**JUNIOR ENTRY REVIEW**

The Terms of Reference (TOR) for the Junior Entry Review were approved by the Deputy Chief of the General Staff on 21 February 2017. These are outlined below.

The aim of the review will be to assess the Army’s Junior Entry policy to ensure it attracts the best young people and continues to maximise the talent of the individual, to the mutual advantage of both the young person and the Army. The review is focused on Junior Entry policy, rather than under-18 Standard Entry policy, however they are closely linked and analysis may be expanded in some areas, in order to take a more holistic view of U18 inflow in the wider context of through-life education and training. This review will take into account broader Government policy and other drivers, such as the Government’s social mobility agenda.

The review will undertake:

* A test of the original assumptions that informed the Army’s JE policy from 2010 and associated 2007 Review of Soldiers Career Training and Education to see if they are still valid;
* A detailed analysis of the Army’s future inflow requirements;
* An investigation of the type of junior entry recruit required by the Army, to include an analysis of the current recruiting environment;
* An assessment of career progression and through-life skills acquisition of the U-18 cadre;
* An assessment of the needs of recruits, gatekeepers and the Army, and an evaluation of how best they can be balanced;
* Development of policy options on how Junior Entry could be delivered in the future, taking into account resource constraints, training capacity, geographic footprint and infrastructure.
* An assessment of training, education, individual development and terms of service, including an assessment of the necessity for enlistment, to provide the optimum position for Junior Entry in the recruiting market and the achievement of developmental goals for the individual;
* A canvassing of the views from subject matter experts in Defence and across partners in other Government Departments.

This review is to be led by the Army’s Department of Manning and is to report its initial work to the Executive Committee of the Army Board by spring 2017, with a report to follow in due course.