee	Branches have support from County Committee members. All Branch AGMs are attended by a County Committee member. Branch Plan development is supported by a member of the County Committee	

6 Governance (Administration and Finance)

Objective	Target date	Achievement Date	Responsibility	Key Performance Indicator(s)	Budget estimate
Progress of the County and Branches are reviewed	July 2025		County Chair	County Plan in place and reviewed at each County Committee meeting. County Committee members support Branches to develop a Plan. These are shared with the County Committee and support is identified where needed.	
Risk Register in place and risks mitigated	Dec 2024		County Chair	Risk Register developed	
Safety and risk management appropriate to support operational activities.	Dec 2024		County Chair	Safety Lead appointed on the Committee. Risk assessments developed for regular activities External review of risk management Emergency contacts and management are in place	
Young adults (18-30) are supported to fulfil roles as part of the County Team and Committee.	Feb 2025		County Chair	Two members aged 18-30 elected as committee members	
County committee if efficient and effective in is operation	Dec 2024		County Chair	Skills audit completed. Declaration of interests held by County Secretary. Clear plan and knowledge of terms of office. Review County Committee and develop County Team to support operational activities.	