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Introduction

The last couple of years have arguably been the most difficult in a generation and whilst the Covid-19 pandemic has created significant challenges for us all, it has also brought us closer together.

In this environment, it has been more important than ever for our business to step up and use our resources, experience and skills to support those communities that we are part of.

This report highlights how our business and our employees have done just that and I am proud to share with you this report into our contribution.

Steve Timms
Managing Director
BAE Systems, Submarines
Welcome to the BAE Systems Submarines 2020-21, Social Impact report. This is the first report of its kind and it is our intention to provide an annual update on what we have achieved with regards to our work in the communities in which we operate.

Whilst the primary focus of this report will be on activity around our site in Barrow, future reports will also cover our activities on other sites around the country and will also include information about our Supply Chain social impact activity and our work around environmental sustainability.

Despite the unusual circumstances, we have continued to increase and enhance the breadth and depth of our support, recognising the crucial role businesses like ours can play in the long term economic, social and environmental development of the communities in which we operate.

I hope you find our first social impact report inspiring and interesting but please do provide us with your feedback, as with all of the work we are involved in, we are constantly looking to improve what we do and how we do it.

If you would like further information about our social impact approach then please contact Communityinvestment@baesystems.com

Janet Garner
Head of HR, Skills and Academy Principal
Education and Skills
Education and Skills introduction

Through our education and skills outreach programme, we aim to provide a range of activities and resources designed to increase interest in STEM subjects and careers, as well as increasing aspiration and employability skills.

These activities are primarily delivered by our 350+ STEM Ambassadors, who are given three days per year to support and by our Early Careers teams, through stretch assignments. In addition to our work with children and young people, from Key stage 1 to 5, we also deliver employment support programmes such as Movement to Work and Kickstart, providing work experience opportunities for unemployed adults. Our activities usually run throughout the year, including school holidays, and whilst the pandemic created a number of delivery challenges, through our flexibility, innovation and determination we managed to create a range of virtual and remote alternatives.

As well as the activities we deliver directly, we also support a number of organisations in the delivery of education and skill events or projects, either through financial sponsorship or with in-kind support. As with much of our own programme, our partners also needed to work around the pandemic, however, they have also managed to create virtual and remote versions, which will continue.

As the pandemic began to impact on the education system, we were able to re-invest some of the funding and resources we would have used for projects, to meet some of the immediate challenges experienced by schools and their pupils. This included the donation of 170 laptop computers to year 10 pupils in the local area, the development of a STEM catch up fund for infant, junior and senior schools and support with Covid lateral flow testing, to assist with the safe re-introduction of staff and pupils to schools.

Whilst the last few years have been a challenge for everyone, positives are evident. Development of virtual resources has enabled us to reach more young people, from a wider geographic area, enabling access to quality opportunities, which might not otherwise have been available. The pandemic has also brought to prominence a digital divide, and whilst there is still some way to go, the distribution of devices to pupils without access will go some way towards meeting the inequalities that existed pre-pandemic.

As a result of taking part in Education and skills activities 84% of pupils completing an evaluation said they were now more interested in STEM subjects and careers.

The figures below highlight the depth and breadth of education and skills activities throughout 2020 and 2021. This was an unusual period, in that many of the activities and events we had planned needed to be redesigned or postponed but through the hard work and ingenuity of our team, STEM Ambassadors and schools, we still managed to achieve a great deal.

<table>
<thead>
<tr>
<th>STEM activities delivered</th>
<th>88</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of STEM Ambassador hours</td>
<td>1108</td>
</tr>
<tr>
<td>Education and Skills Activities - Number of beneficiaries</td>
<td>7360</td>
</tr>
<tr>
<td>Number of Schools and colleges supported during the year</td>
<td>74</td>
</tr>
</tbody>
</table>
Our ‘curriculum support programme’ seeks to provide schools and pupils with a comprehensive range of activities, events and initiatives which are designed to complement the work carried out in schools and colleges. These start at key stage 1 and progress all the way up to key stage 5 and whilst the primary focus is on developing interests in STEM subjects and careers, we are also keen for young people to develop a range of employability and life skills along the way including teamwork, leadership and communication.

The following pages give a more in-depth description of each of these elements.
Key stage activities

Engineering Fairy Tales
Key stage 1-2
Are a collection of six STEM activities based around popular fairy tales developed by BAE Systems Air and STEM Learning.

The lesson plans and resources are all contained in a book and free training for teachers and STEM ambassadors is offered by STEM Learning.

Engineering Fairy tales Covid response:
We provided Engineering Fairy Tales Resource boxes for Goldilocks and the Three Little Pigs and delivered 25 resource boxes for each fairy tale to primary schools and youth groups in Furness and Kendal. These proved very popular and so we introduced a limited edition Christmas Gingerbread Man resource box for Christmas. The videos to accompany each fairy tale are available on BAE Systems’ YouTube channel.

STEAM Club
Key stage 1-4
STEAM Clubs (Science, Technology, Engineering, Art and Maths) are a five week after school programme delivered by our STEM Ambassadors.

