



TORBAY 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:
Torbay Council

Signed:

Signed:

Name:

COL CHRIS HAW

Name:

NICOLE J. ARELL

Position:

COMMANDANT CREW

Position:

Torbay Armed Forces Champion

Date:

22. 3. 23.

Date:

22/3/2023



Ministry
of Defence

TORBAY COUNCIL

The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom

His 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 **Torbay 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 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:
- a) **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public.
 - b) **Acting as an Advocate:** Promoting the Armed Forces Covenant to other Organisations in Torbay that we work with, encouraging them to seek further understanding of what the Covenant means and to sign their own Covenants.
 - c) **Appointing an Armed Forces Champion:** The Champion will lead the delivery of an Armed Forces Covenant Partnership Forum to bring together public and non-public bodies to ensure collaboration for the benefit of the Armed Forces Community as outlined in the Covenant.
 - d) **Veterans:** supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; working with the Career Transition Partnership (CTP) to support the employment of Service leavers.
 - e) **Service Spouses & Partners:** seeking to support the employment of Service spouses and partners and aiming to provide flexibility, where possible, in granting leave for Service spouses and partners before, during and after a partner's deployment.
 - f) **Reserves:** supporting our employees who are members of the Reserve Forces; granting additional paid leave for annual Reserve Forces training; supporting any mobilisations and deployment; actively encouraging members of staff to become Reservists.
 - g) **Accommodation:** The Council will offer suitable advice to Armed Forces applicants who present in Torbay to support access to Housing and will accept the UK Armed Forces Veteran ID Cards as proof of status.
 - h) **Health:** The Council will work with health care providers to support both the understanding of the covenant and the development of improved responses and provision for the Armed Forces Community.
 - i) **Education:** The Council will work with internal and external education teams and providers to support both the understanding of the covenant and the development of improved responses and provision for the Armed Forces Community.
 - j) **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations, granting additional unpaid leave, where possible, to attend annual training camps and courses; actively encouraging members of staff to become volunteer leaders in cadet organisations.

k) **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities.

l) **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, on staff notices, and on our website, setting out how we will seek to honour them and inviting feedback from the Service community, our staff and our customers on how we are doing.