



SHEFFIELD CITY COUNCIL Cabinet Report

Report of: Laraine Manley, Executive Director, Resources

Date: 15th January 2014

Subject: Sheffield Community Covenant Annual Report 2013

Author of Report: Julie Bullen, 2736972

Summary:

The purpose of this report is to:

- Fulfil the commitment to produce an annual report on progress following the establishment of the local Community Covenant in November 2011. This report covers the calendar year 2013;
 - Update Cabinet on the key achievements of the Community Covenant during 2013
-

Reasons for Recommendation:

The Community Covenant ensures that services:

- encourage local communities to support the Service community in their area;
- nurture understanding and awareness amongst the public of issues affecting the Armed Forces community;
- recognise the contribution made by the Armed Forces Community;
- remember the sacrifices faced by the Armed Forces Community;
- encourage activities which help to integrate the Armed Forces Community into local life;
- encourage the Armed Forces Community to help and support the wider community

The annual report provides information on the progress of these aims.

Recommendation:

Cabinet is asked to:

1. Note the progress made on the Community Covenant in Sheffield in the last year.

Category of Report: OPEN

Statutory and Council Policy Checklist

Financial Implications
NO
Legal Implications
NO
Equality of Opportunity Implications
NO
Tackling Health Inequalities Implications
NO
Human rights Implications
NO
Environmental and Sustainability implications
NO
Economic impact
NO
Community safety implications
NO
Human resources implications
NO
Property implications
NO
Area(s) affected
City Wide
Relevant Cabinet Portfolio Leader
Councillor Dore, Leader of the City Council
Relevant Scrutiny Committee if decision called in
Overview & Management Scrutiny Committee
Is the item a matter which is reserved for approval by the City Council?
NO
Press release
YES

SHEFFIELD COMMUNITY COVENANT ANNUAL REPORT 2013

1. INTRODUCTION

1.1 The purpose of this report is to:

- Fulfil the commitment to produce an annual report on progress following the establishment of the local Community Covenant in November 2011. This report covers the calendar year 2013;
- Update Cabinet on the key achievements on the Community Covenant during 2013

2.0 WHAT DOES THIS MEAN FOR SHEFFIELD PEOPLE

2.1 At full Council on 2nd March 2011, a motion was passed to create a 'Sheffield Community Covenant' in order to ensure that local services such as housing, education and social care are appropriate to support the needs of local armed forces community. The Community Covenant was approved at Cabinet on 7 November 2011 and formally signed on 9 November 2011.

2.2 A report has been produced (attached) which fulfils the commitment to produce an annual report on progress and sets out the key actions and priorities for the year ahead.

3.0 MAIN BODY OF THE REPORT

3.1 The annual report (attached) provides details of the key actions taken this year to promote the aims of the Community Covenant. In summary these include the following:

- Promotion of the "Heroes Welcome" scheme
- Considering the needs of the Armed Forces Community in the design of services e.g. Lettings Policy
- Successfully attracting £46,000 of Community Covenant Grant funding to the City
- Supporting work placement of ex-service personnel
- Sheffield featuring heavily in the Royal British Legions Best Practice Guide to Community Covenants
- Armed Forces web pages
- Conference held raising awareness of the issues facing the local Armed Forces Community
- Monitoring of Armed Forces e.g. through employee census
- Equality Impact Assessments now include the consideration of the Armed Forces Community
- Veterans Outreach Worker post established
- Prioritisation of Occupational Therapy assessments, allowing

- quicker access to equipment and adaptations
- Disregard for Council Tax includes War Widow's/Widower's Pensions, War Disablement Pensions and Armed Forces Independence Payments
- Sheffield City Council's Discretionary Leave Policy updated
- The Women of Steel project
- Successful Veterans and Armed Forces day
- Cleaning of war memorials
- Successful Remembrance Day activities
- Prioritisation of referrals to Sheffield's Multi-Agency Support Team
- Launch of the Veterans and Armed Forces Support Service in First Point

4.0 LEGAL IMPLICATIONS

4.1 None at present.

5.0 FINANCIAL IMPLICATIONS

5.1 None at present.

6.0 EQUALITY IMPLICATIONS

6.1 None at present

7.0 REASONS FOR RECOMMENDATIONS

7.1 The Community Covenant ensures that services:

- encourage local communities to support the Service community in their area;
- nurture understanding and awareness amongst the public of issues affecting the Armed Forces community;
- recognise the contribution made by the Armed Forces Community;
- remember the sacrifices faced by the Armed Forces Community;
- encourage activities which help to integrate the Armed Forces Community into local life;
- encourage the Armed Forces Community to help and support the wider community