STEAM Club Covid response:
STEAM Clubs were developed into a virtual home learning resource on the educational resources section of our website and have been downloaded over 6000 times.
Key stage activities

British Science Week
Key stage 1-2
British Science Week 2020 turned out to be the last week of face to face support by our STEM Ambassadors.

As part of the national event, STEM Ambassadors from Submarines supported our corporate stand at the National Big Bang Fair at the National Exhibition Centre in Birmingham and also delivered a STEM presentation (‘Scientists and How They Help Us’), a Bug Bingo workshop and also judged a STEM competition.

“Thank you so much for this morning, the comments I have had from the children so far seem very positive about your activities!”

Lego Robotics
Key stage 1-2
Lego Robotics is a half day workshop delivered at Key Stage 2 in Primary Schools.

The workshop, delivered by a stretch team of Early Careers STEM Ambassadors, covers both building and programming of the Lego Mindstorms robotics kits, to conduct a variety of tasks such as navigating a track and use of different sensors.

Lego Robotics Covid response:
We were able to adapt our Lego Robotics Workshop into a ‘STEM in a Box’ loan which allowed schools to utilise step by step build and programming instructions for pupils and lesson plans for teachers with 60 children taking part in sessions.
Key stage activities

Road to Engineering
Key stage 1-2
The Road to Engineering event has been designed and delivered by our Engineering function and involves 350 pupils from 10 local schools, visiting our Submarines Academy for Skills and Knowledge to take part in a range of innovative and engaging engineering activities.

The event is delivered with support from the Institute of Mechanical Engineers (IMechE), the Institute of Engineering and Technology (IET), and the Barrow and District Association of Engineers (BDAE).

A group of our engineers also dress up as engineering pioneers from the past to lead groups of youngsters around a series of interactive workshops.

In November 2021, more than 700 youngsters aged between nine and eleven were invited to take part in a STEM show at the Forum in Barrow which was organised to coincide with Tomorrow’s Engineers Week.

Taking inspiration from COP26, Tomorrow’s Engineers Week 2021 looked at how engineers and engineering can contribute to tackling climate change and achieving net zero.

Higher Apprentices were also on hand to talk to the pupils at the STEM event, explaining to them how science is important in their real-life jobs.

Janet Garner, Head of HR, Skills and Academy Principal at BAE Systems Submarines, said: “It was wonderful being able to resume face-to-face education and skills engagement and encourage an interest in STEM subjects and potential engineering careers.”

“This has been the best organised and most varied event I’ve attended. The organisers have worked hard to provide the kind of challenges that pupils today are looking to tackle. There was a real buzz about the whole event.”

Paul Alalouf, (Barrow Island Primary School science lead)
UlverSTEM  
**Key stage 1-2**  
UlverSTEM is held at the Coronation Hall in Ulverston and is organised by local businesses including Siemens Subsea, GSK, Kimberly Clark and BAE Systems.

The aim of the event is to inform and engage local children and families about STEM (Science, Technology, Engineering and Maths) opportunities in the Furness area.

Throughout the day families get the opportunity to visit various stalls including our own, which includes interactive Sphero Robots and a submarine model, which demonstrates how a submarine works.

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STEM Roadshow  
**Key stage 3**  
The BAE Systems Schools Roadshow, supported by the Royal Navy and the Royal Air Force, visits over 420 schools across the UK every year.

It provides an interactive experience for students aged 10 to 13 years, in primary and secondary schools, which is designed to inspire excitement in STEM subjects.

The programme changes each year to reflect specific curriculum elements, and delivers fun, engaging activities that demonstrate how STEM underpins everything that we do. In our area all secondary schools are able to access the opportunity as well as a number of primary schools.

“The roadshow was brilliant, as always. The team was very professional. It was the first time that we have had Ambassadors from BAE Systems at the roadshow and the question and answer time worked well.” Helen Robinson (Furness Academy)
Learn to Earn

Key stage 3
As well as STEM subjects and careers, we are also keen for young people to develop their life skills and the ‘Learn to Earn’ project enables them to do just that.

Funded by BAE Systems, Young Enterprise deliver sessions to year 9 pupils, with support from our STEM Ambassadors.
During the sessions, pupils are encouraged to consider financial plans for the future, set goals and think about their future study options. In 2020 and 2021 Young Enterprise delivered sessions at Chetwydne and Walney Schools.

Future you (Formerly Future Engineers)

Key stage 4–5
Future You involves engaging with over 80, Year 9 students and around 20 College student mentors from the local catchment area.

The aim of the day is to enable pupils to develop their employability skills such as teamwork, initiative and communication. The day also provides an opportunity for participants to explore the array of Early Careers opportunities at BAE Systems Submarines.
Key stage activities

Work ready and mock interviews
Key stage 4-5
In order to prepare students for the world of work, job applications and interviews, we offer a range of support to secondary schools to assist with the delivery of their careers curriculum.

Mock interviews provide young people with an opportunity to practise interviews skills to be better prepared when attending job interviews or interviews for further education.

Work Experience
Our work experience programme provides young people with an opportunity to get a better understanding of the work environment, whilst informing their understanding of future career options.

