

# SIGNING THE ARMED FORCES COVENANT

Understanding, Supporting & Celebrating The Armed Forces Community



**TOOLKIT FOR CHARITIES, CIC'S, VOLUNTARY ORGANISATIONS, BUSINESSES AND TOWN & PARISH COUNCILS**

# OBJECTIVES

Highlighting the Armed Forces Community and Covenant to organisations is important because small changes can make big differences. It is the intention of this document to draw attention to the fact that members of the Armed Forces Community can face disadvantages during and after service that other members of society don't.

Objectives – For Businesses, Organisations & Town & Parish Councils to;

- 1) be aware that there is sometimes a hidden community that can be supported through small changes in policy or practice
- 2) demonstrate a commitment to the Armed Forces Community by signing the Armed Forces Covenant and making public pledges of support
- 3) be aware of and support the work that is happening locally

# WHO ARE THE ARMED FORCES COMMUNITY?

The Armed Forces Community are made up of,

- Serving Personnel
- Reservists
- Veterans
- The families of the above including the immediate family of Service Personnel and veterans who have died, whether or not that death has any connection with Service
- Members of the Merchant Navy (where they served on a civilian vessel whilst supporting the Armed Forces)
- Cadet Instructors and Cadets (who are the fourth strand to the Defence Community that the Armed Forces Covenant supports)





## WHY IS THIS WORK IMPORTANT?

The Armed Forces Community are usually more visible around Armistice Day and Remembrance Sunday although can become less conspicuous throughout the rest of the year.

Disadvantage due to service, issues around mental or physical health and difficulty with reintegrating back into civilian life can remain and it is essential for Organisations to be aware so that they can support this, sometimes, hidden community.

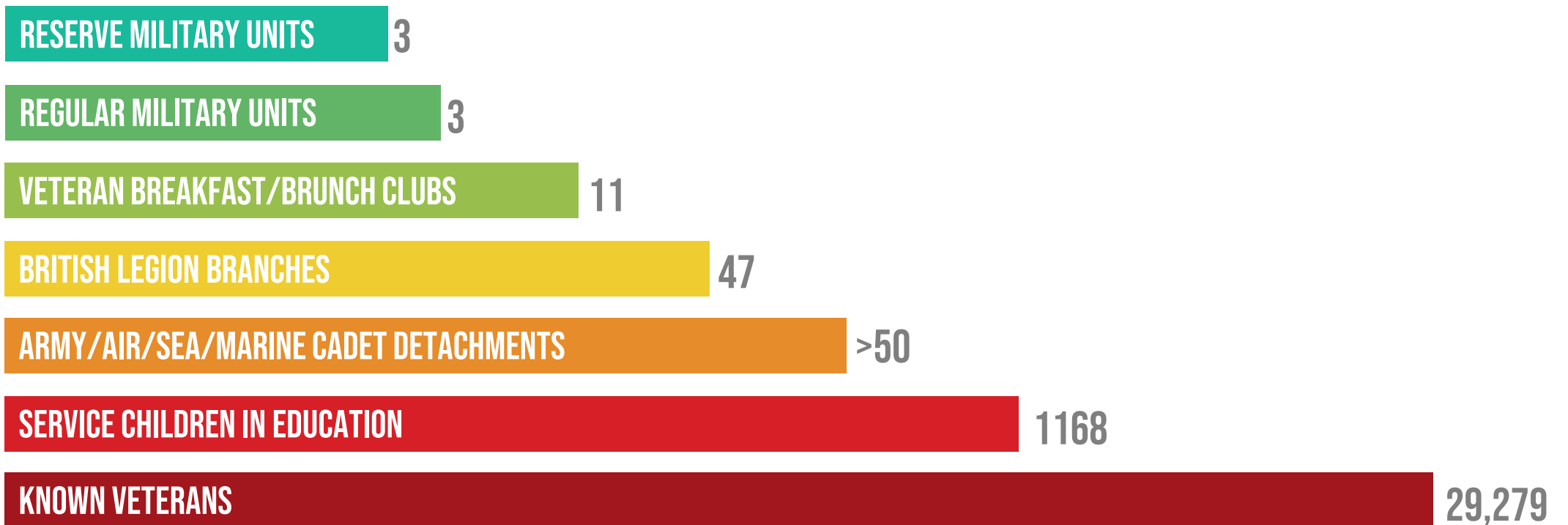
Knowing where to signpost the individual or family is also very important as there are a high number of Armed Forces Community support organisations.



