

Response to Request for Information

Reference FOI 002524
Date 11 July 2018

Armed Forces Covenant Policy

Request:

I am writing to request under the Freedom of Information Act how much progress has been made in implementing the Armed Forces Covenant, at your local authority. Specifically:

1. What is the Local Authority Armed Forces Covenant policy?
[In response to question 1, please see attached information provided. Also, please see link below providing you with information.](#)
www.armedforceswolves.com
2. What expenditure and activity has the Local Authority undertaken to meet your policy aims for the Armed Forces Covenant in the last 12 months?
[The expenditure for the Armed Forces Event is £11,643.20.](#)

[Please see attached information provided regarding the activities.](#)
3. Has the Local Authority appointed an Armed Forces Covenant Ambassador, and if so their name and contact details?
John.Reynolds@wolverhampton.gov.uk

Wolverhampton Armed Forces Community Covenant Action Plan 2017/18

Introduction

The Armed Forces Community Covenant was signed in Wolverhampton October 2012. Community Covenants are intended to complement, at local level, the national Armed Forces Covenant, which outlines the moral obligation between the nation, the Government and the Armed Forces. The aim of the Community Covenant is to encourage local communities to support the service community in their area and promote understanding and awareness amongst the public of issues affecting the Armed Forces Community.

The joint lead signatories to the Covenant are Wolverhampton City Council and RAF Cosford.

The aims of the Armed Forces Community Covenant

The Covenant aims to encourage all citizens to support the local Armed Forces community and make it easier for Service personnel, families and veterans to access the help and support available from the MOD, from statutory providers and from the Charitable and Voluntary Sector, whose mission is to be fully inclusive.

The scheme is intended to be a two-way arrangement and the Armed Forces are encouraged to do as much as they can to support their community and promote activity which integrates the Service into civilian life.

These aims are reflected in the Community Covenant Action Plan

The Community Covenant Action Plan

As part of the work on the Covenant, the city is committed to producing an action plan. This will identify things that the city is already doing in relation to the covenant and any areas for future development.

Wolverhampton Community Covenant Action Plan

Theme	Action	Lead	Outcome	Measure
Covenant Coordination	Improve the overall effectiveness of the Covenant Partnership in Wolverhampton	Sam Axtell	Well integrated processes for sharing social media campaigns between partners.	Number of hits to Twitter and Facebook.
		Chris Comport	Military and cadet facilities are increasingly available for community use.	Number of facilities opened up to community use.
		All	Promote new gateway for service people and veterans being led by the RBL	Obtain monitoring figures on numbers of Wolverhampton serving personnel and veterans using the new service.
		Adrian Barlow	A clearer understanding of the data that exists in relation to the military community in the city	Military footprint for the city produced
		Sam Axtell	Organisations in the city are informed about and enabled to apply for covenant funding	Number of organisations successfully applying for funding

Theme	Action	Lead	Outcome	Measure
		Sam Axtell	Board has clear sense of direction and purpose	Completion of Our Covenant assessment tool (when available).
Employment	Identify measures to support ex and transitioning service personnel and their families to achieve positive employment outcomes	Michelle MacMahon Angela Hoyle Jo Grocott	A comprehensive support service for people from the military community seeking employment is in place.	Number of events held at Job Centres (monthly) Number of job fairs held in the city Numbers of military related partners signed up to the Work Box
	Armed Forces Covenant	Sam Axtell/Angela Hoyle	Increasing numbers of city businesses have 'armed forces friendly' human resources policies in place	City of Wolverhampton Council signs the corporate covenant. 10 businesses are supported to sign the corporate covenant – 6 sign.
Communities	To raise awareness of and support for the Armed Forces community in the city	Sam Axtell/Anita Cund	The profile of the armed forces is raised in the city.	Armed Forces Day programme is delivered. Evaluation of and attendance at Armed Forces Day. Social media monitoring

