



**Borough of Tamworth**

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## **HEALTH AND WELLBEING SCRUTINY COMMITTEE**

3 July 2023

Dear Councillor

A Meeting of the Health and Wellbeing Scrutiny Committee will be held in **Town Hall, Market Street, Tamworth on Tuesday, 11th July, 2023 at 6.00 pm**. Members of the Committee are requested to attend.

Yours faithfully

A handwritten signature in black ink, appearing to be 'AOS', followed by a long horizontal line extending to the right.

**Chief Executive**

### **A G E N D A**

#### **NON CONFIDENTIAL**

- 1 Apologies for Absence**
- 2 Minutes of the Previous Meeting (Pages 5 - 10)**
- 3 Declarations of Interest**

*To receive any declarations of Members' interests (personal and/or personal and prejudicial) in any matters which are to be considered at this meeting.*

*When Members are declaring a personal interest or personal and prejudicial interest in respect of which they have dispensation, they should specify the nature of such interest. Members should leave the room if they have a personal and prejudicial interest in respect of which they do not have a dispensation.*

**4 Update from the Chair**

**5 Responses to Reports of the Health & Wellbeing Scrutiny Committee**

*(Update on responses to the Reports of the Health & Wellbeing Scrutiny Committee)*

**6 Consideration of matters referred to the Health & Wellbeing Scrutiny Committee from Cabinet or Council**

*(Discussion item)*

**7 Update on health related matters considered by Staffordshire County Council**

*(To receive the Digest from Staffordshire County Council's Health and Care Overview and Scrutiny Committee and an update from County Councillor T Jay)*

**8 Armed Forces Covenant (Pages 11 - 34)**

*(Report of the Assistant Director, Partnerships)*

**9 Homelessness Hub (To Follow)**

*(Report of the Assistant Director, Neighbourhoods)*

**10 Forward Plan**

*Please see the link to the Forward Plan:*

[Browse plans - Cabinet, 2022 :: Tamworth Borough Council](#)

**11 Working Group Updates**

**12 Health & Wellbeing Scrutiny Work Plan**

*To Review the Health & Wellbeing Scrutiny Committee Work Plan*

**13 Exclusion of the Press and Public**

To consider excluding the Press and Public from the meeting by passing the following resolution:-

*“That in accordance with the provisions of the Local Authorities (Executive Arrangements) (Meeting and Access to Information) (England) Regulations 2012, and Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting during the consideration of the following business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 3 of Part 1 of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public”*

#### **14 Anker Valley Sports and Community Complex 3G (To Follow)**

*(Report of the Executive Director, Organisation)*

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#### **Access arrangements**

*If you have any particular access requirements when attending the meeting, please contact Democratic Services on 01827 709267 or e-mail [democratic-services@tamworth.gov.uk](mailto:democratic-services@tamworth.gov.uk). We can then endeavour to ensure that any particular requirements you may have are catered for.*

#### **Filming of Meetings**

*The public part of this meeting may be filmed and broadcast. Please refer to the Council's Protocol on Filming, Videoing, Photography and Audio Recording at Council meetings which can be found [here](#) for further information.*

*If a member of the public is particularly concerned about being filmed, please contact a member of Democratic Services before selecting a seat.*

#### **FAQs**

*For further information about the Council's Committee arrangements please see the FAQ page [here](#)*

To Councillors: C Bain, R Claymore, T Clements, D Cook, S Daniels, C Dean, J Jones, D Maycock, J Oates and County Councillor T Jay

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**MINUTES OF A MEETING OF THE  
HEALTH AND WELLBEING SCRUTINY  
COMMITTEE  
HELD ON 21st JUNE 2023**

PRESENT: Councillor C Bain (Chair), Councillors R Claymore, T Clements, D Cook, S Daniels, C Dean, J Jones, D Maycock and J Oates

CABINET Councillor S Smith

The following officers were present: Joanne Sands (Assistant Director Partnerships), Tracey Pointon (Legal Admin & Democratic Services Manager) and Tracey Smith (Democratic Services Assistant)

**1 APOLOGIES FOR ABSENCE**

There were no apologies for absence

**2 APPOINTMENT OF VICE-CHAIR**

**RESOLVED** that Councillor D Maycock was elected as Vice-Chair of the Committee.

*(Moved by Councillor C Dean and seconded by Councillor D Cook)*

**3 MINUTES OF THE PREVIOUS MEETINGS**

The minutes of the previous meeting held on 28<sup>th</sup> March 2023 were approved and signed as a correct record

*(Moved by Councillor D Maycock and seconded by Councillor R Claymore)*

The minute of 18<sup>th</sup> April 2023 were approved and signed as a correct record.

*(Moved by Councillor D Maycock and seconded by Councillor R Claymore)*

**4 DECLARATIONS OF INTEREST**

There were no Declarations of Interest.

## **5 UPDATE FROM THE CHAIR**

The Chair asked Councillor Maycock to update on the Staffordshire Health Scrutiny Committee that he attended.

- Cllr Maycock attended meeting in Stafford regarding healthcare provision and access to primary care in Staffordshire. Integrated Care Board/CCG outlined a 2yr programme to get to grips with what is required. Next meeting will have regional data around dentists accepting new patients – currently contractual problems.
- Improvements seen in primary care but still more to do. Plan is to ensure Triage on first call to the service. Attendance has gone up by 11% since Mar 2019 but seeing peaks at 43% higher than March last year. There was a discussion around utilising existing building spaces and bringing them back into use.
- There was a discussion on developing healthy lifestyles - commended Officers and Members on their engagement with this initiative.
- Cllr Clements reiterated that access to primary care needs to be our focus. Issue with lack of GPs - both Borough and County wide.
- Cllr Cook stated that Tamworth has an older age profile of GPs which causes concern.
- Cllr Oates suggested that Pharmacists in other areas were seeing more people and will obtain additional details to ascertain whether this would be a way to ease some of the problems with access to GPs.
- Cllr Bain stated that another issue identified is that of inadequate nutrition.

