



Breckland District 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:

Breckland District Council

A handwritten signature in black ink, appearing to read "Paul Claussen". The signature is fluid and cursive, with a long horizontal stroke at the end.

Name: Cllr Paul Claussen

Position: Deputy Leader

Date: 7th January 2022



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, Breckland District 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 serving personnel, reservists, veterans, and military families bring to businesses and to the country. We will aim to uphold the principles of the Armed Forces Covenant, by seeking to:

- promote the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public;
- support the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; advertising vacancies with the Career Transition Partnership for Service leavers; with an aspiration to offer a Guaranteed Interview Scheme for veterans;
- support the employment of Service spouses and partners; advertising vacancies with the Forces Families Jobs site; with an aspiration of establishing an Armed Forces Community Network for our staff;
- support staff who are members of the Reserve Forces; granting 10 days' additional paid leave a year to enable Reservists to undertake training; supporting any mobilisations; and actively promoting the Reserve Forces;
- support national events such as Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities;
- support Armed Forces charities by raising awareness and supporting staff who volunteer to assist;
- maintain close ties with our local armed forces, Reserve, and cadet units; with an aspiration to strengthening these relationships in the future

2.2 We will publicise these commitments on our website and across our communication with staff, 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.