



**ANNEX to
A Guide for Local Authorities:
How to deliver the Covenant in your area**

SCOTLAND



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.

SCOTLAND

Some public services are delivered differently in the devolved administrations. This annex is intended to provide additional guidance to Local Authorities on the subjects of Healthcare, Education, Accommodation, Employment, Training and Support and how these services are delivered in Scotland. It also links to the Forces in Mind Trust Report published in 2016: [‘Our Community – Our Covenant’](#), improving the delivery of local Covenant pledges.

HEALTHCARE

Whilst the Ministry of Defence provides primary healthcare to serving members of the Armed Forces, NHS Boards are responsible for their secondary healthcare needs alongside all the healthcare provision for military families and veterans. In the majority of cases their health needs will be the same as the rest of society, but sometimes the mobile nature of service life creates challenges that need ironing out.

We also have to remember those who have been injured as a result of their Service and may require additional help in accessing specialist medical treatment, equipment or social care; remembering that this help can still be required years after the Service person has left the military.

Therefore, the Covenant sets the following goals with respect to healthcare for families and veterans:

- Family members should maintain their relative position on any NHS waiting list, if moved around the UK due to the Service person being posted.
- Veterans should receive priority treatment (subject to the clinical needs of others) in respect of NHS hospital treatment relating to a condition resulting from their service in the Armed Forces.

What can you do?

Ensure that the NHS Boards in your area are aware of the difficulties that can face members of the Armed Forces Community, either due to mobility issues or because they require on-going treatment for a condition acquired in Service. Make sure that you involve representatives from your Integrated Joint Boards (health and social care) and if appropriate, include [Armed Forces and Veterans Champions](#) within NHS Boards in your discussions too.

Are your local GPs aware of the provisions offered to ex-Service personnel under the Covenant? If not, can you direct them to the appropriate information?

Our Community – Our Covenant Report – Health and wellbeing Good Practice

In **Glasgow**, the council worked with a wide range of partners to set up Helping Heroes. This was created in response to the difficulties faced by veterans, particularly in navigating disparate services before being able to get treatment for

mental health issues. Having to go to through multiple organisations or agencies before being able to access mental health services can dissuade veterans from pursuing treatment.

In **Bradford** the council is putting a new system into its assessments for adult social care whereby the public facing member of staff will have to ask if the person has ever Served. NHS partners also have questions in their surveys about people's Service, and a council information officer is doing work to understand the size, need and location of the Armed Forces Community locally.

One of the difficulties is achieving the right approach to ask the question. The council is therefore working with Public Health to develop the best way to do this, taking into account that it might be a sensitive question to ask of people, particularly if it is the first thing they are asked.

Veterans have priority access to social care in Bradford if their social care needs relate to their Service. Where they don't meet this criteria, the council will signpost them on to other Services such as the Regimental Support Service.

Where to find help

Further information can be found on health rights for veterans and veterans health in Scotland, at: <https://www.nhsinform.scot/care-support-and-rights/health-rights/access/health-rights-for-veterans> and <https://www.mygov.scot/veterans-health/>.

Registering with a General Practitioner (GP) or Dentist in Scotland

Information on how to register with a GP Practice in Scotland can be accessed at: <https://www.nhsinform.scot/care-support-and-rights/nhs-services/doctors/registering-with-a-gp-practice>.

On registering with a GP in Scotland the registration form makes provision for an individual to confirm that they have served in the Armed Forces. However, it is the veterans personal choice as to whether or not they wish to be identified as a veteran in their NHS medical records.

Information on receiving NHS dental treatment in Scotland can be accessed at: <https://www.nhsinform.scot/care-support-and-rights/nhs-services/dental/receiving-nhs-dental-treatment-in-scotland>

EDUCATION

As Service families move around the country they may face challenges in finding school places for their children, sometimes outside normal admission periods or at short notice. Service families may also seek flexibility in arranging leave during term time in order to coincide with the Service person's operational deployments and pre- and post-tour leave. The Covenant set the following goals with respect to Education:

- Children of members of the Armed Forces should have the same standard of, and access to, education (including early years' services) as any other citizen in the area where they live.
- There should be special arrangements to support access to schools if a place is required part way through an academic year as a result of a family having to move for Service reasons.

