

# UTC Affiliation



**Newsletter**  
**SUMMER 2019**



## **MESSAGE FROM REAR ADMIRAL WILL WARRENDER CBE, FLAG OFFICER SEA TRAINING**

I am delighted to introduce this edition of the Royal Navy UTC Affiliations Newsletter. The Royal Navy's relationship with the UTC programme continues to develop, with many affiliates taking full advantage of the wide variety of enrichment opportunities offered by the RN UTC Outreach Team. It is always encouraging to see the enthusiasm shown by UTC staff and students during our major RN UTC Outreach events, namely the Junior Leaders' Field Gun competition, Visit weeks and the Royal Navy Engineering Challenge. Following recent recruitment, the RN UTC Outreach Team is now at full strength and I would strongly encourage all affiliates to utilise this resource in support of respective curriculum and student learning requirements, to enhance students' overall learning experience. Through effective, meaningful engagement, the

Royal Navy remains strongly committed to the national STEM strategy, to all UTC affiliates, and to meeting the requirement for STEM-qualified professionals in the future.

I wish you all well and thank you for your continued interest in the Royal Navy and your engagement with the RN UTC Outreach programme.

## JUNIOR LEADERS' FIELD GUN COMPETITION 2018

In the sweltering heat of last July over two hundred students and staff from eleven UTCs participated in the hotly-contested Junior Leaders' Field Gun (JLFG) Competition – an experience that will be fondly remembered by all those involved for many years to come.

As in previous years, competitors were once again accommodated on board HMS Bristol and the, now familiar, routines saw them woken at 0530 to be ready to march to breakfast at 0615. Once fed they were bussed to the Tented Village which was located just behind the parade ground at HMS Collingwood, Fareham. The Tented Village serves as the heart of the JLFG community for the week and it is here that a dedicated team of volunteer trainers, each with many years' experience of 'Brickwood' Field Gun, began the process of guiding their charges through the complex rules and rituals of the competition.

With high ambient temperature warnings being a common occurrence throughout the week, the effort and determination shown by all teams to learn the drills during the exhausting practice runs was all the more impressive. Thankfully this exertion was offset with opportunity to gather thoughts, talk about tactics and share stories with other competitors once off the track and back in the 'shade' of the village.

The Finals, which were held on Friday 6 July in front of family, friends and VIPs, were a fitting and climatic end to the challenging, yet highly rewarding week. The UTCs raced against junior teams from the Armed Services, youth organisations and local Further Education colleges. All of the teams performed superbly, with Greater Peterborough UTC reaching the Plate Final and finishing 5th overall, beating a number of older and more experienced teams to do so.



*Greater Peterborough UTC going into the 'Limber Turn' prior to 'First Action' – on their way to glory and the honour of being the highest placed UTC.*



*UTC Plymouth conducts 'First Action' drill with 'Speedy Bullet' leading the way.*

## JUNIOR LEADERS' FIELD GUN COMPETITION 2018

Since UTCs were first invited to compete in the RN Junior Leaders' Field Gun competition in 2016 the highest placed UTCs have been:

2016 – ELUTEC

2017 – ELUTEC

2018 – Greater Peterborough UTC

Although trophies have traditionally been presented to those winning the Final heats there was not a designated trophy that specifically acknowledged the great achievements of UTCs.

However, RN UTC HQ has recently launched a new UTC-specific JLFG Trophy for teams to compete for. This will be awarded annually to the Highest Highest Placed UTC, with the achievement being celebrated by a named badge being attached to the trophy base.

Upon suitable conditions being met by the respective UTC, the trophy will be loaned to the college for the period between JLFG competitions.

As the highest placed UTC in last year's JLFG competition, this new trophy was presented to the 2018 Greater Peterborough UTC team in front of the whole college, friends and family on 5 February by the RN UTC Affiliations Officer, Lieutenant Mike Hilton.

In presenting the trophy, Lieutenant Hilton said,

*"For many participants this was their first experience of a team event of such magnitude and many will have experienced a mixture of emotions as the week progressed. It was really rewarding to see how individuals developed throughout the week's training; culminating into a coherent team that gave it's all for the cause. What is certain is that ALL will have challenged themselves like never before".*

This was backed up by David Bisley, the Acting Principal for Greater Peterborough UTC, who stated,

*"I'm so proud of the 2018 Greater Peterborough JLFG team – especially as we are not the largest UTC in terms of student population, or in fact the physical size of our students. However, the team more than made up for this with sheer grit, determination and teamwork".*



*Trophy for the 'Royal Navy Junior Leaders' Field Gun Competition – Highest Placed UTC'*

