

Slough Borough Council Armed Forces Community Covenant Action Plan
January 2017 Update

The Armed Forces Community Covenant's key objectives: Recognise, Remember, Integrate and Support

Armed Forces community comprises serving personnel (both Regular and Reservist) and their dependants; and veterans and their dependants.

11 Infantry Brigade and Headquarters South East Firm Base work strands:

- Health and Wellbeing
- Education and Children and Young People
- Economy and Skills
- Environment and Infrastructure
- Safer and Stronger Communities

Ref	Outcome	Comments	Responsible Lead	Timescale
HEALTH AND WELLBEING				
Ensure that the wellbeing of the Armed Forces community is not undermined by the nature of Service life				
RECOGNISE: Map and Identify Veteran status and represent special requirements of Armed Forces community in order to allow NHS to meet needs				
1.	Devise protocol to encourage GPs to register Veteran status and ease transition of Service medical records.	MOD directly transfers medical records to GPs as part of the registration and handover process.	<u>Avtar Mann</u> (Adult Social Care)	Not Applicable
2.	Establish transition protocol for personnel with ongoing care needs on leaving the Services <ul style="list-style-type: none"> ○ <u>Mental Health Transition</u> <ul style="list-style-type: none"> A) Identify and quantify the mental health needs of veterans and serving personnel and families B) I improve the co-ordination of mental health support to veterans and serving personnel and families ○ <u>Disability / Serious Illness Transition</u> 	Part of the Mental Health 4Life agenda	Public Health	On going
		Slough's Learning Disability Plan 2016-2019	People with Disabilities Team	

ECONOMY AND SKILLS				
Enhance the economic prosperity of Service personnel (including Reservists), their families, and veterans, whilst benefiting the local economy wherever possible				
INTEGRATE: Ensure Armed Forces benefit from ongoing economic development in county				
SUPPORT: Facilitate a sustainable pathway for Service leavers into civilian employment				
	Via the Aspire Project and specifically Aspire for You work with local businesses to encourage employment of Service leavers	Employment and Learning to liaise with Karen Webster, Lead for Military and Civilian Integration to enable a two way dialogue to take place and ensure the armed forces personal are informed of local job opportunities	Employment and Learning	Ongoing (this is still the case 18.1.17)
	Encourage Job Centre Plus to register Veterans	The Head of Community Learning and Skills to raise with JCP at their next bi monthly meeting	Employment and Learning	March 1 st 2017 (next meeting on 8.3.17. this will be on the agenda as there is a new staff member)
	Develop links between the Youth Offending Team, the Behaviour Support Service and the armed forces	Council's Young People's Services, YOT to be linked with named contact to facilitate future liaison	Employment and Learning	To be agreed with Karen Webster , the lead for military and civilian integration Have we had this? Ongoing
	Via Employment and Enterprise Group at SBC support former armed forces personnel to get careers guidance, CV support and Interview preparation courses. Also access to a range of Job Clubs across the town.	The employment and enterprise group is no longer in existence – the council's employment and advice service now delivers these functions – see ASPIRE for you actions above Up to date CVs and access to Job Clubs for all that engage with this service	Employment and Learning	Named contact required in order to ensure liaison Jessi.loftus@slough.gov.uk is the named contact for clients being referred from forces for job search support. Ongoing

SAFER AND STRONGER COMMUNITIES				
Develop a stable and robust Armed Forces community which integrates into the wider society, whilst retaining a sense of itself				
	INTEGRATE: Promote common understanding and closer integration between military and civil communities			
	SUPPORT: Support civil agencies in their dealings with members of the Armed Forces community, in order to optimise outcomes and use resource more efficiently			
	Understand the extent of domestic abuse involving Service or former Service personnel within the borough	This information is not recorded locally so unlikely that it can be measured. However, this this should be kept under review	DV coordinator	N/A

EDUCATION, CHILDREN AND YOUNG PEOPLE				
Develop a comprehensive understanding of the needs of Service children; remove and negate disadvantage which results from the mobility of Service life. Develop youth opportunities across the community, supporting Army Cadet Force (ACF) and Combined Cadet Forces (CCF)				
INTEGRATE: Promote an understanding of the needs of Service children so that they are not disadvantaged in the state education system				
SUPPORT: Enable optimal educational opportunity for Service children within the context of the state education system				
1.	Survey schools to determine numbers of service family pupils	Last measured in March 2016 via School Census. There were 3 children recorded as "service children". All children are in the Primary sector.	Head of Education	Annually
2.	Ensure equality in schools admissions policy – particularly 'in-year' transfers – through partnership working	Places must be allocated in advance to returning members of the armed forces if supported by official documents but we don't make any other special arrangements in Slough because there are no units based in the area. We can keep this under review.	Head of Education	Annually
3.	Maximise value of Pupil Premium by encouraging registration of Service children and promoting best practice in utilisation of funding	Measure the no. of pupils attracting the pupil premium compared to the number of eligible pupils If service families contact us as part of the admissions process we will let them know about registering.	Head of Education	Annually