7.2 The annual report provides information on the progress of these aims.

8.0 RECOMMENDATION

8.1 Cabinet is asked to:

1. Note the progress made on the Community Covenant in Sheffield in the last year.

Julie Bullen
Director of Customer Services

Sheffield Community Covenant Annual Report 2013



www.sheffield.gov.uk/armedforces



Foreword

Two years ago I had the pleasure of establishing the first Community Covenant in Sheffield. Since then I have been struck by the number of individuals, organisations and businesses that have stepped forward and shown support to the local Armed Forces Community.

This year we celebrated our 5th Veterans and Armed Forces Day and I am pleased that this has become a key event in our local calendar. It is our chance to locally pay tribute to the men and women of the Royal Navy, the Army and the Royal Air Force, serving today and in the past.

Our Armed Forces have, and are, serving our country across the world in many roles from war fighting, peacekeeping and reconstruction to home defence. In so doing, they continue to defend our country, our way of life and our cherished values. We owe an incredible debt of gratitude to the brave men and women of our Armed Forces. They are the ultimate protectors of our peace and security and indeed of our whole way of life.

The Armed Forces are of course not just made up of professional serving personnel but also made up of Reservists and it is the Ministry of Defence's intention that their numbers will increase. They are ordinary civilians who are willing to contribute to the security of our country. It is also important to recognise the wider contribution of the Armed Services, in particular in relation to the cadet organisations. These equip youngsters to achieve success by accepting discipline and acquiring a sense of purpose. They would not operate without the adult volunteers and we pay tribute to them too. It is also important to recognise the tremendous support our Armed Forces receive from their families and friends. All of these groups combined make up the Armed Forces Community in Sheffield.

I am mindful of the fact that no ceremony or parade is enough to truly honour our Armed Forces Community. For that, we must do more. For that, we must

commit to serving our armed forces as well as they serve us, which is why we in Sheffield have established our Community Covenant. The Community Covenant aims to encourage the local community to support our Armed Forces Community and also to recognise the contribution and sacrifices made. This report sets out some of the progress we have made in the last year and commits us to continue to promote the aims of the Community Covenant going forward.

Councillor Julie Dore, Leader Sheffield City Council

1.0 Introduction

- 1.1 The aims of the Sheffield Community Covenant are to:
1. encourage local communities to support the Armed Forces Community in their area;
 2. nurture understanding and awareness amongst the public of issues affecting the Armed Forces Community;
 3. recognise the contribution made by the Armed Forces Community;
 4. remember the sacrifices faced by the Armed Forces Community;
 5. encourage activities which help to integrate the Armed Forces Community into local life;
 6. Encourage the Armed Forces Community to help and support the wider community, whether through participation in events and joint projects, or other forms of engagement.
- 1.2 This report details the progress made on these aims in the last year.

2.0 National and local context

- 2.1 At the end of World War II there were 5,000,000 armed forces personnel, today the number is less than 200,000. The Armed Forces are going through some significant changes through the Army 2020 programme. Army 2020 is the concept for transforming the British Army for the 2020s and beyond in response to today's strategic challenges. Army 2020 seeks to fully integrate Regulars and Reservists, for the first time, within a whole force structure. The most significant changes are the withdrawal of troops from Afghanistan, the rebasing of troops from Germany, reduction in the number of Regulars and the increased numbers of Reservists. These changes mean that support for the Armed Forces Community from local communities is going to be more crucial than ever before. This has implications for employers in the city that will be required to make provision for

Reservists to attend training and take part in active service on a more regular basis.