# I DON'T THINK THIS APPLIES TO MY ORGANISATION!

Just because you may not have an Armed Forces Station close to you doesn't mean that the Armed Forces Community are not nearby.

After all, in Cambridgeshire and Peterborough, there are;



# EXAMPLES & REFERENCES

For info and reference please see below for a list of other organisations that have signed the Armed Forces Covenant and their signatories and the pledges that they have made. You may want to take inspiration from or replicate some of these initiatives.

[Parish Council - Narborough Parish](#)

[Town Council - Aylesbury Town](#)

[Education - Cambridge Regional College](#)

[NHS - Cambridgeshire & Peterborough NHS Foundation Trust](#)

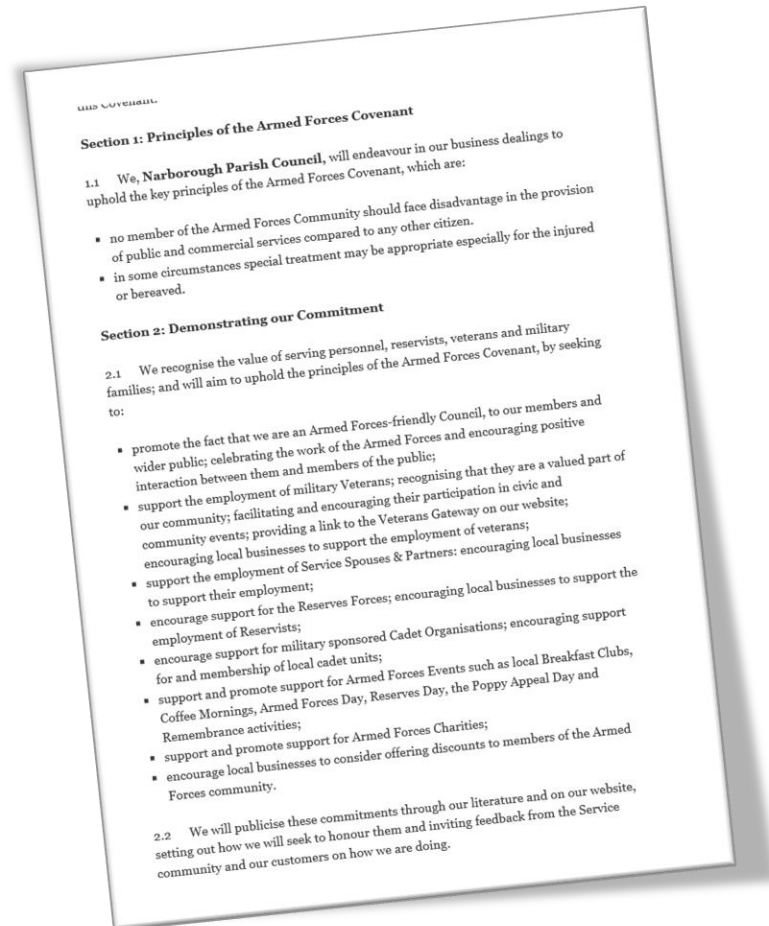
[Sports Club - Exeter Chiefs Rugby Club](#)

[Community Interest Company - Healthier Heroes CIC](#)

