

Tidworth Community Area Status Report

Background and context

The overarching aim of this document is for Tidworth Area Board and its partners to understand how to support local responses from communities, businesses and organisations and link this to the work of Wiltshire Council, it's partners and agencies, so that collaboratively we can tackle issues including those arising from Covid-19.

The Tidworth community area has seen an incredible response to the COVID19 pandemic with volunteers leading the response and strategic partners working collaboratively to support our communities. Every person within the area has access to support from one of the many community groups that were set up, some of which are continuing to offer additional support.

As we now look ahead, this document provides a summary of information that can be utilised to help inform the local community response. It brings together the differing data and information sources from across the community area that will help us to understand the state of our community and the impact of COVID-19. It also highlights communities that may have been disproportionately affected by the pandemic and it considers how the actions, projects and plans that are emerging will be collated and supported.

Over time this document will be regularly updated in response to changes, new information and actions undertaken. Whilst the impact of COVID-19 is considerable, it is recognised that many of the issues identified in this report were existing ones.

The Tidworth area consists of the Towns of Tidworth and Ludgershall as well as the parishes of Chute, Chute Forest, Collingbourne Ducis, Collingbourne Kingston, Enford, Everleigh, Fittleton, Netheravon, Tidcombe & Fosbury. A key requirement is to ensure that all within the community area have the same opportunity to engage with this work and the consultation has been as wide as possible within the resource and time restraints that exist.

When the boundary review changes are implemented at the May 2021 elections, the Community Area will consist of the divisions of Tidworth North and West, Tidworth East and Ludgershall South, as well as Ludgershall North and Rural. The parishes within the Avon Valley will join the Amesbury Community Area. Concerns raised within these Avon Valley area will be taken forward by the Amesbury area. As this is an organic report, any issues that they subsequently raise can be added

Whilst it is natural to focus on the issues where improvement is required, it is important to recognise and build on the positives that have arisen during the pandemic. These include the closer working between organisations, increased community cohesion, new volunteers and the wider use of the internet / social media.

Community data and information

Local data is being collected from a range of sources to provide an overview of the current situation within our community. This is being combined with the outcomes of discussions on the impact of COVID-19 to inform the key issues emerging and where resources should be focussed.

- [JSNA local data sets](#) – (collected in winter 2019)

- JSNA 2020 – Demography and overarching indicators
- [Children and young people mental health needs Assessment](#)
- [Gypsy, traveller and boater populations health needs assessment Wiltshire](#)
- [Office for National Statistics](#)
- COVID19 support group survey – (June 2020)
- Wiltshire CAJSNA 2020 Community Survey Results (Tidworth)
- Tidworth Area Board Councillors discussion
- [Survey of Tidworth Area Businesses](#)
- Local survey to be undertaken with MOD on lived experience
- Consultation with Town and Parish Council meeting - (Nov 30th 2020)
- Meetings notes from the Tidworth Area Support and Recovery Group on
 - I. 1st July 2020
 - II. 4th Aug 2020
 - III. 25th Sep 2020
 - IV. 19th Nov 2020
- Discussions with other key groups including:
 - I. Schools (MAF & Healthy Schools)
 - II. Chamber of Commerce
 - III. Spurgeons
 - IV. BAME groups
 - V. MOD

Additional conversations will need to be undertaken with partner groups and organisations especially when further investigation into issues is required. Any subsequent new information or alterations can be made.

Context for this report

It is important to read this report with the following in mind:

- The process of identifying and agreeing the key concerns is not an exact science and both statistical and anecdotal evidence can be misleading. No two people will completely agree on what should be included so trends, commonality and correlation have been looked at when deciding what to include. This report should therefore be viewed as an informed indicator to the state of the Tidworth Community Area.
- The Tidworth Community area is an excellent place to live and work. It is recognised that a tremendous amount of good work and substantial improvement has taken place over the past few years due to the dedication and hard work of so many within our community. The JSNA data indicates that for many issues the area is

consistently performing very well. However, the remit of this report does not include capturing these examples and the focus is upon those issues identified by the community as being the most important to focus on.

- Some of the areas highlighted from the JSNA data where the Pewsey Community areas seems to not be doing so well will need looking at in the context of when and how it was collected.
- The variance between JSNA data in all community areas may not always be of any great significance. Wiltshire is also a great county to live in and sometimes we are comparing good with excellent
- Further investigation will be required with some of the data as it may not tell the whole story. E.g. who particularly is being affected? Are there differences between local communities and minority groups? Is the issue located in a specific geographical area? Equally in some cases the most recent data available is a few years old and the situation may have altered.

