



Berkshire Lieutenancy AWAYDAY
Thursday 6 November 2025
ECMWF

Outline Notes

Opening remarks:

The Lord Lieutenant (LL) welcomed attendees, provided an overview of the ECMWF, and introduced Dr Florence Rabier, Director-General, who delivered a brief presentation on ECMWF's leadership in weather forecasting, earth observation, and climate science. The LL then reflected on the Lieutenancy's activities over the past year.

Interfaith Panel:

- The Interfaith Panel met six times in the past year.
- The first Interfaith Walk in Windsor was a major success, with another planned.
- The Panel continues to strengthen community cohesion in line with His Majesty's priorities.
- Thanks were given to Graham Barker and the Panel for their work.

Honours Panel:

- Processes have been streamlined to improve efficiency.
- A new Unsung Heroes Garden Party recognises individuals who contribute significantly to their communities but may not qualify for an Honour or Garden Party nomination.
- Special thanks given to Lord Brownlow for financial support of the 1st Unsung Heroes event. The LL invited others, if able to support future events.
- Thanks were expressed to the Honours Panel - Julian Walker, Alexander Matheson, and Chris Juden.

Website:

- Thanks given to Stefan Fafinski (SF) for his continued support with the Lieutenancy website and the potential annual newsletter highlighting the work of the Lieutenancy

Citizenship ceremonies:

- Last year consistency was discussed with the Citizenship Ceremonies. Marina (MS) and Dennisha (DB) recently visited all UAs to observe their ceremonies. MS will deliver a short PowerPoint presentation during the days' events
- Lieutenancy working with Registrars and Mayors to make all Ceremonies successful and special events
- Important for Lieutenancy to embrace differences between UAs, not highlight them

Engagements:

- 320 engagements over the last year (not including Royal visits.)
- Approx. 25 Royal visits - a huge number in comparison to most other Lieutenancies.

Summary:

The Berkshire Lieutenancy continues to do a wonderful job in representing His Majesty The King and upholding the values of The Crown.

Special thanks were given to all Deputy Lieutenant, Marina and Dennisha.

Thanks were extended to the ECMWF for their support of this event



Breakout session 1 – Youth Initiatives:

How do we take the message of The Crown and democracy to young people within our community? How do we keep democracy safe?

Yellow Group (Paul Dick, Stefan Fafinski, Gerry Lejeune, Lord Lieutenant, Lucy Zeal):

- Cadets – lots of young people want to be cadets but not enough cadet instructors. New citizens could be approached to see if they would like to be leaders as no special military background is necessary.
- We know a lot about young people and their needs which have worsened since Covid but we also know more about the issues being faced by young people. To think about - how can we empower charities who work with young people?
- Discussed a possible Youth Conference, what would this look like? We could possibly partner with the UoR or Reading College. Graduate students at UoR might want to facilitate the conference and/or use it as future research.
- DLs are a mixed ability group of people who meet all different areas of the community at events and so there's an opportunity to talk to young people about the monarchy and democracy (guidance needed as to how this would work).
- Schools are a prime target, DLs could do presentations in schools although presentations would need to be good quality.

Red Group (Robert Van de Noort, Lindsey Beard, Chris Juden, Alexander Matheson, Sarah Scrope, Julian Walker):

- Started by thinking about education and citizenship lessons, can the Lieutenancy assist with citizenship education? How can we use our common strengths to bring citizenship lessons to life?
- A possible idea was to ask schools to create a citizenship activity and then provide an annual award/prize to the winner.
- Clubs – cadets, CCF, scouts etc, probably already understand the values of citizenship.
- Social media – need to find ways to influence young people and social media is probably a good way to do this, TikTok/Instagram etc. Need to find the right way to promote democracy, monarchy, rule of law, voluntary, community cohesion and social values.
- How can we work with the national level of Lieutenancies and cohesively.

Blue Group (Harry Henderson, Graham Barker, Tanweer Ikram, Alka Kharbanda, Stephen Matthews, Harriet McCalmont):

- Lots of groups involved in youth engagement, schools, universities, cadets, sports/social clubs, church, music, scouts. The message to groups should be clear and combine the constitution with the ideas of the Lieutenancy. The Lieutenancy should convene and support but not dictate.
- Identifying an influencing group could be key to strategize. These groups could go into schools to do assemblies (possibly on an annual basis)
- The message could attach to various events which are 'supported by the Lieutenancy on promotional material and then a strapline about the Lieutenancy to spread the word of the work we do.

Green Group (Simon Muir, Derna Grundon, Carol Jackson-Doerge, Sean Taylor, Hugo Vickers):

- Current/former High Sheriff in the green group so lots of experience of youth engagement.
- There is an interest in historic roles like High Sheriff, LL, DL etc so could tap into this.
- Need to use the right language when speaking to young people.



- DLs are invariably people who are good at engaging with others so opportunity to use those skills.
- We need a deeper knowledge of the charity sector in Berkshire, i.e. what charities exist so that we can signpost young people better.
- It would be beneficial to know what the Royal Family's touch points are to be able to tap into the same areas.
- Suggested an annual event to address youth initiatives.,

Citizenship PowerPoint presentation by MS:

- MS and DB attended ceremonies in all 6 UAs over the summer.
- Registrars very much appreciate the support of the Lieutenancy on attending ceremonies and making them special for the new citizens.
- MS delivered short presentation detailing differences between UAs.
- Monitoring the potential of a 2nd ceremony in Reading and if it becomes a more regular occurrence, it will be added to ½ yearly allocation.
- Briefing notes have been updated and will be sent out with next allocation.
- DL's speech will be updated, possibly not before next allocation is sent out but soon after.
- All documents along with PowerPoint presentation and more detailed spreadsheet is available in the members area on the website

Virtual presentation – KAVS Office delivered by Paul Harron (PH) & Abby Oshodi (AO) Followed by Q&A session:

Julian Walker (JW) – The assessment form is very complicated. Would it be possible to re-design and simplify to reflect the conversations assessors have with the groups? Lieutenancy happy to help the KAVS Office with re-design. JW also inquired if the KAVS had joined a Lieutenancy for an assessment?

