



## Monmouthshire Armed Forces Forum (MAFF) – Covenant Action Plan 2018-22

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Within Monmouthshire County Council (MCC) we will seek to uphold the principles of the Armed Forces Covenant, supported by our partners and communities, with the following action plan.

	Theme	Objective (need/evidence)	Lead	Timescale	Measures	Progress	RAG
1.	Armed Forces Covenant	Maintain and raise awareness of the Armed Forces Covenant and the Silver Status of the Defence Employer Recognition Scheme (ERS)	MCC – JS	Ongoing	Greater awareness of the Armed Forces Covenant throughout the LA	<p>A members briefing note was written and delivered to MCC Full Council during October 2019</p> <p>An article has been written to be published on the MCC internal Hub</p>	
2.	Armed Forces Covenant	<p>Fulfil criteria for Gold Level Defence Employer Recognition Scheme (ERS)</p> <ul style="list-style-type: none"> <li>- Guaranteed Interview Scheme in place</li> <li>- Regular publicity/promotion activities</li> <li>- ERS promoted through supply chains</li> </ul>	MCC - JS	Ongoing	Successful application for Gold status	<p>Guaranteed Interview Scheme Approved at MCC Cabinet during July 2019</p> <p>Publicity/Promotion Activities Covered below</p> <p>ERS Promotion – The Armed Forces Covenant is now an integral part of MCC’s Invitation to Tender (ITT) documentation</p>	

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					Application submitted for Gold Status in March 2020.		
3.	Armed Forces Covenant	Re-signing of the Community Covenant	MCC – JS / AFCLO	Jan '20	Re-signed Covenant  Raised awareness of Covenant throughout LA	Full Council meeting scheduled for 16 <sup>th</sup> January 2020  All 5 Town Councils will be signing the Covenant in their own right at the same event  Resigning undertaken and publicity produced ( <a href="#">link here</a> )	
4.	Armed Forces Covenant	Ensure MCC regular attendance at ABUHB Armed Forces Forums and Gwent Armed Forces Meetings	MCC – JS	Ongoing	Regular updates received and fed back into the local network	Last meeting January 2020 – next meeting postponed due to Covid-19	
5.	Armed Forces Network	Ensure Monmouthshire Armed Forces Forum (MAFF) meets twice yearly and includes relevant presenters and an active and involved membership	MCC – JS	Ongoing		Next meeting scheduled to take place during May '20	
6.	Armed Forces Network	Scope out appetite for any reservists, veterans, cadets etc. to be part of a wider network to help promote opportunities for Armed Forces Communities	MCC – JS	Ongoing		Gwent-wide scoping exercise to be undertaken with partner organisations	
7.	Recruitment	Create an opportunity for members of the Armed Forces Community and Veterans to identify this connection via MyView	MCC – OD	Ongoing	Data captured in relation to this element	Working with software suppliers to be able to capture this data on current HR system	
8.	Recruitment	Consider the options for the development of a guaranteed interview scheme for service leavers and spouses	MCC – OD	Ongoing	Monitor the no. of individuals gaining interviews under this scheme	Guaranteed Interview Scheme Approved at MCC Cabinet during July 2019	
9.	Partnership Working	Work with AFCLO to standardise approaches to service delivery across Gwent	MCC – JS	Ongoing	Consistent policies and procedures related to Armed Forces/Veterans throughout Gwent	Housing Policy School Admissions Procurement	

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10. Partnership Working	Build on the data currently available to evidence need throughout the County in terms of Serving Personnel, Veterans, Reservists/Cadet Forces, and Service Children	All	Ongoing	Richer data available to support partners and potential funding applications	<p>Serving Personnel MCC survey undertaken</p> <p>Close links maintained with RMRE/MCC</p> <p>Veterans RMRE representatives are visiting local breakfast clubs to raise awareness of support available throughout Gwent</p> <p>Reservists/Cadet Forces Cadet Forces to be mapped using GIS</p> <p>Service Children HMF Education Support Officer in post and working with schools to identify and record Service Children</p>	
11. Partnership Working	Ensure a consistent question is asked across all service areas/partners to allow the Armed Forces Community (AFC) to identify themselves	All	Ongoing	Richer data available to support AFC	<p>Questions are asked on school admissions, Early Help Panel, Housing Applications and when applying for jobs at MCC</p> <p>Further work is needed across post-16 settings, volunteer recruitment and other areas as yet identified</p>	
12. Publicity	Maintain regular communications and publicity on matters related to the Armed Forces Community (AFC)	MCC - Comms	Ongoing	Greater awareness of the Armed Forces Covenant throughout the County	Continued promotion of commemoration/celebration activities	

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13.	Publicity	Explore opportunities for MyMonmouthshire App to provide information for the Armed Forces Community	MCC - JS	Ongoing	Availability of information on MyMonmouthshire	Scoping exercise underway	Orange
14.	Publicity	Establish external Armed Forces pages on MCC website	MCC - JS	Ongoing	Monitor frequency of visitors to the pages	Website content regularly maintained and updated as necessary	Green
15.	Publicity	Publicise and promote free swim	Mon Life	Ongoing	Monitor uptake of scheme	Scoping exercise needed	Red
16.	Signposting & Advocacy	Ensure the Directory of services developed by AFCLO to support the Armed Forces Community is available in all customer-facing service areas	All	Completed	Availability of Directory  Raised awareness of services to support AFC	Directory now available online and in paper in many locations	Green
17.	Signposting & Advocacy	Ensure all front-line services have received training by AFCLO to direct Armed Forces Community (AFC) individuals seeking support	AFCLO / MCC	Ongoing	Raised awareness amongst front-line staff within MCC	Service areas receiving training to date (and numbers): MCC Contact Centre (?) Monmouth Hub (?)	Orange
18.	Health & Well-being	Understand needs of Armed Forces Community (AFC) with regards to mental-health support needs within Monmouthshire	All	Ongoing	Data captured on a place-based level	It will be necessary to allow individuals to be able to identify themselves with available supporting organisations	Red