



# THE JOINT CIVIL AID CORPS

## National Civil Defence



## RALLY POINTS

*"INDIVIDUAL COMMITMENT TO A GROUP EFFORT – THAT IS WHAT MAKES A TEAMWORK, A COMPANY WORK, A SOCIETY WORK, A CIVILIZATION WORK."*

*Vince Lombardi*  
1913-1970  
*The greatest American Football coach.*



## INTRODUCTION:

This document looks to lay out the relaunch of Rally Points as the Corps' primary recruitment strategy. So, to be clear, the Corps has two operational structures designed to make the most flexible use of assets from communities upwards:

Formal (Specialist)	Community (Generalist)
<ul style="list-style-type: none"><li>• Used for large unit activations.</li><li>• Specialist based.</li><li>• Called out via Council Emergency Planning Officer (initially).</li><li>• Required to follow specific rules and procedures.</li><li>• All sub-units required to attend.</li><li>• Subject to full command structure.</li></ul>	<ul style="list-style-type: none"><li>• Led by Community needs.</li><li>• Generalist based.</li><li>• Called out via CRV Coordinator (in liaison with local lead).</li><li>• Required to follow specific rules and procedures.</li><li>• Always remain under full command structure.</li></ul>

In brief, The Formal, or Specialist structure, is the main formation the CAVC works to for larger coordinated activities. Once a member has completed their Generalist training, they will have the opportunity to specialise in one of the numerous trades the Corps has. Specialists will provide Station Commanders with a broad base of highly skilled volunteers that can be called upon in support of communities, emergency services and other organisations in need of help.