AO – Warwickshire Lieutenancy have developed their own form which meets their needs on assessment visits. Information is then transferred to the KAVS form for submission. The central office had observed DLs completing assessments in the past

PH – Lieutenancies can use whatever method they wish to capture the information. The process needs due diligence at all levels, and the current official form reflects this.

Lucy Zeal (LZ) – Doing the assessment and writing the reports takes a considerable amount of time. Is there a way of reporting if it becomes evidence at an early stage in the assessment process a group is not going to qualify so that the whole form is not required to be completed?

PH – KAVS Office relies on Lieutenancies to identify these issues and if there is a way to simplify this they will.

AO – AO and PH will discuss this issue away from the meeting.

Sean Taylor (ST) – When assessing a group previously, it became evident very early on that the group did not meet the requirements due to basic checks not being completed by said group. Is there a way the KAVS Office can filter these groups out by asking these simple questions at the very start of the process e.g. do you do basic checks on your volunteers, ratio of volunteers to



paid staff? Also, would it be possible for a set of guidelines to go out to groups so they can get ready for the assessment meeting in advance?

PH – thanked ST for his feedback and said they will keep trying to improve.

GB – Back up previous comments and asked if it would be possible to have a pre-assessment assessment. The Lieutenancy would be happy to work with the KAVS office to facilitate this. Also, should DLs be encouraged to nominate groups?

PH – Bear with the KAVS Team as its small and things take time to process and change. All feedback was greatly appreciated. Guidance given that DLs did not nominate groups

Stephen Matthews (SMA) – It is a wonderful privilege to be an assessor. Is there a way to share information to highlight the good work being done?

PH – The Chairman of the KAVS is constantly looking at ways this can be done. Lieutenancies should publicise the presentations, events etc. Winning charities should include the KAVS branding. KAVS Office uses their marketing and branding especially during the nomination period to publicise the KAVS process.

LL – BEMs for individuals who are associated with nominated charities -does the KAVS Office liaise with Honours Team to assist with potential nominees?

PH – there is liaison and they are trying to decrease the lag although the processes do run at different timescales.

AO – A process is in place Nominations get sent to the Honours Team, who will send out a form to the nominator. Once this form is completed and submitted it goes back to the Honours Team with LL's validation in the hope this will speed up the process.

Breakout session 2 – Civilian resilience:

Overview delivered by Brigadier Conn MacEvilly:

- Honours can help with civilian resilience, as it weaves the fabric of society
- Lieutenancies have a responsibility to help communities to be ready
- There is a space for civilian effort, it should not wait for a demand signal from central government (proceed until apprehended!)
- Build on localism
- Leverage on existing institutions and groups
- Rehearse!

Sue Halliwell on local overview

Local authorities have a responsibility for civilian/community resilience, but their key role is in recovery after an event. Communities and Local Authorities are still exhausted from the pandemic but there's still strength and cohesion, how it is unlocked is key.

Feedback:

Yellow Group (Stefan Fafinski, Lindsey Beard, Derna Grundon, Robert Van de Noort, Sue Halliwell):

In the event of certain incidents, the Local Authority wouldn't look at Lieutenancies for help, so what are the main three things in an emergency:



- Preparation – convening powers as a hub. Local Authorities go to organisations they can trust. Lieutenancies can broaden this list.
- Response – this would be the statutory authority's domain
- Recovery – Lieutenancies can stay neutral, be visible on behalf of The King, promote interfaith responses where applicable.
- Lieutenancies have a role in bringing communities together. They can also raise the profiles of groups who respond to such incidents.

Green Group (Chris Juden, Alka Kharbanda, Hugo Vickers, Lucy Zeal, Harry Henderson):

- The Lieutenancy response needs to be on a local level so as not to inhibit the statutory response.
- The Lieutenancy can communicate information on social media.
- The role of the Lieutenancy post incident is to remain neutral, show support, help share information and communicate important messages.

Red Group (Julian Walker, Graham Barker, Paul Dick, Gerry Lejeune, Harriet McCalmont, Simon Muir):

- The Lieutenancy is not in the disaster recovery business but can help by coordinating the voluntary sector.
- The Lieutenancy can open minds to future risks.
- The Lieutenancy can bring the 6 UAs together
- The Lieutenancy can use its existing networks to disseminate information
- Leadership by example

Blue Group (Stephen Matthews, Tanweer Ikram, Carol Jackson-Doerge, Sarah Scrope, Sean Taylor, Lord Lieutenant):

- Discussed there being a wide range of threats and nowadays these seem to be more of the electronic variety, and it seems the threat levels are increasing.
- The Lieutenancy may not have the funding to do much but can be used as a conduit.
- Raise awareness, recognise issues, collate data, look at communication systems.

LL summary:

- Request that DLs try and attend Citizenship Ceremonies across all of the county
- Request all DLs make themselves available when invited to take part in the KAVS assessment process.

The Lord Lieutenant ended the discussions and thanked everyone for attending. He felt the day had been an enormous success with lots of useful feedback to consider going forward.