We deliver work experience programmes for pupils in year 10, year 12 and year 13. This usually involves placements for over 150 young people per year. Work experience Covid response: During 2020 and 2021, along with our colleagues across BAE Systems, we developed and successfully delivered a week long, virtual work experience programme which was delivered throughout 2021.

Careers and Enterprise Company: Cumbria Careers Hub
Key stage 4-5
The Cumbria Careers Hub supports schools and colleges with their careers education offering, through collaboration, sharing best practice and working with local businesses.

We currently support the Hub in two ways; as a Cornerstone employer, sharing best practice with other businesses and acting as an Enterprise Advisor at Ulverston Victoria High School, working directly with the school’s careers lead to develop their careers programme.
Key stage activities

Attraction and recruitment events
Key stage 4-5

Each year we carry out a number of attraction and recruitment activities which have the aim of providing advice and information about our Early Careers programmes.

This includes attendance at school careers fairs, presentations in school assemblies and also delivery of our Early Careers open day. During 2020 and 2021, we were able deliver virtual versions of our activities and managed to reach over 5000 students and parents and carers from across Cumbria and North Lancashire.

Inspira
working with adults 16+

We work closely with Inspira to support adults who are unemployed and looking for employment opportunities.

This includes providing mock interviews to give people interview experience and presentations about the opportunities available in our business. During lockdown we still managed to deliver these sessions virtually, to continue this important outreach during the pandemic.

We also took part in a virtual Employer Q&A session to give potential applicants the opportunity to ask questions around the application process, jobs roles available and the apprenticeship scheme.
Key stage activities

Movement to Work
working with adults 16+

In addition to our outreach work with children and young people, we also deliver employment support programmes, which provide work experience opportunities for unemployed adults, giving them the skills to secure employment or go on to further education and other training programmes.

Movement to Work is a voluntary collaboration of UK employers representing a range of industry sectors. Movement to Work tackles the issue of youth unemployment, through offering quality work experience placements to young people who are Not in Education, Employment or Training (NEET), giving them the skills and confidence to take the first steps into their careers.

The Movement to Work programme has been delivered at the Submarines site for the last six years, with 174 people completing the programme and 104 of those having a positive outcome with BAE Systems, including transition into an apprenticeship.

Kickstart scheme

The Kickstart scheme has the aim of providing 16 to 24 year olds, who are currently in receipt of Universal Credit, with a six month work placement designed to enable them to develop their employability skills.

Since beginning Kickstart in March 2021, a group of ten people have gained experience in the steelwork, welding, caulking and ancillary disciplines, as well as a good grounding in the business under the guidance of our Dreadnought Delivery Director Andy Leahy and his leadership team. The scheme resulted in a positive outcome for all ten people taking part, with six of them starting apprenticeships in steelwork/welding and ancillary roles in September 2021. Liam Buchanan and Garth Ditchfield, both 24, are looking forward to beginning their apprenticeships as steelworkers, and they spoke highly of the scheme.

"It’s been excellent," said Garth. "The good thing about it is it gives you the opportunity to have a go at different trades and see what you are good at and what you enjoy and then choose what you want to do."

Liam added: "It’s a really good programme. The coaches did a great job structuring it and I really enjoyed it. There was a lot of freedom, it was almost tailored to your needs to an extent."
Support of Furness Education Trust

In September 2015, we became the sponsor for Furness Academies Trust, utilising the expertise within our management committee to assist with setting the strategic direction of the Trust through a series of roles as Governors and Trustee members.

We are pleased to report there have been year-on-year improvements in GCSE results, and in 2017 Ofsted gave an overall improved assessment of ‘Good’ to the Trust. Applications for places within the school have also been oversubscribed for the past four years.

In 2019 an application to merge the Furness Academies Trust (FAT) and the Inspired Learning Trust (ILT) was approved and a Special Resolution changed the name from Furness Academies Trust to Furness Education Trust. This merging of the two Trusts was an important educational development, creating closer partnerships between Primary and Secondary Education, whilst broadening and enriching the collective curriculum. The merger also had the aim of strengthening teaching and learning for both the Early Years / Key Stage 2 and Key Stages 3 / 4, and to enhance the transition between them.

As sponsors, we will continue to work with the senior leadership team, governors and trustees of the Trust to explore future opportunities, in order to ensure ongoing improvements to education and skills in the local area.
Like many parts of our society, the Covid pandemic has impacted the education and skills sector significantly and throughout the last couple of years those in the sector have demonstrated their commitment, dedication and innovative approach to the challenges faced.

Despite the challenges, we were able to divert some of our funding and resources to help deliver a range of support activities and initiatives, which are highlighted in this section of the report.
**Covid response**

**Laptop Donations**  
**Key stage 4**  
Following a number of conversations with local schools around access to digital devices, we were quickly able to work with our Information Management and Technology (IM&T) function to donate 170 laptops to GCSE pupils from eight of our local secondary schools.

These provided an invaluable resource, allowing pupils to access lessons more easily and undertake set work, which would have otherwise been difficult to complete.

