



# The Armed Forces Covenant

**We, the undersigned, commit to honour 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 contribute to our organisation, our community and to the country.**

**Councillor Ben Taylor**  
Leader, Blaby District Council

**Julia Smith**  
Chief Executive, Blaby District Council

**Alberto Costa MP**  
Member of Parliament  
for South Leicestershire

**Peter Bedford MP**  
Member of Parliament  
for Mid-Leicestershire

Date: 16<sup>th</sup> January 2026

# **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**

We, Blaby District Council, will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- 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 appropriate, especially for the injured or bereaved.

## **Section 2: Demonstrating our Commitment**

We recognise the contribution that Service personnel, reservists, veterans, the cadet movement and military families make to our organisation, our community and to the country. We will seek to uphold the principles of the Armed Forces Covenant with the following actions:

### **2.1 Communications and Engagement:**

- We will have an Elected member who will be identified to serve as the Armed Forces Champion and a Lead Officer who will share good practice and emerging challenges through stakeholder engagement with armed forces partner organisations and the wider armed forces community.
- Apply for the Gold Award for the Defence Employer Recognition Scheme.
- Have a dedicated Armed Forces webpage promoting that we are an Armed Forces-friendly organisation with relevant information and guidance for the armed forces community, businesses and the wider public.
- Provide resources and signposting to help staff to understand and apply the principles of the Covenant in their service area.

### **2.2 Health and Wellbeing Support:**

- Ensure information about dedicated healthcare services is available and promoted to the armed forces community.
- Staff involved in supporting the armed forces community are aware of the support available and will actively promote.

- Feedback to health partner organisations where difficulties have been faced by members of the armed forces community in accessing health care provision.
- Take part in and promote awareness-raising campaigns.

### 2.3 Armed Forces Charities:

- Promote Armed Forces charities through fundraising.
- Invite Armed Forces charities within the district to apply to the Council's Community Grants scheme and attend the Blaby District Voluntary and Community Sector Forum meetings.

### 2.4 Housing

- Ensure that Council staff are mindful and remain aware of the issues faced by Service personnel and their families. This includes identifying best practice in solving the most challenging of circumstances where a service family or household is settling in our District.
- Raise awareness of housing issues and develop solutions and support systems to solve or prevent issues such as homelessness by Veterans.
- Ensure the Armed Forces community works closely with Council and other housing teams to provide advice and support to households leaving the Armed Forces or being re-located within the UK.
- Give due priority in relation to local connection to armed forces personnel and veterans in the Housing Allocations Policy.

### 2.5 Benefits

The whole amount of any War Disablement Pension, War Widows Pension or War Widower's Pension will be disregarded when assessing entitlement to receive Housing Benefit or local Council Tax Support in Blaby District. The nationally agreed disregarded figure is £10 per week.

Blaby District Council has chosen to disregard the full value of these incomes (although some of the elements within a pension amount do not attract the disregard) to recognise the value and contribution to our country. This disregard applies to both working age and pension age claimants (and is paid from the Council's own reserves).

## 2.6 Employment

As an employer, the Council recognises the value that serving personnel, reservists, Cadet Force Adult Volunteers (CFAV), veterans and military families bring as employees and will:

- Support where possible the employment of Service spouses and partners; including the flexibility to grant leave before, during and after a partner's deployment.
- Support employees where possible who are members of the Reserve Forces to carry out their duties, including granting 10 days paid additional leave to attend their annual training camp and training obligations.
- Offer 5 additional paid leave days for Cadet Force Adult Volunteers (CFAV) to help them carry out their training requirements.
- Offer a guaranteed interview scheme for any Veteran, Reservist and or CFAV if they meet the essential criteria of the job profile, as set out on the person specification for roles that are advertised.
- As a Disability Confident employer, commit to interviewing candidates who declare themselves as disabled who meet the essential criteria of the personal specification, providing an inclusive and accessible recruitment process and making reasonable adjustments to support disabled staff to be able to successfully perform their role.
- Engage with the Career Transition Partnership (CTP) in the recruitment of service leavers and register jobs on their portal and the Forces Family Jobs website.

## 2.7 Business Support:

We will host business networking events and raise awareness to encourage partner organisations and businesses within the district to engage with and sign the Armed Forces Covenant and support those who are interested in applying and progressing through the Defence Employer Recognition Award Scheme.

## 2.8 Civic Responsibilities:

We will support national events and commemorative anniversary dates.

We will hold a ceremony and flag raising during Armed Forces week, including Reserves Day, raising awareness through social media activities of the role our Armed Forces community and their families continue to play.

We will hold a ceremony and flag raising for Remembrance Day and observe the 2-minute silence. The Council will support community events taking place for Remembrance Sunday, including Member attendance at services across the district.

**We will publicise these commitments through our literature and/or our social media sites and website, setting out how we will seek to honour them and inviting feedback from the armed forces community and our staff on how we are doing.**