



Corporate Covenant

The Armed Forces Corporate Covenant

Rhondda Cynon Taf Council

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

Signed on behalf of Rhondda Cynon Taf Council

Signed: *K. J. Montague*

Name: Councillor Keiron Montague

Position Held: Cabinet Member for Services, Communities and Housing and the Armed Forces Community Covenant

Date: 8th September 2014



Ministry
of Defence

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 Corporate Covenant

1.1 We Rhondda Cynon Taf 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 Rhondda Cynon Taf 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; **via our website, employee intranet and e recruitment system***
- *seeking to support the employment of veterans young and old; **ensuring open recruitment practices and advertising our commitment via our e recruitment system***
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; **by the operation of our Human Resources Reservist Policy and accompanying Managers Guidelines***
- *aiming to actively participate in Armed Forces Day; **by continuing to deliver events in partnership with organisations such as the RBL and local community councils***
- *ensuring the Armed Forces and their families are aware of their entitlements to services and Council support; **by publishing the Guide to services for our Armed Forces and their families and ensuring the Armed Forces Covenant section of the Council website is kept up to date***

- *ensuring employees are aware of the Council's commitment; via a specific area on the RCT Source (the Human Resources Intranet) dedicated to the Armed Forces Community covenant and Corporate Covenant and through the delivery of e learning packages on both the Armed Forces Community Covenant and the Corporate Covenant*
- *offering a discount to members of the Armed Forces Community; via the discounts available through our Leisure Services More Card Scheme*

2.2 We will publicise these commitments through our literature and 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.