## JUNIOR LEADERS' FIELD GUN COMPETITION 2018



Greater Peterborough UTC – Highest Placed UTC in 2018

## JUNIOR LEADERS' FIELD GUN COMPETITION 2019

Although the JLFG Committee reduced the number of full team places allocated to UTCs this year, from nine to eight, the Royal Navy UTC Outreach Team was delighted to announce that students from ten UTCs have been selected to run in the 2019 JLFG Competition as either full or combined UTC teams. The UTCs are: Aston, Derby, ELUTEC, Greater Peterborough, Plymouth, Reading, Portsmouth, Scarborough, South Devon and South Wiltshire. The Junior Leaders' Field Gun committee was once again overwhelmed by the number of applications received. Being selected for the competition, which is being held at HMS Collingwood, Fareham over the week of 30 June – 5 July is therefore a fantastic achievement.

All those selected will not only be hoping for good weather, albeit a little cooler than that experienced in 2018, but also to build on the very strong results they achieved.

Chief Petty Officer 'Frenchy' Marsay, the Personal Development Instructor with the RN UTC Outreach Team said to the teams,

*"As you launch yourselves into the 2019 JLFG preparations, take a little time to reflect on your achievements last year and be prepared to mentor and guide your new team members. It is now time for you to step forward and take the lead. We look forward to meeting you all and having a fantastic competition."*

## ROYAL NAVY UTC VISIT WEEKS 2018

During the weeks of 1-5 and 8-12 October the RN Outreach Team hosted 68 Year 10-13 UTC students from 7 affiliated UTCs (Aston, Derby, Reading, Bristol, Greater Peterborough, Plymouth and South Wiltshire) during the annual UTC Visit Weeks. All participants were accommodated on board HMS BRISTOL throughout their visit, and each week consisted of the following comprehensive engagement activities:

- One day at HMS COLLINGWOOD (Principles of Communications & RADAR, Phalanx, 4.5" Gun & Automated Small Calibre Gun (ASCG) demonstrations, practical stripping down of RN small-arms weapons and time in the Dismounted Close Combat Trainer (DCCT)).
- One day at HMS SULTAN (Hands-on experiences with diesel engines, auxiliary machinery, Air Engineering & Survival Equipment).
- A Weapons and Marine Engineering-based ship visit to HMS DUNCAN & HMS ST ALBANS respectively to contextualise COLLINGWOOD & SULTAN knowledge into a 'real world' environment, and to experience the RN at first hand. This was a fantastic opportunity for students (and staff) to experience 'Navy life'.
- A Portsmouth Historic Dockyard visit where they had a guided tour of HMS WARRIOR to discover why the change from sail to steam was so revolutionary for the RN and for maritime sea power.

Additionally, with the RN Outreach Team regularly receiving feedback from UTCs that teaching basic hand skills is often hard to achieve, students were given a guided tour of International Boatbuilding Training College Portsmouth which provided engaging hands-on/demonstrations of boatbuilding-related hand skills.



*UTC students hands-on with diesel engines at HMS SULTAN*

## ROYAL NAVY UTC VISIT WEEKS 2018



*UTC students lifting diesel engines at HMS SULTAN*

Further engagement activities were also made available to students each evening on board HMS BRISTOL. These included:

- Gas Turbine Lecture
- Learning the layout of the ship and finding your way around the ship using 'ship location markings'
- Hands-on rope work
- Personal Development workshops to increase each student's confidence in public speaking and communications skills
- RN Careers Service presentation

The overall feedback from UTC staff and student Visit Week questionnaires shows that the majority found the activities throughout the week to be both worthwhile and thought-provoking.

## **ROYAL NAVY UTC VISIT WEEKS 2019**

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This year's Visit Weeks for Year 10-13 UTC students are scheduled for the weeks of 30 Sep-4 Oct and 7-11 Oct. Colleges will once again live on board HMS BRISTOL in Portsmouth Harbour, with participants expected to arrive from mid-afternoon on the Monday and to depart on the Friday morning.

Having analysed the feedback received from students and staff who attended last year these enrichment weeks are highly valued by the majority of participants.

As in previous years a comprehensive programme is being organised which will cover the different Royal Navy engineering specialisations, as well as a Personal Development 'low ropes' session. Dependent upon ships' programmes and their availability, a ship visit will also be provided on the Thursday to contextualise and consolidate the students' engineering experiences from earlier in the week and to provide experience of naval life at first hand.