## **6 RESPONSES TO REPORTS OF THE HEALTH & WELLBEING SCRUTINY COMMITTEE**

The Chair updated that the following recommendations were made to Cabinet on 27<sup>th</sup> April 2023.

**RESOLVED** that the Committee make the following recommendations:

1. That Cabinet explore the allocation of contingency funds to adequately resource and fund the cleaning of the Castle Grounds toilets, with sufficient cleaning allocated to weekends and holiday periods.
2. That Cabinet explore with Officers the Community Toilet Scheme with local businesses.

3. That Cabinet continue with the current daily (7 day a week, 9-5pm) opening of the Castle Grounds toilets and explore extending the opening hours during the summer period to 7pm in the evening.
4. That Cabinet explore the installation of an intercom in the Changing Facilities.

*(Moved by Councillor D Maycock and seconded by Councillor R Claymore)*

Councillor Oates asked for more detail on the recommendations and asked for context as to what is a sufficient level of cleaning in comparison to what is already delivered. Also, in terms of the community toilet scheme we have had many conversations with businesses over the years about toilets so it would be interesting to have more information on that scheme. Happy to take those recommendations and have a conversation later on.

Cabinet made the following recommendations.

**RESOLVED** That Cabinet

1. Consider the four recommendations and produce a response and respond to Health & Wellbeing Scrutiny Committee to get feedback from Health & Wellbeing Committee.

*(Moved by Councillor J Oates and seconded by Councillor S Doyle)*

Following an update from the Chair on possible members' mental wellbeing support scheme, the Committee:

**RESOLVED:** to recommend to Cabinet that a member benefit scheme in terms of mental wellbeing support only be considered.

*(Moved by Councillor D Maycock and seconded by Councillor J Wadrup)*

**RESOLVED:** That Cabinet

1. Consider what support is available; and
2. Discuss if it is to be provided by the Council or another option.

*(Moved by Councillor J Oates and seconded by Councillor A Farrell)*

The Chair will discuss with Cabinet and bring back to committee

**7 CONSIDERATION OF MATTERS REFERRED TO THE HEALTH & WELLBEING SCRUTINY COMMITTEE FROM CABINET OR COUNCIL**

No new item

**8 UPDATE ON HEALTH RELATED MATTERS CONSIDERED BY STAFFORDSHIRE COUNTY COUNCIL**

No update received

**9 HOUSING STRATEGY QUARTERLY UPDATE JANUARY - MARCH 2023**

Report of the Assistant Director, Partnerships on the Housing Strategy Quarterly Update (January-March 2023) to update the Committee on actions within the Tamworth Borough Council Housing Strategy to 31 March 2023 which directly impact on health and wellbeing of Tamworth communities.

The update included non-statutory parts of the Housing Strategy that brings together all areas of housing in quarterly updates on housing-related issues impacting on wellbeing. It contains:

- Planning and affordable housing information
- More advice to the public on energy-saving ideas during the cost of living crisis
- Details of funding for Tamworth residents - GPs can also make referrals on behalf of those with relevant health-related conditions.
- Licensing standards for HMOs – a few more highlighting some issues with compliance
- ‘Beat the Cold’ report including figures from Tamworth Advice Centre which experienced a significant increase in calls
- Housing Service Team support for the homelessness and those claiming benefits
- Initial details of inspections for private landlords in the private sector housing market
- An update on our housing stock and repairs service (especially damp and mould)
- Details of ECO4 obligation on energy suppliers to promote low-efficiency homes at a required threshold
- A strategy for the homeless and those sleeping rough
- Disabled Facilities Grants were brought back in-house in April
- Dementia-friendly community alliance - direct support now ceased, however Cllr Clements championed the benefits of the alliance

Members sought information on the following.

- Why is the Dementia Friendly Alliance ceasing - The Alzheimer’s Society have announced that they won’t be continuing to support Dementia Friendly Communities but Tamworth Borough Council will continue to support
- Looking at communications for private tenants – JS confirmed we have an obligation to ensure that landlords and tenants are kept informed. Looking to re-start the Landlord forum.



- EC04 the threshold of £31,000 is this a Government standard. It is a household income and the heat service advise and pass information to TBC which goes through to Ofcom before we sign off.
- Concerns were raised on the 3-month figure that suggested 6% of Council properties suffered damp/mould issues. Regular condition surveys were undertaken on our current housing stock to identify properties at most risk of damp and mould.
- Health Issues with damp and mould is any data held on adult/breathing problems. No information held but as part of the Health Inequalities Board Policies each district and Borough will have two wards where data and medical issues will be gathered, wards will chosen on deprivation.
- Councillors agreed that the quarterly updates should be used for information and decide from the each quarter report what items to build into the work programme.