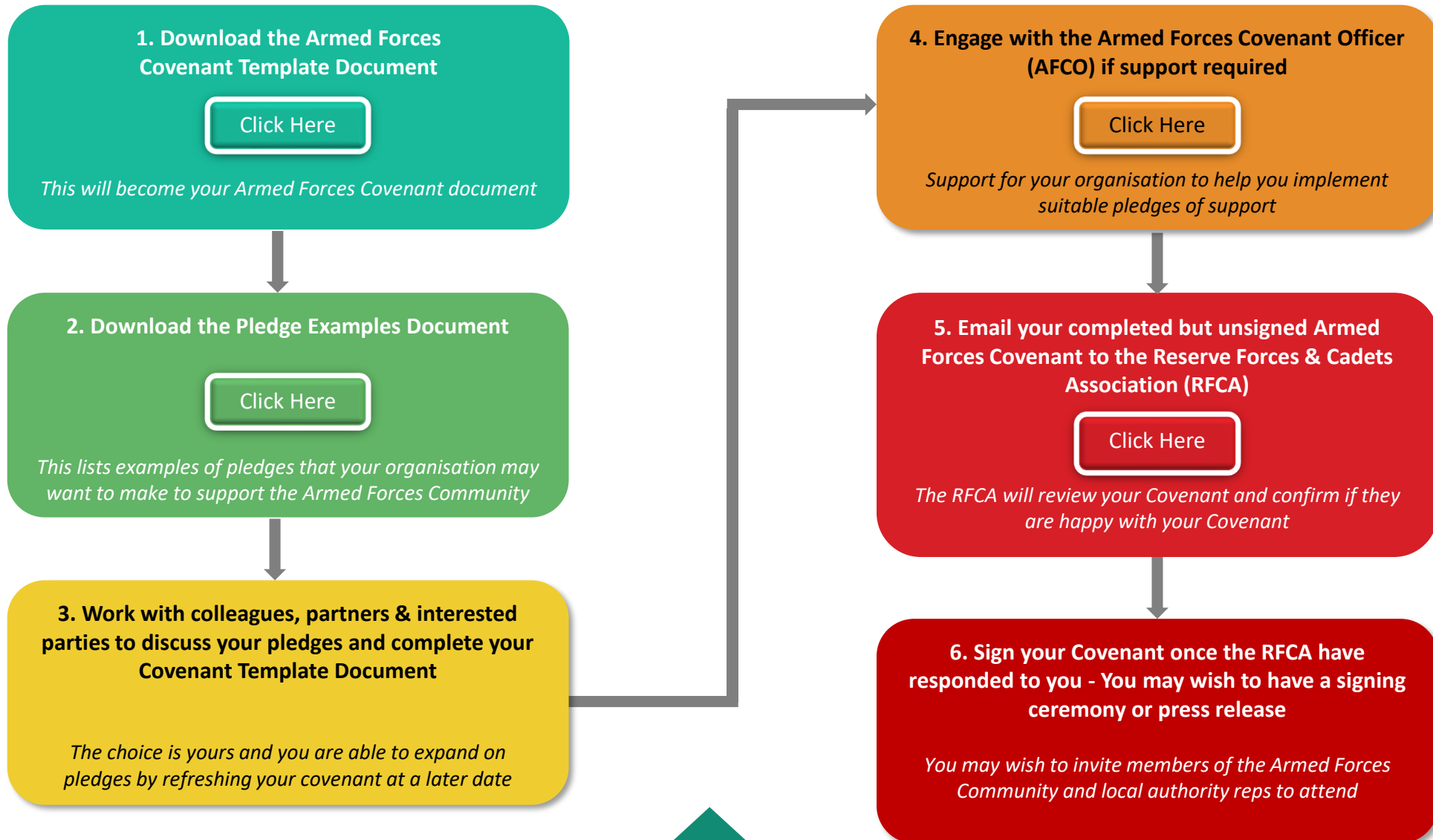
[Charity - HighGround Charity](#)

[Large Business - Jackson Civil Engineering](#)

[Small Business – Soaper Stars](#)



# PROCESS FOR SIGNING THE ARMED FORCES COVENANT



# DEFENCE EMPLOYER RECOGNITION SCHEME (ERS)

The Defence Employer Recognition Scheme (ERS) is something optional that organisations with employees can follow on with after signing the Armed Forces Covenant.

The scheme encourages employers to support defence and inspire others to do the same and encompasses bronze, silver and gold awards for employer organisations that pledge, demonstrate or advocate support to defence and the armed forces community, and align their values with the Armed Forces Covenant.

The ERS is designed primarily to recognise private sector support although public sector organisations such as the emergency services, local authorities, NHS trusts and executive agencies are also eligible to be recognised.

[Click Here for more information](#)





# ARMED FORCES COVENANT OFFICER

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Armed Forces Champions  
Cambridgeshire County – Cllr Sebastian Kindersley  
Peterborough City – Cllr John Fox

