



**East Riding
Community Covenant Delivery Group
Action Plan
(2019 - 2024)**

**ARMED FORCES
COVENANT**

Contents

Introduction	3
1. Cross-Cutting Factors	5
2. Community and Relationships	9
3. Employment, Education and Skills	11
4. Finance and Debt	17
5. Health and Wellbeing	18
6. Making a Home in Civilian Society	20
7. Veterans and the Law	22



Introduction

The Armed Forces Covenant

The Armed Forces Covenant is a promise by the nation ensuring that those who serve or who have served in the Armed Forces, and their families, are treated fairly, and 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. Community Covenants complement, at a local level, the Armed Forces Covenant. Local communities are encouraged to support the Armed Forces Community in their area and promote understanding and awareness among the public of issues affecting them.

East Riding of Yorkshire and the Armed Forces

East Riding of Yorkshire is home to both current and ex-serving men and women and their families from across the Armed Forces. These men, women and their families form a valuable part of the East Riding's community, bringing with them skills and a contribution that is unique and valuable.

The *Defence School of Transport* (DST), based at Normandy Barracks, Leconfield, East Yorkshire, was formed in 1996 as the Centre of Excellence for providing driver and transport management training to personnel from the Army, Royal Air Force and Royal Marines. The school provides over 94 different course types to over 10,000 trainees from all three services and to personnel from other Government departments. This size of operation makes DST the largest residential driver training school in the World. This training commitment is delivered by an establishment of 173 military and 546 civilian permanent staff. In January 2019, there were 461 service children in schools in the East Riding of Yorkshire (1% of the local school population).

Wolfe Armoury (Alma Company, 4th Battalion The Yorkshire Regiment) is the only *Reserve* Force Unit in the East Riding of Yorkshire, however, there are also a number in the nearby area of Hull, with which there are links for cross-boundary partnership working and projects.

The local *Army Cadet* Force (including the East Riding of Yorkshire and Hull) is home to 572 cadets and 98 adult volunteers, with detachments in Beverley, Bridlington, Brough, Cottingham, Driffield, Goole, Hedon, Hornsea, Howden, Hull, Market Weighton, Pocklington, Sutton-on-Hull, Willerby and Withernsea. There is one *Sea Cadet* Unit in Bridlington, which has 16 cadets and 13 adult volunteers. There are also *Air Cadet* Units in Beverley, Bridlington, Brough, Cottingham, Driffield, Goole, Hedon, Hornsea, Howden, Market Weighton, Pocklington, Withernsea and Willerby.

Across the country, there remains an issue in determining the size and location of the *veteran community*. Reliable statistics do not exist as many individuals either do not wish to identify themselves or are not always prompted for this information when accessing relevant services. However, in 2017, it was estimated that there are 34,000 UK Armed Forces veterans living in the East Riding of Yorkshire (Source: Annual Population Survey, ONS), which would account for approximately 10% of the local population. A more accurate estimate should be available in future years following the release of the Census 2021 data (the ONS have announced plans to include an Armed Forces community question in the next Census).

There are a wide range of military charities in the East Riding of Yorkshire, representing both large, national organisations and smaller local specialists, all of which bring a wealth of expertise. Together with key public sector and private sector organisations, there is a strong commitment to helping the local Armed Forces community.

The history of the East Riding Community Covenant and Delivery Group

In 2012, representatives from various local statutory organisations, voluntary groups and military charities signed the 'East Riding Community Covenant'. Following this signing, the East Riding Community Covenant Delivery Group was established to consider the issues facing the local Armed Forces Community and the provision of support to meet their needs. The Group has since met quarterly to discuss progress against the objectives set out in the Group's Action Plan. More recently, the East Riding of Yorkshire Council nominated a Member 'Armed Forces Champion', who chairs the Group and is responsible for ensuring the authority achieves its commitments to the Armed Forces Community.

To mark both the 100th anniversary of the end of the First World War and the Royal Air Force Centenary, a formal re-signing of the East Riding Community Covenant took place in July 2018. This was also to show unity and consistency with other local authorities in the sub-region, who undertook to re-sign their Community Covenants, as part of the wider sub-regional partnership project work funded by the Ministry of Defence's Armed Forces Covenant Trust Fund.

Revision of the East Riding Community Covenant Delivery Group Action Plan

Following the re-signing of the Community Covenant, and the release of the Government's 'Strategy for our Veterans' in 2018, it was acknowledged that it would be timely to review the East Riding Community Covenant Delivery Group's Action Plan, to ensure the Group could continue to strengthen existing partnership working and maximise opportunities for collaboration, as well as taking into account the recommendations of recent reports and research relating to the improvement of support to the Armed Forces community.