4.	Support for potentially vulnerable groups: raising standards (attainment and progress) of forces children	The School Improvement Service provides early support alongside monitoring, challenge and intervention for schools in difficulty which includes a focus on schools boosting the attainment and progress of vulnerable groups including those in receipt of the Pupil Premium which includes Armed Forces children.	Head of Education	Ongoing
5.	Being sensitive and supportive to the possible emotional and psychological needs of some service children	<p>Schools are aware of the importance of promoting the well being of all children and they can draw on the services of the educational psychologists to assist in more challenging situations.</p> <p>All educational psychologists work in collaboration with schools to support the specific needs of Service children upon request and as required.</p> <p>Educational psychologists are sensitive to the needs of both service children and the schools they attend and offer support, advice and guidance as required.</p>	Head of Education	Ongoing

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SUPPORT: Facilitate a sustainable pathway for Service leavers into civilian employment				
	Keep the local authorities and businesses updated on all aspects of Defence in the Economy and Skills area.		Lead Officer for Military and Civilian Integration	Ongoing
	Liaise with 11X SO2 Emp Engagement to encourage those businesses close to us to sign the corporate covenant and to encourage them to consider hiring reservists and service leavers.			

RECOGNISE AND REMEMBER				
Encourage recognition and remembrance of the unique sacrifices made by Armed Forces personnel in defence of society				
RECOGNISE: Support civic events that allow the community to recognise the Armed Forces				
	Support the annual Armed Forces' Day	This should will be updated in six months at a meeting with Task force Commander and Lead for Military and Civilian Integration	SBC/ Lead for Military and Civilian Integration MLO / TVP	Ongoing
	Participate in public events as appropriate	Number and quality of events supported. Evaluate bi annually – none to report	SBC / Lead for Military and Civilian Integration MLO / TVP	Ongoing
REMEMBER: Commemorate those members of the Armed Forces who have made the ultimate sacrifice.				
	Support Remembrance Sunday	To update once programme of events is available with event ending at War Memorial at St Mary's Church, Church Street.	SBC / Lead for Military and Civilian Integration MLO / TVP	Annually

ENVIRONMENT AND INFRASTRUCTURE				
Ensure that the wider Armed Forces' infrastructure requirements (inc Housing) are met in synchronisation with the Defence Infrastructure Organisation (DIO) and cognisant of the requirements of the local community. Where possible, create efficiencies with the local community				
	SUPPORT: Develop a common understanding of infrastructure needs of the Armed Forces community, in order to inform Local Authority planners to optimise provision. This incorporates a common, equitable housing protocol for Veterans within the county.			
	Provide assured information to local authorities regarding movement of cohorts of personnel and closure / re-rolling of locations in order to inform planning of services	Quality and timeliness of information provided	Lead Officer for Military and Civilian Integration	Ongoing

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	INTEGRATE: Promote common understanding and closer integration between military and civil communities			
	Promote the Armed Forces Covenant Fund and encourage eligible organisations to access funding from the scheme. Support the Regional Devolved Administration Board with their deliberations on bids	One application received April 2014. 2 further bids assessed in 2016. Result of success in Mar 17	Lead Officer for Military and Civilian Integration SBC/MLO	Ongoing
	Develop protocol for the Armed Forces to provide support to the SBC in the event of a civil emergency e.g. severe weather event	To discuss with Blue Light services in Thames area with links to 11X JRLO	Lead Officer for Military and Civilian Integration	
	SUPPORT: Support civil agencies in their dealings with members of the Armed Forces community, in order to optimise outcomes and use resource more efficiently			
	Liaise with the designated Task Force Commander (TFC) for Slough to develop initiatives and conduct Community Engagement activity in the AOR	SBC and TFC 1 Coldstream Guards to conduct partnership meetings	Lead for Military and Civilian Integration SBC/MLO	Within the next six months
	Enhance relationships with local Army Cadet Force units	To discuss as part of SBC and TFC partnership meetings	Lead for Military and Civilian Integration SBC/MLO	Within the next six months
	Establish and implement Domestic Abuse protocol between Service and Civil Police, agencies and charities to recognise military needs and ensure equitable service	There are no Regular or Reserve units in the AOR. This is therefore NO LONGER RELEVANT	Lead for Military and Civilian Integration MLO / TVP	Successful DA protocol from Hants being introduced to TVP area