## ROYAL NAVY ENGINEERING CHALLENGE EXERCISE DOWNBIRD RECOVERY 2019

In 2019 the Royal Navy UTC Outreach team was delighted to see another fantastic turn out of teams competing in the Royal Navy Engineering Challenge, which took place at HMS Sultan near Portsmouth on 27 March.

A total of 69 teams competed on the day, including 56 from UTCs, one non-UTC school, 4 military teams and 8 teams of apprentices from UTC-affiliated organisations.

The 2019 challenge, 'Exercise Downbird Recovery', simulated the recovery of a damaged helicopter from a tropical beach to a nearby port, with the teams building 2 remote-controlled vessels, one to pick up the aircraft on the beach and another to carry it over water back to the port.

Teams spent one day at HMS SULTAN, competing their systems over 2 rounds in large water tanks in the Aircraft Engineering School. Key Stage 4 and 5 teams also gave a five-minute presentation on their design. Many also experienced 'Navy life' overnight in HMS Bristol, a ship based in Portsmouth harbour.

A variety of STEM-related stands and activities were hosted by the sponsors, Eaton, Babcock and BAE Systems, along with the Royal Navy and other organisations, including virtual reality displays and tours of Navy aircraft.

Lord Baker of Dorking, Chairman of the Baker Dearing Educational Trust, said,

*"I'm delighted to see so many students from University Technical Colleges (UTCs) taking part in this year's Royal Navy Engineering Challenge. Through this competition, the Royal Navy offer UTC students a unique experience and the opportunity to apply the technical knowledge and practical skills they learn every day at their UTC."*

*"The work the Royal Navy does to inspire young engineers has never been more important as this country's need for talent and skills has never been greater."*



*UTC Heathrow demonstrating admirable teamwork as they embark on the Challenge.*



*OCR Islanders from Scarborough UTC, Winners of Best Presentation KS 5.*

## ROYAL NAVY ENGINEERING CHALLENGE EXERCISE DOWNBIRD RECOVERY 2019



Jane Hulme, HR Manager of Eaton Ltd, presents the prize for Most Sustainable Design to 'Onshore Pirates', UTC Reading

Overall winners were:

CATEGORY	TEAM
Key Stage 4	HMS Brady (WMG Academy)
Key Stage 5	HMS Greensock (WMG Academy)
Apprentices	Titchfield Troopers (Eaton Ltd)

and Trophies were also presented for:

CATEGORY	TEAM
Overall Winner	Bomber Buoy (RAF)
Innovation	ACE (UTC Portsmouth)
Sustainability	Onshore Pirates (UTC Reading)
Best Newcomer	MIA (LDE UTC)
Best Presentation KS4	HMS Brady (WMG Academy)
Best Presentation KS5	OCR Islanders (Scarborough UTC)
Best Manufacture	HMS Brady (WMG Academy)

## UTC CORNER (or what we've been up to)

The following articles have been received from some of our affiliates and show the diverse nature of UTCs and their respective student populations.

### UTC PLYMOUTH

UTC Plymouth has had a brilliant academic year so far with many opportunities for students to engage with STEM activities and industry exposure.

Year 10 and 12 students have participated in mentoring meetings with industry partners Babcock, the Royal Navy and Ministry of Defence.

Luke Maynard, a Year 10 student said:

*"We are given targets and things to aim for and this is really useful."*

Vice Principal Jo Ware stated:

*"It is evident that students are really seeing the benefit of improving their communication skills and having an industry mentor is vital in reinforcing the importance of oracy skills in the real world."*

Year 12 students have been able to be part of our Combined Cadet Force (CCF) or support STEM learning with Year 4 and 5 students from local primary schools.

Lowena Hellier, a Year 12 student who started her BTEC Course in September 2018 said:

*"There is a huge amount of extra-curricular activities here at UTC Plymouth that were not available at my previous school. I'm a 1 Star Cadet in the UTC's Royal Navy CCF - something that I am really proud of. [...]. It allows me to develop my confidence in talking to people and I feel that I'm able to express myself much more clearly than before."*

It was fantastic to see the participation and passion from our 6 teams of students involved in this year's Royal Navy Engineering Challenge (RNEC) at HMS SULTAN. Simon Pykett and Jason Parkes who led the UTC Plymouth teams were really excited at this year's challenge - having such a huge crew is both exciting and rewarding to us as a college. The technical, professional and social skills that the students developed is something that cannot be learned in the classroom alone.



Mentoring from the Royal Navy



CCF 'Earning their stripes'

## UTC PLYMOUTH

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On 8 February we had our 4<sup>th</sup> Annual Employer Breakfast where students had the opportunity to network with industry and the Royal Navy.