“Once again thank you for the 9 laptops that you delivered. They are very much appreciated and once we had bought some hard drives for them they worked brilliantly and are being used every day”  
Sarah Shires (Cartmel Priory School)

**STEM Catch-Up Funding**  
**Key stage 1-4**  
In late 2020, we developed a Covid STEM Catch Up fund to allow all schools in the Furness and surrounding area to apply for funding to ensure their pupils didn’t miss out on STEM learning through the pandemic.

Secondary schools could access £1500 per school and Primary schools £750. We received successful applications from 59 schools for projects which included; visualizers to allow classes to view practical demonstrations while maintaining social distancing, software licences to allow pupils to work from home, STEM equipment to support STEM clubs, IT equipment to support home learning and transport for STEM trips once these can resume.

“The STEM funding we received from BAE Systems has had a massive impact on our children. We used the grant to purchase some new tablets which we immediately lent out to families to enable them to access home-learning efficiently and easily. When we are all back in school, the tablets will be used daily to support and enrich the children’s learning and help support our recovery curriculum.”  
Jenny Redhead (Acting Headteacher at Roose Community Primary School) speaking during the time pupils were working from home
Community Investment
Introduction

As one of the largest employers in the Barrow and Furness area we aim to sponsor or assist with activities which support delivery of our wider social impact aims and company values. Decisions on which events, causes or groups to support are made in line with our UK BAE Systems Corporate Community Investment Policy which states that investment should be directed, where possible and appropriate, to those projects that support the following themes:

Our Customer
To maintain strong relationship with the Armed Forces and Armed Forces charitable organisations.

Education and Skills
Invest in education and employability skills of young people, develop existing role models through the STEM Ambassador programme and partner with organisations whose activities help to meet STEM talent pipeline.

Heritage
Activity that supports the company heritage within the local area.

Local Community
Local community – projects which support improvements to the local environment or have the aim of improving perceptions of the local area.

As with all other organisations, our business had to adapt our Community Investment approach during 2020 and 2021. Although we have always worked with the local stakeholders to develop new opportunities, the pandemic required us to take a more pro-active and immediate response to the local challenges faced. In this context, we could not wait for applications to arise but joined a number of joint public, private and third sector working groups to enable us to understand emerging issues and recognise where we might be able to support.

Although the period has been dominated by the Covid pandemic we have still managed to deliver some of the activities we had planned to do, including a range of Remembrance Day activities, completion of our donation to the Dock Museum of £100,000 for the Shipyard town project, and sponsorship of the virtual Christmas lights switch on.
Key statistics

198
Number of projects supported through Community Investment in 2020 and 2021

1022
Number of hours of employee support for Covid response activities

20
Number of Covid response activities
Community investment - Covid response

Face-fit testing
At BAE Systems Submarines, we often require Respiratory Protective Equipment (RPE) as a form of control to protect our employees from manufacturing processes involving dusts and chemicals.

Given we have the capability to carry out face-fitting testing on site, we were delighted to be able to support a request from St Mary’s Hospice to provide their staff with face-fitting testing at their own location and also support them with the continued supply of respirators. This helped their staff to remain protected from coronavirus so they could continue to provide essential services to their patients. In addition to the hospice we were also able to support a number of local dental practices, enabling them to open their doors to patients.

NHS Recovery Centres
In the early stages of the pandemic our business worked with the NHS, Barrow Borough Council and our supply chain partners, Optech Fibres, Leck Construction and Wards, to design and construct Recovery Centres at Furness Academy and Kendal Leisure Centre.

The Recovery Centres were designed as part of plans to provide additional bed capacity for the county’s hospitals, should they have needed it. The Recovery Centres were intended to be used for patients who were medically fit for discharge and were well enough to leave hospital, but needed a little extra support to get back to their home. Fortunately the beds were not required but the project highlighted the ingenuity, collaboration and determination of our employees and our local partners.
Community investment - Covid response

Logistics support to the NHS
Due to challenges around the distribution of essential medical supplies to hospitals and GP surgeries in the region, our business received a request from the NHS to provide support.

As a consequence members of our logistics team, supported by other employee volunteers, quickly mobilised and were able to use their expertise, equipment and vehicles to meet the challenge. Between April and July the team made deliveries twice a week around the Bay area, totalling 206 hours of support.

Volunteer support in hospitals
The pressures on the NHS throughout the pandemic were enormous, not only with increases in the number of patients they were required to treat but also challenges around their staff being unable to work due to self-isolation procedures.

As a result, our employees were able to lend a helping hand, enabling medical staff to focus on the medical challenges created by the pandemic. This included the construction of screens to increase patient safety at Furness General and Westmorland General hospitals.

206 hours of support
Community investment - Covid response

SHE support in schools
Schools and businesses in Cumbria were given a helping hand as they worked out how they could safely reopen after the Covid lockdown.

Safety, Health and Environment (SHE) professionals from our business shared what they had learnt about best practice for keeping workplaces safe.

This included two online advice clinics chaired by our Head of SHE and onsite support to local schools and nurseries. Those taking up the offer included Vickerstown and Ramsden Robins Pre-nursery.

