

Championing Armed
Forces Support: The
Armed Forces
Covenant and
Defence Employer
Recognition Scheme
in Cumbria &
Lancashire

PROMOTING COMMITMENT
TO SERVICE PERSONNEL
AND VETERANS LOCALLY



Ministry of Defence

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Introduction to the Armed Forces Covenant (AFC)

PURPOSE AND VISION OF THE AFC

Addressing Unique Challenges

The Covenant recognises and tackles the distinct challenges faced by service personnel and veterans.

Promoting Fairness and Respect

It promotes a society that values the Armed Forces community with fairness and respect.





KEY PRINCIPLES: NO DISADVANTAGE AND SPECIAL CONSIDERATION

No Disadvantage Principle

Armed Forces members should not face any disadvantage because of their service in any aspect of civilian life.

Special Consideration Areas

Special consideration should be given in key areas like healthcare, education, and housing for service members.

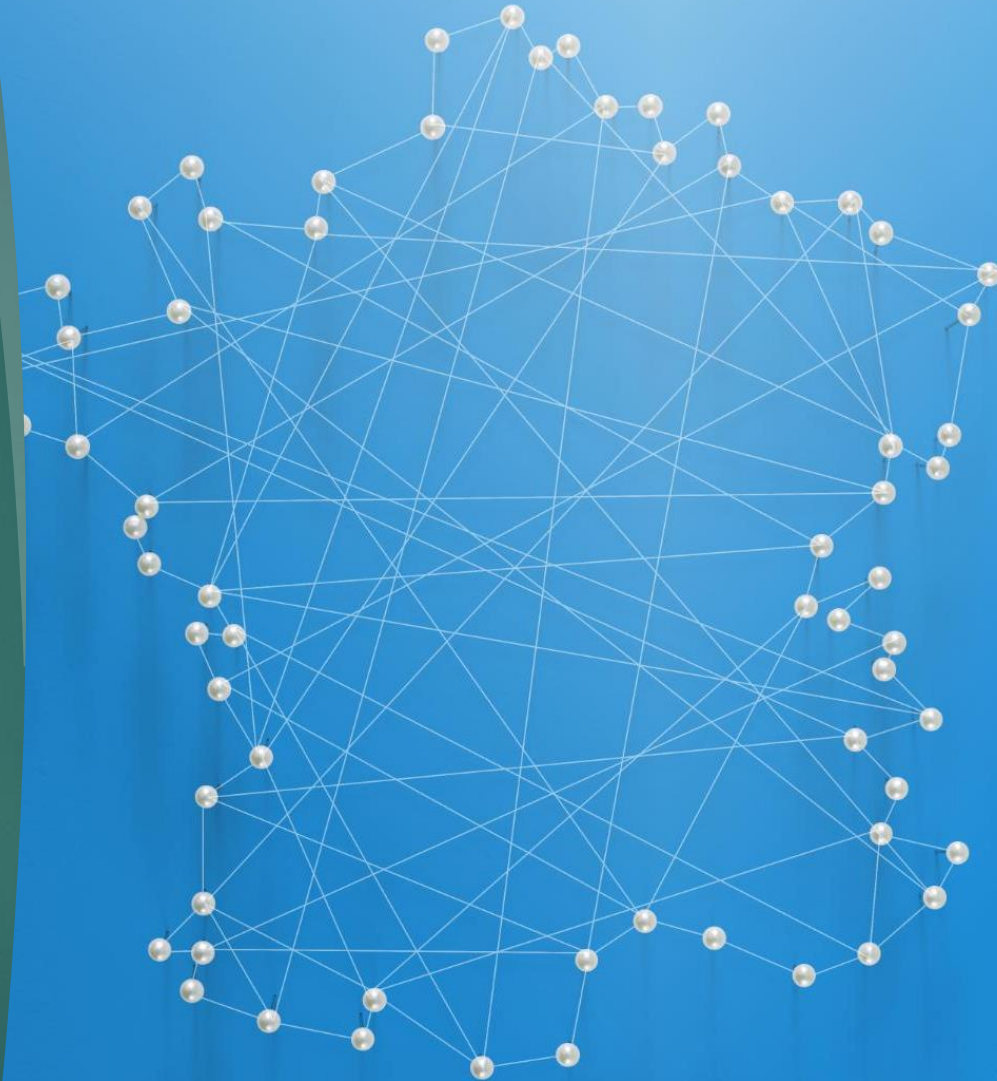
AFC IN THE NATIONAL AND REGIONAL CONTEXT

National Framework

The AFC provides a unified support framework for communities across the entire UK.