Lt Cdr Paul Youngman, South West Area Royal Navy UTC Liaison Officer was really pleased to see the engagement and support from industry across Plymouth.

*"The Annual Employer Breakfast was a huge success [...]. All guests were able to discuss possible future careers and apprenticeships with all the students. I have attended many of these events and this one was by far the best attended to date".*

UTC Plymouth's STEM lead, Leigh Hotchin said:

*"It is fantastic to see the engagement of young people from across the city, from both primary and secondary providers, at the event. It is events like this that provide the 'spark' of inspiration that will eventually see these young people embark on meaningful careers in much needed STEM pathways and it is encouraging to see the support that educational providers within the city have for this".*

The college saw over 300 young people from across Plymouth participate in STEM activities led by RS Components, UTC Plymouth staff, Royal Navy, MoD and Babcock Ambassadors.

During the Summer term Year 10 students will visit our partner school, the French Navy-affiliated Lycée Professionnel de Rompsay, in La Rochelle.

Vice Principal Helen Johnston who is leading the trip said:

*"This is a fantastic opportunity for our students to experience engineering in another country, including work practices, ethics and culture."*

This collaboration has helped UTC Plymouth achieve the International Schools Award.

Cat Clarke, our International School Coordinator, is really excited to see the development of this strand and said:

*"Having International School Award status opens a window to other countries and cultures, giving our students and teachers a fresh outlook on the world. We hope it will open our students' eyes to new opportunities and prepare them with skills for life and work in a global community."*

UTC Plymouth has had a busy year so far and we are really looking forward to the Junior Leaders' Field Gun competition in July!

### **POLLY LOVELL**

**PRINCIPAL**

## SOUTH DEVON UTC

At South Devon UTC we have an extensive programme of work placement and experience provision through our partner industries and our growing business network links, which has seen a steady increase in the number of students transfer straight from learning to industry. Gaining Degree course and apprenticeship placements has enabled them to continue to learn and develop in their new careers.

With the curriculum, we have taken employer engagement further, by engaging industry to support the direct delivery of the curriculum, not just in the classroom, but also in the workplace. This is typified by our approach to the delivery of the BTEC Level 3 Diploma in Engineering, which students take in KS5, up to triple diploma (3 A-level equivalents), or in combination with A Levels in Mathematics and/or Science.

The approach has been pioneered in partnership with the Royal Navy, starting with the delivery of the Fluid Power (Pneumatics and Hydraulics) module of the BTEC syllabus.

The Royal Navy's UTC/STEM Outreach teams have Festo Pneumatic Simulators and used them in the college workshop to support the direct delivery of the syllabus. Over the course of a day, students work in small groups with experienced technicians.

The day starts with revision of health and safety, which students have completed as a previous assignment prior to working on live pressurised equipment. Through a series of increasingly challenging design and build scenarios, the students explore the full range of components and use their knowledge to produce working solutions to set tasks. These are supported using the industry-standard 'FluidSim' design software; ensuring they use a project/design approach to problem solution and delivery.

The day culminates in the design and build of a landing gear simulation for an aircraft. This requires sequential operation of doors and landing gear, interlocked for safe, assured operation – i.e. the landing gear should not be lowered until the door is confirmed to be opened! This not only gives the students a much better understanding and subject knowledge, but also serves to complete related objectives and assignments of the BTEC syllabus.



*CPO Andy Hampson instructing pneumatics.*

## SOUTH DEVON UTC

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This year students spent the day onboard HMS BULWARK, working on hydraulic doors and her side ramps. Overall, 75% of this module is delivered directly with industry support and engagement. With the industry concerned, it is a symbiotic relationship: for us and the student, it provides a much more realistic and engaging subject, and makes the curriculum much more interesting and enjoyable, as well as potentially opening up career opportunities either in the sector or more specifically with the Royal Navy.

For the Royal Navy, it serves to increase awareness in the Royal Navy and allows personnel to keep in touch with students who are interested in Naval careers. For all students, it gives them realistic contact and engagement in a business and work environment, and in this case, an appreciation of the role of our Armed Forces as part of the promotion of wider British Values. But perhaps, above all, it makes the curriculum fun!



*UTC Students onboard HMS BULWARK.*

### STEPHEN GREEN

ENGINEERING TRAINER/FACILITATOR

## AIMING TO GO DEEP WITH THE ROYAL NAVY

Ash Brimicombe, 19, has applied to join the Royal Navy as a Marine Engineering Officer, Submariner (MEOSM). At the time of writing he expects to have an interview with the Admiralty Interview Board (AIB) in April 2019. If he passes the AIB he will apply to get a Defence Technical Undergraduate Scheme (DTUS) grant to support his university studies. A meeting with Commander David Goldsmith Royal Navy, South Devon UTC Governor, gave Ash more insight and information about the process of applying for university study.

