



**ARMED FORCES
COVENANT**

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

Aberdeen City Council

Signed: _____

Signed: _____

Name: _____

Name: _____

Position: _____

Position: Lord Provost

Date: _____

Date: _____



**Ministry
of Defence**

The Armed Forces Covenant

An Enduring Covenant Between



**ABERDEEN
CITY COUNCIL**

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 Aberdeen City 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 Aberdeen City 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;*
- *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;*
- *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;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *offering support to our local cadet units, either in our local community or in local schools; where possible;*
- *aiming to actively participate in Armed Forces Day;*
- *appointing an Armed Forces Champion to implement this covenant;*
- *appointing the Chief Officer – Early Intervention and Community Empowerment as a named day-to-day contact for the Armed Forces to raise any issues;*
- *ensuring up to 1% of our new 2,000 Council houses are offered to those leaving the armed forces. With up to a further 0.5% being adapted for those injured in service;*
- *engaging with local schools to promote the role and benefits of cadet forces;*
- *engaging with local communities to promote the role and benefits of cadet forces and reserve armed forces;*
- *providing advice services to support cadet forces to prepare for future employment;*
- *working in partnership with the armed forces to strengthen community resilience;*
- *working with other organisations across the city to ensure that sporting opportunities for the armed forces are promoted;*
- *making provisions for colleagues from SAFA, the Armed Forces Charity, to use a council office one day a week to improve access to support for veterans;*
- *ensuring that Armed Forces Personnel are not disadvantaged when it comes to gaining a place at a school for their children;*
- *working together to open up facilities for the benefit of the local community whenever they can;*
- *establishing a working group to ensure these commitments are met; and*
- *continuing to recognise the pledges made in the Community Covenant dated 2012.*

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.