

## **Armed Forces Covenant Staff Forces Network**

### **Purpose**

The Staff Armed Forces Network information contained below intends to define our obligations towards all employees who are ex- members of the Armed Forces and their families.



PROUDLY  
SUPPORTING  
THOSE WHO  
SERVE.

### **The Armed Forces Covenant**

*“To those who proudly protect our nation, who do so with honour, courage and commitment, the Armed Forces Covenant is the nation’s commitment to you.”*

The Armed Forces Covenant is a promise from the nation ensuring that those who serve or who have served, and their families, are treated fairly. The Highland Council support the Covenant by helping members of the Armed Forces community to have the same access to government and commercial services and products as any other citizen – this includes supporting a potential career move for ex- service personnel and promoting and providing wellbeing support during their employment.

The work of the Armed Forces Covenant will be reviewed on an annual basis.

### **Support for those Serving in Highland and Moray**

In partnership with Moray Council, a dedicated website has been developed for those serving in Highland or Moray – whether Regular or Reserves and for their families. This provides information specific to the areas.

<http://www.armedforcesmorayandhighland.co.uk/>

### **Wellbeing**

In following the Armed Forces Covenant, Highland Council will also help to promote a greater understanding and awareness of the issues affecting the Armed Forces Community within the work place and wider community and ensure the Covenant is embedded and mainstreamed in service delivery, through sharing and building on best practice.

### **Armed Forces Mentoring Programme**

Forces experienced and trained mentors are available and will be appointed on request to support ex forces and reservists employed by The Highland Council.

Please contact Jim McCreath on [james.mccreath@highland.gov.uk](mailto:james.mccreath@highland.gov.uk)

### **Recruitment & Selection**

The Highland Council are committed to engaging ex-forces personnel and their families in their recruitment processes. Vacancies that may be suitable for ex-forces personnel or their spouses will be promoted on the “Career Transition Partnership” website and “Forces Family Jobs” portal to encourage ex-service personnel to join us.

### **Guaranteed Interviews**

A declaration has been included on the MyJobScotland “working here” website vacancies as follows:

“Highland Council welcomes applications from former armed forces personnel / reservists. Many of the skills acquired during your military career could be transferred directly into a role with local government

All applicants who indicate they have been a member of the Armed Forces or are a spouse/partner or dependent of Armed Forces personnel who meet the essential requirements for the vacancy will be offered a guaranteed interview.

### **Armed Forces Career Transition Partnership (CTP)**

To assist Service personnel as they transition into civilian life, we have registered and support the Career Transition Partnership (CTP) as part of Highland Councils recruitment initiatives.

The Career Transition Partnership (CTP) is the Ministry of Defences official provider of Armed Forces Resettlement and is a tool to connect Highland Council to the pool of ex-military talent. There are huge benefits for Armed Forces Personnel registering and accessing the wealth of support offered, from career transition guidance, skills workshops, vocational training and routes to employment.

### **E-Learning**

Those involved in supporting Armed Forces personnel should complete the on-line Armed Forces Covenant Training

### **Flexible working**

Flexible Working patterns may be offered as a support to all ex-Armed Forces Personnel. See associated Policy - Link to Flexible Working policy

[https://www.highland.gov.uk/peopleandperformance/info/28/hr\\_topics/25/flexible\\_working](https://www.highland.gov.uk/peopleandperformance/info/28/hr_topics/25/flexible_working)

### **Equal Opportunities Policy**

See associated Policy – Link to Equal Opportunities Policy

[https://www.highland.gov.uk/peopleandperformance/info/28/hr\\_topics/24/equalities\\_in\\_employment](https://www.highland.gov.uk/peopleandperformance/info/28/hr_topics/24/equalities_in_employment)

### **Armed Forces Staff Network**

The Highland Council has an Armed Forces Staff Network which has been created to support and communicate directly with veterans, reservists and their families.

### **Military Forums**

Members of the Armed Forces Staff Network will be made aware of forthcoming military events and where possible provide a method to enable appropriate support. (Armed Forces Day, Reserves Day, Remembrance Day and other Ceremonial events).

### **Highland Councils Military Liaison Group (Education)**

Provides a unique partnership of services and agencies that regularly come together to plan and provide support to children of Armed Forces Families in Highland schools. This work is informed by Children and Young people's experiences and voices (UNCRC Article 12).

### **Facebook page**

A Facebook page has been created as a media for communication and information giving and for personnel to share appropriate and relevant information.

Organised Armed Forces friendly/social events – quiz, walks, visits to nearby military places of interest (during Covid, any events will be socially distanced), coffee catch ups and on-line events.

### **Employer Engagement – Visit to RAF Lossiemouth April 2023**

[Employers spread their wings at Lossie](#)

Highland Reserve Forces and Cadets Association ([hrfca.co.uk](http://hrfca.co.uk))

### **Pin Badges**

Pin badges are available on request.





Please contact Phil Croughton for information  
[phil.croughton@highland.gov.uk](mailto:phil.croughton@highland.gov.uk)

There is no cost for a pin badge however a donation to the Armed Forces Veterans Association would be appreciated.

### **Further information**

Further sources of guidance and information can be obtained from the following:

[Armed Forces Moray & Highland](#)

Direct link to our [Covenant pages](#) on our website

[Defence Relationship Management](#)

Helpline: – 0800 389 5459. This is a free telephone helpline open during office hours where advice and guidance can be obtained on training, mobilisation and employment issues.

[Royal Navy website](#)

[Army website](#)

[Royal Air Force website](#)

[Armed Forces Community – Poppy Scotland-Northern Pathways](#)