Lieutenant Commander Paul Youngman (South West Area Royal Navy UTC Liaison Officer) arranged for Ash to visit HMNB Devonport to meet with submariners and submarine officers and to gain an experience of life as a submariner. Ash met with a submariner officer who talked him through the process of applying and was given a full tour of a Trafalgar class Nuclear Submarine which is alongside in HMNB.

The scale and complexity of TRAFALGAR were particularly interesting – it reminded Ash of the Space Shuttle. He observed the technical hydraulics and systems within the weapon stowage compartment and spoke with Warfare Officers in the Control Room, before being given a tour by two other submariners who are training to be Marine Engineering Officers (MEO). They were able to give Ash a run-down of Royal Navy life and their experiences as engineers.

Ash had a three-course dinner in the Wardroom and was able to talk with the officers who had given him a tour of the naval base earlier in the day.

### ALISON HANNAH

ASSISTANT PRINCIPAL  
SOUTH DEVON UTC



T-class submarine

Ash Brimicombe said:

*"I came away from the day feeling that it was such an honour to experience this. No-one else gets to do or see this. It cemented my decision to join the Royal Navy. My Engineering teacher at the UTC, Mr Stephen Green was a Weapons Engineer for surface fleet. His reflections on his Navy life inspired me to take a look at the career pathways in the forces, but particularly in the Royal Navy".*



## SOUTH WILTSHIRE UTC

South Wiltshire UTC students have had significant support from the Royal Navy in 2018-19 and UTC students continue to benefit from our strong partnership. On 28 and 29 January the Royal Navy UTC Outreach team were at South Wiltshire UTC for a 2-day intensive manufacturing project that was completed by all Year 10 and 11 students.

Students were tasked with the manufacture of an insulated screwdriver designed specifically for removing quick-release panel fasteners and sized to fit in a technician's tool belt. Working to a set of industry standard component drawings, students were required to use the lathe, male and female screw-cutting, hand-fitting and heat-shrink equipment during the manufacture of the tool.

Supported by engineering specialists at the UTC, students rotated between the different manufacturing cells – all students achieved a completed high-quality outcome in the time provided.



Ittipoom Khanchanakub, (YR 11) undertaking Lathe work

UTC Vice Principal Matt Trehy confirmed that this had been one of the most successful projects in recent years:

*"It was an intensive 2 days, but it is fantastic to see students take a set of drawings and produce a component from start to finish in such a short space of time. The outcomes are very impressive and as usual the support from the Outreach Team has been fantastic. The team are back again in a few weeks to run pneumatics workshops with our Level 2 & 3 students and we are extremely grateful for all the support we get from the Royal Navy team."*

YR11 student Carl Smeaton said:

*"It was a great opportunity to use tools and equipment to produce a completed item. We often use equipment to learn or practice, but it was great to see how different bits of equipment combine to make a product."*

YR11 student Caitlin King said:

*"I really enjoy using the lathe and hadn't used it for screw-threads before. This was a really good thing to learn."*



Lt Hilton conducting a mock interview with Jon Hall (Yr 13 Extended Diploma in Engineering)

As well as this project, other events planned and delivered by the Royal Navy have included the Residential Engineering Week, the Royal Navy Engineering Challenge, Junior Leaders' Field gun, Work Experience, pneumatics technical instruction, Student Mock Interviews as well as representation on the UTC Board of Governors, and regular attendance at all open events.

**MATT TREHY**  
VICE PRINCIPAL

## GREATER PETERBOROUGH UTC



The Greater Peterborough UTC opened in September 2016 for years 10 & 12.

Specialising in STEM, architecture and design, the GPUTC combines technical qualifications with GCSEs and A Levels. 2019 has been a successful year for GPUTC; we started the year with our first Employer Outreach Evening, with employers attending an evening of networking and presentations.

During this, we showcased GPUTC's function as an educational establishment, and why we need businesses' support to continue to offer our students the best possible chance at succeeding in their future careers. All of the attending companies shared our vision, and

Artisans stated that they were:

*"impressed with GPUTC on many levels. Your students are a credit to you and the organisations involved are obviously supporting you at very senior levels [...] They need to recruit the high quality of student which you are helping create [...] I am very excited to be a part of the UTC as it grows and develops".*

As ever, our student leaders were an incredible asset to the school. Our Student Leader Group volunteered to wait on guests, meet and greet, and even network.

