



## **AN ARMED FORCES COVENANT**

BETWEEN

TRAFFORD COUNCIL

AND

THE ARMED FORCES COMMUNITY IN TRAFFORD

We, the undersigned agree to act and together to honour the Armed Forces Covenant.



**TRAFFORD**  
**COUNCIL**

## Signatories

Signed: 

Name: Sara Todd

Position Held: Chief Executive Office

Date

**Signed on behalf of Trafford Council**

Signed: 

Name: Andrew Western

Position Held: Leader of Trafford Council

Date 3/3/2020

**Signed on behalf of Trafford Council**

Signed: 

Name: Judith Lloyd

Position Held: Armed Forces Champion

Date

**Signed on behalf of Trafford 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: PARTICIPANTS**

1.1 This Armed Forces Covenant is made between:

The serving and former members of the Armed Forces and their families working and residing in Trafford

And

Trafford Council

## **SECTION 2: PRINCIPLES OF THE ARMED FORCES COVENANT**

2.1 The Armed Forces Covenant is a voluntary statement of mutual support between a civilian community and its local Armed Forces Community. This Covenant encompasses the moral obligation between the Nation, the Government and the Armed Forces, at the local level.

2.1 The Armed Forces Covenant is based upon two key principles:

- The Armed Forces community should not face 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.

2.3 The purpose of this Covenant is to encourage support for the Armed Forces Community working and residing in Trafford and to recognise and remember the sacrifices made by members of this Armed Forces Community, particularly those who have given the most. This includes in-Service and ex-Service personnel their families and widow(er)s in Trafford.

2.4 For Trafford Council and partner organisations, the Community Covenant presents an opportunity to bring their knowledge, experience and expertise to bear on the provision of help and advice to members of the Armed Forces Community. It also presents an opportunity to build upon existing good work on other initiatives such as the Welfare Pathway.

2.5 For the Armed Forces community, the Covenant encourages the integration of Service life into civilian life and encourages members of the Armed Forces community to help their local community.

## **SECTION 3: OBJECTIVES AND GENERAL INTENTIONS**

### **Aims of the Covenant**

- 3.1 The Armed Forces Covenant defines the enduring, general principles that should govern the relationship between the Nation, the Government and the Armed Forces community.
- 3.2 It aims to encourage all parties within a community to offer support to the local Armed Forces community and make it easier for Service personnel, families and veterans to access the help and support available from the MOD, from statutory providers and from the Charitable and Voluntary Sector. These organisations already work together in partnership at local level.
- 3.3 The scheme is intended to be a two-way arrangement and the Armed Forces community are encouraged to do as much as they can to support their community and promote activity which integrates the Service community into civilian life.

### **SECTION 4: Measures**

- 4.1 Promoting the fact Trafford Council is an armed forces friendly organisation by publicising our Armed Forces Covenant commitment on our website and through other appropriate means and by promoting the fact to our employees through our intranet pages and at specific staff events to promote the Armed Forces.
- 4.2 Seeking to support the employment of veterans young and old by always offering an interview to veterans, young and old, if they declare their status and meet the minimum selection criteria laid out in a job advert and the criteria for the guaranteed interview scheme. This would not constitute the guarantee of a job, but rather the offer of an opportunity to prove themselves in an interview.
- 4.3 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 partner's overseas deployment, when the Service person has leave to spend time with their family. To consider whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.
- 4.4 Seeking to support our employees who choose to be members of the reserve forces, this includes providing 10 days of paid leave for duties and training, releasing them for deployment where possible and providing appropriate support before and after periods of mobilisation.
- 4.5 Seeking to promote the Reserve Forces to our employees through various means, including the provision of a Reservist Policy, attendance at events and promotional material specific to the Reservists.
- 4.6 Supporting those reservists who wish to wear their military uniform to work on Uniform to work day in the run up to Armed Forces Day.
- 4.7 Working with our local cadet units, in our local communities or in local schools, and where possible include them in our calendar of events e.g. Remembrance Day and Armed Forces days; and other related Armed Forces events;
- 4.8 Organising and actively participating in and promoting Armed Forces Day events in Trafford;
- 4.9 Encouraging local partners to offer a discount to members of the Armed Forces Community;

- 4.10 Working collaboratively with our local Military units to engage with us on a business support level to encompass things such as civil contingency/emergency planning and reactionary work connected to climate change;
- 4.11 Creating and maintaining policies that support better access to housing to assist current and ex members of the Armed Forces to relocate and settle in Trafford;
- 4.12 Improving signposting and access to support for current and ex members of the Armed Forces by maintaining an up to date specialist directory of services on our web site;
- 4.13 Maintaining and promoting our dedicated Armed Forces Web pages;
- 4.14 Having a named member of staff who is able to support or signpost serving, reservists and veterans of the military;
- 4.15 Providing or organising work experience or job shadowing where possible for members of the Armed Forces Community;
- 4.16 Having a dedicated Armed Forces Champion who is an Elected Member of Trafford Council;
- 4.17 Ensuring we are actively taking part in Greater Manchester Armed Forces Lead Officers group and Greater Manchester Housing Group sharing Best Practice procedures and using any knowledge to support our Armed Forces Community in Trafford;
- 4.18 Offering peer support and advice to other local authorities across greater Manchester when appropriate;
- 4.19 Operate and promote the Trafford Armed Forces Partnership, developing working relationships with organisations that support the Armed Forces Community; providing support and advice to organisations, encouraging them to sign an Armed Forces Covenant;
- 4.20 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.