Additional local information and the impact of COVID-19

Economy

- The MOD are the largest employer within the community area, but this is not reflected in the JSNA report as data was not always available. This will need to be looked at further during the local conversations with the MOD that are ongoing
- The impact of COVID-19 to remote businesses is often underestimated as it is assumed that they are already set up from home working. However, issues around clients including uncertainty, orders being cancelled and an inability to pay for services have all had a substantial impact.
- Businesses have and continue to require support to 'COVID proof' themselves and adapt to new ways of working. In some cases that means transformation to home working whilst for others altering their offer or business environment
- Some businesses, particularly smaller ones, are looking for support in areas such as business transition and marketing. Advertising is also expensive and small businesses may not be able to afford it.
- There are also some positives that have resulted from the pandemic. Many businesses have helped others by sharing their knowledge and expertise. Not all support is financial and is required to come from central or local government. In addition, the pandemic has resulted in a level playing field with meetings taking place on Zoom rather than the boardroom. Consequently, businesses have grown in confidence to approach one another and work together. Some businesses have transitioned well adapting their offers to suit the new markets and their business needs
- Businesses see the benefit of a Lifestyle Card and encouraging local shopping including on-line
- National businesses are also affected by the COVID restrictions in other areas and not all businesses can operate remotely
- Spouses of serving personnel who are looking for employment have additional pressures around childcare and transport which can act as barriers to obtaining a job
- Castledown Business Park have reported that occupancy of the offices is still strong although this may be partly due to the lack of local stock. Phase 3 of the business park will see the remaining land marketed for employment. If there is no take-up it, alternative use such as soft play or restaurants can be looked at.
- Tidworth Garrison are also interested in supporting the families of serving personnel families to find employment

Community Resilience

- Tidworth community area has the highest BAME population in Wiltshire which is currently recorded at 7.47% and with the very recent army rebasing programme has almost certainly increased. The largest group are the Nepalese who number @1,500. They are well organised and had their own COVID support group during the pandemic. Other BAME groups include Fijian, Ghanaian, Indian, African, and Rastafarian.
- There are some health issues that affect BAME groups disproportionately. It is recognised that it is important for appropriate information and education that acknowledges cultural differences and overcomes language barriers especially amongst the more elderly residents
- Hate crime which may be due to race, ethnicity, sexual orientation, disability, religion or beliefs is the third highest in Wiltshire (10 incidents per 1,000 people). However this rate is still relatively low and just above the Wiltshire average.
- Before the current pandemic, anti-social behaviour was reported as slightly higher than average for Wiltshire (16 incidents per 1,000 people as opposed to 14 on average in Wiltshire). Generally, crime and anti-social behaviour has reduced in the Tidworth community area over the pandemic, but this may need to be watched once all restrictions are lifted.
- Tidworth Town Council have plans to build a new Civic centre in 2021/22 which will also house the local police. The Community Youth Centre in Ludgershall has been improved and made fit for purpose but with the youth clubs stopping permanently in 2019, there is a need to offer new opportunities to young people and utilise this facility.
- The MOD are refurbishing the community centre in Bulford to be open for all and have plans for an ICT suite in in Tidworth. They also wish to see their other facilities including sports pitches used by both military and civilian. The cost, accessibility and other constraints should be considered to ensure that all have the opportunity to use them
- A key concern for the Nepalese is to find a permanent place where they can meet and worship along with Sikhs and Hindus.
- Most village halls are not operating due to COVID restrictions and some have received financial assistance such as grants. None have reported that they will need to close permanently due to the financial situation and it is expected that they will continue once restrictions are lifted.
- Bus services within the community are generally considered good but there is no nearby rail station and the link scheme may need support including recruiting volunteers. The community area is the only one to have no public electric charging points
- The Pandemic has acted as a catalyst to remote working and meetings. Whilst there are many advantages of this, certain sectors of our community are being excluded. The lack of a suitable laptop or tablet, access to affordable broadband, a fear or lack of understanding of how to use this technology all contribute to this. Those excluded are often the people who need support the most. Work is taking place to improve access to Broadband such as in the village of Everleigh that is part of the Wiltsonline programme. It is unclear how much of the community area will remain below the threshold of 20mb/sec broadband once the project is finished
- The villages have all responded well to the pandemic and put support in place for residents. Some of the responses like the pop-up shop in the Chutes is not feasible to continue long term but other initiatives such as quick communication via WhatsApp groups and more strategic working with neighbouring parishes could be developed. An example of where this joined up thinking may be used is the work of the Parish Stewards.