## GENERALIST VOLUNTEER

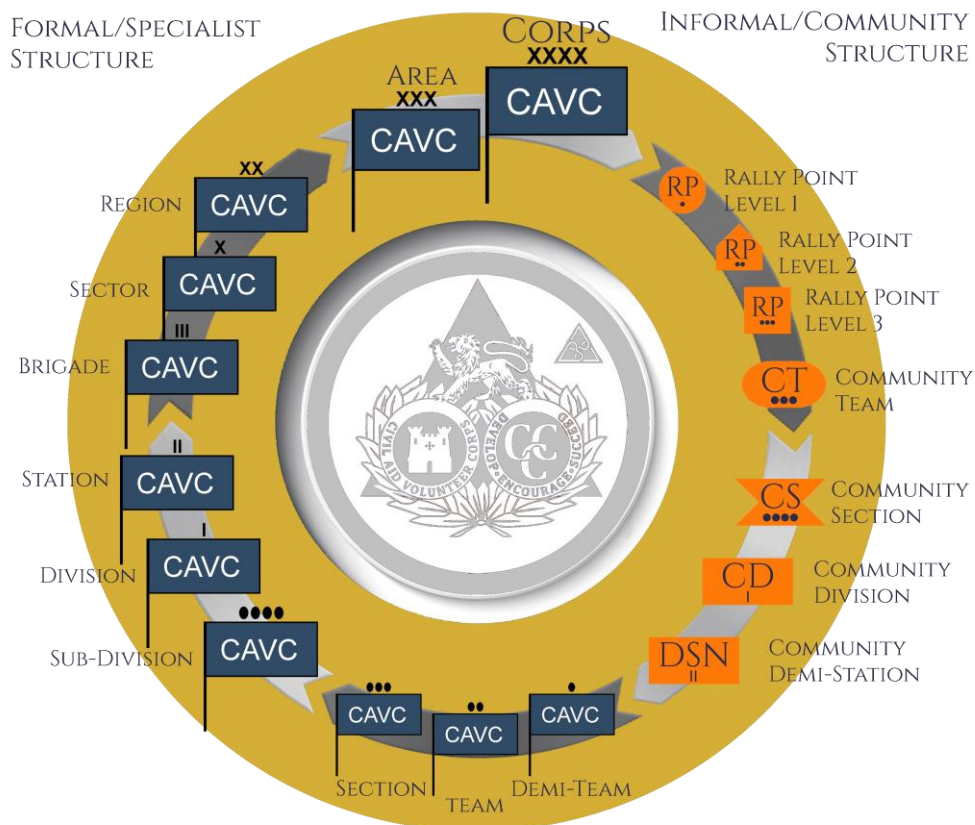


## COMMUNITY (GENERALIST) STRUCTURE

The Community, or Generalist, structure is based on the Rally Points formed across the area of a Station. These could be within small hamlets/villages/housing estates, etc. The size of unit will mainly depend on the population size, but the number of volunteers will depend on how active the units become. The aim is to have these Generalist units active locally in support of their own community – but there will be rules and procedures to follow. The Corps is not a band of vigilantes, it is there to help and support.

The minimum number to make an Active RP is two – a pair, once trained, of course.

Community (Generalist) Structure			Rank	Slide
Rally Point (Level A)	2 to 3	RP (A)	Rally Point Coordinator	
Rally Point (Level B)	4 to 7	RP (B)	Charge Hand	
Rally Point (Level C)	8 to 15	RP (C)	Leading Hand	
Community Team	16 to 49	CT	Section Officer	
Community Section	50 to 119	CS	Assistant Divisional Officer	
Community Division	120 to 299	CD	Divisional Officer	
Community Demi-Station	300 to 449	DSN	Senior Divisional Officer	
Station	450 & over	STN	Station Commander	



## RELAUNCH OF RALLY POINTS



We are relaunching our 'Rally Points' concept, to help further our development by connecting local people more quickly.

Rally Points enable members to form their own localised teams from 2 people upwards. This will in turn go towards building larger and more specialised units that will help support communities and emergency services.

The important part is actually starting a Rally Point. Our online map will show our RPs, so if you choose to set one up, it will show the immediate area where you live, but not your address. Others will see where the various RPs are and possibly look to join their nearest team.

The person that initiates the RP has the choice of managing and developing the team-long term, or handing over to another suitable member when one becomes available.

## THE FIRST QUESTION IS, DO YOU WANT TO BE A RALLY POINT CO-ORDINATOR AND START A NEW TEAM?

### **What is expected from a Co-ordinator?**

The coordinator is the initial contact point for the RP – the person who will receive details of new recruits close by, so they can be contacted and met. As mentioned above, all members will need to complete their generalist training, and having others to work with will make the experience much better.

It must be remembered that development is never easy and takes time. The coordinator does not need to be an experienced manager or an organisational developer, simply someone willing to act, as well as being resilient, patient and confident enough to help things grow. Coordinators also need to be able to use their initiative and common sense in building both their team and developing relationships locally.

If the coordinator chooses to take on the leadership of the team long-term, then they will also act as the Corps' representative locally, and when dealing with HQ on behalf of the RP.

In the early stages, as you go through your training, it will be a simple case of maintaining communications with your local mentor, talking and meeting others local to you, and building your team's cohesiveness. There will be practical training too, so these are things you can do together and will be coordinated through your local commander.

## EXPERT, QUALIFIED, AND EXPERIENCED MEMBERS

If you come from a background of knowledge and experience, with certified qualifications, then this can be taken into consideration during your training, as well as possibly being offered a more senior role within the Corps. If you have expertise that you are happy and willing to use towards the development of the Corps, then we would like to know about it.

## MENTOR VERSES COMMANDER

As the Corps continues its development, there are station areas or regions where we are yet to appoint operational Commanders, but we may have other senior or staff officers living.

Senior or Staff Officers have other responsibilities within the Corps that provide the governance, training, and stability of the Corps. For the foreseeable future, these officers will act as mentors to Rally Points within their areas, in order to provide support and help, but primarily until operational officers/commanders are appointed. These relationships may continue once operational commanders are appointed, but the aim is for RPs to become confident enough to work independently within their command area.



