



**THE LONDON BOROUGH OF BARNET**



**AN ARMED FORCES COVENANT**

BETWEEN

THE LONDON BOROUGH OF BARNET COUNCIL,  
REPRESENTATIVES OF THE HEALTH, EDUCATION, EMPLOYMENT,  
HOUSING, MULTI-FAITH AND VOLUNTARY SECTORS IN BARNET

REPRESENTATIVES OF THE EMERGENCY SERVICES

AND

THE ARMED FORCES COMMUNITY IN BARNET

## **SECTION 1: Definition of the Armed Forces Community**

The Armed Forces Community is defined, for the purposes of the Armed Forces Covenant, as including all those towards whom the Nation has a moral obligation due to service in HM Armed Forces. The Armed Forces Community includes:

- **Regular Personnel** – Individuals currently serving as members of the Royal Navy and Royal Marines, Army or Royal Air Force.
- **Reservists** – Volunteer Reservists serving as members of the Royal Navy, Royal Marines, Army Reserves or Royal Air Force Reserves.
- **Veterans** – Those who have served in HM Armed Forces, whether Regular or Reservist.
- **Cadet Force Adult Volunteers** – Adult Volunteers currently volunteering in the Sea Cadet Corps, Army Cadet Force or Royal Air Force Air Cadets
- **Families of Regular, Reservists and Veterans** – Those who have served in HM Armed Forces, whether as a Regular or a Reservist.
- **Bereaved** – The immediate family of Service Personnel and Veterans who have died, whether or not that death has any connection with service.

## **SECTION 2: PRINCIPLES OF THE ARMED FORCES COVENANT**

The Armed Forces Covenant is a voluntary statement of mutual support between a civilian community and its local Armed Forces Community. This Covenant encompasses the moral obligation between the Nation, the Government and the Armed Forces, at the local level.

We, The London Borough of Barnet, will endeavour to uphold the key principles of the Armed Forces Covenant which are:

- The Armed Forces Community should not face 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.

The purpose of this Covenant is to encourage support for the Armed Forces Community working and residing in Barnet and to recognise and remember the sacrifices made by members of this Armed Forces Community, particularly those who have given the most. This includes in-Service and ex-Service personnel their families and widow(er)s in Barnet.

For Barnet Council and partner organisations, the Covenant presents an opportunity to bring their knowledge, experience and expertise to bear on the provision of help and advice to members of the Armed Forces Community.

For the Armed Forces community, the Covenant encourages the integration of Service life into civilian life and encourages members of the Armed Forces community to help their local community.

## **SECTION 3: AIMS OF THE COVENANT**

The Armed Forces Covenant aims to encourage all parties within a community to offer support to the local Armed Forces Community and make it easier for Service personnel, families and veterans to access the help and support available from the Ministry of Defence (MoD), from statutory providers and from the Charitable and Voluntary Sector. These organisations already work together in partnership at local level.

The scheme is intended to be a two-way arrangement and the Armed Forces community are encouraged to do as much as they can to support their community and promote activity which integrates the Service community into civilian life.



