

Herefordshire Armed Forces Community Covenant

Action Plan

It is intended that the actions we deliver will address the 5 Key Aims of the Armed Forces Community Covenant:

1. Encourage local communities to support the Armed Forces communities in their areas
2. Nurture public understanding and public awareness amongst the public of the issues affecting the Armed 'Forces Community
3. Recognise and remember the sacrifices faces by the Armed Forces Community
4. Encourage activities which help to integrate the Armed Forces Community into local life
5. Encourage the Armed Forces Community to help and support the wider community

The actions for our work are grouped under the 7 themes of:

- Education;
- Employment;
- Health and Wellbeing;
- Housing;
- Recognition, Understanding and Communication;
- Community; and,
- Leisure and Culture

Education				
No	Action	Measured by	Owner	Aims Met
ED 1	Develop strategy to facilitate short notice access to school places	Strategy completed	HC (RR) 143 BDE Army Education Officer	1 & 4
ED 2	Provide advice to Head teachers re issues e.g. flexibility with children's absence from school (when parent/s come back from campaigns)	Advice provided to head teachers	Garrison and HC (SR)	1
ED 3	Encourage forces families on low incomes to identify themselves to schools to enable schools to draw down the correct levels of pupil premium	Increase in number of Pupil Premium's drawn down by schools	HIVE , Garrison, 143 BDE, charities and HC website (RBP)	1

Employment				
No	Action	Measured by	Owner	Aims Met
EM 1	Develop information and provide to local employers to	Information packs developed	RFCA (SB) H&WCC	1, 2 & 4

	raise awareness regarding deployment of reservists	No of businesses provided with information		
EM 2	Identify incubator sites for businesses and information disseminated to AFC	No of sites indentified	HC (PBL)	1 & 4
EM 3	Develop career pathway for service leavers into the county including support for those with physical and/or mental disabilities	Pathway developed and implemented	143, HC (MD) JC+	1 & 4
EM 4	Provide employment opportunity links on web pages	Links provided	JCP	1 & 4
EM 5	Work with businesses to identify opportunities for service leavers and provide information to resettlement teams	Opportunity pathway in place	HC (MD and RJ) 143 BDE, business sector	1 & 4
EM 6	Use existing job fairs and consider developing bespoke fairs to increase employment opportunities	No of personnel securing jobs	CMTG and 143 BDE	1 & 4

Health and Wellbeing				
No	Action	Measured by	Owner	Aims Met
HW 1	Improve access to specialist mental wellbeing support for serving personnel and veterans	No of people accessing support	2gether	1 & 4
HW 2	GPs to identify veterans at routine medical appointments to enable tailored support	No of GPs briefed	LMC (Dr Nigel Fraser)	1 & 4
HW3	Provide intervention and brief advice to hospital staff regarding support for service and ex armed forces personnel	No of hospital staff trained in IBA	Wye Valley NHS Trust, Charities, 143 BDE	1 & 4
HW 4	Implement NHS transition protocol to support Armed forces personnel returning to civilian life	Protocol implemented	Dr Sarah Aitken	1 & 4
HW 5	Make appropriate information available to enable Armed Service Community to cope with issues triggered by deployment and return.	By distribution of information	Charities, HIVE and website	1 & 4
HW 6	Implement scheme to overcome the issue of those foreign and commonwealth armed forces community families being unable to access vaccinations, through the provision of advice to all GP practice staff	No's of GP practices advised and cooperating with scheme	Dr Sarah Aitken	1

Housing				
No	Action	Measured by	Owner	Aims Met
HO1	Provide good quality housing advise on all options available to support service/ex service personnel to access housing services to meet their needs	No of personnel advised No of personnel securing housing	HC (RG) 143 BDE, RSLs and HAS	1, 3 & 4

HO 2	Review allocation policies to consider opportunities to support housing needs of Service and ex service personnel	Allocation policy published	HC (RG) 143 BDE, RSLs and HA's	1, 3 & 4
HO 3	Encourage service personnel to save for purchase of civilian housing – through education and advice	No of personnel advised	143 BDE, garrison	1 & 4
HO 4	The Council's Homes and Community Services Division to engage with HIVE and service charities to facilitate information sharing on the latest intelligence and options	Bi-annual meeting	HIVE, HC (RG)	1 & 4