In Scotland, the Education (Additional Support for Learning) (Scotland) Act 2004 places a duty on Local Authorities to identify, provide for and review the additional support needs of their pupils. Additional support needs encompass a wide range of issues, including those which might impact on children from Service families, such as: interrupted learning through moving between different parts of the country; dealing with transitions faced when a parent leaves or comes home from active Service; and dealing with bereavement.

Our Community – Our Covenant Report - Top Tips

- In every school, but particularly those with a high number of serving parents, members of staff are aware of the stresses children might be under and can recognise and respond to signs children might be having difficulty coping.
- If there is more than one child of a serving parent in a school, creating links between these children will mean they will benefit from being around other children who understand their situation.

What can you do?

In Scotland, the additional support for learning framework means that education authorities have statutory duties in terms of meeting a child's individual needs for additional support for learning. This applies no matter the reason for those needs. Service children in Scotland who need additional support for learning, which may include pastoral care or other support related to social and emotional factors or family circumstances, will have their needs met through this framework.

Scottish Government guidance is clear that family holidays can be recorded as authorised absence, in exceptional domestic circumstances, where a family needs time together to recover from distress, or where a parent's employment is of a nature where school-holiday leave cannot be accommodated - e.g. military service.

In Scotland, a strategic National Transitions Officer (NTO) post has been created. The NTO works with Scottish Local Authorities, their schools, Children's Services partners and Armed Forces Services to enhance policy and practice so as to support children from Armed Forces families.

The Scottish Government's Scottish Service Children Strategy Group (SSCSG), previously the Scottish Service Children's Strategic Working Group (SSCSWG), works in collaboration with key stakeholders to support the education needs of children from Armed Forces families in Scotland in accordance with the commitments set out in the

[Renewing Our Commitments](#) – Scottish Government Support for the Armed Forces Community in Scotland paper.

Our Community – Our Covenant Report - Children's Services Good Practice

Argyll and Bute has developed a partnership model to support Armed forces children and young people in school. The model is underpinned by strong relationships between the Local Authority education service, the Armed Forces Champion, the Naval Education Officer and The Royal Navy Royal Marine Welfare team. A MOD Service Pupil Advisor and an MOD Support Teacher, who provide targeted support, academic and social and emotional, to pupils, and their families, have been central to establishing this model. These key staff also work with a wider network of teachers who have been trained in approaches for supporting children to overcome barriers to learning, to help them understand the particular challenges Service children may face. To share learning and experience, and build capacity for supporting Service pupils, this teacher network is regularly brought together as a 'professional learning group' which also includes Navy partners, parents and specialists, such as educational psychologists. Given the success of this approach the council has also established a network for practitioners trained in and practicing nurture provision. While the model partnership has been developed with Education Support Funding, by building the capacity of practitioners across the wider education authority, it is expected to be sustainable in the future.

Argyll and Bute's booklet "Welcoming our Armed Forces" has been sent by the Royal Navy to bases in England so that families can be well informed before arriving in the Faslane area. Using a welcoming tone, this accessible booklet provides useful, practical information and an overview of the Scottish education system. It signposts sources of advice and further information. The booklet is complemented by a specific section for Armed Forces personnel, including veterans, on the council website. This written information is supported by a centrally employed member of staff whose work is focused on supporting Armed Forces children as they move into and settle in the area.

Highland has around 600 pupils from Armed Forces families. Using money from the Educational Support Fund (ESF), the has been working to understand and highlight the needs of Armed Forces families, and to put in place support to meet their needs. To ensure sustainability beyond the ESF fund, the Local Authority has embedded the education and wellbeing of Armed Forces pupils within their Promoting Positive Relationships Team. One member of this team now has specific responsibility for these pupils and works closely with schools, military, primary mental health workers and the third sector. The support to Armed Forces families is written into their Service Improvement Plan which is monitored and updated on a regular basis. Highland has also piloted a marker for recording of pupils from Armed Forces families on the Local Authority management information system. The marker, which has now been rolled out across all Local Authorities, has helped the authority better plan support for pupils.

