



## Fife Council

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**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:  
**Fife Council**

Signed: *Jim Toshman - MBE*

Position: Provost of Fife

Date: 30-09-2020



# **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.

## **Section 1: Principles of The Armed Forces Covenant**

1.1 We Fife 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 Fife 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; attending Community Support and Engagement meetings at the base and responding to any emerging issues and working with local reserve and cadet groups and responding to any requests via the Lieutenancy and Provost's offices for support at military/community events
- striving to support the employment of Service spouses and partners;
  - offering priority places at Community Job Clubs for service leavers and their families
  - working with the Career Transition Partnership (CTP) to support Service Leavers into employment
  - offering work placements for Service Leavers
  - offering relevant pass-porting to other relevant organisations (eg Scottish War Blinded, SSAFA etc)
- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
  - giving support to employees in the non-regular forces who are mobilised
- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;
  - proactive policy of support for Reservists for up to 15 days leave per year without financial detriment
- offering support to our local cadet units, either in our local community or in local schools, where possible;
- aiming to actively participate in Armed Forces Day; this event takes place each year in Fife and involves veterans, serving personnel, reserves and cadets and is hosted by the Lord-lieutenant and the Provost of Fife
- offering a discount to members of the Armed Forces Community via our Employee Benefits Scheme
- working with Armed Forces within Fife to ensure the housing and educational needs of Service families are met;
- Housing Services work with the Fife Housing Register Partnership to ensure that they all provide and agreed quota of properties per year for service leavers and their families
- Education & Children's Services will continue to log Armed Forces children on the SEEMiS system, if they advise the Council of their circumstances
- Education & Children's Services are working with the Royal Caledonian Education Trust: Scotland's Armed Forces Charity, to promote their work with schools in Fife
- Education & Children's Services continue to support the emotional wellbeing of Armed Forces children through the 'Our Minds Matter' Framework

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.