VE Day celebrations
At the start of the year, our intention was to deliver a VE Day celebration event in the town centre but despite the cancellation, we recognised the VE Day celebration would really resonate with the older generation and particularly those that had been isolated in local care homes.

After contacting the homes in the local area, we were able to deliver party packs and VE Day themed cakes, to both local care homes and education hubs.
Community investment - Covid response

Each year, we donate to a range of projects, initiatives and events which align with our key themes and during 2020 and 2021 we understandably saw an increase in requests and flexibility was applied in the types of initiatives and causes we supported.

Donations made during the pandemic included £50,000 to the Cumbria Community Foundation (CCF) Emergency Covid Response Fund. This was the one of the first donations made by a business in the county and provided a platform for the Community Foundation to secure a total of £1.9m for the Emergency Fund. In addition to the funds provided for CCF, our business also made a donation of £30,000 to foodbanks in the local area.

Fundraising by our Test and Commissioning team also raised £4,500 for Local Resilience Hubs in each of most disadvantaged areas of Barrow, which our business was delighted to match fund. This meant a total of £9,000 was distributed to the seven hubs, providing much needed emergency provisions to those most in need.

Distribution of Education Packs

Activity packs, aimed at supporting learning during the pandemic, were distributed to over 200 children and families in Barrow, in partnership with the Local Covid Resilience Forum.

The packs, made up by local toy and stationary outlet Heaths Ltd, included a selection of pens, paper, crayons and more, for primary school age children around the town. The packs were sent out during the Easter break along with Easter eggs donated by local supermarkets.
Community investment - Covid response

Cumbria Care leavers care packages
Just before Christmas 2020 we supported local care leavers, who throughout the pandemic, had been extremely isolated, were often vulnerable and in many cases had no-one to share the festive season with.

We funded and helped put together, care packages including food and some other essential items. The response from the care leavers was very humbling;

Dear BAE,
We would just like to “Thank you” for your thoughtful donation of the hampers at Christmas.
We were so pleased to receive them. Some of the messages received after getting these were:
“Aww thanks so much, that’s lovely and will really help me out”
“Heja, thank you I appreciate that.”
“Thank you for that, defo sorted us out! X”
This is an observation from delivering a hamper. One of the young people with a learning disability wrapped his arms around himself to signify a virtual hug, smiled and gave thumbs up, he was delighted.
So “Thank You” again, you really made a difference. With Thanks, Jade x (on behalf of the South Care Leavers Forum)

Supporting the NHS with PPE
Our Submarines engineering team helped the pandemic response by producing specialist equipment for use by the NHS.

The team made 860 specialist hooks for isolation cubicles in hospitals and all seven of our industrial-scale 3D printers were used to over make 350 face shields.

The equipment produced was really appreciated by NHS staff and management and hopefully helped to keep them and those they cared for a little more safe.
Community investment
Heritage
Community Investment - Heritage

Dock Museum - Shipyard town project
The Shipyard town project will include the creation of a new permanent shipbuilding gallery, the building of a research room, an upgrade to the museum’s entrance and a new family learning zone.

The total cost of the project will be just under £1 million and was made possible through funding from the National Lottery Heritage Fund, Sir John Fisher Foundation and a £100,000 donation from BAE Systems Submarines.

As well as providing essential matched funding to the project, our business has also donated a collection of 3,000 images from its shipbuilding archive which will be restored before being scanned and made available to the public online and in the museum’s research room.

The venture will also see the creation of three new posts at the Dock Museum, two new shipbuilding films will be commissioned and a pair of new walking trails starting from the museum will be developed so the town’s shipbuilding heritage can be explored in detail.

Oriana deck plans
When searching through archive material, one of our Naval Architects, discovered what appeared to be the deck plans for the Cunard liner, SS Oriana.

The Oriana was the last of the Orient Steam Navigation company’s ocean liners, built at Vickers-Armstrong in Barrow-in-Furness and launched on 3 November 1959 by Princess Alexandra.

The Manager of the Dock Museum, said the plans would be “fascinating for someone who doesn’t know very much about the process of shipbuilding … to find out how extraordinarily detailed building a ship needs to be”

As the Dock Museum houses the detailed model of the SS Oriana liner, it seemed fitting that the plans be scanned, then digitised and made available for visitors of the museum.
Community investment
local community
Community Investment - Local community

Barrow Raiders and Barrow AFC
As part of an ongoing support, we continued our sponsorship of both Barrow Raiders and Barrow AFC community outreach programmes.

The two programmes focus on utilising the popularity and cultural importance of the clubs, to engage young people in order to develop their confidence, aspiration and life skills. Both programmes are going from strength to strength and we hope to continue to develop our relationship with both organisations.

“We are delighted to form a partnership with BAE Systems. We have been doing lots of great work in the community and we believe that the addition of BAE Systems to our sponsorship list adds real credibility to our Advantage programme” Barrow Raiders chairman Steve Neale

Virtual Christmas lights switch on
The Barrow virtual Christmas lights switch on 2020 provided a great opportunity to work with key stakeholders to deliver a much needed dose of festive spirit to the area.