Recognition, Understanding and Communication				
No	Action	Measured by	Owner	Aims Met
RU 1	Develop information on the demographics of the Armed Service Community in the county	Up to date information collated and circulated	143 BDE, HC (MS)	1, 2, 3, 4 & 5
RU 2	Develop and distribute Armed Service Customer Profiles	No of businesses, providers and practitioners receiving profiles	Garrison, HIVE, Charity (develop) Distributed by HC, PCT	1, 2, 3, 4 & 5
RU 3	Develop a HC web page/s dedicated to information and advice for Armed Forces Community, with appropriate links	Page/s established Page/s updated	HC (RBP), HIVE, Rifles and Charities	1, 2, 3, 4 & 5
RU 4	Develop links with media and ensure positive news distributed	Items in Herefordshire Matters No of articles in local papers No of items on TV and radio	HC (RBP), Rifles, Garrison, Charities	2 & 3
RU 5	Encourage all Armed Forces to hold Oath of Allegiance Ceremonies in Hereford City (currently only army do this)	All Armed Forces participating	143 BDE, City Council?	2 & 3
RU 6	Expand Armed Forces Day	No of attendees on Day Media coverage of Day	HC (PJ), 143 BDE, and charities	2, 3 & 4
RU 7	Promote and encourage participation in cadet forces	No of new members	HC (RBP), Rifles, Cadet organisations	4 & 5
RU 8	Coordination of information (Council Website)	HC and PCT to liaise on a quarterly basis to update website content	HC (RBP) PCT (CW)	1, 2, 3, 4 & 5
RU 9	Provide Single Points of Contact (SPC) in lead organisations	SPC's identified and made known to all partner organisations and displayed on web pages	CMTG	1, 2, 3, 4 & 5
RU 10	Utilise existing networks to improve communications	No of networks used to disseminate information	HVoS, HP, Rifles, Charities	1, 2, 3, 4 & 5
RU 11	Where practicable, raise awareness with public of what the	Create pictorial/information displays for	All	2 & 3

	armed forces are involved in	publicly accessed venues		
RU 12	Increase awareness and understanding of the armed forces with young people by providing information to schools and local youth groups	Information packs developed and distributed	CMTG	2

Community				
No	Action	Measured by	Owner	Aims Met
CO 1	Encourage town and parish councils to participate in Armed Forces Days	No's of Town and parish councils participating	HALC	1, 2 & 3
CO 2	Boost the capability of armed forces charities through the recruitment of additional volunteers	No's of volunteers recruited	HVoS, HALC	1 & 4
CO 3	Provide resettlement support to armed forces personnel	No of people supported	SPVA, HIVE	1, 3 & 4
CO 4	Consider development of 'Drop-in' centre/s	Centres developed	All	1
CO 5	Support the introduction of veterans card at a national level and help promote this locally	Card introduced	Service Charities	1 & 4
CO 6	Work with charities and support agencies to develop joint projects that foster integration	No of projects developed and implemented	Charities, HIVE, HVoS, Rifles	4 & 5
CO 7	Appoint champions from each of the Council's political parties to act as ambassadors to develop links between the military and civilian communities	Champions appointed and briefing sessions held	HC (Cllr Sinclair-Knipe)	1, 2 & 3

Leisure and Culture				
No	Action	Measured by	Owner	Aims Met
LC 1	Negotiate higher intervention rate subsidy for leisure	% discount achieved	Dr Sarah Aitken, HALO, Local businesses	1 & 4
LC 2	Encourage use of Truffle card by Armed Forces community	No's of cards distributed	HIVE, HC (RJ)	1 & 4
LC 3	Establish information about (non Truffle) businesses who individually give discounts and disseminate	Information put on web site	HC(RBP) (NK)	1 & 4
LC 4	Encourage the development of integrated play activities	Up to date Information on activities provided to Armed Forces families	HIVE,	1 & 4

Key to Organisations and Officers

HC Herefordshire Council	PJ – Penny Jones	CW – Clare Wichbold	MS – Madeleine Spinks	RBP Richard Beavan Pearson
Rachel Jones	SR – Steve Rogers	MD – Melvyn Davies	NK – Nadine Kinsey	RG – Richard Gabb

HVoS- Herefordshire Voluntary Organisations Supports Services	HIVE - Information Centre supporting the Service Community	SPVA – Service Personnel Veterans Agency	LMC – Local Medical Committee	HALC – Herefordshire Association of Local Councils
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