Theme	Action	Lead	Outcome	Measure
				Funding secured and restoration of Bilston War Memorial completed World War 1 Commemoration - 2018
Education	City of Wolverhampton College project	Richard Jones	Students informed about military history in city. Closer working between College and RAF Cosford.	Project by college to engage in cleaning of war graves completed. Numbers of students involved
	Civic and Historical Society project	Claire Darke		War Memorial, The Fallen, erected as part of the Wolves in Wolves project. Numbers of people taking part in the war memorials city centre tour.
Welfare	Re-open the Royal British Legion Drop In Facility at Wolverhampton Civic Centre	Mike Webb	Support to the military community in the city is re-established through the reopening of this popular outreach venue	Numbers of people using facility.

Wolverhampton Armed Forces Community Covenant Action Plan 2018/19

Introduction

The Armed Forces Community Covenant was first signed in Wolverhampton October 2012. The City of Wolverhampton Council renewed its commitment to Covenant in 2017. Several other local partners have signed covenants of their own – The City of Wolverhampton College, The City of Wolverhampton University and the Royal Hospital Trust.

Community Covenants are intended to complement, at local level, the national Armed Forces Covenant, which outlines the moral obligation between the nation, the Government and the Armed Forces. The aim of the Community Covenant is to encourage local communities to support the service community in their area and promote understanding and awareness amongst the public of issues affecting the Armed Forces Community.

The aims of the Armed Forces Community Covenant

The Covenant aims to encourage all citizens to support the local Armed Forces community and make it easier for Service personnel, families and veterans to access the help and support available from the MOD, from statutory providers and from the Charitable and Voluntary Sector, whose mission is to be fully inclusive.

The scheme is intended to be a two-way arrangement and the Armed Forces are encouraged to do as much as they can to support their community and promote activity which integrates the Service into civilian life.

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The Community Covenant Action Plan

As part of the work on the Covenant, the city is committed to producing an action plan. This will identify things that the city is already doing in relation to the covenant and any areas for future development.

Wolverhampton Community Covenant Action Plan

Theme	Action	Lead	Outcome	Measure	Status
Covenant Coordination	Improve the overall effectiveness of the Covenant Partnership in Wolverhampton	Sam Axtell	Continue to raise the profile of the armed forces community in the city.	Number of hits to Twitter and Facebook.	
		All	Covenant Board members in attendance at commemorative events across the city.	Development of a single website to house information about work related to the armed forces in the city to include the covenant, Armed Forces Day, WW1 commemoration and commemorative events.	
		Huw Allen		City of Wolverhampton Council to apply for Defence Employer Recognition Scheme Gold Award	
				Number of teams from CoWC taking part in the Army Reserve Challenge.	
		Steve Morgan	A clearer understanding of the data that exists in relation to the military community in the city	Military footprint for the city produced	
		Sam Axtell	Organisations in the city are informed about and enabled to apply for covenant funding	Number of organisations successfully applying for funding	
		Sam Axtell	A range of communities are involved in the work of the covenant through a	Number of events	

Theme	Action	Lead	Outcome	Measure	Status
			series of activities – Commemorative events, faith, veteran and young peoples' sessions		
Employment	Identify measures to support ex and transitioning service personnel and their families to achieve positive employment outcomes	Claire Macmanomy Angela Hoyle Jo Grocott Sukhminder Chahal Kate Phipps	A comprehensive support service for people from the military community seeking employment is in place.	<p>Number of events held at Job Centres (monthly)</p> <p>Number of job fairs held in the city</p> <p>Joint promotion of armed forces recruitment campaigns and job fairs as part of the Work Box</p> <p>Wolves@work champion appointed</p> <p>Yoo Recruit vacancies promoted with veterans and injured, sick and wounded.</p> <p>Council to develop guaranteed interview schemes for veterans, injured sick and wounded and military spouses/partners.</p> <p>Council to monitor numbers of veterans, injured sick or wounded, military spouses/partners and adult cadet force volunteers it employs.</p>	