The event, sponsored by BAE Systems, included live streaming of a number of acts through Barrow Borough Council’s YouTube channel and over 11,000 people tuned in. Our Chief Infrastructure officer, Steve Cole, was one of the many virtual guests taking part which also included Submarines Higher Apprentice Paris-Ayo Corkill performing a moving version of ‘O Holy Night’, whilst Mechanical Designer and champion boxer Liam Conroy sent best wishes in a video message.
Community Investment - Local community

Community clean ups
Throughout the year our employees support a number of community clean ups, which take place around the Furness area.

This includes those organised by our Early Careers team and also through sponsorship of local organisation ZEST, who support us to deliver a further four clean ups each year. This not only includes our employees but also our partners, suppliers and other local stakeholders who volunteer their time to support.
Events sponsorship
Throughout the year we sponsor a number of events, with the key aims of improving perceptions of the area, increasing awareness of what Furness has to offer, increasing footfall and spending in the town centre and playing our part to create a calendar of exciting and engaging family events.

We will continue to support events aligning with that criteria, building on the events we have already supported including Tour of Britain, Brathay Row Runner, Keswick to Barrow Walk, Super Soapbox challenge, Furness Yule and the Walking with the Wounded Cumbria Challenge.
Community Investment - Local community

Awards sponsorship
We understand the importance of recognising the individuals and organisations that truly make a difference to their local communities.

In the past we have supported a number of different awards, including the Love Barrow Awards, Golden Apple Awards and Cumbria Children in Care awards and we will continue to support events like these which highlight the outstanding contributions made.

Whilst 2020 saw a number of awards ceremonies postponed one event did actually take place virtually, which was the In-Cumbria Business Awards, for which we were the sponsor for the ‘Against All Odds’ award which was won by St George’s Residential Home, Millom.

In 2021 we were pleased to see a number of events taking place again, which we were delighted to support including The Cumbria Diversity Awards, The Golden Apple Awards and In-Cumbria Business Awards.
We have a long and proud history of supporting our Armed Forces - it lies at the very heart of what we do. We value the unique relationship we have with both serving members of the Armed Forces and veterans and recognise the contribution that serving personnel, reservists and military families bring to our businesses.

In 2020 - 21 we continued to show our commitment to the Covenant through a range of activities, events and fundraising activities.
We have increased our number of commitments and enhanced some of our existing pledges. We will strive to:

- Promote BAE Systems as Armed Forces friendly
- Recognise the valuable skills and experience that Service Leavers and Veterans bring to our businesses
- Work with partners to offer mentoring and coaching opportunities for Service spouses and partners
- Advertise employment opportunities in our business on the Forces Families Jobs portal
- Support our Veteran and Reservist employees by offering membership of our Veterans Network employee resource group
- Enable employees who are active members of the Reserve Forces to maintain their training commitments
- Demonstrate our commitment to Reservist employees by highlighting appropriate case studies
- Commit to host Reserve recruiting teams at appropriate sites and venues
- Adopt a sympathetic and flexible approach to requests for leave from Service spouses and partners before, during and post operational deployment
- Sponsor Armed Forces Day events across the UK
- Promote Armed Forces Day and Reserves Day
- Commemorate Armistice and Remembrance Day
- Encourage employees to volunteer and raise funds for Armed Forces charities
- Seek opportunities to support the Cadet Forces
- Support employees who are Adult Cadet Force Volunteers
- Support the rehabilitation of wounded, injured and sick Service personnel through relationships with charitable organisations and initiatives dedicated to these causes
- Act as an advocate for the Armed Forces Covenant by encouraging and supporting our suppliers to adopt the principles of the Covenant
- Enhance employee support for the Covenant
- Regularly review progress against the commitments we have made
Armed Forces Covenant

Promotion and fundraising for Remembrance Day
Remembrance Day provides an opportunity to remember all the armed forces personnel who have died in the line of duty. To commemorate, we support the day in a number of different ways.

Our employees laid a wreath on behalf of the business and their families to remember the two shipyard firewatchers, apprentice Christopher Fieldhouse and crane driver Thomas Martin Cooke, who lost their lives in 1942 when the crane they were on was hit by enemy fire.

Maintaining a tradition going back at least 40 years, wreaths were also laid in our Plant Maintenance workshop, at a memorial to 53 Electrical Department personnel who lost their lives in the First World War.

On Remembrance Sunday, the Round House Hub and Cafe on Walney displayed glass jars, sponsored by BAE Systems and other local businesses. They had been decorated with poppies by school children from local schools. Donation boxes were on display to raise funds for the local branch of the Royal British Legion.

Every year we lay a wreath at the cenotaph in Barrow, at Ramsden Square and at various key locations on our site. Submarine employees were also given an opportunity to donate to the Poppy appeal online and purchase a ‘We Remember Submariners’ pin to raise funds for ex-Submariners.
Submariners Memorial Appeal
The new Submariners Memorial is now located at the National Memorial Arboretum, the UK’s year-round centre of Remembrance.