## **10 FORWARD PLAN**

The committee requested the following to be discussed at the meeting on 11<sup>th</sup> July

Armed forces Covenant  
Anker Valley Sports Complex

## **11 WORKING GROUP UPDATES**

The CPR & Defibrillator working group consisting of Councillors Maycock and Kingstone to give a talk to a later committee

## **12 HEALTH & WELLBEING SCRUTINY WORK PLAN**

Members agreed to add the following to the workplan:

Damp and Mould Housing Issues  
Impact on Residents after the closure of George Bryan Centre

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Chair

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**Tuesday 11<sup>th</sup> July 2023**

**Report of Assistant Director Partnerships**

**Armed Forces Covenant**

**Exempt Information**

N/A

**Purpose**

To consider and endorse the commitment of the Council to the Armed Forces Covenant and associated plan

**Recommendations**

It is recommended that the Committee:

1. Consider the re-affirmation by the Council to the re-signing of the Armed Forces Covenant in February 2023 endorsing the Covenant Duty for recommendation to Cabinet on 21<sup>st</sup> July 2023
2. Endorse commitment to the Staffordshire County Council plan
3. Consider the Tamworth Borough Council Armed Forces Covenant work plan
4. Endorse the recommendation to Cabinet to delegate authority to the Portfolio Holder for Entertainment and Leisure (as named Armed Forces Champion) and Assistant Director Partnerships to oversee the associated work plan
5. Endorse the recommendation that a report on progress will be considered on an annual basis to the Health and Wellbeing Scrutiny Committee commencing April 2023

**Executive Summary**

The Armed Forces Covenant is a promise by the nation that the Armed Forces Community should be treated fairly and face no disadvantage when accessing public and commercial services, with special provision made in appropriate cases for those who have sacrificed the most. The Covenant was established in its current form in 2011 and since then, thousands of different organisations – including businesses, local authorities, universities, and charities – have chosen to sign a pledge to honour the Covenant and support their Armed Forces Community.

Tamworth Borough Council, with Staffordshire County Council and all other districts and boroughs in Staffordshire, re-affirmed commitment to the Armed Forces Covenant and the Armed Forces Act 2021 Covenant Duty in February 2023. Attached as Appendix 1.

The Armed Forces Act 2021 amended the Armed Forces Act 2006 by inserting sections 343AA to 343AF. These place a legal duty (the ‘Covenant Duty’) on specified public persons and bodies to have due regard to the principles of the Armed Forces Covenant when exercising certain statutory functions in the fields of healthcare, education and housing (‘relevant functions’).

When a specified body exercises a relevant function, it must have due regard to:

- (a) the unique obligations of, and sacrifices made by, the Armed Forces;

- (b) the principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the Armed Forces
- (c) the principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the Armed Forces

Relevant functions in scope of the Covenant Duty include healthcare, education and housing.

The Council must have due regard to:

- Allocations policy for social housing
- Tenancy strategies (England only)
- Homelessness
- Disabled Facilities Grants

The Housing Allocations and Homelessness strategies have due regard to the Duty and are compliant. Disabled Facility grant administration has just been brought back into Council management which fund adaptations to a disabled person's home to enable them to live independently and comfortably. Links to this information will be included as part of the plan.

A County working group has been re-established attended by the Assistant Director Partnerships and supported by the Community Cohesion Officer and a County plan established which each borough and district must report progress on with regard to the Duty and the wider covenant pledges to address the negative experiences of the Armed Forces Community, arising from Service life, ensuring positive community integration and involvement. The County plan is attached as Appendix 2.

Following a small working group in March 2023, a Tamworth plan has been drafted to ensure that the covenant commitments are given due regard and that the Council can comply with the Covenant Duty. The plan is attached as Appendix 3.

The proposal is for the Tamworth plan to be included in the Health and Wellbeing Scrutiny workplan for ongoing monitoring.

### **Options Considered**

The Council had already committed to the Armed Forces Covenant and re-affirmed in line with the other boroughs/districts in Staffordshire in line with the Armed Forces Act 2021.

### **Resource Implications**

The Community Cohesion Officer will work in conjunction with appropriate teams within the Council to ensure that the action plan is implemented and is appointed until May 2025.

There are no direct financial implications as a result of this report. Events or activities identified through the Action Plan will be subject to budgetary resourcing and further reports.

### **Legal/Risk Implications Background**

The Covenant Duty is not prescriptive about the approach the Council should take in order to comply with their legal obligations. It also does not mandate that any particular conclusions are reached or specific public service delivery outcomes achieved as a result of that consideration. The actions and outcomes that bodies deem appropriate will vary across the country depending on local circumstances.

- The Covenant Duty does not abolish or replace existing Covenant pledges and other commitments.
- The Duty only applies to specific functions in healthcare, education, and housing. Other functions in these three areas, and functions in other, unrelated areas, are not within the scope of the Duty, though may still be relevant to the wider Covenant commitments

- The Duty only applies to specified bodies. Many organisations that have signed the wider Covenant pledge are therefore not within scope of the legal Duty at all.
- The Duty applies to specific groups in the Armed Forces Community. Other groups in the Community may be included within the purposes of the wider Covenant.

The Covenant Duty does not supersede or replace any other statutory requirement. Those subject to the Duty must balance the requirements of the Duty with the need to deliver services more generally and the need to satisfy other statutory requirements, such as the Public Sector Equality Duty in England, Scotland and Wales, or the statutory duty on public authorities regarding equality of opportunity in s.75 of the Northern Ireland Act 1998.

### **Equalities Implications**

Advantageous treatment as a matter of course is not within scope of the Duty, such as offering discounts to all through the Defence Discount Service, or to a broad group through the Veterans Railcard. However, bodies are still free to implement such schemes as part of their support to the Armed Forces Community through the Covenant. Similarly, the Duty does not give an individual any automatic right to the best house, best school, or to jump a queue. However, special provision can sometimes be justified on a case by case basis.