Many attendees stated how impressed they were with our students' conduct, offering them interviews with major companies, including Anglian Water and the Royal Air Force.

As a result of this evening, we now have a much larger variety of companies wanting to get involved with our students. Baker Perkins, our newest sponsor, have shown a huge interest in our students, attending the majority of our open days and participating in our Year 12 careers mornings to help prepare them for their post-18 choices.

We recently held an official awards assembly, led by Lieutenant Mike Hilton (RN UTC Affiliations Officer), for our amazing Royal Navy Junior Leaders' Field Gun team. The team worked seamlessly together, battling exhaustion to complete a faultless 1.29 minute run, finishing as the first UTC and fifth overall, beating Service teams with over 3 years' experience. To commemorate this, we invited parents and carers to celebrate with a team who have set a high precedent for our 2019 team.



Greater Peterborough UTC – Highest Placed UTC in 2018

## GREATER PETERBOROUGH UTC

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Already in 2019, ten of our Year 13 students were given the opportunity to work with the MoD. Here, they gained an insight on working within the Intelligence team. The workshops were such a success that students have been invited to the Intelligence office in RAF Wittering for further sessions.

Student Chris Simpson said:

*"The sessions were looking into arranging pieces of intelligence on a fictional scenario, from which we derived a range of possible outcomes. Following this, we briefed them on our theories. This involved techniques such as 'breaking the mirror' – looking at a situation wholly from another's perspective. This session taught us the skills of future planning and foresight, then taking actions based upon that. It also taught us how to compile a concise summary of a situation."*

Finally, please check out our social media channels to watch our new and exclusive promotional video, which has attracted an amazing cohort of students for September's start.

### BETH MALCOLMSON

MARKETING AND RECRUITMENT COORDINATOR



[www.facebook.com/  
GreaterPeterboroughUTC/](https://www.facebook.com/ GreaterPeterboroughUTC/)



[www.twitter.com/GPUTC/](https://www.twitter.com/GPUTC/)



[www.instagram.com/GPUTC/](https://www.instagram.com/GPUTC/)

## SHARING BEST PRACTICE ACROSS UTCs

As with all organisations it is no secret that sharing best practice is an excellent way to improve performance and productivity. Sharing best practice can help organisations fill knowledge gaps, improve efficiency, encourage leadership, and more...

The RN, as an Employer Partner, is in a rather unique position when it comes to the relationship it has with each of its affiliates. Unlike most other employers, who may engage locally with just one college, the RN UTC Outreach Team is able to directly compare practices across the affiliated UTC network. Recently when thumbing through the RN UTC Partnering Charters agreed with each affiliated UTC to review what the RN has undertaken to support, the following two statements resonated with me:

- Act cooperatively to provide high quality support as available and appropriate to enhance the educational curriculum of the affiliated UTC.
- Offer to support the Senior Leadership Team and Governing Body of a UTC to achieve the Baker Dearing Educational Trust vision.

While visiting all 11 RN-affiliated UTCs during my Autumn term 'Meet & Greet' road trips it appeared that much of the work being carried out in UTCs is often similar. From our position it was observed that, where identified UTC work streams are similar, an opportunity exists to align everyday UTC business with the RN UTC Partnering Charter to encourage (further) collaborative working between UTCs to avoid possible duplication of effort, e.g. during curriculum development.

### At the 'working level', what impacts could the sharing of best practice and resources have on the core business of UTCs?

#### 1. BOOST EFFICIENCY & COMPETENCE

Especially during the first 5 years of a UTC's life, a substantial amount of time can be spent in locating the right data, developing curricula, designing lessons and producing teaching aids. As a substantial amount of unproductive time can be spent seeking the relevant information (that may already have been identified or be in use by others) then why shouldn't colleges seek to share resources? E.g. If one college is developing curricula for a subject that is already being taught by another under the same examining body.

#### 2. GENERATES CREATIVE AND INNOVATIVE IDEAS

Sharing best practice between UTCs could provide the opportunity for staff to share their creative and innovative ideas to boost the performance and productivity of each organisation.

#### 3. ENABLES BETTER DECISION MAKING

When organisations are facing problems they tend to look for information to solve the problems. The sharing of best practice in an organisation ensures better and faster decision making, eventually improving the organisation's performance and productivity.

#### 4. CONSTRUCTS A SUPPORTIVE CORPORATE COMMUNITY

Knowledge sharing acts as an intuitive way of forming a close-knit community. With a dedicated information-sharing platform (of which there are many available), UTCs could centrally store knowledge that is accessible only to authenticated users. UTCs could then ensure the consistency of the knowledge being shared.