The Arboretum is a place which helps people to reflect and to be inspired, a place where they can celebrate lives lived and a place to commemorate lives lost in service.

There are over 380 memorials spread across 150-acres of landscaped woodlands and gardens. The Arboretum’s Remembrance Centre features a suite of visitor amenities and the nearby Millennium Chapel of Peace and Forgiveness is the only place in the country where the Act of Remembrance is observed daily at 11:00am.

Our business supported the launch of the appeal, as well as making a donation of £2500 towards the total cost of £300,000 for the creation of an iconic monument.

As part of this launch, 27 local school children from Dane Ghyll School attended an event, visited the Submarine Academy and entered the Memorial competition. The pupils watched the launch ceremony and designed their own ideas for a memorial.

“A belated thanks for all you did to make the launch of our appeal such a special day. The enthusiastic and energetic way you grasped the essence of what we were about and translated it into such a special event was, as we used to say, in the finest tradition of the service”  
Cdr Tom Herman (Hon. Submarine Regimental Secretary) from the Submariner Memorial

Armed Forces Covenant
Employee support and fundraising

In addition to activities and support developed by our business, our employees also have a long history of supporting their local communities and other charitable causes.

The case studies provided below give some examples of the types of fundraising activities and community support undertaken by our employees.
Employee support and fundraising

Backpack Appeal
For a number of years, our employees have donated backpacks full of toys and educational resources, which are distributed to schools in the local area.

In 2020 and 2021, due to Covid restrictions our employees were unable to make physical donations of backpacks but a funding page was set up to enable them to make a financial donation. A total of £4400 was raised over the two years which allowed us to purchase over 250 backpacks to distribute to local schools.

Covid Response
Throughout the pandemic, our employees were involved in a range of fundraising initiatives to support the local community and following a number of requests, we set up a Virgin Money giving page to allow our employees to make donations to the Cumbria Community Foundation Emergency Covid response Fund and local foodbanks.

In just over a month our employees managed to donate over £14,000, which was gladly received by both organisations.
Employee support and fundraising

Row Runner
Two teams from BAE Systems rowed and ran in support of Brathay’s work with vulnerable young people.

Brathay Trust’s RowRunner Team Challenge event on September 4th, saw teams competing as they rowed over 20 miles on Windermere, with team members running up the fells of Latterbarrow, Gummer’s How and Wansfell before racing back to the finish line at Brathay Hall. Money raised goes towards Brathay’s Focus on Furness Appeal, a fund which helps young people in the area who face challenging circumstances.

Cumbria Challenge
The Annual Lake District hiking event has raised more than £200,000 for the Walking With The Wounded charity, which provides valuable support to Armed Forces veterans. An adventurous bunch of Submarines colleagues helped make 2021 Cumbrian Challenge a massive success.

More than 600 participants joined ex-military beneficiaries to take on one of three routes – the Peak (10km), the Tough (22km) or the Tougher (32km) – with the latter featuring nine summits before the finish in Grasmere. Submarines teams managed to raise a combined total of nearly £13,000 towards a grand total of more than £200,000 for Walking With The Wounded.
Employee support and fundraising

STEM Ambassador Network
We currently have over 350 employees who are trained STEM Ambassadors.

They offer their expertise to inspire young people and bring to life the value of STEM subjects in careers and the wider world. Each Ambassador is allocated up to 3 days per year to support STEM related activities and whilst the pandemic has created challenges, our Ambassadors still managed to contribute 1108 hours of support during 2020 and 2021.

School Governor Network
We currently have 36 employees in governance roles throughout Furness and South Lakes.

Those employees are engaged with 19 different schools to assist with planning and the strategic direction of the school. The Governors Network has become a key part of our educational outreach, with meetings taking place once a term to share information and feedback, which is used to help develop our education outreach approach.
Supply Chain Social Impact Approach

Our Supply Chain Social Impact Approach aims to utilise our strong links with our suppliers to encourage, enhance and amplify social impact activity taking place in the area.

In addition we will also work with organisations such as Cumbria Local Enterprise Partnership and Cumbria Chamber of Commerce to increase the capacity and capability of local small and medium enterprises (SMEs) in order to create a more diverse and resilient local economy.
Capgemini & Bright Stars
Bright Stars is delivered by the Centre for Leadership Performance and provides an exciting collaboration between primary schools, and local businesses across Cumbria.

The initiative encourages the development of entrepreneurial skills, as well as building relationships between Cumbrian businesses and their local primary schools.

“We are extremely delighted that last year both Capgemini and Rolls Royce took part in the Brightstars project and we can’t thank them enough for supporting this fantastic initiative.”
Charlotte Bartlam-Windle, BAE Systems Procurement Professional, Social Impact Lead

“Our involvement enabled employees to become involved with the local community and they got pride and satisfaction from the interactions with the schools and likewise gave the children the opportunity to learn about Capgemini as an organisation.”
Kate Johnson, Capgemini

Lunch and Learn sessions
Lunch and Learn sessions are delivered by BAE Systems Submarines and have the aim of providing local businesses with an opportunity to learn more about a range of subjects.

