



London Fire Brigade

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:
London Fire Brigade

Signed:

Position: Commissioner

Date: 22nd January, 2020

Signed on behalf of:
Ministry of Defence

Signed

Position: ACDS (R&C)

Date: 22nd January, 2020



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.

1.1 We, the London Fire Brigade, 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*
- *Appropriate consideration will be given to particularly the injured and bereaved in line with current LFB policies..*

2.1 London Fire Brigade recognises the value serving personnel, reservists, veterans and military families bring to our organisation. We will seek to uphold the principles of the Armed Forces Covenant, by:

- Promoting the fact that we are an armed forces-friendly organisation;
- Seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP);
- Seeking to support any networking arrangements for veterans and reservist staff which shall where possible, be led by an individual of military background in order that they feel supported and mentored.
- Striving to support the employment of Service spouses and partners;
- Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
- Use our special leave policies to support Service spouses and partners in the event of bereavement or serious injury;
- Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible through provision of up to 10 days additional paid special leave for regular and voluntary reservists to undertake reservist training;

- Agreeing a Memorandum of Understanding with the MoD to support LFB Reservists in their service with the Volunteer Reserve Forces, and implementing our Outside Employment in the Reserve Forces policy which allows for up to 1.5% of LFB staff to be Volunteer Reservists;
- Supporting Brigade staff who are Cadet Force Adult Volunteers, through provision of additional paid leave to participate in summer camps;
- Aiming to actively participate in Armed Forces Day.

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.