Operational Commanders will have the responsibilities to oversee the running, training, and coordinating of units within their designated areas, and will be the line in which RPs report.



### BUILDING YOUR TEAM

As with any modern organisation, we are reliant on IT to provide us with communication platforms, such as Microsoft Teams, emails, and e-learning. However, you do not need to be an expert, we aim to keep things easily useable by all. The use of IT solutions has become particularly important because we are so spread out. Also, not all good leaders are good administrators, so we always suggest that if you want to lead, but not sure about administration, look to find someone to join you who is. It ensures that communications are maintained, with the flow of administration going back and forth.

Initially, easy options for recruitment locally are to approach friends and family. That will give you someone to share ideas with, and work alongside you. Other options are posters in local parish boards, shops, libraries, etc., but also contacting your parish/local councils.

Contacting local press and radio stations is another option. We can always arrange for someone to help with either articles or talking to radio presenters.

Each area will come under a Local Resilience Forum, which is where voluntary groups meet with representatives from your main city/county council and professional emergency services. This responsibility will come under your Station Commander, who will be supported by our National Emergency Preparedness, Resilience and Response office. However, you may wish to attend your local town/parish council's meetings to see how they can support your unit's development within your local community.

Being seen as active within your community is really important – and that can be a simple case of doing training, team building activities or patrolling in uniform around your area. When people see you, you may be approached to find out who and what you are, and possibly if you can help or support at local events. Again, these are details that you will be helped with as things develop.

There is always one thing to remember before all else and that is safety – your personal safety and that of your team. You should also aim to work in at least a pair, but sometimes as an individual, you may come across an incident. Your training will tell you how to react under such circumstances, but always keep safety in mind.

## ACCOMMODATION

We are looking into various ways to access accommodation, but for smaller units, this may be as simple as using your home, local community hall, or even pub to meet up. Remembering that RPs, regardless of size, are meant to be there for their own communities, as well as being available for larger unit call outs.

## TRAINING

Training is at the heart of becoming a full Civil Defender and obtaining the right to wear the CD patch. The patch itself, is the same as that worn by both the Civil Defence Services of WW2 and the Civil Defence Corps of the Cold War period. It should always be worn with pride and gives us all something to live up to.



### **Induction Training (Level 1)**

We've reduced the number of elements of the Induction (Level 1) training to just 4 modules, and will be completed by all members before moving to Level 2, and should be easily done within 1 day:

- The Induction Module (Background to Civil Defence and the Corps)
- Structure and Operations
- Running a Unit
- Health & Safety and PPE Awareness

At the moment, Induction is run centrally from Milton Keynes with people having the choice of joining in person or via Teams on the day. But this is being devolved to Regional or Station Commanders, who will run local courses enabling people to attend in person. You will be contacted either by your Commander or HQ to join the next one.

## Community Emergency Responder – Generalist Training (Level 2)

In order to meet the expectations of a Generalist Civil Defender, the Course is quite extensive. Taking into consideration everyone who may wish to join us, there are two streams: 1/ Operational; and 2/ Support. The operational stream will be more physically demanding and aimed at members who wish to be primarily frontline operators. The support stream is aimed at members who are less physically able and wish to undertake a support role within areas such as administration, logistics, and welfare. However, everyone is still expected to complete the Level 2 training under the stream that is appropriate to their future role.

The training will consist of online/classroom modules and practical training, culminating in full exercises, with support volunteers taking on their specific roles assisting the operation accordingly, or acting as casualties or members of the public during the simulation.

The Subjects to be covered come under:

- General Awareness Subjects
- Radio Communications
- Scene Management, including crime scenes, setting up and securing incident cordons.
- Spectator Safety at events.
- Road Closures and Traffic Control
- Securing buildings or areas during disasters
- Water Safety Awareness
- Search and Rescue Skills, including navigation, and missing person behaviour.
- Basic Life Support and First Aid/Casualty Care & Safety for those first on scene.
- Managing Emergency Shelters, including evacuation and recovery tasks during emergencies.
- Fire Marshalling, including Fire Risk Control and Extinction.
- Health and Safety in Hazardous Environments, including risk assessments, hazardous materials, infection control, and PPE.