Regional Implementation

Local signatories in Cumbria and Lancashire customize initiatives to meet community-specific needs.



Understanding the Defence Employer Recognition Scheme (DERS)

OVERVIEW OF DERS AND ITS OBJECTIVES

Promoting Employer Commitment

DERS encourages employers to actively support reservists, veterans, and military families in their workforce.

Recognition of Supportive Organisations

DERS recognises companies that demonstrate proactive support for the Armed Forces community.

Support Beyond the Workplace

The programme promotes support that extends beyond the workplace into the wider community for military families.



AWARD LEVELS: BRONZE, SILVER, AND GOLD

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Bronze Award

Bronze award recognises employers' initial commitment to supporting the Armed Forces community.

Silver Award

Silver award acknowledges a higher level of activities and engagement with the Armed Forces community.

Gold Award

Gold award represents outstanding leadership and best practices in supporting the Armed Forces community.



CRITERIA FOR RECOGNITION AND AWARD PROGRESSION

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Ongoing Support

Award progression requires continuous support for the Armed Forces and their families over time.

Community Engagement

Active engagement with the Armed Forces community is essential for recognition and progression.

Policy Implementation

Embedding employment and welfare policies for service members and families is key to award advancement.

AFC and DERS in Cumbria & Lancashire: Local Overview

NUMBER AND PROFILE OF AFC SIGNATORIES IN THE REGION

Diverse Signatories

Cumbria and Lancashire have a variety of AFC signatories including local authorities, businesses, and community groups.

Commitment to Covenant

All signatories are dedicated to upholding the principles of the Covenant in their daily operations and policies.



BREAKDOWN OF DERS AWARD HOLDERS: BRONZE, SILVER, GOLD

Award Levels Overview

Employers are recognised at Bronze, Silver, and Gold levels based on their commitment to defence-supportive practices.

Defence-Supportive Culture

The awards highlight a growing culture of workplaces supporting defence and continuous improvement.

Commitment to Improvement

Award holders demonstrate ongoing dedication to enhancing workplace practices and defence support.



CASE STUDIES OF REGIONAL AWARDEES

Successful Initiatives – Sandbag Cafe

Award-winning organisations have implemented impactful initiatives benefiting the Armed Forces community locally.

Innovative Support Schemes – Healthier Heroes

Creative and effective support schemes have been developed to address the unique needs of service members and veterans.

Inspiring Leadership – University of Lancashire

Leaders in these organisations demonstrate commitment and vision in championing the Armed Forces community.



