



## Devon County 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:  
**Ministry of Defence**

Signed on behalf of:  
**Devon County Council**

Signed: [Signature]

Signed: [Signature]

Name: J PENTHALL

Position: CO 6 RIFLES

Position: LEADER DCC

Date: 6 DEC 18

Date: 6/12/18

  
**Ministry  
of Defence**

**Devon**  
County Council 

# 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 Devon County Council will endeavour in our work 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 Devon County Council recognises the value serving personnel, reservists, veterans and military families bring to Devon's Communities, the Council and our partners. We will seek to uphold the principles of the Armed Forces Covenant, by:

- continuing to develop and facilitate a strong **Devon Armed Forces Partnership** to meet the aspirations of the Covenant and the needs of the wider armed forces Community. We will facilitate two meetings a year and maintain a designated Member and officer Champion.
- promoting our role as an armed forces-friendly organisation; through establishing a staff network to understand the challenges and opportunities to this community.
- seeking to support the employment of veterans young and old particularly in areas of employment priority for the Council: We will do this through registering and working with the Career Transition Partnership and by attending any forums that will assist recruiters to understand military CVs and experience.

- striving to support the employment of Service spouses and partners; through encouraging Service Spouses to apply for DCC posts, linking with Recruit for Spouses and the single Service Families Federations to advertise positions, and by endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment
- seeking to support our employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment where possible; including the offer of additional paid leave for Reservist training as outlined within the Council's Reservist policy. We will communicate our Reservist friendly policies to recruiters and operational managers
- promoting the offer and value of our local cadet units, either in our local community or in local schools, where possible; and by supporting the Cadet Force Adult Volunteers with additional paid or unpaid leave to facilitate their mandatory or annual Camp training periods
- to develop active links with local military establishments and communities; through networking and invitations to speak to key officers and Members.
- aiming to actively participate in Armed Forces Day and key commemorative events.

2.2 We will publicise these commitments through our literature as appropriate, our website, and through proactive social media and marketing campaigns, setting out how we will seek to honour those who serve and inviting feedback from the Service community and our customers on our delivery of these Covenant commitments.