A Community Impact Assessment has been completed and attached as Appendix 4

### **Environment and Sustainability Implications (including climate change)**

There are no environmental or sustainability implications as a result of this report

### **Background Information**

Tamworth Borough Council has committed to the Armed Forces Covenant since 2012 and recognise the commitment to those that have, and remain serving the nation.

This report reaffirms this commitment.

### **Report Author**

Joanne Sands – Assistant Director Partnerships

### **List of Background Papers**

Armed Forces Act 2021

### **Appendices**

Tamworth Armed Forces Covenant  
Staffordshire County Council Plan  
Tamworth Borough Council Armed Forces Covenant Action Plan 2023-2025  
Community Impact Assessment

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## Tamworth 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 business and our country.

Signed on behalf of:  
**Tamworth Borough Council**

Signed on behalf of:  
**Ministry of Defence**

Name: Councillor Jeremy Oates  
Position: Leader of the Council  
Date: 16<sup>th</sup> February 2023

Name: Lieutenant Colonel Lewis Matthews  
Position: Commanding Officer 22 Signal Regiment  
Date: 16<sup>th</sup> February 2023

**Tamworth**  
Borough Council



**Ministry  
of Defence**

# 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 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 **Tamworth 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 significant value that serving personnel, reservists, veterans and military families bring to our business and to our country. We will work closely with partners to ensure the principles of the Armed Forces Covenant are upheld locally through priorities based upon local and national insight with a clear focus on practically supporting our Armed Forces community, through:

- **Promoting our Armed Forces:** advocating for our Armed Forces community and increasing support of organisations, businesses and individuals for the important mutual support between our civilian and Armed Forces communities
- **Supporting Employment:** supporting the employment of former service personnel and their families, together with Reservists and Cadet Volunteers, and recognising the valuable skills and experience they can bring to Staffordshire, enabling them to enjoy full and rewarding careers after their service
- **Celebrating our Armed Forces:** supporting local and national events such as Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities

2.2 We will publicise these commitments, setting out how we will seek to honour them and inviting feedback from our Service community, our staff and our customers on how we are doing.

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## Armed Forces Covenant Action Plan 2022 / 2024

The AFC Action Plan 2022 / 24 sets out how we will recognise, support and integrate our Armed Forces as a valued part of Staffordshire's communities. We want everyone in our county to prosper, be healthy and happy.



### **PRIORITY: Armed forces community insight / information, advice and guidance (IAG):**

Providing a better understanding of key issues / needs / support already in place. Includes working with partners to help match providers of services to areas of need, and along with IAG, ensure access to the right support and opportunities as quickly as possible.

Deliverable (We will....)	Date	Delivery Leads	Impact / What does success look like?
<p>Gain a greater and more granular insight of the Staffordshire Armed Forces Community, including:</p> <ul style="list-style-type: none"> <li>• Explore opportunities to gain a greater understanding of the Armed Forces community, bringing together a range of data and information sources, including the Armed Forces Veteran Gateway; and</li> <li>• Prepare for and maximise the value of Armed Forces Census 2021 data, ensuring this insight is used to inform the planning and delivery of services that support the Armed Forces community (available by end of 2022, with exploratory conversations ahead of this) -</li> </ul> <p><b>Census 2021 Armed Forces briefing paper complete.</b>  <b>Draft Armed Forces Veterans Data Summary report complete.</b></p> <ul style="list-style-type: none"> <li>• Explore feasibility / any opportunities for Armed Forces community insights via Healthwatch Staffordshire</li> </ul>	<p>Jan 23</p> <p>Jan 23</p> <p>Mar 23</p>	<p>Insight Team / Amanda Dawson-Blower (SCC)</p> <p>Keith Luscombe (SCC)</p>	<p>Analysis and reporting of Armed Forces data has improved our understanding of this community.</p> <p>Alongside future planned Census releases this will enable more robust Armed Forces data and insight to target services and support.</p>
<p>Identify / initially map key national / local organisations supporting the AF (Armed Forces) community, to help inform wider IAG approach -</p> <p><b>Developed / to be further shaped with Partnership group.</b></p>	<p>Jan 23</p>	<p>Amanda Dawson-Blower (SCC) / All partners</p>	<p>AF community accessing information/ support they need</p>
<p>Initially review Staffordshire AFC online content / webpages, with a view to updating and ensuring a consistent offer / information –</p> <p><b>Review undertaken and new County Council AFC webpage developed and live.</b>  <b>Partners encouraged to develop / update own AFC webpages.</b></p>	<p>Sept 22</p>	<p>Amanda Dawson-Blower (SCC)</p>	<p>Up to date webpages to enable AF community to access support / advice / guidance they need</p>
<p>Review and improve signposting for our Armed Forces community, as part of the wider refresh of Staffordshire Connects online directory –</p>	<p>Apr 23</p>	<p>Amanda Dawson-Blower / Public Health (SCC)</p>	<p>AF community better equipped to access</p>

Deliverable (We will....)	Date	Delivery Leads	Impact / What does success look like?
<p><b>Exploratory conversations taking place to improve Staffordshire Connects search engine to better enable AF community to access support.</b></p> <p><b>Staffordshire Connects to be updated with key AFC support organisations.</b></p> <p><b>The use of Community Help points being explored to provide IAG to AF community.</b></p>			information/ support they need
<p>Identify any opportunities to build on Enhanced Two-Tier working and further explore a consistent 'Staffordshire Offer' for AF community access to support / services (e.g. with District / Borough Councils) -</p> <p><b>Further opportunities to promote consistent support to AF community to be identified with CEOs Group / Leaders Board in 2023.</b></p>	Jul 23	Cristian Marcucci / Keith Luscombe (SCC) / District / Borough Councils	Any member of AF community, regardless of postcode, can access same level of support across Staffs.