Building up like-minded contacts and sharing best practices between UTCs could considerably reduce the time spent in looking for knowledge as staff will have access to the right information at the point of need.

Sharing best practice can develop a community both within an organisation, and between organisations. Staff can provide helpful insights which boost teaching efficiency and help reduce college costs and time with the right information search. If not already utilised, integrating the sharing of best practice into the philosophy of a UTC would encourage the transparency that is important for organisational accomplishment.

To that end, it is suggested that affiliated UTCs may consider it worthwhile to meet in a formal / semi-formal environment to discuss a way forward. If a consensus of opinion suggests this would be a meaningful activity, it is proposed that an Affiliates'

## SHARING BEST PRACTICE ACROSS UTCS

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Working Group could be held at a UK-central location, say in July 19, where staff can share their ideas and collaborate in a relaxed environment. It is envisaged that this may assist in improving the overall consistency and productivity of the UTC Brand within the RN-affiliated community. (By the time that this edition is formally published, further details may have been released to all affiliated UTCs).

### **LT MIKE HILTON**

RN UTC AFFILIATIONS OFFICER

## TEAM UPDATE

Having recently taken over the role as UTC Team Leader I wish to introduce myself and thank my predecessor Captain David Joyce for his hard work. As an Air Engineer by specialisation I have accrued some 37 years of Service since I joined the RN as an Artificer Apprentice in 1982! During my career I have worked with each of the Single Services across fixed and rotary wing aviation and served on all three Invincible Class aircraft carriers. I have also been fortunate enough to work in support of one of the oldest aircraft types (Swordfish) and one of the newest (F-35B Lightning) flown by the RN. Within the RN's Personnel Division I have worked as the Air Engineering and Survival Equipment Branch Manager as well as the Deputy Assistant Chief of Staff Branch Manager with responsibilities for the entire Naval Service (RN and RM). My last appointment, before joining the UTC Team, was as the Chief Aircraft Engineer and Assistant Head of Capability Management to the Commander Joint Helicopter Command with airworthiness responsibilities for over 300 aircraft across 11 different types.

David has moved on to pastures new within the Royal Navy, but he leaves a strong legacy of achievement. Whether delivering exciting STEM competitions, such as the RN Engineering Challenge (RNEC), through to Work Experience weeks and supporting the Junior Leaders' Field Gun competition David has remained steadfast and thoroughly committed to the UTC vision. He has worked hard to establish the team as it exists today, and he has been successful in setting the foundations for our activities. I seek to build on this and hope to forge closer relationships with all our affiliates and expand our engagement work. I know this will not be easy and I accept the challenges we face but I hope to provide the best possible support within the available resources. To do so I need to understand you and your teams; I therefore plan to visit each of our affiliates to learn at first-hand what more we can do.



**Captain Jim Band RN**  
RN UTC TEAM LEADER

## MEET THE RN UTC TEAM (MAY 2019)

Since joining the Royal Navy UTC Team in November 2017, Lt Cdr Andy Parkins has managed several high-profile events, including the annual RN Engineering Challenge and World Skills stands at the NEC, as well as starting up a new schools' STEM Challenge, Subs in Schools, which will take place initially in Scotland.

In his first career with the Navy, Andy trained as an Aircraft Engineer, working on helicopters embarked on aircraft carriers, before training as an interpreter in Japanese at London University and accompanying several diplomatic missions with the Japanese Navy. In a diverse civilian career, he worked as a management consultant with PwC in Asia, led a London Financial Communications agency and managed an international conference in Edinburgh for a global disability charity.

Lt Cdr David Collier was appointed to the newly established full-time post of Royal Navy STEM Coordinator in July 2017 having served as a Reserve Warfare Officer for a number of years. His wide-ranging role involves developing and leading the delivery of Navy Command Headquarters STEM engagement policy and strategy, managing STEM engagement activities and events, and recruiting and co-ordinating Naval Service STEM Ambassadors. A qualified secondary science teacher, before teaching he worked in science and technology journalism and was Features Editor at the Society of Chemical Industry's Chemistry & Industry magazine, before moving to work on a variety of telecommunications titles and new project development for the Institute of Physics Publishing. More recently Lt Cdr Collier has worked as an interim manager in local authority Education and Children's Services, with roles in policy, safeguarding and he has held posts as statutory Virtual School Head (for Looked After Children) in three local authorities.