Our event in November highlighted the issue of Modern Day Slavery, outlining the size and scope of the problem across the world and what businesses need to be aware of in relation to their supplier base.

“Thanks to the BAE Systems team for a very interesting and informative session. The engagement of other stakeholders associated with your business, education and awareness will bring development and change”
EMCOR

Regional Supply Chain Network
In 2021, BAE Systems Supply Chain Function hosted two networking sessions for a number of local businesses providing an opportunity for them to share knowledge, skills and experience relating to Procurement and Material Management topics.

“The discussions that were held were really informative and engaging. It was fascinating to learn about how different organisations face many of the same challenges. It was clear that there was an appetite to use the group to help each other develop whilst seeing how we can make a difference to the local area.”
Jonathan Procter, Procurement Leader & Social Value Ambassador
Partnership representation

Whilst our social impact report highlights the breadth of support we provide to the local community, we recognise that we also need to work alongside other partners to ensure we continue to create social, economic and environmental sustainability for the area. As a consequence a number of representatives from our business support a range of regional and local partnerships, contributing our skills, knowledge and resources to assist where we can.
Partnership representation

North West Business Leadership Team (NWBLT)
As a major business in the North West of England we are keen to work with other businesses to promote the region.

The NWBLT brings together leaders of national and international businesses with substantial commitments and interests in the North West of England. Working together they seek to lead, inspire and harness the power of business to help deliver sustainable prosperity for the North West region.

The NWBLT mission is to make the North West the UK’s best region in which to do business, work and live for generations to come.

Cumbria Local Enterprise Partnership
Cumbria Local Enterprise Partnership (CLEP) is one of 38 LEPs in England. LEPs are business-led partnerships between local authorities and the private sector, whose role is to determine local economic priorities and undertake activities to drive economic growth and the creation of jobs.

Each LEP bids to government for funding for projects that meet the LEP’s strategic priorities and will accelerate economic growth in their area.

In line with the priorities of the county’s Local Industrial Strategy, drawn up and agreed with partners, Cumbria Local Enterprise Partnership is overseeing the delivery of 17 local Growth Deal programmes, with £60.3m of government funding being invested in Cumbria.

BAE Systems Submarines currently has a place on the LEP Board and is also represented at a number of sector panels including advanced Manufacturing, People, Employment and Skills and Clean Energy.
Brilliant Barrow / Towns Deal
Following the development of a town investment plan, Barrow has been awarded £25m to boost the future, the fortunes and the outlook of Barrow.

This was part of the Government’s £3.6bn Towns Fund. As part of the initiative, our business chairs the public/private partnership in place, to oversee the development and implementation of the plan. #BrilliantBarrow is the name for the Deal and the Investment Plan. Seven projects have been developed and we are working with local key stakeholders to make those projects a reality.

Hello Future
Hello Future is the Cumbrian hub of the national Uni Connect Programme, funded by the Office for Students (OfS).

The organisation works with year 9-13 students, teachers, advisors, parents and carers across Cumbria, to provide impartial information and activities to help them make key decisions, important to higher education and further training. It works with young people from target areas across Cumbria, to ensure that everyone is able to make informed and inspired choices about their future.

The programme aims to support the government’s social mobility goals by rapidly increasing the number of young people from underrepresented groups who go into higher education.

A representative from our business sits on the Executive Board, supporting the development and implementation of the strategy, as well as using our communication channels to promote opportunities to young people, including those leading to higher education qualifications in our and other businesses.
Partnership representation

Cumbria Community Foundation exists to address disadvantage by making life-changing grants and promoting philanthropy.

The Foundation also responds to emerging need, having managed four disaster appeals as well as the recent Cumbria COVID-19 Response Fund. The Foundation provides philanthropic services to individuals, families and organisations and manages more than 100 grant making funds, supporting more than 500 community projects per year on behalf of fundholders.

As a business we are not only members of Cumbria Community Foundation but support the organisation by providing representatives to act as trustees and committee members of its Furness Committee.

Other partnerships and projects

As well as those partnerships highlighted, we also support a number of other more short term partnerships, which have been developed for specific projects.

During 2020 we had representation at the Barrow Walking and Cycling Infrastructure working group, which has the aim of developing effective cycling and walking routes in and around the area, the Local Covid Resilience Forum, which is a partnership of Public, Voluntary and Private sector organisations, brought together to effectively manage the local response to the pandemic and the Cumbria Armed Forces Covenant group, which seeks to bring together those organisations and agencies who have signed up to the Armed Forces Covenant.
Looking forward

Following the publication of our first Social Impact report, our intention is to provide an update each year on the activity we have been involved in. As highlighted in our introduction, in 2022 this will also include information about the implementation of work on our Carbon Net Zero Policy and also the social impact activity taking place at the Submarines satellite sites around the UK.

We hope the report has provided you with an insight into the types of activities and events we have supported and how seriously we take our role as a responsible corporate citizen, ensuring we play our part.

If you would like further information about our social impact approach then please contact: Communityinvestment@baesystems.com