



London Borough of Havering

We commit to uphold the Armed Forces Covenant and support the Armed Forces Community. We recognise the contribution that Service personnel, both regular and reservist, veterans and military families make to our organisation, our community and to the country.

Signed on behalf of:
London Borough of Havering

Name: Cllr Sue Ospreay

Signed:

Position: Mayor

Date: 28th June 2025

Signed on behalf of:
Ministry of Defence

Name: Maj Lorrain Evanson-Goddard

Signed:

Position: SO2 CE Projects

Date: 28th June 2025

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, **The London Borough of Havering** will endeavour to uphold the key principles of the Armed Forces Covenant:

- *Members of the Armed Forces Community should not face disadvantages arising from their service in the provision accessing 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.*

Section 2: Demonstrating our Commitment

2.1 The London borough of Havering recognises the value serving personnel, reservists, veterans and military families bring to our borough and communities. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *promoting the fact that we are an armed forces-friendly organisation;*
- *joining the Defence Employers Recognition Scheme at Bronze level and working to achieve at least Silver over following 12 months.*
- *encouraging our suppliers and partner organisations to sign the Covenant and join the Defence Employers Recognition Scheme;*
- *Use the **Covenant and Employer Recognition Scheme logos** in your communications and marketing.*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP);*
- *striving to support the employment of Service spouses and partners and work towards publishing opportunities with Forces Family Jobs;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *offering an additional 5 days paid leave for Reserves to complete their training;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *actively participating in Armed Forces Week and Day;*
- *actively participating in Remembrance Sunday and other memorial events;*

- *supporting a standing group of partner organisations responsible for planning annual Armed Forces Week / Day; Remembrance Sunday; and other memorial events;*
- *where offering internships for members of the Armed Forces considering employment in local government;*
- *attending Armed Forces career transition events to share experience of the local government sector;*
- *Provide and /or promote training such as e-learning for your staff on the Armed Forces community.*
- *supporting the Royal British Legion and other charities working in support of Armed Forces personnel and veterans;*
- *Promote awareness of housing and homelessness services among Armed Forces Community*
- *Ensure dedicated healthcare services for members of the Armed Forces Community such as Op Courage are signposted and promoted.*
- *Appoint an Armed Forces Champion within your organisation to act as a focal point for organising and promoting support for the Armed Forces community.*
- *Promote support networks – breakfast clubs, forums and support groups through the Veterans Gateway.*
- *establishing relationships with Regional Employer engagement teams and supporting regional events where possible.*

2.2 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them and inviting feedback from the Armed Forces Community and our customers on how we are doing.