Wiltshire has an active relationship between the council and bases which has enabled a more joined up approach to the delivery of the Covenant. Bases make Wiltshire council aware of possible future admissions so that schools can make

sufficient preparation. This has been vital in the Army rebasing programme where 4,000 Army personnel and their families (a further 3,200 people) will be redeployed from Germany to Wiltshire by 2020. Wiltshire has plans to implement a pen pal programme for children in Germany who will be moving to Wiltshire with the aim to make their transition smoother.

Plymouth is a Navy city with an estimated 7-9 per cent of school children having a Serving parent. Plymouth has created an innovative programme called MKC Heroes (Military Kids Club – formerly known as HMS Heroes). This is a national support group led by children of Serving personnel and veterans, that can be joined by any school or setting. In each member school or setting, children of Serving personnel/veterans can attend a discussion group to share their experiences (sometimes difficult ones) with their peers, who understand and are likely sharing similar concerns or experiences. It is also a chance for these children to get to know other children of all ages in a similar position to them.

Across Plymouth there are approximately 3000 children from Service families enrolled, along with a significant number of veterans children across pre-schools, primary schools and secondary schools. Plymouth facilitates a termly meeting of MKC delegate young people (x 6 yearly) for the sharing of good practice and comradeship. MKC Heroes has now been exported to across the United Kingdom and overseas with 130 schools and settings participating, currently.

The success of MKC Heroes highlights the importance of listening to and involving children and young people. MKC Heroes is represented on Plymouth's Community Covenant board and within the Plymouth Youth Council. The Community Covenant also supports the MKC Heroes Military Kids Choir. Getting to know issues that children are experiencing themselves is a good way to understand the issues which they and their families may be facing.

Where to find help

Education Scotland have produced a professional learning resource designed to support children and young people from families who are in the service of the Army, Navy and Royal Air Force.

<https://education.gov.scot/improvement/inc54service-families>

The ADES National Transitions Officer, in conjunction with the Scottish Government, MOD, RCET and Local Authorities, are developing a Scottish website with a wealth of information and resources for parents, educators and others to support families moving to Scotland. <http://www.forceschildrenseducation.org.uk/>

What the MOD is doing

The MOD offers the following advice and guidance to Service personnel and their families on education issues:

Children's Education Advisory Services - this MOD team provide information and support to Service families on all aspects of the education of their children in the UK

and overseas. They have Parent Support Officers in key locations around the country, who may be able to act as an intermediary between families and Local Authorities.

Service Children in State Schools (SCISS) – is a working group of educational specialists. They have produced a handbook for schools that explains how Children’s learning and wellbeing can be affected by their parents service <https://www.gov.uk/government/publications/service-children-in-state-schools-handbook>

ACCOMMODATION

Due to the mobile nature of Service life, some families may find that they have to move around the country as the Serviceperson is posted to different roles. This will mean that a great many Service families will have no permanent home and may therefore need assistance finding accommodation on leaving the Services. The Armed Forces Covenant therefore has set the following goals with respect to Housing:

- Members of the Armed Forces community should have the same access to social housing and other housing schemes as any other citizen, and not disadvantaged by the requirement for mobility while in Service.
- Those injured in Service should have preferential access to appropriate housing schemes, as well as assistance with necessary adaptations to private housing or Service accommodation while serving.
- Where Serving Personnel are entitled to publicly-provided accommodation, it should be of good quality, affordable and suitably located.
- For those wishing to purchase their own home priority access to the Scottish Government’s Open Market Shared Equity Scheme and the New Supply Shared Equity Scheme is provided to serving members of the Armed Forces, veterans who left the armed forces within the past two years, and widows, widowers and other partners of Service personnel for up to two years after their partner has been killed whilst serving.

What can you do

In Scotland, everyone aged 16 and over is entitled to be admitted to a housing list regardless of whether they have a local connection or not. Priority for social housing is based on an assessment of an applicant’s need and circumstances. Scottish housing law requires social landlords to give reasonable preference to applicants who:

- live in overcrowded conditions
- live in houses which do not meet the tolerable standard
- live in unsatisfactory housing conditions
- have large families
- are homeless or threatened with homelessness

Social landlords can add secondary factors of their own to how they determine applicants' priority for housing, however the level of points awarded for secondary factors should not outweigh points for housing needs factors. The flexibility of the legal framework on social housing allocations enables social landlords to introduce practices that support ex-Service personnel such as dedicating a portion of housing stock for veterans or awarding additional priority at the time they are leaving service.