- 2.2 Reservists are a key part of the UK Armed Force. There are currently approximately 29,000 Reservists in the UK including the Royal Naval Reserve, Royal Marine Reserves, Territorial Army and the Royal Auxiliary Air Force. These are ordinary men and women, from all parts of the community, who give up their time to train and serve alongside the Regular Forces.
- 2.3 The Cadet Forces offer young people the opportunity for personal development in addition to providing adventure and excitement through a wide range of activities. The Government is opening 100 new cadet units in state-funded secondary schools in England by 2015. This opportunity has been promoted to schools in Sheffield through the communication system “schoolpoint”.
- 2.4 Links have been established in Sheffield between the Sheffield Community Covenant Partnership Board and the Reserve Forces and Cadet Association for Yorkshire and Humberside. The Lead Member for the Armed Forces in Sheffield, Councillor Clive Skelton, is a member of the Partnership Board and also the regional Reserve Forces and Cadet Association.
- 2.5 Veterans are also part of our Armed Forces Community and a person is considered a Veteran if they have previously served in the Armed Forces, this may be for as little as a single day but is usually for a much longer period. IAPT (Improving Access to Psychological Therapies) Veterans Positive Practice Guide (2009) estimates that there are around five million Veterans in the UK, and about seven million family dependents. In Sheffield this equates to over 90,000 people. Veterans are supported in Sheffield through well-established ex-Service associations which provide a range of support and extensive programmes of events. However a number of people, particularly

younger people, may not see themselves as Veterans and may not be accessing the support and services they need.

- 2.6 The Armed Forces Community includes those in-service including Reservists, Veterans and those who care for, depend on or are close family members of these groups of people.¹

3.0 Sheffield Community Covenant Partnership

- 3.1 The Community Covenant was originally established in November 2011. After doing a lot of awareness raising additional organisations expressed a desire to sign up to the Covenant. Sheffield City Council held a second signing event in July 2013. The Sheffield Community Covenant Partnership is now made up of representatives from the original signatory organisations:

- Armed Forces
- Charitable organisations
- Ex-Service Associations
- Jobcentre Plus
- Sheffield City Council
- The Royal British Legion

Membership has now been extended to include:

- Amey
- Capita
- Remploy
- Sheffield Clinical Commissioning Group
- Sheffield Health and Social Care NHS Foundation Trust

- 3.2 The Sheffield Community Covenant Partnership Board meets twice a year. The Leader of Sheffield City Council, Julie Dore, chairs the meetings. The role of the Board is:

¹ “Family member” means spouse, dependent child, parent or sibling, where they are supporting or supported by the serviceman / woman.

- a. To promote the signing of the covenant by partner organisations and members of the charitable and voluntary sectors and ensure that the commitments made are adhered to.
- b. To establish a joint action plan and identify resources to support projects which strengthen the ties between members of the Armed Forces Community and the wider community in Sheffield.
- c. To monitor the impact of the covenant and ensure that the aims are met.
- d. To provide oversight of all the activity within Sheffield relating to the Community Covenant Grant Scheme
- e. To ensure that key services (health, housing, employment, etc) within the city are briefed and able to support the Armed Forces Community.
- f. To encourage the Armed Forces Community to be active members of their local communities
- g. To report annually to Full Council on the implementation of the Community Covenant.

3.3 During the last year a number of presentations have been made to the Board, with guest speakers outlining their roles and the opportunities available for the Armed Forces Community. The subjects discussed include:

- Employment opportunities and support
- Housing support
- Health and well being
- Catterick Personnel Recovery Unit

- 3.4 Councillor Clive Skelton, the Lead Member of the Armed Forces in Sheffield, has promoted the work of the Board, by visiting various ex-Service Associations across the city. Cllr Skelton has explained the role of the Board and also explained the opportunities that are available through the Community Covenant Grant.
- 3.5 Two key conferences have taken place during 2013, which have been attended by members of the Sheffield Community Covenant Partnership and have helped in bringing learning to the city. These include the Veterans Conference in York, which launched the Veterans Outreach Service and the Armed Forces Champions Event at the Royal Armouries Museum in Leeds where best practise was shared.
- 3.6 Lieutenant Colonel Simon Smith, is a member of the Sheffield Community Covenant Partnership Board and also chairs the Local Armed Forces Board in Sheffield. Lieutenant Colonel Simon Smith ensures that information is shared across both boards so that we are working together for the benefit of the city.

4.0 Progress to date

- 4.1 There has been considerable progress made since the Community Covenant was established in Sheffield in November 2011. The progress in 2012 was reported in last year's annual report. Below are examples of the progress made in 2013.

