



## **Nottinghamshire Fire & Rescue Service**

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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:

A handwritten signature in black ink, appearing to read 'Michael Brown'.

A handwritten signature in black ink, appearing to read 'J. Buckle'.

Position: Chair of the Fire and Rescue Authority

Chief Fire Officer

Date: 21st May 2021

21st May 2021

# 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 **Nottinghamshire Fire and Rescue Service** 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 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting NFRS as an Armed Forces-friendly organisation:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, people we serve, suppliers, contractors and wider public. This is promoted through our website, briefing papers, displaying the Corporate Covenant logo on certain uniforms and through our store's procurement channels.
- **Veterans:** supporting the employment of veterans, recognising military skills and qualifications in recruitment and selection process; working with the Career Transition Partnership (CTP) through NFRS Human Resources, to support the employment of Service leavers. Utilising the NFRS AFC Volunteer to publicise vacancies and offer support to applicants and to publicise that NFRS currently employs over 70 veterans from the Army, Navy and Royal Air Force.
- **Support of service leavers:** guaranteed an interview offer for all ex-forces personnel, as well as advertising all our vacancies through the CTP and FFJ portals.
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners; advertising vacancies with the military Families Federation; providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
- **Reserves:** Supporting our employees who are members of the Reserve Forces; granting additional leave for annual Reserve Forces training commitments; supporting any mobilisations and deployments; actively encouraging members of staff to become Reservists and publicising the fact that NFRS has active, serving Reservists in both operational and non-operational fire service roles. This support is offered in various forms both pre and post deployment.
- **Strong relationships with local units:** We have strong relationships with local Units, and we share expertise and support through various events. We have enabled recruitment stands at our station open days and have welcomed local Units to events within our organisation to promote their roles.
- **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations, granting additional leave to attend annual training camps and courses; actively encouraging members of staff to become volunteer leaders in cadet organisations; supporting local military cadet units; recognising the benefits of employing cadets/ex-cadets within the workforce.
- **National Events:** supporting Armed Forces Day and the entire Armed Forces Week Celebrations, Reserves Day, the Poppy Appeal Day and Remembrance activities.
- **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist.

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 our Reservist staff on how we are doing.

- Internal publicity will be achieved through MyNet, Staff Briefing papers, The Informative and Command Meetings to highlight our Covenant commitments to our workforce and the work we are engaged in.
- External publicity will be achieved by sharing weblinks to recruitment and selection information with Armed Forces partners. This will be co-ordinated via the AFC liaison Officer and our AFC volunteer, along with Human Resources.
- Armed forces week will be recognised and celebrated by attending organised events all over the county in partnership with Armed Forces Partners and local Authorities such as district councils
- 999 Day/Emergency Services Day; invite Armed Forces partners to attend in partnership with the blue light services to publicise our commitment to the AF Covenant
- Fire Appliance Poppies – All NFRS Front line appliances will be adorned with large grill poppies and the Service attends numerous memorial events through the year.
- Feedback; An annual Reservist Staff questionnaire will be sent to all Reservists to obtain feedback on the support staff receive and any improvements that can be made.