

Havant Borough Council Armed Forces Covenant Action Plan - 2021-2024

Havant Borough Council, Armed Forces Covenant to be re-signed in 2024

Havant Borough Council Armed Forces Covenant Action Plan 2021-2024

By signing the Armed Forces Covenant, Havant Borough Council (HBC) has demonstrated its intention to support the Armed Forces Community. The HBC Covenant Action Plan brings the Covenant to life so that we can share best practice and tailor objectives and outcomes to meet local needs.

The Armed Forces Community includes:

Regular Personnel - individuals who are currently serving as members of the Royal Navy (includes Royal Marines), Army or Royal Air Force,

Reservists – Volunteer Reservists, who form the Royal Naval Reserve, Royal Marine Reserve, Army Reserves and the Royal Auxiliary Air Force and Regular Reservists, who comprise the Royal Fleet Reserve, Army Reserve and Royal Air Force Reserve

Veterans – those who have served at least a day in HM Armed Forces, whether as a Regular or Reservist,

Families of Regular Personnel, Reservists and Veterans

Bereaved, the immediate family of Service Personnel who have died

We will publicise these commitments through our literature and via our website, setting out how we will seek to honour them and invite feedback from the Armed Forces Community. Please note the actions listed below are Havant Borough Council's actions only

| Objective (what) | Action (how) | Time frame (when) | Responsibility (who) |
|--------------------------------|--|--------------------------|-------------------------------------|
| Welfare and well-being | Elect an Armed Forces Champion | Ongoing | Armed Forces Champion |
| | Select an Officer within the Council as the first point of contact | Ongoing | Community Officer, Community team |
| Housing information and advice | Continue to register Armed Forces personnel who do not have a local connection with any of the partners in Hampshire Home Choice. We will also register former Armed Forces (AF) personnel if they have left the AF within the last 5 years unless, at the time of their application they are: | Ongoing | Havant Borough Council Housing team |

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| | <p>* Owed re-housing duty by an HHC participating authority, those who are entitled to reside in MOD accommodation following the death of that person's spouse (who has served in the Regular Forces) and their death was attributable to that Service.</p> <p>* Or is serving in the Reserve Forces, who is suffering from illness or disability. Cases are assessed and prioritised, we provide benefit advice including Council tax allowances when working overseas, we list all support services for Veterans via our website.</p> <p>Provide accurate benefit advice to all Veterans including Council tax allowances when Veterans work overseas.</p> | | |
| Communication | <p>Maintain robust communication channels between Havant Borough Council and the Armed Forces Community via the following:</p> <p>Facebook - https://www.facebook.com/HavantBorough Twitter - https://twitter.com/havantborough Instagram - https://www.instagram.com/havantborough/ Council Magazine - https://www.havant.gov.uk/serving-you-magazine</p> <p>Havant Borough Council Community news bulletins Face to face or online Community network meetings</p> | Ongoing | Communication team/ Community team |
| Raise awareness | <p>Promote the fact that Havant Borough Council is an AF friendly organisation</p> <p>Promote the Covenant through our partners and networks</p> <p>Increase awareness of the AF Covenant, Reservist information and support services available amongst staff through internal platforms such as the internal website and newsletter</p> <p>Update Veteran/Spouse/partners information via a staff survey</p> <p>Incorporate the official AF branding into our literature and stationery</p> | Ongoing | Web Team/Community team |
| External Support | <p>The AF Champion is developing further links and participating in stakeholder engagement with local/regional Armed Forces/Veteran organisations</p> | Ongoing | Armed Forces Champion |

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| | <p>Promote understanding and awareness of local services that can offer support by providing an area on the Havant Borough Council web-site that lists external support information for serving and ex-serving members of the Armed Forces including:</p> <ul style="list-style-type: none"> • Housing • Education • Employment • Health and well-being • Promote health and well-being initiatives and support services such as mental health, physical health, relationship support (for spouses), bereavement support, sensory advice and other schemes such as the Breastfeeding Welcome Scheme • Organisations and charities which provide specific support to veterans such as the Royal British Legion, Soldiers, Sailors, Airmen and Families Association (SSAFA), Veterans Outreach Service (VOS), Army Benevolent Fund (ABF), Royal Navy charities, Help for Heroes, Families Federations etc. | Updated annually | Web team/Community team |
| Recruitment/ Employment | Promote the job vacancy portal which lists all Havant Borough Council jobs opportunities – www.hampshirejobs.org.uk | Ongoing | Human Resources |
| Human Resources | <p>Raise awareness of the CTP (Careers Transition Partnership), the National Careers service and any local job clubs.</p> <p>Offer support to employees who choose to be members of the Reserve Forces, by accommodating their training and deployment where possible and providing additional 2 weeks paid leave to undertake training (adopt a Reservist HR policy to support this).</p> <p>Endeavour to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment,</p> <p>Continue to offer a 'guaranteed interview scheme' or policy that stipulates that for every job opportunity that goes for external recruitment at least one ex-member of Armed Forces should be interviewed as long as they meet the job specification.</p> | Ongoing | Human Resources / Community team/all managers |
| Volunteering opportunities | Promote links to voluntary sector organisations such as Community First to highlight opportunities for volunteering - www.volunteerwessex.org | Ongoing | Community team |
| Education, children and young people | Raise awareness of the Service Pupil premium - these funds are allocated to schools for resources, support, trips, educational and emotional support. | Ongoing | Armed Forces Champion |

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| Recognise and Remember | Honour Remembrance Sunday and Armistice Day in the Borough and other key events such as Flag-Raising for Armed Forces Day etc | Ongoing | Community team/The Mayor of Havant |
| | Work in partnership with Armed Forces personnel and local community groups to facilitate projects and activities e.g. Silhouette trail, war heroes booklet, Tommy Remembrance sculpture. | Ongoing | Community team |
| Leisure and recreation | Promote sport and physical activity related programmes and initiatives. | Ongoing | Community team |
| | Encourage the use of and promote; <ul style="list-style-type: none"> • Public open spaces • Skate park • Play park facilities • Community centre activities | | |
| Economic Development and skills | Encourage more businesses in the Borough to sign up to the Covenant | Ongoing | Economic Development /Community team |
| | Havant Borough Council to promote the Defence Employee Recognition Scheme (DERS) with other organisations | April 2021 | Community team |
| Initiatives | Apply for a silver Employers Recognition Scheme award, highlighting our commitment and support to the Armed Forces Community. We would then aim to encourage local businesses and organisations to apply for similar awards. | April 2021 | Community team |
| | Work with partners and Community groups to seek/apply for funding for projects and new initiatives. | Ongoing | Community team |