4.2 Encourage local communities to support the Armed Forces Community in their area

- 4.2.1 "Heroes Welcome" was launched at the Federation of Small Businesses event in November 2012. Information is now available about the scheme on the Sheffield City Council website and list of businesses and organisations supporting the

scheme has been publicised. Organisations and businesses have joined the scheme and offer a warm welcome and/or small discount to the Armed Forces Community. For example, Sheffield International Venues have signed up to the scheme and now offer a free LIFEcard to members of the Armed Forces. Further promotion of the scheme took place during Veterans and Armed Forces Day.

The founder and National Coordinator of Heroes Welcome UK, John W Senior TD

"We are delighted that Sheffield Wednesday Football Club has joined the City of Sheffield and Heroes Welcome Yorkshire family in supporting those serving in the British Armed Forces. Joining the scheme is acknowledged as a meaningful and appropriate show of gratitude and is very much appreciated by those serving at home and more particularly by those overseas who are unable to be with their families and loved ones this Christmas, Sheffield we thank you!"

4.2.2 Sheffield City Council routinely considers the needs of the Armed Forces Community in the design and delivery of services for example the review of the Lettings Policy included consideration of the Armed Forces Community. The draft policy suggests that urgent (band B) priority is awarded "if you have served in the British Armed Forces and:

- You have been honourably discharged.
- Your discharge date is within 6 months.

You would have no suitable accommodation upon discharge. Alternatively, if you are the bereaved spouse or civil partner of a member of the Armed Forces, leaving Services Family Accommodation following the death of your spouse or partner and you have no suitable accommodation to move to."

4.2.3 The Community Covenant Grant scheme has been promoted online, by email and as part of promotion of the Heroes Welcome scheme. A workshop was held in February 2013 to further encourage applications. This year over £46,000 has

been received in the city from the Ministry of Defence to support three projects, these are:

- Mickley Hall Residential Carehome - awarded £1,142 to develop and construct an allotment site
- Parkour Training Facility - awarded £20,000 to create a dedicated Parkour training facility in Endcliffe Park, Sheffield
- Sheffield Cathedral – £25,098 - Project engaging 2,500 school children from 75 schools (25 school per year) across the city in the commemoration of WW1 over the next three years

4.2.4 In raising awareness of the Community Covenant we have encouraged local organisations to support the Armed Forces Community for example Amey, the contractor providing road improvements and maintenance and cleaning in Sheffield, have provided opportunities for former Armed Forces personnel to gain work experience on the Streets Ahead contract. Ex-service personnel joined Amey for a weeks work experience in February 2013. Amey has now recruited a number of former service personnel and has found them to be an extremely positive addition to the workforce. Employees have also been encouraged through the Amey in the Community Scheme to help with the upkeep of on-street memorials.

4.2.5 Publishing an Annual Report showing the progress that we have made against targets is a good way to let others know what has been achieved. Publicising this report leads to new local partners getting involved.

4.2.6 The Royal British Legion Best Practice Guide to Community Covenants was published in October 2013. The guide details 11 separate case studies that feature the work done here in

Sheffield. The link to the electronic guide is here: http://www.britishlegion.org.uk/media/3390220/communitycovenant_bestpracticeguide.pdf . Councillor Clive Skelton has been invited to talk about the work carried out in Sheffield at the national Armed Forces Covenant Conference organised by the Royal British Legion.

4.3 Nurture understanding and awareness amongst the public of issues affecting the Armed Forces Community

4.3.1 The Armed Forces webpages on the Sheffield City Council website were launched in November 2012 and are updated monthly www.sheffield.gov.uk/armedforces. This allows individuals to show their support to the Armed Forces Community by signing up to the Community Covenant. It also encourages businesses to join the Heroes Welcome scheme and publicises the offers made.

4.3.2 A conference of local service providers was held in February 2013 to raise awareness of the issues affecting the local Armed Forces Community and encourage applications to the Community Covenant Grant scheme.

4.3.3 A better understanding of the local Armed Forces Community can be nurtured through better understanding of how the community access services. Monitoring use of services such as housing, job applications and workforce profiles helps us to better understand specific needs. For example homeless applications are being monitored for previous connection with Armed Forces. Also for the first time, the Sheffield City Council workforce monitoring included questions about whether employees are a Reservist or a veteran.