The Scottish Government has issued practice guidance on social housing allocations to help social landlords understand the requirements and the flexibilities they have in allocating their housing. Landlords are advised to consider and address the needs of ex-Service personnel as part of their allocations policies and procedures and ensure they are not disadvantaged. The guide also provides practical examples of approaches being used by some social landlords in Scotland to manage allocations including in relation to ex-Service personnel.

In Scotland, housing adaptations are funded by the Local Authority or housing association depending on the tenure of the property. Further information for individuals seeking help with the cost of adaptations can be found on the Scottish Government website. <http://www.gov.scot/Topics/Built-Environment/Housing/access/adaptations>

[As referred to previously Local Authorities will be aware of Scottish Government national schemes which promote shared equity:](#)

Help to Buy (Scotland)

The Help to Buy (Scotland) Affordable New Build Scheme is designed specifically to help first time buyers and existing homeowners to buy a new build home from a participating home builder. Under the Help to Buy (Scotland) scheme the Scottish Government provide an equity stake of up to 15% of the property value with the remaining amount made up of deposit and mortgage. More information on the scheme, including a list of the participating builders, can be found at www.mygov.scot/help-to-buy/overview/.

The Open Market Shared Equity Scheme

The Open Market Shared Equity scheme is available to help first time buyers and priority access groups such as members of the armed forces and veterans who have left the armed forces within the past two years to buy a home that is for sale on the open market. More information can be found at: www.mygov.scot/open-market-shared-equity-scheme/ . Threshold prices for this scheme vary by Local Authority area.

Local Housing Strategies

Local Authorities will be aware from published [Scottish Government guidance](#) to Local Authorities in preparing their local housing strategies highlights that full consideration should be given to the needs of service personnel, veterans and their families. In areas of large Services establishments, Local Authorities should work with relevant personnel from these establishments to ensure that any potential issues with regard to housing for ex-Service personnel are addressed at an early stage.

Funding is available through the Scottish Government's Affordable Housing Supply Programme to meet identified housing needs and priorities identified within Local Authorities local housing strategies, including those of service personnel, veterans and their families.

People who are Homeless or at Risk of Becoming Homeless

Scotland has strong legislative rights for people who are at risk of becoming homeless, including service leavers and veterans. All those assessed as unintentionally homeless by Local Authorities are entitled to settled accommodation as a legal right. The Housing Options Guidance published in 2016 advises that Local Authority Housing Options services should ensure appropriate plans, liaison and referral arrangements are in place to address the particular needs of people leaving the armed forces

Local Connection

The Scottish Government has removed the exemptions around local connection for homelessness so that employment and residence through the Armed Forces is equal to that of civilians for creating a local connection

For applications for social housing, Scottish social landlords cannot require that an applicant has a local connection in order to be admitted to a housing list. However landlords can take the fact that someone lives in its area into account in awarding priority. The social housing allocations practice guidance states that where social landlords use local connection as part of an allocation policy landlords will want to make sure that it does not disadvantage ex-service personnel. Further information on Scotland's accommodation policies is available here:

<https://beta.gov.scot/publications/social-housing-allocations-a-practice-guide/>

Our Community – Our Covenant Report – Housing Top Tips

Councils can develop a single shared approach to reflecting the Covenant in their policies and to the provision of help and advice to members of the Armed Forces Community.

Councils can work with the Registered Social Landlords (RSL) in their area to agree a shared protocol on how to meet the needs of families leaving the Armed Forces and Veterans.

Our Community – Our Covenant Report – Housing Good Practice

In Carnoustie, **Angus** a joint partnership approach between Angus Council, a Scottish veterans charity and the Scottish Government resulted in 11 new council homes and five new affordable homes for ex-Service personnel with particular needs, being delivered. The five new homes for veterans provide high quality accommodation and are designed to meet their specific needs.

Local Authorities as well as NHS health boards in Scotland have [Champions](#) who are in place to help ensure that the needs of the ex-serving community are met. Local Authority champions are councillors who have volunteered to provide support to veterans in their area who may be faced with a range of difficulties, such as access to housing.