**PRIORITY: Provision of and Access to Health**

Working together, partners can help advocate for and ensure the right care and treatment is available to all, also taking account specific needs of the Armed Forces community. As acknowledged nationally, ensuring access to healthcare is crucial and the number of serving and ex-service people and families settling locally likely to increase.

Deliverable (We will....)	Date	Delivery Leads	Impact / What does success look like?
<p>Explore and identify opportunities with health partners, to ensure the right care and treatment is available to the Armed Forces community and taking account of specific needs (as part of the developing Integrated Care System). For example, through:</p> <p><b>Armed Forces/Veterans expected to be key element of the Integrated Care Partnership Strategy 5 Year Joint Forward Plan when it is published at the end of June 2023, and also to be a key component of the operational plans 2023/4 for each NHS and Local Government organisation who are part of the ICB.</b></p> <ul style="list-style-type: none"> <li>- increasing the number of veteran friendly GP practices</li> </ul> <p><b>Report produced setting out location of current veteran friendly GP practices by District/Borough area across Staffordshire and Stoke – update report to be undertaken in September 2023.</b></p> <p><b>Primary care team is continuing to raise the profile and encourage practices to sign up. Next step will be to make direct contact with those practices still to sign up with face-to-face visits if necessary.</b></p> <ul style="list-style-type: none"> <li>- increasing the number of veteran aware hospitals</li> </ul> <p><b>North Staffordshire Combined Healthcare NHS Trust have been awarded Veteran Aware Accreditation.</b></p> <ul style="list-style-type: none"> <li>- encouraging veterans to register with their GP /identify themselves as a veteran</li> <li>- Exploring how to further encourage GPs use of the ‘veteran status’ read code</li> </ul>	Summer 23	Paul Edmondson-Jones (ICB (Integrated Care Board) / Cristian Marcucci and Amanda Dawson-Blower (SCC)	<p>Increase in number of veteran friendly GPs and hospitals</p> <p>Armed Forces community accessing the care / treatment required</p> <p>Health partners supported to better understand needs of Armed Forces community</p>
<p>Ensure our Armed Forces community are considered / engaged through the Joint Strategic Needs Assessment, helping to inform health and social care commissioning / wider decision making</p> <p><b>Best practice exercise is being undertaken to inform future inclusion of Armed Forces community in JSNAs.</b></p>	2023	Wendy Tompson / Insight Team (SCC) / Paul Edmondson-Jones (ICB)	Future assessments, including JSNAs, more fully consider AF community issues and needs
<p>Explore further ways to promote health and well-being information / support / services to the Armed Forces community, for example through Staffordshire Connects online directory / Community Helplines</p> <p><b>Exploratory conversations taking place to improve Staffordshire Connects search engine to better enable AF community to access support.</b></p> <p><b>Staffordshire Connects to be updated with key AFC support organisations.</b></p>	Apr 23	Amanda Dawson-Blower (SCC)	AF community better equipped to access information/ support they need, particularly around Access to Health

Deliverable (We will....)	Date	Delivery Leads	Impact / What does success look like?
<p>The use of Community Help points being explored to provide IAG to AF community.  Approach being considered with Public Health to improve engagement with veterans and promote mental health and wellbeing support – consultation with veterans undertaken to produce joint SCC/ICB ‘Good Mental Health in Staffordshire Strategy’  Conversations taken place with Public Health to promote Suicide Prevention training.</p>			

**PRIORITY: Armed Forces Legislation**

This aims to improve public service delivery and the new duty, requiring public services to fully consider the Armed Forces community when shaping decisions. Ensuring Staffordshire is well placed to deliver on this, particularly around housing, education and healthcare, fully considering the opportunities and implications across Covenant partners will be key.

<b>Deliverable (We will....)</b>	<b>Date</b>	<b>Delivery Leads</b>	<b>Impact / What does success look like?</b>
Promote/communicate MOD AFC Act 2021 guidance/online resources across networks <b>Guidance / summary of functions in scope circulated.</b>	Jan 23	All partners	Promoted and partners understand resources available
Work across public sector partners to ensure relevant decision making considers key policy areas (healthcare, housing, education). To include:  Healthcare – engage with health partners to consider implications/best practice alongside developing Integrated Care System and healthcare provision <b>Links with key Health partners / HWBB conversations taken place to raise awareness of the Act.</b>  Housing – consider implications/best practice alongside exploring a consistent Staffordshire offer around housing policy/support <b>Guidance provided to Districts/Boroughs to raise awareness and dialogue begun around Housing policy.</b>  Education – consider implications/best practice, alongside Staffordshire’s Education & Skills Strategy and MOD Local Authority Partnership (SEND transition) <b>Assessment of Education functions including best practice opportunities undertaken and considered with Education Lead.</b>	Dec 22 / early 23	<i>Health:</i> Paul Edmondson-Jones (ICB) / Tony Bullock (SCC)  <i>Housing:</i> District / Borough Councils / Mark Parkinson (SCC)  <i>Education:</i> Tim Moss / Amanda Dawson-Blower (SCC)	
Review wider decision-making practices to enable consideration of the Act/Armed Forces community, for example: - Ensuring Community Impact Assessments etc build in key further considerations <b>SCC updated CIA documentation finalised, further work by partners underway as necessary.</b>	Dec 22	SCC / District & Borough Councils / ICB partners	Our decision-making processes are fit for purpose taking account of Act

**PRIORITY: Promotion and Awareness of the Covenant / Advocacy**

Raising awareness more effectively, helping to increase the support of organisations and individuals for the important mutual support between the civilian and Armed Force communities, to the positive benefit of all Staffordshire residents. Business promotion and engagement will also be key, including to ensure we build on the relevant skills that ex-service people bring.