Theme	Action	Lead	Outcome	Measure	Status
		Graham Brown		<p>Council to link with Careers Transition Partnership and Civvy Street to advertise for staff vacancies</p> <p>CoWC work experience scheme for veterans, injured sick and wounded promoted.</p>	
	Armed Forces Covenant	Sam Axtell/Angela Hoyle/Richard Jones	<p>Increasing numbers of city businesses have 'armed forces friendly' human resources policies in place.</p> <p>Increased employer engagement across a range of covenant partners</p>	<p>10 businesses are supported to sign the corporate covenant – 6 sign.</p> <p>Business events held (including Black Country Chamber of Commerce event on 2 May and City of Wolverhampton College networking dinner on 10 May).</p> <p>4 Mercian to engage with local employers to support the regiment/company.</p>	
Communities	To raise awareness of and support for the Armed Forces community in the city	Sam Axtell/Anita Cund	The profile of the armed forces is raised in the city.	<p>Armed Forces Day programme is delivered.</p> <p>Evaluation of and attendance at Armed Forces Day.</p> <p>Social media monitoring</p>	

Theme	Action	Lead	Outcome	Measure	Status
		Captain Mark Butler/RAF Cosford Caitlin O'Hara Jane Britton		Numbers of serving personnel taking part in the flag raising and flag lowering ceremonies World War 1 Commemoration – 2018 Royal British Legion event to thank Commonwealth Service Personnel and veterans	
Education	City of Wolverhampton College project	Richard Jones	Students informed about military history in city. Closer working between College and 4 Mercian.	Numbers of students involved Support from 4 Mercian for project work secured.	
	Civic and Historical Society project	Claire Darke	Residents more aware of the sacrifices the armed forces community have made.	Crowd funding campaign to fund a printed map showing the location of all war memorials in the City. Number of walking tours of the war memorials	
Welfare		Sam Axtell	A joined-up approach to the welfare needs of the armed forces community. Intelligence from SSAFA and the RBL is used to reach out to BME veterans and their families	Number of individuals assisted by the more coordinated approach of an operational group working to a data sharing agreement.	

Theme	Action	Lead	Outcome	Measure	Status
		<p data-bbox="692 312 860 453">Anthony Walker and Ashley Stanton</p> <p data-bbox="692 571 815 639">Anthony Walker</p>		<p data-bbox="1312 312 1861 453">Numbers of staff trained on issues related to supporting the armed forces community either face to face or through an e-learning module.</p> <p data-bbox="1312 496 1839 600">Numbers of veterans benefiting from the new Veterans Housing Bonds Scheme</p>	



The Armed Forces Covenant

An Enduring Covenant Between
The People of the United Kingdom
Her Majesty's Government



City of Wolverhampton 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:
Ministry of Defence

Signed on behalf of:
City of Wolverhampton Council

Signed:

Signed:

Name:

Lt Col Mulholland

Name:

Councillor Elias Mattu

Position:

Lieutenant Colonel

Position:

*Right Worshipful The Mayor
of Wolverhampton*

Date:

29 September 2017

Date:

29 September 2017



**Ministry
of Defence**

**CITY OF
WOLVERHAMPTON
COUNCIL**

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, City of Wolverhampton 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 City of Wolverhampton Council recognises 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;
- actively encouraging employees to participate in remembrance events to remember members of the armed forces and civilians who have died during armed conflicts;
- seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;
- 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 existing comprehensive arrangements for leave, including flexi leave, annual leave, unpaid leave and the Buying Annual Leave Scheme.



- seeking to support our employees who choose to be members of the Reserve forces through our leave policy, including by accommodating their training and deployment where possible;
- to include placements for veterans as part of the council's work experience scheme;
- leading and supporting Armed Forces Day in Wolverhampton;
- offering a discount for WVActive membership to serving personnel and veterans;
- support organisations to create employment and training opportunities for the armed forces community through our commissioning and procurement activities;
- supporting local businesses to sign the Corporate Covenant.

2.2 We will publicise these commitments 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.





**ARMED FORCES
COVENANT**

CITY OF
WOLVERHAMPTON
COUNCIL