



Havant Borough Council

We commit to uphold the Armed Forces Covenant and support the Armed Forces Community. We recognise the contribution that Service personnel, both regular and reservist, veterans and military families make to our organisation, our community and to the country.

Signed on behalf of:

Havant Borough Council

Signed:

Name: Mr Peter Wade

Position: The Worshipful the Mayor of Havant

Date: 28th November 2024

Ministry of Defence

Signed:

Name: Lt Col Daryl Powell

Position: SO1 Band, HQ Band Service
Royal Marines

Date: 28th November 2024

Havant
BOROUGH COUNCIL



Ministry
of Defence

Havant

BOROUGH 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, **Havant Borough Council**, will endeavour to uphold the key principles of the Armed Forces Covenant:

- *Members of the Armed Forces Community should not face disadvantages arising from their service in the provision of public and commercial services.*
- *In some circumstances special provision may be justified, especially for those who have given the most, such as the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 We recognise the contribution that Service personnel, reservists, veterans, the cadet movement and military families make to our organisation, our community and to the country. We will seek to uphold the principles of the Armed Forces Covenant by:

- **Promote the Armed Forces:** We will continue to promote Armed Forces related activities, events, job opportunities, volunteering roles, support services, funding opportunities and relevant information to our wider key stakeholders, community groups, charities and residents through a range of different communication methods.

We will also continue to promote the Armed Forces internally via our staff intranet page, notice boards, internal face to face staff network meetings, key partnership meetings and staff training.

- **Employment support to members of the Armed Forces Community:** we will continue to support the employment of service spouses and partners and continue to offer a guaranteed Interview Scheme policy for Veterans when applying for job opportunities within the Council.
We will continue to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
We will also continue to support our employees who choose to be members of the Reserve forces, by accommodating their training and deployment where possible.
- **Communications, engagement and outreach:** We will continue to work with partners through the Havant Borough Armed Forces Stakeholder group to reduce duplication and ensure efficient and effective use of all resource to deliver the best possible outcomes for the members of the local armed forces and civilian communities. We will continue to communicate and engage with all members of the Armed Forces community through our website, social media, community bulletins, events, partnership meetings and through our community buildings and networks.
- **Commercial:** we plan to look at our current contracts to ensure our suppliers have signed the Covenant
- **Health:** we will ensure support information is relevant and accessible via our signposting service which is available on our website.

- **Housing:** Havant Borough Council is committed to supporting veterans to secure settled housing in the Borough. We do this by offering advice, negotiating on their behalf with social housing providers and landlords, and assisting veterans to maintain their tenancies. The Council will advocate on behalf of veterans and will intervene when ex members of the armed forces are in housing need or are experiencing housing difficulties including homelessness.
- **Education:** we will support veterans and their families to identify education opportunities and maximise their employability.
- **Civic responsibilities:** we will continue to recognise and remember and attend remembrance events including Armed Forces Day across the Borough.

We will continue to offer support to our local cadet units, either in our local community or in local schools, where possible.

The Council will continue to advocate the Defence Employer Recognition Scheme by encouraging other employers, charities and community groups to engage in the scheme.

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 Armed Forces Community and our customers on how we are doing.