



Durham County 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 business and our country.

Signed on behalf of:

Durham County Council

Signed: 

Name: Cllr Amanda Hopgood

Position: Leader

Date: 15.12.2021

Signed on behalf of:

Ministry of Defence

Signed: 

Name: Lt Col Mark Laverick

Position: Commanding Officer 8 Rifles

Date: 15.12.2021



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.

Section 1: Principles of The Armed Forces Covenant

1.1 We **Durham County 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 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 fact that we are an Armed Forces-friendly organisation.
- Supporting Armed Forces Day, Reserves Day, and Remembrance activities.
- Supporting the employment of veterans through our guaranteed interview scheme.
- Supporting our employees who are members of the Reserve Forces; granting additional paid leave for annual Reserve Forces training; supporting any mobilisations and deployment.
- Supporting our employees who are uniformed cadet force adult volunteers in cadet organisations, granting additional paid leave to attend annual training camps and courses; seeking to support local cadet units in our local community where possible.
- Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners, before during and after a partner's deployment.
- Offering concession rates for serving personnel including Reservists at council leisure centres.
- Working proactively with other local authorities and relevant partner organisations across the North East region to provide tailored support for members of the armed forces community.

2.2 We will publicise these commitments on our web platforms and invite feedback from the Service community and our customers on how we are doing.