



## North Norfolk District Council

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**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:

**North Norfolk District Council**

Signed:

Name:

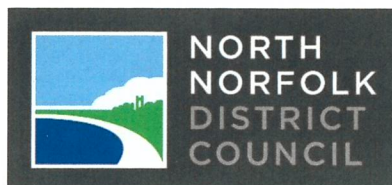
*S. Bulikafer*

Position:

*Leader*

Date:

*9th Feb 2022*



# 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.

**North Norfolk District Council** will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

### Section 1: Principles of the Armed Forces Covenant

- 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

We recognise 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 North Norfolk District Council as an Armed Forces-friendly organisation through our commitment to the Norfolk Armed Forces Covenant, fulfilment of the criteria to obtain the Bronze, Silver and Gold Defence Employer Recognition awards and raising staff awareness about issues members of the Armed Forces Community may face.
- Ensuring Council policies including Human Resources and Equality and Diversity acknowledge staff who are reservists or who have immediate family that are serving in the Armed Forces. This will ensure that they are offered appropriate support and flexibility regarding leave and for reservist's additional paid leave whilst on deployment duties.
- Ensuring Members and staff particularly those in customer facing services to be aware of the national and local charities, financial and practical support available to serving personnel, reservists and veterans. To include promotion of the Veterans Gateway App.
- Supporting the employment of service personal and veterans through the promotion of job vacancies on the Careers Transition Partnership and Forces Families for Jobs websites. Aim to offer a guaranteed interview to anyone leaving the Armed Forces or has left in the previous 24 months and who sufficiently meets the essential criteria of the role applied for.
- Encouraging Leisure contractors of NNDC facilities to offer concessions to Armed Forces personnel.
- Encourage local business to sign up to the Defence Discount Service, the official Ministry of Defence discount service for the UK's Armed Forces, Veterans and Armed Forces Community. Promote the Defence Privilege Card.
- Ensuring compliance with Armed Forces Duty of Due Regard legislation
- Promoting North Norfolk as a district that supports Armed Forces Communities. Encouraging Towns and villages to participate in the Hero's Welcome scheme designed to inspire communities to demonstrate their support to members of the Armed Forces Community.
- Recognising, promoting and supporting national events such as Armed Forces Day, the Poppy Appeal and Remembrance events. Time limited free parking will be offered in North Norfolk District Council Car parks on Remembrance Sunday.

These commitments will be published on the North Norfolk District Council website.