



**ARMED FORCES  
COVENANT**

## West Midlands Combined Authority

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:  
**Ministry of Defence**

Signed on behalf of:  
**West Midlands Combined Authority**

Name: Brigadier Richard Carter

Position: Commander, 11<sup>th</sup> Signal & West Midlands Brigade

Date: 28<sup>th</sup> November 2018

Position: Mayor of the West Midlands

Date: 28-11-18



**Ministry  
of Defence**



**West Midlands  
Combined Authority**

# 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: Principles of the Armed Forces Covenant

1.1 We **West Midlands Combined Authority** 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 in the provision of public and commercial services compared to any other citizen;*
- *In some circumstances special treatment may be appropriate especially for the injured or bereaved.*

## Section 2: Demonstrating our Commitment

2.1 **West Midlands Combined Authority** recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *Promoting the fact that we are an Armed Forces-friendly organisation;*
- *Creating a bespoke mentoring scheme for members of the Armed Forces who are leaving service;*
- *Training veterans to become construction skills trainers in our local colleges;*
- *Advertising all vacancies in the Career Transition Partnership website (CTP);*
- *Working with CTP to organise Civilian Work Attachments;*
- *Guaranteed interview scheme for veterans provided they meet job essential criteria ;*
- *Looking sympathetically on requests for holidays for spouses and partners before, during or after a partner's overseas deployment, when the service person has leave to spend time with their family;*
- *Special paid leave for employees who are bereaved or whose loved ones are injured.*

2.2 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.