Deliverable (We will...)	Date	Delivery Leads	Impact / What does success look like?
<p>Promote AFC Fund programmes to organisations/provide support to eligible bids that can help support delivery of the Covenant</p> <p><b>Support provided to organisations to develop applications.</b></p> <p><b>Comms undertaken as and when new programmes are announced.</b></p> <p><b>Two successful Staffordshire organisations in 2023 so far.</b></p>	Ongoing	Amanda Dawson-Blower / Niall McPhilemy (SCC)	Staffordshire organisations can successfully secure AFC funding
<p>Promote and expand recruitment / employment opportunities, recognising the transferable skills and experience ex-service people can bring for local employers, including through:</p> <ul style="list-style-type: none"> <li>Working with the Staffordshire Chambers of Commerce, Federation of Small Businesses, and West Midlands Employer Engagement Team to identify opportunities and coordinate engagement with local businesses / employers</li> </ul> <p><b>SCC Enterprise Centres offering 50% discount to veterans for 6 months – launched April 2023.</b></p> <p><b>Armed Forces week employer engagement event held in June 2023.</b></p> <p><b>Promotion of Covenant undertaken to Staffordshire Jobs &amp; Careers brokerage employers.</b></p> <ul style="list-style-type: none"> <li>Share best practice to enhance recruitment policies / practices across member organisations (e.g. identifying Armed Forces candidates at the point of application and committing to shortlist any Armed Forces candidates who meet the minimum role criteria, time-off policy for Reservists)</li> </ul> <p><b>Best practice research on Armed Forces community recruitment and employment policies in progress to inform expansion of SCC policies.</b></p> <p><b>Promotion of polices to Districts/Boroughs to be undertaken.</b></p> <ul style="list-style-type: none"> <li>Attend and promote Armed Forces recruitment fairs / events to promote employment opportunities</li> </ul>	<p>Ongoing</p> <p>Ongoing – review quarterly</p> <p>Ongoing</p>	<p>SCC / Sara Williams (Staffordshire Chambers) /</p> <p>Karen Woolley (FSB (Federation of Small Businesses)) / Phil Sinclair (REED)</p> <p>SCC Talent &amp; Resourcing Team / All partners</p>	<p>Increase in number of bronze / silver / gold award holders &amp; AF Covenant signatories, raising the profile of the AF community across businesses and organisations</p> <p>Ensuring businesses and organisations are better placed to help increase the number of ex-service personnel employed</p>
<p>Support the Army Cadets’ young persons’ scheme, including:</p> <ul style="list-style-type: none"> <li>SCC support to build a network of partners that can identify children who may benefit from joining</li> <li>Promote Army Cadets to Children and Young People services staff, to identify children who may be more vulnerable and would benefit from Army Cadets support / engagement</li> </ul>	Ongoing – review early 23	Natasha Moody (SCC) / Simon Donegan (Army Cadets)	Ensuring a clear process is in place to promote and review Army Cadets Young Persons scheme



Deliverable (We will....)	Date	Delivery Leads	Impact / What does success look like?
<p><b>Engagement with the Army Cadets is taking place to consider promotion of the scheme to young people and partners.</b></p> <p><b>Presentation given to Headteachers forum took place in May – webinar being organised for July.</b></p>			
<p>Celebrate and promote recognition and remembrance of AF community (communication / events to support our AF community to explain what they do and why on behalf of the Country):</p> <ul style="list-style-type: none"> <li>• Armed Forces Day</li> <li>• Remembrance Day</li> <li>• Further key opportunities / dates TBC</li> </ul> <p><b>Comms plan has been produced and key activities are being promoted.</b></p>	Ongoing	All partners	Opportunities are identified to promote Covenant and further celebrate our AF community
<p>Maximise promotion through County events and collaborate with partners to promote the Covenant, advocating for our AF community</p> <p><b>All Staffordshire Local Authorities have joined together to sign the Covenant - Comms undertaken encouraging other organisations / businesses to pledge their support.</b></p>	Ongoing – as and when	All partners	Opportunities are identified to promote Covenant
<p>Adopt and promote emerging new Armed Forces Covenant e-learning modules to partners</p> <p><b>Work to incorporate new AFC learning modules into SCC Learning Hub is progressing</b></p> <p><b>Further modules expected Spring 2023.</b></p>	Spring 23	Amanda Dawson-Blower (SCC) / Hayley Corbett / All partners	<p>All relevant partners adopted training modules</p> <p>For SCC - % of staff completing the modules to be baselined and monitored</p>
<p>Regular communications / key updates across Partnership Group / wider partners and stakeholders</p> <p><b>Comms plan has been developed and key updates are being undertaken.</b></p>	As required	Amanda Dawson-Blower / Niall McPhilemy (SCC)	Opportunities are identified to promote Covenant

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**Armed Forces Covenant Action Plan  
Tamworth Borough Council  
April 2023 – March 2025**

The Armed Forces Covenant defines the general principles that should govern the relationship between the Nation, the Government and the Armed Forces community and has several key principles

- Members of the Armed Forces Community should not face disadvantages arising from their service in the provision of public and commercial services.
- In some circumstances special provision may be justified, especially for those who have given the most, such as the injured or bereaved.