In **Glasgow**, where the city no longer owns any social housing, the city's veterans hub Helping Heroes has a housing expert post which is funded by Glasgow Housing Association, the city's largest RSL. Those interviewed in Glasgow identified housing as the greatest pressure on the Armed Forces Community in Glasgow and having a professional directly employed by the city's largest RSL means that the steps which many have to go through in order to get to the right advice are significantly reduced. More detail on Helping Heroes can be found in the 'Other Support for Veterans' section.

In **Plymouth**, ex-Armed Forces personnel with medical conditions caused by their Service are automatically given priority. The council is keen to promote and strengthen its ties with the Armed Forces Community in the city and is involved in a cross sector self-build project. Twenty-four affordable homes will be built as part of the Nelson project on the former site of a day centre, with twelve designated for ex Armed Forces. Armed Forces charities were approached early on in the project to try and identify vulnerable ex-Service personnel who might need housing. There is also a similar project underway in **Wrexham**.

In **Wigan**, where the council employs a key worker for ex-Service personnel and their families the key worker is able to navigate a public services landscape which can be overwhelming for ex-Service personnel who are not used to a sometimes confusing landscape of public services. Veterans in Wigan with medical needs related to service are given priority on the housing waiting list and spouses going through divorce will also be given priority.

Wigan and Leigh Housing is an arm's length management organisation which owns the majority of social housing in the borough. Application forms now include the question, "If you or your partner are serving or have formerly served in the Armed Forces, please provide details of your service number". Housing officers were also being made aware of issues for those in the Armed Forces and the Armed Forces Key Worker maintained a direct relationship with many public facing housing officers, though knowledge about the Covenant and Armed Forces issues could be patchy because of staff turnover.

Wigan has also mapped all of the charities in the borough according to organisation, branch and then skillset or capacity of each charity and branch. Combined with a well networked Armed Forces Key Worker, this means that though they often respond to need in an ad hoc way, this is done effectively and quickly so that if for instance housing is provided without furniture the Armed Forces Key Worker can refer to their charities map to understand where they might be able to arrange for some furniture.

Wakefield has an effective system in place which offers a joined up approach to housing. Senior management from Wakefield District Housing (WDH), the main housing association in the district, sits on Covenant board which is an effective communication method between WDH and the council. Information from these meetings is filtered down to the appropriate team in WDH. Mechanisms are in place for information to be fed upwards from ground level, as public facing staff is aware of the Covenant. This is also a place where their links with the military and military charities are strengthened – the military know who to get in touch with in WDH, as do military charities and vice versa. This is especially useful if the member of the Armed Forces community is facing other challenges as well. It is a system which works well due to their collective positivity and commitment to working together.

What the MOD is doing

Service personnel are offered Service accommodation where available and over £65 million has been spent on improving and upgrading Service Families Accommodation in the UK.

The following advice and schemes are also available to help them find accommodation that's right for them:

The [Joint Services Housing Advice Office](#) is an MOD team providing specialist advice to Service personnel and their families on their civilian housing options. They also give advice on organisations that could help ex-Service personnel accessing housing.

The Forces Help to Buy Scheme allows Service personnel to borrow up to 50% of their annual salary (to a maximum of £25,000) to help buy a home.

The **MOD Tenancy Deposit Scheme** allows defence personnel to apply for an advance of salary loan to help meet the cost of a deposit for a rental property.

EMPLOYMENT, TRAINING AND SUPPORT

While the majority of Service leavers go on to have productive and successful lives in the civilian world, the period of transition can be a challenging one and personnel may require some support identifying their transferrable skills, aligning Armed Forces qualifications with their civilian equivalents and breaking into the Civilian job market. Under the Armed Forces Covenant therefore we aim to ensure that:

- Service personnel should expect to receive appropriate training for both personal and professional development.

What the MOD is doing

The MOD offers resettlement packages to all personnel who are leaving the Services. MOD Career Transition Partnership is the official scheme offering resettlement and employment advice. Those leaving the Armed Forces regardless of how long they have served will be able to use this service. Eligible partners and spouses may also receive employment support through the Partner Employment Programme.

