



Winchester City 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:

Winchester City Council

Signed:

Position: Mayor of Winchester

Date: 20th March 2022

Ministry of Defence

Signed:

Position: Winchester Garrison Commander

Date:

2 March 2022



Winchester
City Council



Ministry
of Defence

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 **Winchester City Council** will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- *Members of the Armed Forces community experience no disadvantage as a result of their service in the Armed Forces;*
- *Appropriate actions are taken to support the transition from military to civilian life;*
- *Work with partners to reduce duplication and ensure efficient and effective use of all available resources to deliver the best possible outcomes for the members of the local armed forces and civilian communities;*

Section 2: Demonstrating our Commitment

2.1 Winchester City Council recognises 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 the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation.
- **Veterans:** supporting the employment of veterans young and old and working with the Career Transition Partnership (CTP) in order to establish a tailored employment pathway for Service leavers;
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners; and providing a degree of 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 paid/unpaid leave for annual Reserve Forces training; supporting any mobilisations and deployment; encouraging members of staff to become Reservists;
- **Cadet Organisations:** encouraging members of staff to become volunteer leaders and recognising the benefits of employing cadets/ex-cadets within the workforce.
- **National Events:** supporting Remembrance activities and recognising the value of Armed Forces Day, Reserves Day, the Poppy Appeal Day;
- **Armed Forces Charities:** supporting Armed Forces charities by supporting staff who volunteer to assist local charities;

2.2 We will publicise these commitments through our literature and/or on our website.

2.3 Winchester City Council, as part of this Covenant, all parties are encouraged to work together to deliver six key outcomes, which help integrate the Armed Forces Community in Winchester.

- **Education and young people:** Improve outcomes for children and young people of serving families/veterans in Winchester, including those with additional needs
- **Health and wellbeing:** Promote the health, safety and wellbeing of the Armed Forces community, including: access to benefits and health services; focus on mental health and wellbeing, and building a sense of belonging for families locally.
- **Housing:** Reduce homelessness amongst veterans and families through improved information and advice on housing options, and access to facilities.
- **Safer, stronger and more sustainable communities:** Maximise opportunities to integrate civilian and Armed Forces communities and create opportunities for Armed Forces' representatives to participate in civic life, including emergency planning, influencing the development of local services, and moving towards a lower carbon future.
- **Recognise and remember:** Support the needs of the Armed Forces Community during operational deployments and on transition/becoming a veteran, including support for injured and disabled personnel, and celebrate the role played by the Armed Forces Community.
- **Economy and skills:** Support ex and transitioning Service personnel and Service families to achieve positive employment outcomes and support employees who volunteer to serve as reservists in the Armed Forces.

2.4 These outcomes involve a number of agencies and, in some cases, the statutory responsibility sits with agencies other than Winchester City Council. The council will build relationships and work with partners to reduce duplication, make efficient use of all available resources and deliver the best possible outcomes for members of the Armed Forces Covenant.

2.5 The ambition of the council's support for the armed forces is embedded into mainstream services, based on evidenced need.

2.6 In addition to addressing key outcomes noted above, the Covenant will ensure that robust communication channels are maintained and fostered between the Armed Forces community and Winchester City Council.