



Rushmoor Borough Council

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:
Rushmoor Borough Council

Rushmoor

Signed: 

Position: Chief Executive

Date: 05 March 19

Military Representative

Signed: 

Name: C BAINES

Position: GARRISON COMMANDER

Date: 07 MAR 19

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 Rushmoor Borough 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 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 Rushmoor Borough Council 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 by***
 - Displaying the armed forces Covenant Logo on our website to show that members of the Armed Forces community are welcome customers
 - Publicly celebrating our military community by supporting armed forces events
 - Proudly displaying our Bronze award.
- ***Seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;***
 - By working in partnership with CTP to publish all RBC jobs
 - Recognising military skills and qualifications when interviewing for new positions
 - Hold briefing days specifically for those leaving the Armed Forces as way to raise awareness of the opportunities of employment with RBC
- establishing a military network and buddy scheme to assist transition of new joiners with a service background
- ***Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***
 - By looking sympathetically on requests for holidays before, during or after a partners' overseas deployment, when the service person has leave to spend time with their family

- By considering whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured
- ***seeking to support our employees who choose to be members of the Reserve forces, by accommodating their training and deployment where possible;***
- By granting up to 10 additional days annual leave to attend mandatory training commitments. Additional activities can be taken as either annual leave or unpaid leave at a line manager's discretion.
- By having a HR policy to support any such requests
- ensuring that Service Leavers (both new starters and existing Rushmoor Borough Council employees) have access to specialist and confidential counselling, support and other advice specifically to assist with the transition from the Armed Forces to civilian life (should they need it) through a partnership with Veterans Aid.
- ***We will publicise these commitments through***
 - social media including 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.
 - Actively participate in Armed Forces Day;
 - Participate and promote other events to support the armed forces
- ***The Employer Recognition Scheme***

RBC has been awarded a Bronze Award and are working towards achieving a Silver Award by actioning the pledges contained within this Covenant.