Key Elements of the Armed Forces Covenant

EMPLOYMENT, EDUCATION, AND FAMILY SUPPORT

Fair Employment Practices

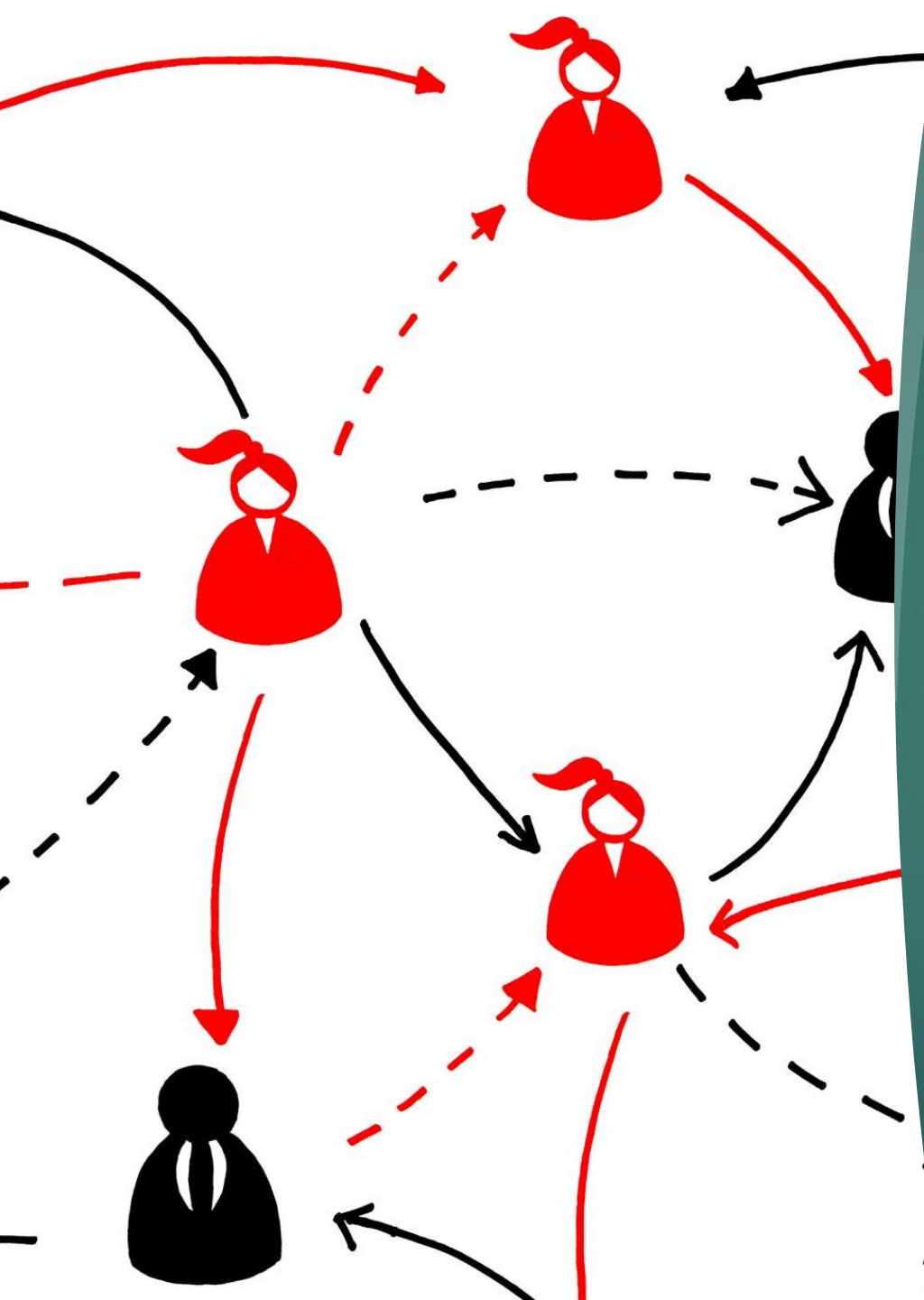
The Covenant ensures fair treatment and equal opportunities in employment for service members and their families.

Education Access for Service Children

The Covenant provides access to quality education to support children of service members despite frequent relocations.

Family Support Networks

Support networks help families cope with challenges related to service life, enhancing their resilience and well-being.



ACCESS TO HEALTHCARE AND HOUSING

Timely Healthcare Access

Providing prompt and effective healthcare services is essential for the wellbeing of Armed Forces personnel and veterans.

Appropriate Housing Solutions

Offering stable and suitable housing supports the overall stability and quality of life for veterans and service members.





RECOGNITION AND COMMUNITY INTEGRATION

Service Recognition

The Covenant highlights the importance of recognising the service and sacrifices of Armed Forces personnel to honour their commitment.

Community Integration

The Covenant promotes the integration of military families into local communities to foster mutual understanding and support.

Foundations of the Defence Employer Recognition Scheme

COMMITMENT TO EMPLOYMENT OF RESERVISTS AND VETERANS

Recruitment of Reservists and Veterans

DERS promotes active recruitment of reservists and veterans to enhance workforce diversity and skills.

Retention Strategies

Employers are encouraged to retain reservists and veterans by valuing their unique skills and experiences.





