



Slough Borough Council

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 council and our country.

Signed on behalf of:

Slough Borough Council

Signed:

Name: Councillor Dexter Smith

Position: Leader

Date: 28 November 2024

Signed:

Name: Councillor Neel Rana

Position: Armed Forces Champion

Date: 28 November 2024

The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom

His 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, 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 the 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, **Slough Borough 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 We recognise the value that serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant by:

- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation to our staff, customers, suppliers, contractors and the wider public. Applying to join the [Defence Employer Recognition Scheme](#).
- **Veterans:** supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; working with the [Career Transition Partnership](#) to support the employment of Service leavers.
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners; partnering with the [Forces Families Jobs Forum](#).
- **Reserves:** supporting employees who are Reservists; recognising the benefits of employing Reservists within the organisation; continuing our commitment to additional paid leave for Continuous Training Courses; regularly reviewing our approach to Reserve entitlements.
- **Cadet Organisations:** supporting staff who volunteer with local military cadet units; supporting local military cadet units; recognising the benefits of employing cadets and ex-cadets within the workforce.
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities.
- **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist through Slough Borough Council's volunteer policy.
- **Community Engagement:** mapping the Armed Forces Community in Slough and understanding their needs; engaging with the community to understand the issues that matter most to them; holding regular engagement sessions with the council's Armed Forces Champion.
- **Action Plan:** providing updates on our progress in implementing this pledge and fulfilling our statutory obligations under the Covenant Duty to the relevant committee or cabinet.
- **Partnerships:** being active members of the Royal County of Berkshire Civilian Military Partnership Board and contributing to the Board's initiatives to support the Armed Forces Community across the county; helping to guide members of the Community to support available from Slough's Voluntary and Community Sector and from other key partners in the borough.

- **Training:** introducing an e-learning module on for staff on the Armed Forces Community, Armed Forces Covenant and the Covenant Duty, with further training for customer-facing staff to help improve the support we provide the Community as a council.

2.2 We will publicise these commitments through our literature, on staff notices, and on our website, setting out how we will seek to honour them and inviting feedback from the Service community, our staff and our residents on how we are doing.