



**Armed Forces Covenant Action Plan  
Tamworth Borough Council  
April 2023 – March 2025 (Update June 2024)**

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 29<sup>th</sup> 2024, June 28<sup>th</sup> 2025)</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 2025 Events in calendar Flags on Marmion House and the Castle Lighting of 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 Plan Events for 80<sup>th</sup> Anniversary of VE Day</b> May 2025	Discussions and planning meetings commenced July 2024 to include Arts & Events Teams and external armed forces charities groups 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 live on <a href="#">website</a> .  Promotion of Silver Employer Recognition Scheme award once embargo is lifted.(after 4 <sup>th</sup> July)  Increased promotion of links on social media sites for TBC and Castle including involvement of armed forces community in events  TBC presence and promotion on <a href="#">Troopr</a>

		platform and armed forces families/veterans recruitment websites.
<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  Encourage VCSE partners to sign up to the pledge and promote volunteering opportunities
<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	Webpage links to Support Staffs Voluntary Organisations and Staffordshire Connects
	<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	Promote on social media platforms as examples occur/ Link to Staffordshire Armed Forces communications plan
<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>	<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	Support Staffordshire engagement/VCSE promotion  Work with contractors such as Wates to promote and support community action projects.  Encourage contractors and wider business engagement to sign covenant
	<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.	To be directed via web page  Armed Forces Covenant webpage outlining TBC support for armed forces added to new website and housing factsheet for veterans.

<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>  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>	<p>Policy is compliant</p> <p><a href="#">Homelessness</a> advice is available on our website</p>
<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 leads to attend the working group</p>	Community Cohesion Officer to attend and action in conjunction with AD Partnerships
	<p><b>7.2 Name an Armed Forces Lead Member and Armed Forces council officer lead</b></p>	<p><b>Armed Forces Lead Member: Councillor Lewis Smith</b></p> <p>Armed Forces officer lead: Jo Sands, Assistant Director Partnerships/Anna McLauchlan, Community Cohesion Officer</p>
	<p><b>7.3 Tamworth Borough Council Armed Forces Action Plan</b> The Armed Forces Action Plan will be updated annually.</p>	Progress to be considered by the Health and Wellbeing Scrutiny Committee – in place annually
<p><b>8. Support the recruitment of members of the Armed Forces community</b></p>	<p><b>8.1 HR Policies</b> Ensure due regard to Armed Forces Covenant</p>	<p>Annual Leave/Reservist Policies compliant and recently updated to meet Gold ERS standard.</p> <p>Community Impact Assessment for all</p>

		policies to include reference to Covenant Duty
	<p><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></p>	TBC has successfully achieved Silver status (being awarded Sept 2024) updates to website and Troopr page with Silver logo once received.
	<p><b>8.3 Encourage Business Community to sign up to Covenant</b></p>	Part of County plan and to be included in webpage links. Communications to be shared with Chamber of Commerce/wider business community (AM)

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