## SECTION 4: OUR COMMITMENT

- **Demonstrating we are an Armed Forces-friendly organisation by:**
  - Publicising our Armed forces Covenant and displaying the Armed Forces Covenant logo on our website.
  - Promoting a greater understanding and awareness of the issues affecting the Armed Forces Community within the borough.
  - Proactively encouraging companies and other organisations to sign Covenants.
  - Engaging with our partners in the private, public and voluntary sectors to identify opportunities to fulfil the objectives of the covenant.
  - Promoting public awareness of the Armed Forces through our website.
- **Strengthening our links with the Armed Forces Community by:**
  - Appointing an Armed Forces Member Champion and Senior Officer point of contact within the Council to ensure our commitments are implemented and maintained.
  - Ensuring staff and elected Members are made aware of the Armed Forces Covenant for Barnet as part of their induction.
  - Offering support to our local cadet units.
  - Considering the needs of the Armed Forces Community as part of the wider Barnet community in future service and infrastructure planning.
- **Seeking to support the employment of veterans and service leavers**
  - Recognising that the Armed Forces Community bring a variety of transferable skills and qualities developed through their military careers when interviewing for positions.
  - Ensuring our recruitment process is inclusive and accessible.
  - Anticipating and providing reasonable adjustments as required.
- **Striving to support the families of the Armed Forces Community by:**
  - Agreeing to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
  - Ensure that school admission policies recognise the needs of children of the Armed Forces Community
- **Seeking to support our employees who choose to be members of the Reserve Forces or Cadet Force Adult Volunteers.**
  - By accommodating their training and deployment where practical.
  - We will, wherever possible, accommodate the mobilisation of our reservists if they are required to deploy.
  - Serving Armed Forces Reservists and Cadet Force Adult Volunteers are supported with 10 days' additional paid leave to carry out training.
  - We will encourage any reservists in our organisation to participate in Reserves Day
- **Ensuring support is given to members of the Armed Forces Community with urgent housing needs.**
  - That Armed Forces members and their families who have a link with the London Borough of Barnet will be recognised in housing allocations policies.
- **Recognising and remembering the sacrifices made by the Armed Forces Community by:**
  - Flying the Armed Forces Day Flag.
  - Where possible, arrange a Barnet Borough Armed Forces Day Parade.
  - Supporting other Armed Forces events in the local community.
  - Posting messages of support on social media sites and linking to relevant websites.
  - Mindfully recognising and remembering the contribution and sacrifices made by British and Commonwealth military and civilian service men and women who have been affected by armed conflict by supporting Remembrance Sunday and Armistice Day.
  - Facilitating post operational home-coming parades
  - Supporting the Armed Forces who have been bestowed the Freedom of the Borough to exercise their Freedom in the borough.

We, the undersigned, agree to work and act together to honour the Armed Forces Covenant.

Signatories

Signed: 

**Councillor Alison Cornelius**

The Worshipful the Mayor  
London Borough of Barnet

Signed: 

**Commander Andrew Swain MBE CSci  
CMarSci FIMarEST MA  
Royal Navy  
Chief of Staff, Eastern England  
On behalf of the Armed Forces Community**

Signed: 

**Councillor Daniel Thomas**

Leader of the Council  
London Borough of Barnet

Signed: 

**Mr Martin Russell DL**

Representative Deputy Lieutenant  
For Greater London and the  
London Borough of Barnet

Signed: 

**Mr John Hooton**

Chief Executive  
London Borough of Barnet

Signed: 

**Colonel (Ret'd) Peter Germain**

Chief Executive  
Reserve Forces' and Cadets' Association  
Greater London  
On behalf of the Reserve Forces

Signed: 

**Cllr Lachhya Gurung**

On behalf of the Armed Forces Veteran  
community in Barnet

Signed: 

**Mr Tim Mulvenna**

Chief Executive  
The Barnet Group, Barnet Homes  
On behalf of the Housing Sector

Signed: 

**Mr James Kennedy**

Deputy Chief Executive Officer  
Middlesex University  
On behalf of Education in Barnet

Signed: 

**Mr Darren Mepham**

Chief Executive  
Barnet and Southgate College  
On behalf of Education in Barnet



Signed:.....

**Mr Andrew Palmer**

Department for Work and Pensions  
Representative

Signed:.....

**Charlotte Benjamin**

Vice Chair, North London Central CCG  
On behalf of the Health Service  
Community

Signed:.....

**Mr David Clare**

Chair, Barnet Multi Faith Forum  
On behalf of the Multi Faith Community  
In Barnet

Signed:.....

**Janet Matthewson**

Barnet Together  
Voluntary and Community Sector  
Representative

Signed:.....

**Mr Peter Curtin**

Borough Commander  
London Fire Brigade

Signed:.....

**Inspector Justin Zitver**

On behalf of the Borough Commander  
Metropolitan Police

Signed:.....

**Mr David Biginton**

Group Manager  
London Ambulance Service

**Dated this second day of November 2021**





## THE ARMED FORCES COVENANT



An Enduring Covenant Between

The People of the United Kingdom  
Her 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.

## CONTACTS

### London Borough of Barnet Council

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### MOD Armed Forces Covenant Team

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