SUPPORT FOR MILITARY FAMILIES AND CADET FORCE ADULT VOLUNTEERS

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Employer Support Importance

Employers should implement support mechanisms recognising military families and volunteers' unique challenges.

Acknowledging Contributions

Recognising the valuable contributions of military families and adult volunteers fosters a supportive work culture.

Balancing Commitments

Support mechanisms help balance professional duties with military and volunteer commitments effectively.

PROMOTING THE ARMED FORCES IN THE WORKPLACE AND BEYOND

Raising Awareness

DERS promotes understanding of Armed Forces challenges and contributions to foster empathy and respect.

Encouraging Positive Perceptions

Efforts focus on highlighting the valuable skills and dedication of Armed Forces personnel in society.

Embedding Supportive Policies

Organisations are encouraged to include policies that support Armed Forces members and veterans.





Sector Engagement: Private, Public, and Third Sector Roles

HOW PRIVATE BUSINESSES SUPPORT AFC & DERS

Innovative Employment Opportunities - Delkia

Private businesses create innovative job roles that accommodate reservists' unique skills and schedules, enhancing workforce diversity.

Tailored Support for Reservists - BAE

Employers provide personalised support to reservists and veterans, facilitating their transition and career growth within companies.

Commitment to Armed Forces Community – Buzz Drones

Private sector shows strong commitment to the Armed Forces by promoting inclusive policies and flexible work arrangements.

**PROUDLY
SUPPORTING
THOSE WHO
SERVE.**

PUBLIC SECTOR COMMITMENT AND BEST PRACTICES

Leadership in Policy Implementation – Lancashire County Council

Public sector organisations lead by enacting and enforcing effective policies for societal benefit.

Armed Forces Friendly Workplaces – East Lancashire NHS Trust

Promoting workplaces that support armed forces personnel ensures inclusion and respect within the public sector.

Community Engagement Initiatives – Chorley Borough Council

Supporting initiatives that connect public sector organisations with communities strengthens social ties and trust.



THIRD SECTOR (CHARITIES, SOCIAL ENTERPRISES) CONTRIBUTIONS

Specialised Services

Charities and CIC's deliver specialised services tailored specifically to service members and their families' unique needs.

Advocacy Role

Social enterprises advocate for service members through awareness, rights protection, and community empowerment.

Community Support

These organisations strengthen communities by offering support networks and resources tailored to military families.



EXAMPLES OF ENGAGEMENT ACTIVITIES WITHIN EACH SECTOR

Targeted Recruitment Drives

Focused recruitment efforts help attract talent tailored to the specific needs of each sector.

Training Schemes

Sector-specific training programs enhance skills and build workforce capacity effectively.

Community Outreach

Community engagement initiatives foster strong relationships and support local development.

Policy Development

Collaborative policy planning aligns sector goals with broader social and economic strategies.





Collaboration: The Golden Thread

IMPORTANCE OF PARTNERSHIP AND SHARED VALUES

Collaboration Among Stakeholders

Successful partnerships depend on stakeholders working together towards common goals and mutual benefits.