What can you do?

We have seen some very good initiatives around the country to help ex-Service personnel gain employment in the civilian sector: for example Glasgow City Council has a Veterans' Employment Programme in place – visit their websites to find out more and Rochdale Council now offers a guaranteed Interview scheme for recent Service leavers. In addition hundreds of business organisations have signed Armed Forces Covenants which may include flexible employment arrangements for members of the Armed Forces Community – check who has signed and what they have pledged to do here – <https://www.gov.uk/government/collections/armed-force-corporate-covenant-signed-pledges>.

The Scottish Government has a number of initiatives to support veterans and personnel who are transitioning out of the military. Further details on the specific support programmes can be found at <https://www.mygov.scot/veterans/>.

The [Business in the Community toolkit](#) provides useful information for both members of the Armed

Forces Community and those employing them.

Our Community – Our Covenant Report - Employment Top Tips

Military, councils and businesses to work together to help equip Veterans and spouses with skills that are in short supply.

Our Community – Our Covenant Report - Employment Good Practice

Glasgow has a Veterans Employment Programme which helps veterans resettling in Glasgow in finding employment and integrating into local communities. It supports businesses and creates new jobs for unemployed veterans in Glasgow. This is part of the holistic support for veterans that Glasgow offers through its Helping Heroes organisation. This is an incentivised scheme fully funded by Glasgow City Council.

Plymouth holds an employment fair which is attended by businesses, charities, the council and other local organisations as well as members of the Armed Forces community. This enables those members of the Armed Forces community who are looking for employment, including those facing employment difficulties to get a job by talking to employers looking to recruit. Alternatively, it is a chance to boost awareness on how to get a job, and offers opportunities such as job shadowing, CV writing, and mock interviews. Charities such as the Royal British Legion and Combat Stress attend to offer further support to those who might need help in other areas.

Plymouth also has a Corporate Covenant Group which is fed into the Community Covenant Group. This is a chance to get local businesses together to talk about the disadvantages that members of the Armed Forces Community, including veterans are facing in their area and work towards addressing those disadvantages identified.

Wiltshire Council and Swindon Borough Council jointly manage an initiative called Higher Futures, which was developed by the Swindon and Wiltshire Local Enterprise

Partnership (SWLEP) with involvement of the military. This seeks to equip veterans and Reservists with the necessary higher level skills (NVQ Level 4, HND/Degree and above) in business sectors which currently experience shortages in qualified employees. This will support military leavers and military spouses to find jobs that are commensurate with their skills and abilities. Delivery is flexible by both meeting the needs of employers and providing training to prospective employees in skills that are in short supply.

Wrexham works with Remploy, a UK wide employment service for people with specific needs. They work with veterans on an individual basis to help them recognise their skills and experience and how this can be transferred to a civilian job.

Other Initiatives to be aware of:

General Advice for veterans: Scottish Government mygov.scot and [Veterans Scotland](#)

[Business in the Community Scotland Toolkit](#) offers support for Employers seeking to recruit veterans.

Angus Council, Perth and Kinross Council and Dundee City Council have cross Tayside meetings (called Firm Base) with veterans groups and with the Medical Corp in Dundee on a regular basis, to discuss veterans issues: https://www.angus.gov.uk/community_support/veterans.

[Scottish Veterans Commissioner](#) role is to help deliver better outcomes for the ex-service community in Scotland.

[RBLI LifeWorks](#) offers courses and support services with the aim of helping veterans gain employment and [RBLI LifeWorks for Families](#) which offers courses and support services with the aim of helping Service family members gain employment. [RBL Civvy Street](#) is a website for serving and ex-Service and their dependents. It offers free information and advice about resettlement into civilian life, training and work.

[The British Forces Resettlement Service](#) is a not-for-profit scheme created to help members of the Armed Forces community with employment aspects of their transition to civilian life.

[Career Transition Partnership - Assist](#) - this is a tri-Service scheme offering careers advice and support to wounded, injured and sick personnel who are leaving the Armed Forces.

[Department of Work and Pensions “JobCentre Plus” Armed Forces Champions](#) – the Department for Work and Pensions has made commitments to support the Armed Forces community.