



THE LONDON BOROUGH OF BROMLEY

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:

London Borough of Bromley

Name: Mike Botting
Position: Mayor of the London Borough of Bromley
Signature:

Name: Colin Smith
Position: Leader of the London Borough of Bromley
Signature:

Name: Ade Adetosoye CBE
Position: Chief Executive
Signature:

Name: Tasnim Shawkat
Position: Director of Corporate Services
Signature:



Signed on behalf of:

Ministry of Defence

Name: Lieutenant Colonel Ryan Sinclair
Position: Commanding Officer 106 (Yeomanry) Regiment
Signature:



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 ONE: PRINCIPLES OF THE ARMED FORCES COVENANT

- 1.1 We, London Borough of Bromley 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.*
- 1.2 The purpose of this Covenant is to encourage support for the Armed Forces Community working and residing in London and to recognise and remember the sacrifices made by members of this Armed Forces Community, particularly those who have given the most. This includes Pre-Services, Serving and ex-Service personnel, their families and Widow(er)s in London.
- 1.3 For London Borough of Bromley, and partner organisations, the Covenant presents an opportunity to bring their knowledge, experience and expertise to bear on the provision of help and advice to members of the Armed Forces Community. It also presents an opportunity to build upon existing good work on other initiatives such as the Welfare Pathway.
- 1.4 For the Armed Forces community, the Covenant encourages the integration of Service life into civilian life and encourages members of the Armed Forces community to help their local community.

SECTION TWO: DEMONSTRATING OUR COMMITMENT

- 2.1 The Armed Forces Community is defined, for the purpose of the Armed Forces Covenant, as including all those forces whom the Nation has a moral obligation due to service in HM Armed Forces. The Armed Forces Community includes:
- Regular Personnel – Individuals currently serving as members of the Royal Navy and Royal Marines, Army or Royal Air Force.
 - Reservists – Volunteer Reservists serving as members of the Royal Navy, Royal Marines, Army Reserves or Royal Air Force Reserves.
 - Veterans – Those who have served in HM Armed Forces, whether Regular or Reservist.
 - Cadet Force Adult Volunteers – Adult Volunteers currently volunteering in the Sea Cadet Corps, Army Cadet Force or Royal Air Force Air Cadets.
 - Families of Regular, Reservists and Veterans – Those who have served in HM Armed Forces, whether as a Regular or a Reservist.
 - Bereaved – The immediate family of Service Personnel and Veterans who have died, whether or not that death has any connection with service.

SECTION THREE: OBJECTIVES AND GENERAL INTENTIONS

Aims of the Covenant

- 3.1 The Armed Forces Covenant complements the principles of the Armed Forces Covenant which defines the enduring, general principles that should govern the relationship between the Nation, the Government, and the Armed Forces community.
- 3.2 It aims to encourage all parties within a community to offer support to the local Armed Forces community and make it easier for Service personnel, families, and veterans to access the help and support available from the Ministry of Defence (MoD), from statutory providers and from the Charitable and Voluntary Sector. These organisations already work together in partnership at local level.
- 3.3 The scheme is intended to be a two-way arrangement and the Armed Forces community are encouraged to do as much as they can to support their community and promote activity which integrates the Service community into civilian life.

SECTION FOUR: OUR COMMITMENT

4.1 Demonstrating we are an Armed Forces-friendly organisation by:

- Publicising our Armed Forces Covenant and displaying the Armed Forces Covenant logo on our Corporate website.
- Promoting a greater understanding and awareness of the needs and contributions of the Armed Forces Community within the borough using all our communication channels.
- Encouraging our supply companies, community and local strategic partnership organisations to sign up to the Covenant.
- Engaging with our partners in the private, public and voluntary sectors to identify opportunities to fulfil the objectives of the Covenant.
- Raising public awareness of the Armed Forces through our website and newsletter in a culturally and politically sensitive manner.

4.2 Strengthening our links with the Armed Forces Community by:

- Appointing an Armed Forces Member Champion and Senior Officer point of contact within the Council to ensure our commitments are implemented and maintained.
- Ensuring staff and elected Members are made aware of the Armed Forces Covenant for Bromley.
- Offering support to our local cadet units.
- Working closely with the South East London Clinical Commissioning Group (SEL CCG) and attend Covenant Stakeholder meetings.
- Ensuring that Joint Strategic Needs Assessments (JSNAs) by Council/ Public Health and wellbeing departments will try to take consideration of the Armed Forces community.
- Making information about support available to the Armed Forces community easily accessible to all.
- Considering the needs of the Armed Forces Community as part of the wider Bromley community in future service and infrastructure planning.

4.3 Seeking to support the employment of veterans and service leavers:

- Recognising that the Armed Forces community bring a variety of transferable skills and qualities developed through their military careers when interviewing for positions.
- Ensuring our recruitment process is inclusive and accessible.
- Anticipating and providing reasonable adjustments as required.
- Promoting employment opportunities available to members of the Armed Forces Community.
- Enrol on the Defence Employer Recognition Scheme.

4.4 Striving to support the families of the Armed Forces Community by:

- Ensuring the Armed Forces Community has fair access to our services and is not put at a disadvantage by their service.
- Ensuring information and signposting to appropriate support services for the Armed Forces Community is freely available and easy to access.
- Connecting with GP practices to encourage staff to ask patients about service background.
- Ensuring school admission policies recognise the needs of children of the Armed Forces community.

4.5 Seeking to support out employees who choose to be members of the Reserve Forces or Cadet Force Adult Volunteers.

- Providing the necessary support for our employees within the Armed Forces Community, including additional paid leave as appropriate and flexible working opportunities.
- We will, wherever possible, accommodate the mobilisation of our reservists if they are required to deploy.
- Ensuring employees are able to easily disclose whether they are members of the Armed Forces Community.
- We will encourage any reservists in our organisation to participate in Reserves Day.

4.6 Ensuring support is given to members of the Armed Forces Community with urgent housing needs.

- Ensuring our Housing Allocation Scheme recognises the needs of the Armed Forces Community, providing additional preference for the Armed Forces as part the Housing Act 1996.

4.7 Recognising and remembering the sacrifices made by the Armed Forces Community by:

- Flying the Armed Forces Day Flag.
- Supporting and promoting other Armed Forces events in the local community.
- Mindfully recognising and remembering the contribution and sacrifices made by British and Commonwealth military and civilian service men and women who have been affected by armed conflict by supporting Remembrance Sunday and Armistice Day.

4.8 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.