



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:

South Norfolk and Broadland Councils

A handwritten signature in black ink, appearing to read 'Trevor Holden'.

Name: Trevor Holden

Position: Managing Director

Date: 20th December 2019

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.

South Norfolk and Broadland Councils will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

Section 1: Principles of the Armed Forces Covenant

- No member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen; and
- In some circumstances special treatment may be appropriate especially for the injured or bereaved.

Section 2: Demonstrating our Commitment

We recognise the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

- promoting the fact that we are an armed forces-friendly organisation through our commitment to the Norfolk Armed Forces Covenant;
- seeking to support the employment of veterans through our Guaranteed Interview Scheme and working with the Career Transition Partnership to establish a clear employment pathway for Service Leavers;
- striving to support the employment of Service spouses and partners;
- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment through our Leave and Time Off Policy and Procedure;
- seeking to support our employees who choose to be members of the Reserve forces, by giving them six days leave for training and accommodating their deployment where possible;
- offering support to our local cadet units, either in our local community or in local schools, where possible;
- encouraging local businesses, charities and voluntary organisations to sign the Covenant Pledge;
- actively participating in Armed Forces Day;
- raising awareness among all front-line staff of the needs of armed forces families;
- providing e-learning opportunities for employees to develop a greater understanding of Service life and its impacts;
- being responsive to requests from the military bases and armed forces families who require additional support; and
- seeking to understand more about our employees who are reservists, veterans, spouses or dependents through surveys and group discussions, and acting on this information.

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.