And for volunteers becoming supervisors or officers

- Officer/Supervisor Training

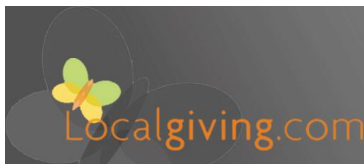


## FUNDING

Funding, as with most charities, is difficult to say the least, and what we are trying to achieve makes it harder. Funds are available from local organisations and councils, but they need to be applied for locally, which is where you come in. Fundraising has become a 'science', but local grant bids are more about passion and belief. As a national organisation, we are looking for experienced or professional help for our fundraising, but unfortunately, that has a cost, so we find ourselves in a 'Catch 22' situation constantly – the usual 'you need money to get money' always gets us! The Corps is unique in many ways, and it is that uniqueness that will guarantee our success, but also causes issues when trying to find funding.

## FUNDING, EASY WAYS TO HELP...

### 1) SUBSCRIPTIONS



The Commandant and other Seniors were hoping to avoid this, but in consultation with members, the decision was made that to help with the Corps' progression, it has become necessary for members to pay a subscription of £10 a month, and we ask those who work to ensure they tick the appropriate box for Gift Aid, gaining an additional £2.50 a month. The subscriptions help to pay for the e-learning platform, insurance, and other monthly costs.

We know and understand that not all volunteers are in a position to donate or pay subs on a regular basis. If this is the case, please contact Recruitment in total confidence.

To setup your direct debit, please follow this link or use this QR code:

<https://localgiving.org/charity/jointcivilaidcorps/>



### 2) Easyfundraising – This won't cost you or others anything!



Join Easyfundraising and you can collect free donations for us every time you buy something online. It won't cost you a penny extra so please help us to raise funds by simply looking to buy online through Easyfundraising. More details can be found here:

<https://www.easyfundraising.org.uk/how-it-works/>

With just a bit of thought and encouragement, your families and friends could help too, without cost to them – so please ask them to support us.

To sign up, please follow this link or use the QR Code:

<https://www.easyfundraising.org.uk/causes/jointcivilaidcorps/>





### 3) PayPal



This is the simplest way to donate. This really needs no explanation other than if you want to give a donation, here's the link: [The Corps' PayPal page.](#)

This QR code will also take you to the page:

This code can be used for general fund raising or have it in your photos in your phone, so if you talk to your friends or family and if they wish to donate, you can quickly link them straight through to the page.



## CONCLUSION

Remember, development takes time, courage and patience, but it is your commitment and resilience that will make the difference. Being a part of the Corps is not just another voluntary role, it is becoming a part of something unique, and in reality, needed for our country. We are all different and our members will come from all walks of life. One of our main guiding principles states:

“OUR CONCEPT OF ‘ONE PEOPLE’, REGARDLESS OF THE LABELS SOCIETY CHOOSES TO PLACE ON PEOPLE AND GROUPS. EVERYONE’S BELIEFS, CULTURAL BACKGROUND, AND LIFESTYLE IS PERSONAL TO EACH INDIVIDUAL AND SHOULD BE RESPECTED AS SUCH. BARRIERS ARE FORMED FROM LABELLING PEOPLE DUE TO DIFFERENCES. REMOVING THE LABELS HELPS TO REMOVE BARRIERS”

To build a successful Rally Point or larger unit, this must always be kept in mind, and you should be open to everyone.

WE HOPE YOU WILL JOIN US AND BECOME A PART OF THE CIVIL DEFENCE FAMILY. WE LOOK FORWARD TO HEARING FROM YOU!