



AN ARMED FORCES COVENANT

BETWEEN

EALING COUNCIL, REPRESENTATIVES OF THE CHARITABLE AND
VOLUNTARY SECTORS,

THE CIVILIAN COMMUNITY OF EALING

AND

THE ARMED FORCES COMMUNITY IN LONDON

**We, the undersigned, agree to work and act together to
honour the Armed Forces Covenant.**

Signatories

Signed: 

Name: Deborah Taylor

Position Held: Lt Col (151RLC-CO)
**Signed on behalf of the Armed Forces
Community**

Date: 12.10.2021

Signed: 

Name: Cllr Peter Mason

Position Held: Leader of the Council
Signed on behalf of Ealing Council

Date: 12.10.2021

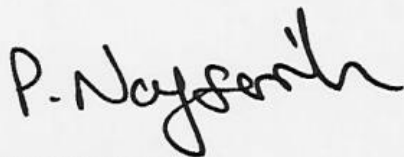
Signed: 

Name: Ryan Allain

Position Held: Area Manager London
Royal British Legion

Signed on behalf of Armed Forces

Date: 12.10.2021

Signed: 

Name: Paul Najsarek

Position Held: Chief Executive

Signed on behalf of Ealing Council

Date: 12.10.2021

Signed: 

Name: Andrew Dakers

Position Held Chief Executive,
West London Business

**Signed on behalf of the Business
and Commercial Sector**

Date: 12th October 2021

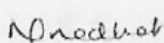
Signed: 

Signed:
Name: Gurpreet Rana

Position Held: CEO of Ealing CVS

**Signed on behalf of the
Voluntary Sector**

Date: 12th October 2021

Signed: 

Name: Neha Unadkat

Position Held: Borough Director - Ealing
NHS North West London Clinical Commissioning Group

Signed on behalf of the Primary Care Trust /NHS Body

Date: 12/10/2021

SECTION 1: PARTICIPANTS

1.1 This Armed Forces Covenant is made between:

The serving and former members of the Armed Forces and their families working and residing in Ealing.

And

Ealing Council

And

The Charitable and Voluntary Sector

And

Other members of the civilian community

SECTION 2: PRINCIPLES OF THE ARMED FORCES COVENANT

2.1 The Armed Forces Covenant is a voluntary statement of mutual support between a civilian community and its local Armed Forces Community. This Covenant encompasses the moral obligation between the Nation, the Government and the Armed Forces, at the local level.

2.1 The Armed Forces Covenant is based upon two key principles:

- The Armed Forces community should not face 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.

2.3 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 in-Service and ex-Service personnel their families and widow(er)s in London.

2.4 For Ealing Council and partner organisations, the Community 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.

2.5 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 3: OBJECTIVES AND GENERAL INTENTIONS

Aims of the Covenant

3.1 The Armed Forces Covenant 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 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 4: 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.
- Working closely with the MOD / Covenant Office in London to offer Armed Forces Awareness Training to Council staff (either face to face or virtually) and provide an E-Learning package.
- Ensuring staff and elected Members are made aware of the Armed Forces Covenant for Ealing as part of their induction and sharing updates on staff intranet (One Space).
- Offering support to our local cadet units *by promoting their activities using our community newsletter, communication channels and social media platforms.*
- Working closely with North West London Clinical Commissioning Group and attend Covenant Stakeholder meetings.
- Ensuring that Joint Strategic Needs Assessments by Council / Public Health and wellbeing departments will try to take consideration of the Armed Forces community.

- Ensuring that Adult Social Care workers ask during initial assessments whether a person has ever served in order to understand their need and signpost to relevant support.
- Making information about support available to the Armed Forces community easily accessible to all.

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.

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

- Agreeing to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
- Ensure that school admission policies recognise the needs of children of the Armed Forces Community

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

- By accommodating their training and deployment where practical.
- Serving Armed Forces Reservists and Cadet Force Adult Volunteers are supported with additional paid leave to carry out training.
- 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.

- That Armed Forces members and their families who have a link with the London Borough of Ealing will be recognised in housing allocations policies.

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

- Flying the Armed Forces Day Flag.
- Where possible, *facilitate* the British Legions in Ealing Borough to arrange Armed Forces Day Parade.
- Supporting other Armed Forces events in the local community.
- Posting messages of support on social media sites and linking to relevant websites.
- 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.

SECTION 5: MEASURES

5.1 The Armed Forces will work together with Ealing Council, the Voluntary and Community Sector, the Metropolitan Police Service, Clinical Commissioning Group, Local Strategic Partnership, Ealing Safer Neighbourhood Board, Ealing Childrens & Adults Safeguarding Board and Ealing Business Partnership in order to achieve the general aims identified at Sections 3 and 4 above. Specifically the Covenant Stakeholder Working Group will work together to address four key thematic areas.

5.1.1 Mapping our Armed Forces Community and understanding their needs.

5.1.2 Exploring opportunities for the Armed Forces to engage with wider VCS, health and business partners.

5.1.3 To explore how housing, employment, education and adult social-care services can support the complex needs of our armed forces community, alongside existing services.

5.1.4 Exploring opportunities to raise awareness and celebrate the contribution of the Armed Forces to our borough.

CONTACT PERSONNEL AND TELEPHONE NUMBERS

MOD Armed Forces Covenant Team

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In-Service representative(s)

Contact Name: Deborah Taylor
Title: Lt Col (151RLC-CO)

Ealing Council

Contact Name: Kieran Read
Title: Director of Strategy & Engagement
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Charities

Contact Name: Bruce Holborn
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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.