- A strong theme that emerged from local conversations is that a fresh approach to volunteering may be required. Volunteers are vital for a resilient community, but they need to be valued, achievements celebrated, and opportunities offered that are appropriate to modern life. The MOD have also raised concerns that those serving who wish to volunteer are finding it difficult to do so.
- It is also recognised that many acts of volunteering are carried out without the desire to be part of a larger project or organisation. Many people wish to be free of these constraints and would not even consider themselves as volunteers.

Children, education and young people

- The loss of teaching time, limitations on how they may operate, and lockdown of year groups has put added strain upon our local schools. The feedback received before Christmas 2020 was that despite this they were managing well, attendance was good, and the measures put in place were working. Since the lockdown measures were introduced in January 2021 including the closing of schools for most children and young people, the situation has changed. There are some concerns for the mental health of the students and what the affect will be due to the cancellation of exams. Despite tremendous work to deliver remote learning, the anecdotal evidence suggests that some schools have reported a lack of laptops or tablets as well as not all students attending all of their classes. The situation is changing constantly and support for young people will need to be looked at closely as we move forward.
- The JSNA data suggests that educational attainment is poor in the Tidworth community area schools both at primary and secondary level. Average attainment 8 and the percentage of those at KS2 reaching their expected level is the lowest in Wiltshire. However, the community area primary schools have generally had a high level of good or outstanding Ofsted reports and Wellington Academy has put in several measures to improve the school over the past 18 months. The data may be out of date and some further research is required to understand what is happening. The current pandemic has added to the difficulties and work will be required to support young people achieve their potential. Some schools have also reported a lack of ICT equipment to enable remote teaching.
- Some children and young people have been affected by the additional pressures that parents have been under during the pandemic such as financial challenges and strained parental relationships.
- Activities for young people including clubs and organisations have largely been unable to operate for most of this year. It is hoped that most will be able to start up again, but it is acknowledged that this may not be possible where there are financial obstacles or where there is a shortage of volunteers.
- Many young people in the area have and are likely to continue to face challenges such as finding employment, poor mental health and access to positive activities .
- Before the pandemic approximately 1 in 70 young people under 18 were referred into children and adolescent mental health services which is slightly higher than the Wiltshire average. Domestic violence is also slightly higher in the Tidworth area than on average in Wiltshire especially where children were present. Although these numbers are not exceptionally high, they may be areas to see if further improvement can take place.
- Ludgershall Youth group ended before the lockdown and the youth café in Tidworth was struggling. Discussions had started on how support for young people could be improved, including setting up new youth activities in Ludgershall. Whilst there are examples of good projects that offer positive activities, some fresh thinking on supporting young people may be required.

Some clubs and organisations are considering how they could extend their offer to include sessions for young people at risk, carers or those with special needs.

- There is no detached youth work nor professional youth organisation operating in the area. The Army Welfare Service normally offer some activities for young people including those from BAME groups. During the pandemic, their work has mostly been virtual. They are keen to see if they can extend their youth provision
- Many local charities are reporting that they are facing financial pressures alongside increased demand for their services. For example, the Portage service for vulnerable families with young children now has a long waiting list.
- Partnership working and communication is generally good including civilian / military working. The reintroduction of the “Drumbeat”, a new magazine for Ludgershall and the newly formed Tidworth community area support group are good examples of the improvements being made.]

Health & well-being of older and vulnerable people

- Due to the dominance of the army garrison, the community area has the population with the youngest average age. Only 9% are over 65 compared to 21% Wiltshire wide.
- There were memory cafes operating in both Ludgershall and Tidworth, but the continuation of the latter is uncertain. There are several clubs for friendship or for older people within the area and some like the “Cheerful Cuppa” in Netheravon are also dementia friendly.
- The Castle Practice has an excellent reputation and works closely at the local level with other partners. They have invested in a social prescribing model that treats people holistically and have managed to provide excellent service whilst also addressing current issues such as a drive through flu clinic and preparations for the COVID-19 vaccination. Some regular events including the older persons health and wellbeing day have needed to be cancelled this year.
- Working with the Amesbury Practices a team of specialists is being put together to address both health and wellbeing. These include social prescribers, pharmacy technicians and first contact physiotherapists who are beginning to work with other partners and the community to provide holistic care
- The community area has by far the highest percentage of people under 75 dying from cardiovascular disease. It is more than 15% more than the second highest area. There is also a high mortality rate from causes deemed preventable
- A high level of community support has been offered to those who have had to self-isolate, but isolation and loneliness reportedly has increased. For example, “Help Your Neighbour Wiltshire” who were set up to support local and vulnerable people have reported increase in demand for befriending services.
- Data taken before the pandemic shows that the Tidworth community area had the second highest rate of adults diagnosed with depression (18%).
- There is no dedicated foodbank for the community area although it is served by both Andover and Salisbury foodbanks. Several institutions such as the Church and school hold vouchers and food parcels are distributed via the surgery. Spurgeons based at Windmill Hill, Tidworth also provide food parcels and have reported an increase in demand.
- The JSNA highlighted that personal debt was higher than the Wiltshire average in the community area and the current pandemic situation has made that worse. The number of people claiming universal credit has almost doubled from March 2020 to Sep 2020 and the benefit cap has affected people living in the Tidworth community area more than anywhere else in Wiltshire. Gambling is also a known issue amongst some in the armed forces where those serving in the army nationally are 8 times more likely to have a problem than civilians. For those struggling financially, there is a knock-on affect for their families including housing, mental health, employment and other issues.