**Lt Cdr Andy Parkins RN**  
EVENTS AND PROJECTS  
MANAGER



**Lt Cdr David Collier RN**  
RN STEM CO-ORDINATOR

## MEET THE RN UTC TEAM (MAY 2019)

Lt Cdr Paul Youngman joined the Royal Navy in 1975 as a Medical Assistant where he served in various 'hot spots' around the world with the Royal Marines. Having completed a full career, in 2005 he commissioned as an Engineering Training Manager again serving with the Royal Marines. Since joining the RN UTC Team in December 2015, he has been responsible for liaising with affiliated UTCs in the SW of England (Plymouth, South Devon and Bristol). In this primary role he works with UTC Teachers to help develop the curriculum where he is then able to organise BTEC specific practical training within various areas within HM Naval Base Devonport. In his secondary role as STEM Outreach Co-ordinator for the Devonport area, he is accountable to Captain Engineering (Devonport) to support local schools and colleges developing STEM subjects, and organising STEM events within the Naval Base.

Lt Mike Hilton RN joined the Royal Navy in 1986 as a Communications Technician (Analyst). Spending a large proportion of his career at sea operationally on numerous platforms, most notably on HMS ARK ROYAL and on sea-exchange with the Dutch navy, he advanced to Chief Petty Officer. His roles since gaining a Commission as an Engineering Training Manager in 2007 include: teaching Foundation Degree mathematics (gaining his PGCE and QTLS in the process), conducting Training Needs Analysis in support of high profile projects e.g. Queen Elizabeth aircraft carrier, being the Training Support Officer responsible for all-variant Chinook helicopter engineering and aircrew training (whilst also gaining an MSc in Training Management and Consultancy), working in the UN Multi-national Coordination Centre in South Korea and being a Staff Officer for RN Training Evaluation. He particularly enjoys the RN UTC Affiliations Officer role and engaging with the diverse UTC population, and the unique opportunities that this brings.



**Lt Cdr Paul Youngman RN**  
SW AREA UTC LIAISON OFFICER



**Lt Mike Hilton RN**  
AFFILIATIONS OFFICER

## MEET THE RN UTC TEAM (MAY 2019)

WO1 (METOC) Stu Clayton served on a number of ships and Air Stations during his 27 Year RN career, the last of which was in the USA supporting the USAF and RAF Squadrons operating Remotely Piloted Air Systems in Afghanistan and Iraq. He has been a Leadership instructor (twice) at the RN Leadership Academy as well as the Hydrography, Meteorology and Oceanography Ratings Training Officer at Flag Officer Sea Training (FOST). A big supporter of water-based activities he is a British Canoe Union Sea Kayak Leader and Coach. Having moved on from his role of Personal Development instructor within RN UTC he is now the UTC Portsmouth Liaison Officer, where he coordinates and delivers RN support to UTC Portsmouth.

CPO (CIS) 'Frenchy' Marsay is new into post as the RN UTC Outreach Team's Personal Development Instructor. As a professional Communicator for 32 years he served in a wide range of ships and shore establishments as well as providing expertise to the Commander UK Task Group (COMUKTG) during operational deployments around the world. More recently Frenchy has worked with the Combined Cadet Force (CCF) (Royal Navy) and as a School Staff Instructor (SSI) at King's College School, Wimbledon, where he ran all 3 sections (RN, Army and RAF) of their CCF. Frenchy enjoys water sports and is qualified as a Powerboat, Dinghy and Keelboat Instructor, as well as being a Day Skipper for Sail and Motor-cruising.



**WO1 Stu Clayton**  
UTC PORTSMOUTH LIAISON  
OFFICER



**CPO 'Frenchy' Marsay**  
PERSONAL DEVELOPMENT  
INSTRUCTOR

## MEET THE RN UTC TEAM (MAY 2019)

CPOAEA (M) Andy Hampson served in the Fleet Air Arm for twenty-eight years maintaining and carrying out structural repairs on Tri-service helicopters and has returned to the RN after eight years working for Virgin Atlantic as an Engineering Training Officer. Since joining the RN UTC Outreach Team he has planned and led the delivery of RN-contextualised engineering projects and delivered pneumatics training to students studying BTEC Level 3 Engineering.



**CPO Andy Hampson**  
ENGINEERING SKILLS INSTRUCTOR 1

CSgt (VM 1) 'Scraggy' Hulton served in the Royal Marines for 37 years prior to joining the RN UTC Outreach Team as a Specialist Skills Instructor. During his time in the RM he spent 14 years within the Defence School of Mechanical Engineering delivering RM Specialist Vehicle Mechanic (VM) training.



**CSgt 'Scraggy' Hulton RM**  
ENGINEERING SKILLS  
INSTRUCTOR 2