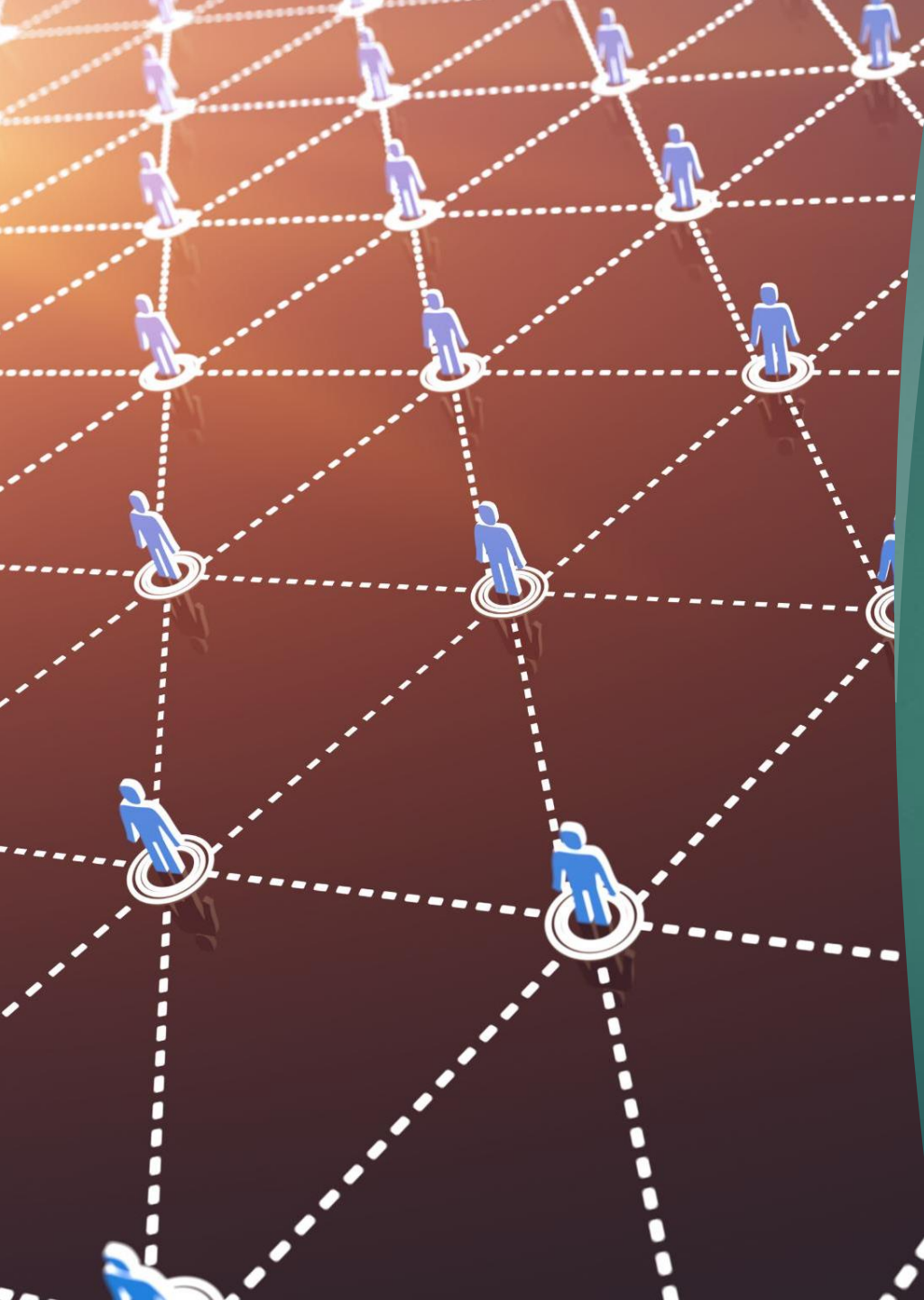
Alignment of Values

Shared values among partners ensure trust and strengthen the foundation for effective collaboration.

Enhancing Collective Impact

Aligned goals increase the overall success and impact of support initiatives in the Armed Forces.





COLLABORATIVE INITIATIVES AND LOCAL NETWORKS

Strengthening Community Ties

Collaborative initiatives foster strong relationships within local communities benefiting Armed Forces members.

Resource Sharing Platforms

Local networks provide platforms to share resources and knowledge among Armed Forces communities effectively.

Best Practices Exchange

Joint projects enable sharing of best practices to improve support systems for Armed Forces personnel.

SUSTAINING ENGAGEMENT THROUGH ONGOING COLLABORATION

Continuous Dialogue

Ongoing communication fosters mutual understanding and keeps all stakeholders aligned on goals and progress.

Regular Evaluation

Frequent assessments help measure effectiveness and identify areas for improvement in collaborative efforts.

Adaptation of Approaches

Flexibility to modify strategies ensures support remains relevant and meets evolving needs.



Conclusion

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Commitment to Armed Forces

Cumbria and Lancashire show strong dedication to supporting service personnel and veterans through key initiatives.

Collaborative Efforts

Multiple sectors work together to create a supportive environment for armed forces community members.

Ongoing Engagement

Continuous interaction and programs help maintain support and recognition for service members and families.