It also seeks to encourage local communities to develop a relationship with the service community in their area.

Tamworth Borough Council, alongside all local authorities within Staffordshire re-signed the Staffordshire Covenant to reaffirm our commitment to the Armed Forces Community following the Armed Forces Act 2021

Every Local Authority adhering to the Covenant is committed to produce and publish an Action Plan to underpin the Covenant. This forms part of the 'Core infrastructure for Covenant Delivery' which includes naming an Armed Forces Champion. This action plan sets out the overall direction of the Covenant and helps ensure the Council keeps on track with its commitments.

## Armed Forces Action Plan

Aims	Actions	Comments/ Date for Next Review
<b>1. Recognise and remember the sacrifices and challenges faced by the Armed Forces community.</b>	<b>1.1 Remembrance and Recognition Days</b> Promote participation in, and support events and functions, to celebrate and remember the sacrifices of Armed Forces personnel, both past and present. Armed Forces 'Remembrance and Recognition' days to include: <ul style="list-style-type: none"> <li>• Armed Forces day (June 21<sup>st</sup> 2023/June 29<sup>th</sup> 2024)</li> <li>• Poppy Appeal (October/November)</li> <li>• Remembrance Sunday (Nearest Sunday to 11<sup>th</sup> November)</li> <li>• Armistice day (November 11<sup>th</sup>)</li> </ul>	Next review 2024 Events in calendar Flags on Marmion House and the Castle
	<b>1.2 Maintain Mercian Regiment Freedom of the Borough</b> Promote and support Freedom of Borough events and parade	Ongoing and supported on request
	<b>1.3 Consider Events for 80<sup>th</sup> Anniversary of VE Day</b> May 2025 <b>1.4</b>	Discussions and planning meetings to commence April 2024 Link to national events
<b>2. Promote understanding and awareness amongst the public of issues affecting the Armed Forces community</b>	<b>2.1 Publicise the Commitments made in the Armed Forces Covenant</b> Publicise Tamworth's commitment to Armed Forces personnel, and their families, receiving equal access and opportunity	Endorsement through Cabinet July 2023 Link to County plan and pages New TBC web content to be developed by September 2023
<b>3. Encourage the local community to support the Armed Forces community in the Borough</b>	<b>3.1 Community Volunteering</b> Encourage collaborative community volunteering by signposting to charities and volunteering opportunities in the district.	To link back to County plan and through Staffordshire Connects. Webpage information
<b>4. Encourage activities which help to integrate the Armed Forces Community into local life</b>	<b>4.1 Signpost</b> Direct Armed Forces Community members to volunteering opportunities, additional support, services, sports clubs, charities	Link web pages to Support Staffs Voluntary Organisations and Staffordshire Connects

	<p><b>4.2 Promote best practice engagement with communities</b> Work with Staffordshire County/Armed Forces to identify and promote examples of good practice for community engagement and integration across Staffordshire</p>	Promote on social media platforms as examples occur/ Link to Staffordshire Armed Forces communications plan
<p><b>5. Encourage the Armed Forces Community to help and support the wider community, whether through participation in events and joint projects, or other forms of engagement, utilising funding obtained through the Community Covenant Grant scheme as appropriate</b></p>	<p><b>5.1 Volunteering and Community Action</b> Support members of the Armed Forces Community to access volunteering and community action opportunities, especially for Forces personnel during transition</p>	Support Staffordshire engagement/VCSE promotion
	<p><b>5.2 Access to Council Services</b> Support Armed Forces Personnel, and their families, as well as service leavers and veterans to access Tamworth Borough Council Services.</p>	To be directed via web page
<p><b>6. Provide advice, support and information to service personnel regarding their housing needs</b></p> <p><b>STATUTORY ARMED FORCES HOUSING DUTY</b></p>	<p><b>6.1 Housing Allocations Scheme</b> Priority status is awarded to Armed Forces personnel that meet the criteria set out in the 2017 Housing Allocations Scheme.</p>	Policy is compliant
	<p><b>6.2 Support and Advice</b> Promote the Veterans' Housing Advice Service. This service provides a pathway for ex-Service personnel in housing need by supporting them to move into a permanent home.</p>	<p>Link to the VHAS and other support organisations on our webpages</p> <p>Include links to Disabled Facilities Grants information</p>
	<p><b>6.3 Homelessness</b></p> <p>Armed Forces personnel are considered as per current legislation with the aim of understanding any concerns relating to service leavers at risk of homelessness within the Borough and possible solutions.</p>	Policy is compliant
<p><b>7. Maintain core infrastructure for Covenant delivery</b></p>	<p><b>7.1 Tamworth BC to be represented on Staffordshire Armed Forces Covenant Partnership Board</b> Armed Forces Champion to attend the working group</p>	Community Cohesion Officer to attend and action in conjunction with AD Partnerships

