



## **EAST HAMPSHIRE DISTRICT COUNCIL**

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**We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.**

Signed on behalf of:

**East Hampshire District Council**

Signed:  
Name:  
Position:  
Date:

Signed on behalf of:

**MINISTRY OF DEFENCE**

Signed: [Royal Navy]  
Name:  
Position:  
Date:

Signed: [Army]  
Name:  
Position:  
Date:

Signed: [Royal Air Force]  
Name:  
Position:  
Date:

# **The Armed Forces Covenant**

An Enduring Covenant Between

The People of the United Kingdom  
Her Majesty's Government

– and –

All those who serve or have served in the Armed Forces of the Crown

And their Families

The first duty of Government is the defence of the realm. Our Armed Forces fulfil that responsibility on behalf of the Government, sacrificing some civilian freedoms, facing danger and, sometimes, suffering serious injury or death as a result of their duty. Families also play a vital role in supporting the operational effectiveness of our Armed Forces. In return, the whole nation has a moral obligation to the members of the Naval Service, the Army and the Royal Air Force, together with their families. They deserve our respect and support, and fair treatment.

Those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved.

This obligation involves the whole of society: it includes voluntary and charitable bodies, private organisations, and the actions of individuals in supporting the Armed Forces. Recognising those who have performed military duty unites the country and demonstrates the value of their contribution. This has no greater expression than in upholding this Covenant.

## Section 1: Participants

1.1 This Armed Forces Covenant is made between:

The serving and former members of the Armed Force and their families working and residing in East Hampshire.

## Section 2: Principles of The Armed Forces Covenant

2.1 The Armed Force Covenant is a voluntary statement of mutual support between a civilian community and its local Armed Forces Community. This Covenant encompasses the moral obligation between the Nation, the Government and the Armed Forces, at the local level.

2.2 We **East Hampshire District Council** will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- No member of the Armed Forces community should face disadvantage compared to other citizens in the provision of public and commercial services;
- Special consideration is appropriate in some circumstances, especially for those who have given most, such as the injured and the bereaved;
- Appropriate actions are taken to support the transition from military to civilian life;
- Work with partners to reduce duplication and ensure efficient and effective use of all available resource to deliver the best possible outcomes for the member of the local Armed Forces and civilian communities.

## Section 3: Demonstrating our Commitment

3.1 We East Hampshire District Council recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public.
- **Veterans:** supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; working with the Career Transition Partnership (CTP) to support the employment of Service leavers;
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners; partnering with the [Forces Families Jobs Forum](#); and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
- **Reserves:** supporting our employees who are members of the Reserve Forces; granting additional paid/unpaid leave for annual Reserve Forces training; supporting any mobilisations and deployment; actively encouraging members of staff to become Reservists;
- **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations, granting additional leave to attend annual training camps and courses; encouraging

members of staff to become volunteer leaders in cadet organisations; supporting local military cadet units; recognising the benefits of employing cadets/ex-cadets within the workforce.

- **National Events:** Promoting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities;
- **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist;

3.2 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.

3.3 East Hampshire District Council have set priorities to include:

- Recognising and remember to support and attend remembrance events including Armed Forces Day across the District;
- Health and wellbeing – ensure information is relevant and accessible relating to housing, communication and support services (via a signposting service)
- Employability and education – support veterans and their families to identify education opportunities and maximise their employability;
- Economic Development – the council will advocate the Defence Employer Recognition Scheme by encouraging other employers to engage in the scheme;
- Leisure and recreation – the council will promote sport and physical activity related programmes and initiatives and encourage the use of and promote open space, leisure facilities and health related programmes to the Armed Forces community.

3.4 East Hampshire District Council [Covenant Output Action Plan]:

This Covenant will provide the opportunity to work more strategically and collaboratively with the Armed Forces community. This work will be driven through [the Covenant Action Plan].

In addition to addressing the key priorities, the Covenant will ensure:

- Robust communication channels maintained between the Armed Forces community and East Hampshire District Council.
- At least once a year, the signatories will review the measures they are taking to implement the principles of the Armed Forces Covenant and consider if further actions would be helpful.
- East Hampshire District Council is firmly committed to equality and diversity. We endeavour to ensure fairness for all and pay particular attention to:
  - Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
  - Advance equality of opportunity between persons who share a protected a characteristic and those who do not and;
  - Foster good relations between persons who share a protected characteristic and those who do not share it.