



North Devon 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:

North Devon Council

Armed Forces

Signed:

Signed:

Name: Ian Roome

Name: Wing Commander Alex Drake

Position: Leader, North Devon Council

Position: Air Regional Employer Engagement Officer

Date: 4th September 2023



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, **North Devon 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 our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:**
 - Promoting we are an Armed Forces friendly organisation through digital and social media channels
 - Publishing our Covenant pledge on our website
- **National Events:**
 - Promoting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities through digital and social media channels
- **Veterans, Reserves & Service spouses & partners**
 - We welcome job applications from veterans, reservists spouses & partners who meet the criteria in job specifications
 - Additional time off work entitlement for Reservists allows for up to 12 days paid leave per annum (pro rata) for training.
 - If an employee is actually called up, the required paid time off work will be granted and any salary adjustments necessary will be made as per the official procedures issued to the Council.

- **Supporting Housing Needs**

- Veterans and serving personnel are identified when applying for Housing Support via type of service, dates of service and service number which enables North Devon Council to offer suitable advice
- The Devon Home Choice Policy (Devon Social Housing Register) provides various provisions for both veteran and serving personnel with regard to banding and local connection.
- For Disabled Facilities Grants North Devon Council identifies members and ex-members of the armed forces. Where a means test is required any income from the Armed Forces Compensation Scheme will be disregarded.
- Our Outreach team work closely with veterans, monitoring welfare & providing wrap-around support.

- **Additional Support:**

- We offer discounted rates for charities (including Armed Forces related) for use of our Pannier Market and events where trade collections are required.
- War Disablement Pension and War Widows payments are disregarded when calculating Council Tax support.
- We regularly provide Community Councillor funding to the Chivenor Military Ladies Choir & welcome applications from Armed Forces charities and local organisations
- We provide an annual grant to Citizens Advice Bureau who, along with NDC, routinely refer clients to RBL, SSAfA, Ops Fortitude & Ops Courage
- We will continually review the support offered by North Devon Council and update our pledge regularly

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 Service community and our customers on how we are doing.