	<b>7.2 Name an Armed Forces Champion and Armed Forces council officer lead</b>	Armed Forces Champion: Councillor Andrew Cooper  Armed Forces officer lead: Jo Sands, Assistant Director Partnerships
	<b>7.3 Tamworth Borough Council Armed Forces Action Plan</b> The Armed Forces Action Plan will be updated annually.	Progress to be considered by the Health and Wellbeing Scrutiny Committee
<b>8. Support the recruitment of members of the Armed Forces community</b>	<b>8.1 HR Policies</b> Ensure due regard to Armed Forces Covenant	Annual Leave/Reservist Policies compliant and subject to regular review  Community Impact Assessment for all policies to include reference to Covenant Duty
	<b>8.2 Consider The Defence Employer Recognition Scheme</b> The Scheme recognises employers who support defence and the armed forces community. <a href="http://www.gov.uk/government/publications/defence-employer-recognition-scheme/defence-employer-recognition-scheme">www.gov.uk/government/publications/defence-employer-recognition-scheme/defence-employer-recognition-scheme</a>	TBC has Bronze status and to be reviewed for action plan and use of logo Sept 23
	<b>8.3 Encourage Business Community to sign up to Covenant</b>	Part of County plan and to be included in webpage links. Communications to be shared with Chamber of Commerce

# Community Impact Assessment

Part 1 – Details		
What Policy/ Procedure/ Strategy/Project/Service is being assessed?	Armed Forces Covenant Plan	
Date Conducted	29 June 2023	
Name of Lead Officer and Service Area	Jo Sands, Assistant Director Partnerships	
Commissioning Team (if applicable)		
Director Responsible for project/service area	Rob Barnes, Executive Director Communities	
Who are the main stakeholders	Councillors, Armed Forces personnel (ex and current), community of Tamworth	
Describe what consultation has been undertaken. Who was involved and what was the outcome	Duty under the Armed Forces Act 2021, Staffordshire County/District/Borough Leaders and CEOs, UK Armed Forces, County Armed Forces Group, Tamworth Councillors	
Outline the wider research that has taken place (E.G. commissioners, partners, other providers etc)		
What are you assessing? Indicate with an 'x' which applies	A decision to review or change a service	<input type="checkbox"/>
	A Strategy/Policy/Procedure	<input type="checkbox"/>
	A function, service or project	X
What kind of assessment is it? Indicate with an 'x' which applies	New	<input type="checkbox"/>
	Existing	<input type="checkbox"/>
	Being reviewed	X

	Being reviewed as a result of budget constraints / End of Contract	<input type="checkbox"/>
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## Part 2 – Summary of Assessment

Give a summary of your proposal and set out the aims/ objectives/ purposes/ and outcomes of the area you are impact assessing.

The Council has reaffirmed their commitment to the Armed Forces Covenant by re-signing in February 2023. A workplan has now been created for approval by Cabinet 21 July 2023

Who will be affected and how?

Armed Forces personnel (ex and serving) – ensuring the Council undertakes duty in relation to the Armed Forces Act 2021

Are there any other functions, policies or services linked to this impact assessment?

Yes  No

If you answered 'Yes', please indicate what they are?

Housing Allocations/Homelessness Strategy  
Disabled Facilities Grants

## Part 3 – Impact on the Community

Thinking about each of the Areas below, does or could the Policy function, or service have a direct impact on them?

Impact Area	Yes	No	Reason (provide brief explanation )
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ensuring Armed Forces have details around grants available to remain in their homes
Gender Reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Consideration to the issues facing armed forces families leaving the forces and seeking accommodation
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	



Sex	<input type="checkbox"/>	X	
Gypsy/Travelling Community	<input type="checkbox"/>	X	
Those with Caring/Dependent responsibilities	X	<input type="checkbox"/>	Due consideration for carers of disabled veterans
Those having an offending past	<input type="checkbox"/>	X	
Children	X	<input type="checkbox"/>	Families of veterans
Vulnerable Adults	<input type="checkbox"/>	<input type="checkbox"/>	
Families	X	<input type="checkbox"/>	Families of veterans
Those who are homeless	X	<input type="checkbox"/>	Duty to consider housing under the allocations policy for veterans. Ensure support in place
Those on low income	<input type="checkbox"/>	X	
Those with Drug or Alcohol problems	<input type="checkbox"/>	X	
Those with Mental Health issues	<input type="checkbox"/>	X	
Those with Physical Health issues	<input type="checkbox"/>	X	
Other (Please Detail)	X	<input type="checkbox"/>	Covenant is specific in supporting the UKs Armed Forces to community integration and prevent social isolation

#### Part 4 – Risk Assessment

From evidence given from previous question, please detail what measures or changes will be put in place to mitigate adverse implications

Impact Area	Details of the Impact	Action to reduce risk
<i>Eg: Families</i>	<i>Families no longer supported which may lead to a reduced standard of living &amp; subsequent health issues</i>	<i>Signposting to other services. Look to external funding opportunities.</i>
Armed Forces personnel and families	Adoption of Covenant and Duty	Ensure awareness and promotion. Support affected veterans Plan in place

**Part 5 - Action Plan and Review**

Detail in the plan below, actions that you have identified in your CIA, which will eliminate discrimination, advance equality of opportunity and/or foster good relations.

**If you are unable to eliminate or reduce negative impact on any of the impact areas, you should explain why**

Impact (positive or negative) identified	Action	Person(s) responsible	Target date	Required outcome
	<b>Outcomes and Actions entered onto Covalent</b>			
Support for Armed Forces veterans and serving personal and families	Covenant signed and plan adopted Actions reported to H&W Scrutiny	Jo Sands Anna McLauchlan	Cabinet July2023	Approval for plan and annual review of actions

Date of Review (If applicable) .....