“At Sheffield City Council an employee census is carried out every two years. This year, for the first time, the census has been amended and staff have been asked whether they are a Reservist or a veteran. From the data obtained, the Council hope to be able to better support the individuals.” [The Royal British Legion Community Covenant Best Practice Guide](#)

4.3.4 The Equality Impact Assessment is a process used by Sheffield City Council to assess the impact of policies and projects on those with a protected characteristic. The form has been reviewed and the new now includes Armed Forces as a category. This includes serving personnel, reservists, veterans and their families. This ensures that the impact on the Armed Forces Community is considered for any new policies and projects.

4.3.5 The regionally appointed, Veterans Outreach Worker commenced in post with Sheffield Health and Social Care NHS Foundation Trust in December 2012. A conference and launch of the service took place in March 2013. A training programme is being developed for health professionals and a Reserves Mental Health programme is under development. An Armed Forces Information Day is now being planned for 2014 in conjunction with Sheffield Wednesday Football Club.

4.4 Recognise the contribution made by the Armed Forces Community

4.4.1 Sheffield City Council prioritises occupational therapy assessments for individuals with injuries sustained as a result of Service. This greatly assists those veterans who qualify as the current waiting time for assessments is 4-6 weeks, whereas those that have qualified for fast tracking have been able to be assessed within 24 hours, greatly speeding up the process. This allows those eligible for a Disabled Facilities Grant to access the support and equipment they need quickly.

4.4.2 When the Council Tax Benefit was abolished in April 2013 and replaced by Council Tax Support, Sheffield City Council decided to disregard income from War Widow's/ Widower's Pensions and War Disablement Pensions in full. In taking this approach recipients continue to receive the maximum available support to assist with Council Tax payments. The disregard also includes the Armed Forces Independence Payment.

4.4.3 Sheffield City Council's Discretionary Leave Policy has been updated in line with Ministry of Defence Model Reservist Policy. The Policy is being reviewed again (following recent advice from SABRE) to ensure that Cadet Instructors are also included in the Discretionary Leave Policy.

4.4.4 Sheffield City Council is in the process of raising £150,000 for a statue to the Women of Steel. The Women of Steel project will produce a permanent memorial in recognition of the women of Sheffield who served their city and country by working in the steel industry and factories during World War I and World War II. Sheffield has long been recognised for its iconic steel industry and its vital role in the war effort during the both world wars. The statue will celebrate a special group of women whose exceptional work ethic, stamina and bravery in the steel factories went virtually unrecognised for years.

4.5 Remember the sacrifices faced by the Armed Forces Community

4.5.1 Veterans and Armed Forces Day is an excellent way in which to raise awareness and encourage local communities to support the local Armed Forces Community. On the 22 of June 2013 we celebrated our fifth Veterans and Armed Forces day in Sheffield.

Veterans and Armed Forces Day is an occasion to remember the sacrifices made by those who have served the country over the years. It's also an opportunity to thank those who volunteer as Reservist and the families of friends, who provide the day to day support to our Armed Forces Community.

4.5.2 We took the opportunity on Veterans and Armed Forces Day to ask members of the Armed Forces Community how Sheffield could improve the delivery of local services to them. They told us that we could:

- Raise awareness of services available through events and printed information
- Increase access to services e.g. counselling support
- Provide discounts on products and services

These priorities are reflected in the action plan in section 5.

4.5.3 Sheffield City Council has a responsibility and commitment to preserve and maintain the war memorials in the city. The war memorials locations and photographs are all shown on the Sheffield City Council website. This year the following memorials have been cleaned at a cost of almost £42,000.

- Cenotaph Barkers Pool
- Dore
- Ranmoor
- Fulwood
- Ecclesall
- Walkley
- Stannington
- Grenoside
- Ecclesfield
- Mosborough
- Serre in France

A further £80-90,000 has been set aside so that the remaining 20 memorials can be cleaned next year ahead of the World War I commemoration activities.

4.5.4 Remembrance Day activities took place in Sheffield in 2013 that were attended by the biggest crowds in years. More than 1,000 people formed around the war memorial in Barkers Pool and several hundred attended the service at Weston Park on Remembrance Sunday. On 11 November an informal gathering also took place in Barkers Pool. Wreaths were laid by numerous individuals and organisations and for the first time LGBT Sheffield laid a wreath to commemorate the Lesbian, Gay, Bisexual and Transgender people who have served, fought and died in the two World Wars and other conflicts since then.