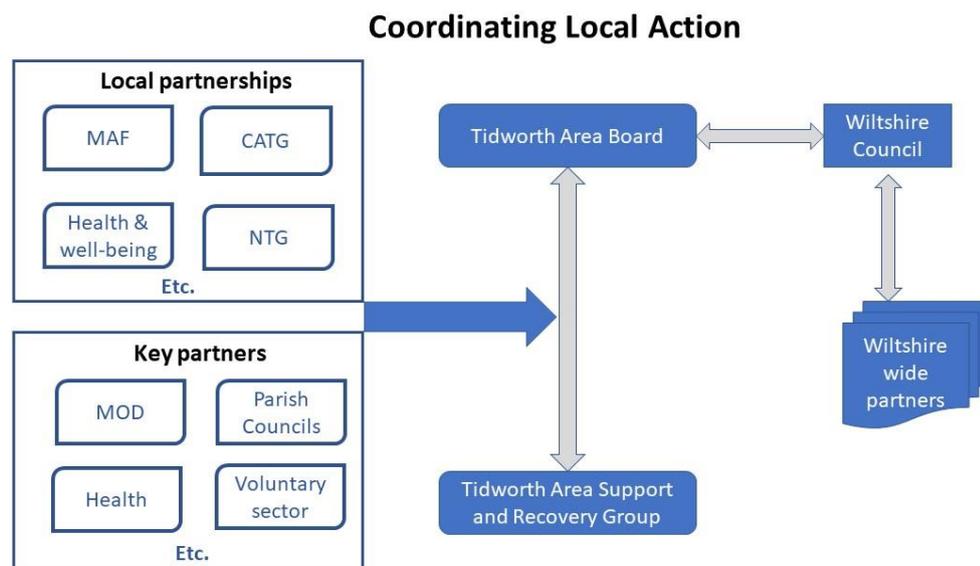
- During the Pandemic, those adults suffering from some form of depression or mental health issue has doubled nationally so it is likely to have increased within the community area. Younger people, women, poorer families and those already living with a disability are proportionately more at risk.. In January 2020 Wiltshire Mind set up a new mental health group in Tidworth but further research is required to see if additional support is needed.
- The Coronavirus crisis has put many carers under even greater pressure than before both mentally and physically. Many people do not even consider themselves as carers and are not receiving the support they need and are entitled to. Carers Support operate a project called “Courage to Care” within the Tidworth Garrison area aimed at identifying and supporting those carers in the services including their families.

Analysis so far of the feedback received and the supporting data has highlighted many of the more important issues that collectively the community should consider as possibly needing to be addressed. These can be viewed at the end of this report.

It is important that this is an inclusive process as possible with special attention to ensure that the villages and minority groups have equal opportunity to feed into this report and the subsequent addressing of community priorities. However, it is recognised that not all issues have been captured and there will be a lot of work undertaken independently. This report is a snapshot within that process

How local actions will be supported

The local response within the Tidworth Community Area is one of co-production recognising that to rebuild our communities, it is important that we work together, sharing information and resources where appropriate.



