



North Yorkshire Fire and Rescue Service

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:

North Yorkshire Fire and Rescue Service

Signed:

A handwritten signature in blue ink, appearing to be "J. K.", written over a white rectangular background.

Position: Chief Fire Officer

Date: 19th August 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 North Yorkshire 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 that 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 the Armed Forces:** We promote the fact that we are an Armed Forces-friendly organisation to our staff, suppliers, contractors and wider public.
- **Veterans:** We recognise military skills and qualifications in our recruitment and selection process; attending job fairs and working with the Career Transition Partnership (CTP) to support the employment of Service leavers.
- **Engagement:** We will engage with serving personnel and veterans of the armed forces to understand the specific needs of the armed forces community. We consider the needs of serving personnel and veterans in the commissioning, design, development, and delivery of commissioned services.
- **We support the Veterans within our Communities** We carry out community safety activities, helping Veterans stay safe and feel safe within the community.
- **Service Spouses & Partners:** We support the employment of Service spouses and partners. Endeavour to provide flexibility in granting leave before, during and after a partner's deployment.
- **Reserves:** We provide support to our employees who are members of the Reserve Forces; with training; any mobilisations and deployment.
- **Cadet Organisations:** We provide support for our employees who are volunteer leaders in military cadet organisations. Endeavour to offer flexibility for attendance at annual training camps, courses and offer support to local cadet units.
- **National Events:** We support Armed Forces Day, Reserves Day, The Poppy Appeal and Remembrance Activities.
- **Collaborative Events encouraging Diversity within our Services.** We will continue to work closely with the Armed Forces to promote diversity within our Organisations.
- **Safety Campaigns** We carry out tailored safety campaigns for serving members of the Armed Forces.

2.2 We will publicise these commitments through our policies, procedures, and social media. We will invite feedback from the Service community, our staff and our customers on how we are performing and how we can keep improving.