“Remembrance Sunday is a time to reflect on the sacrifices so many service men and women have made while serving during the two World Wars and worldwide conflicts since... It’s a time for us to remember the heroism and bravery of those who died but also how we can help our veterans and current service men and women rebuild their lives when they return home to Sheffield.”

[The Lord Mayor of Sheffield, Councillor Vickie Priestley](#)

4.5.5 World War I commemoration events are now being planned 2014-2019. Events include museum exhibitions, online exhibitions, storytelling, adult learning courses and work with schools.

4.6 Encourage activities which help to integrate the Armed Forces Community into local life

4.6.1 Sheffield’s Multi-Agency Support Team (MAST) works locally with children, young people and families to provide a range of services which help improve well-being, school attendance, learning, behaviour and health care. By delivering high quality preventative and supportive services, children are able to

continue living successfully with their families and communities. Families identified as being from the Armed Forces are prioritised for an assessment to ensure that they are supported to settle in the city.

- 4.6.2 Service Leavers receive employment advice during their final weeks/months from the service. Those that are seeking employment after discharge and claim a working age benefit are allocated a Personal Advisor at Jobcentre Plus (or a work programme provider if appropriate). Support/advice provided is tailored to the individual.
- 4.6.3 The Veterans' Outreach Worker is developing a resource pack for Service Leavers and is accepting direct referrals as well as providing advice and joint appointments with other health care workers. Initial training and awareness raising sessions provided by the Veterans' Outreach Worker have been positively evaluated and include Community Mental Health Teams and IAPT (Improving Access to Psychological Therapies).
- 4.6.4 This year the Army were supported to display their military and culinary skills are part of the Sheffield Food Festival.
- 4.6.5 On 11 November 2013 a new service is launched, the Sheffield Armed Forces and Veterans Support Service. This service will initially be delivered one day a month from First Point in Howden House. Sheffield City Council has been working with The Royal British Legion to develop the service. This will be delivered by experienced Welfare Advisors from the Legion and will offer a wide range of support and assistance with issues such as housing, employment, finance and other issues affecting Veterans and the Armed Forces Community. This service will be developed as more is learnt about the support needs in Sheffield. The service was launched on 11 November 2013 and

on the first day 5 individuals were provided with advice and support. Links have also starting to be made with other service providers.

“We are delighted to be opening our first drop-in centre in collaboration with the council and hope to spread the word about how we can make a difference to people’s lives as we wear our poppies with pride in the run up to Remembrance Sunday.”
Paul James, Royal British Legion

4.6.6 Visits and conversations have taken place with other Local Authorities to learn from their experiences of setting up a support service. The Sheffield Veterans and Armed Forces Support Service has been set up following learning from activities in Liverpool and Lancashire.

4.7 Encourage the Armed Forces Community to help and support the wider community, whether through participation in events and joint projects. Or other forms of engagement

4.7.1 The Armed Forces Community are an integral part of the Sheffield Community Covenant Partnership. The Armed Forces Community are actively involved in:

- The Veterans and Armed Forces Day
- The Sheffield Community Covenant Partnership Board
- The Sheffield Community Covenant Grant Panel
- Conferences and awareness raising events.

4.7.2 Without the continued active support of the Armed Forces Community we wouldn’t have been able to make such good progress in the City.

5.0 Conclusion

- 5.1 This report provides an update on the work undertaken during 2013 to support the aims of the Community Covenant. The Sheffield Community Covenant Partnership Board continues to demonstrate its support for the Community Covenant and act as champions, encouraging others to get involved.
- 5.2 The actions taken to achieve the outcomes set out in this report will be reviewed twice a year by the Partnership Board and reported annually to Sheffield City Council. Continuing a joint approach helps us to achieve these aims.
- 5.3 As we approach the centenary commemorations of World War I it is increasingly important that we never forget the sacrifices made by the Armed Forces Community and continue to support them to be active, valued members of the city of Sheffield.

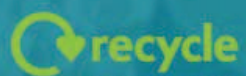
"So many of our Servicemen and women have made the ultimate sacrifice; so many lives have been lost and so many changed forever by the wounds that they have suffered in the course of their duties. For these selfless people, it is after the guns have fallen silent, the din of battle quietened, that the real fight begins – a fight that may last for the rest of their lives."

HRH Prince Harry May 2012



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