Tidworth Area Board covers the whole community area and is responsible for the production and management of this document. It links local delivery to Wiltshire Council, police, health and other partners. It is an accountable body with influence and powers. It has its own funding to help support local initiatives. The Area Board will produce its own work plan to show how what actions will be taken to help address the issues raised by the community and captured in this report

Tidworth Area Support and Recovery Group is community formed and led and currently incorporates the health and wellbeing group. It is free from any statutory or legal responsibilities. It consists of a range of local organisations, councils and community activists who have chosen to come together to collectively help deliver and support local action. It is acting as a steering and advisory group bringing together the local work and intelligence and discussing how to move forward. When we move out of the pandemic the role of this group will need to be reviewed

Themes: The recovery work within Wiltshire is organised around 4 key themes and these are also reflected within this report and the discussions taking place locally. They are:

- I. Economy and employment
- II. Health, well-being and adult care
- III. Community Resilience
- IV. Young people, education and children

Tidworth Area Board will receive regular updates around its own work plan of actions that will support and contribute to the local priorities. This report will be presented to the Tidworth Area Board for acceptance at its January 2021 meeting and subsequently to agree its action plan at the May 2021 meeting following the local elections.

What are the Next Steps?

- This report will be considered for acceptance by Tidworth Area Board at its meeting on the 25th January 2021
- Those who have not yet had an opportunity to contribute significantly will be invited to do so.
- An Area Board work plan will be presented to the Area Board at the first opportunity following local elections in May 2021. This will highlight a maximum of 5 issues where the Area Board would like to focus its efforts and resources and where it feels it can make the greatest difference.
- The CEM will engage with partners and stakeholders so that they understand the report and can consider how they will play their part in responding to the issues raised
- Updates will be a standard item at future area board meetings

List of emerging issues as identified by the community and supporting data

Issue	Supporting evidence
Higher than average incidences of anti-social behaviour	CAJSNA 2020 Community survey results JSNA 2020 data
Hate crime is the third highest rate in Wiltshire	JSNA

Too much waste produced and not enough recycling	CAJSNA 2020 Community survey results
Insufficient positive activities for young people especially those who are vulnerable, isolated or at risk.	CAJSNA 2020 Community survey results Discussions with partners and recovery group Discussions with Town and Parish Councils
Insufficient environmentally friendly travel including electric vehicles	Discussions with partner organisations
The garrison's feedback has been that the 9 to 5 experience of those serving in the army could be improved to include awareness and access to available activities and volunteering opportunities	Discussions with MOD
A new civic centre in Tidworth required	Tidworth Town Council
Lack of youth activities in Ludgershall and under-utilisation of the Youth community building,	Ludgershall Town Council
Community assets in the area could be used more	Discussions with partner organisations
Low income families are struggling to cope	Latest data from CAB, ONSA
The community area has the second highest percentage in Wiltshire of adults diagnosed with depression	JSNA data
Child obesity is currently higher than the Wiltshire average	JSNA 2020 data
There is a very high mortality rate for people under 75 from cardiovascular disease and from causes deemed preventable	JSNA 2020 data
Accidental injury including falls amongst older people and those who are under 15, that result in hospital admission is much higher than Wiltshire average.	JSNA 2020 data
Small businesses are looking for support to respond to the COVID-19 pandemic	Tidworth Chamber of Commerce
Educational achievement seems poor compares with the rest of Wiltshire. The additional challenges from the pandemic has made the situation worse.	JSNA 2020 data
High personal debt and financial Debt that has significantly increased since COVID	JSNA 2020 data Wiltshire Money data Discussions with recovery group members CAB reports
Lack of employment opportunities and apprenticeships.	JSNA 2020 data Discussions with Tidworth Recovery Group
Membership and use of library is low	JSNA 2020 data Discussions with library staff

Not everyone has access to broadband and support in being able to use it. COVID has placed greater emphasis upon on-line usage and support but this excludes a proportion of our society	Discussions by Tidworth Recovery Group Information from schools
Poor mental health for all ages compared with the average in Wiltshire – COVID has exasperated the situation due to an increase in isolation and loneliness as well as other pressures such as financial and relational.	Data from local agencies Discussions with recovery group members JSNA local data
Slightly higher than Wiltshire average number of victims of domestic abuse and children who witness it.	JSNA data
Some people are not keeping active and fit	Discussions with recovery group members
Need to encourage volunteering opportunities and support that reflects 2021 behaviour and thinking.	Feedback from MOD discussions Discussions with recovery group Discussions with partner organisation
Need to understand people's health and wellbeing holistically	Discussion with Health and wellbeing group Discussion with surgery
No access to public electric charging points – Tidworth area is the only one to not have any	Data from Wiltshire Council Discussions with partner organisations
Phase 3 of Castledown Business Park needs to be developed	Castledown Business park meeting notes
Local businesses need to be promoted and marketed more.	Chamber of Commerce
BAME groups have barriers to accessing services and facilities	Discussions with BAME groups