The key themes and outcomes from the national 'Strategy for our Veterans' have been used as a broad framework against which to align the actions outlined within the Plan. However, for the purposes of this Action Plan, the focus has been widened to encompass the whole of the Armed Forces Community; the Plan recognises not only Veterans, but also our commitment to improving the support available to their families, and to the serving community and their families, including Reservists and Cadet Force Volunteers.

Monitoring of Progress

Included in the Action Plan is a Position Statement for the East Riding of Yorkshire against each outcome as of March 2019. Members of the Group will contribute to quarterly updates on progress against actions which will help contribute to the achievement of these outcomes. The Position Statement will be updated annually and will form the basis of an Annual Report of the Group. Group Membership will also be reviewed annually. 'Sub-Groups' or 'Task-and-Finish' Groups may be established to focus on specific projects relating to the actions outlined in the Plan, and these will report directly into the Group.

1. Cross-Cutting Factors

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
OUTCOME: Improved collaboration between organisations offers the Armed Forces Community coherent support				
CONTEXT: The Armed Forces Community, particularly Veterans, often receive support from many different organisations, across the public, private and charitable sectors. Each time Veterans engage with a new service provider, they may have to repeat their circumstances and historic experiences. This can be frustrating for the individual and inefficient for the organisations concerned. Whilst there are good examples of collaboration, there is more that can be done to build on existing strengths. A more holistic, joined up approach would further improve services by bringing more understanding of the complex connection between issues and offering advice on how to tackle them.				
1.1	<ul style="list-style-type: none"> It is recognised that additional work could be undertaken to raise awareness of the support available and to explore opportunities for further collaboration. Military Human training (delivered by Nick Wood, York St. John University) is being rolled out for Council staff and partners across the East Riding and other local authorities in the sub-region (funded by the Sub-Regional Armed Forces Covenant Partnership) to raise awareness of the Covenant and improve understanding of the differences between military and civilian culture. An e-learning package to raise awareness of the Covenant has been produced and will be rolled out to ERYC staff shortly. A longer version of this also available at: https://www.armedforcescovenant.gov.uk/localauthorities/learning-training-resources/ 	<p>(a) Identify areas where a more joined up approach would be beneficial and explore potential opportunities for collaboration between delivery group partner organisations and the sub-region to support the Armed Forces Community in the East Riding</p> <p>(b) Develop a shared communication plan and/or link into existing communication/marketing campaigns to raise awareness of services and support available to current/ex-forces personnel and their families/carers e.g. an Armed Forces Community week, sub-regional conference, presentations from Delivery Group organisations, leaflet/communications materials</p> <p>(c) Consider staff training needs across delivery group organisations and explore options for delivery (link into existing training/support where possible e.g. e-learning, local support guide and explore new opportunities e.g. Train the Trainer, Forces Connect, Healthy Chats)</p>	<p>All (ERYC to coordinate where necessary)</p> <p>All (ERYC to coordinate)</p> <p>All (ERYC to coordinate)</p>	<p>Ongoing (Review annually)</p> <p>March 2020</p> <p>March 2020</p>

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
OUTCOME: The co-ordination of provision delivers consistent aims and principles over time, ensuring the Armed Forces Community are treated fairly compared to the local community				
CONTEXT: Effective delivery of services require the public, private and charitable sectors to work closely together. In most cases, the services they provide complement one another. It is important that cross-sector groups and structures that both co-ordinate aspects of service delivery and champion the needs of the Armed Forces Community continue so that provision of support delivers consistent aims and principles throughout the East Riding (and reflects sub-regional / national principles where appropriate).				
1.2	<ul style="list-style-type: none"> • East Riding Community Covenant Delivery Group is well established and membership continues to grow. It provides opportunities for discussion of local issues and initiatives. • Bridlington Veterans' Sub-Group recently established to look at support available locally for veterans including improvement in awareness of services available and closer partnership working. • Sub-Regional Armed Forces Covenant Partnership has been a success in terms of improving consistency of support across the region. Funding ends March 2019 but lead officers have committed to continue to work together/share best practice. • DST have submitted a response to the Independent Report to Government on further support that could be offered to service families. • Responses to Strategy for our Veterans consultation submitted in February 2019. 	<ul style="list-style-type: none"> (a) Review the membership of the East Riding Community Covenant Delivery Group to ensure membership includes necessary delivery organisations to achieve outcomes (b) Link into locality work taking place across the East Riding e.g. Bridlington Veterans' Sub-Group and consider whether this could be replicated in other areas of the East Riding (c) Identify further opportunities to work in partnership across the sub-region to promote consistent aims and principles relating to provision of support to the Armed Forces Community (d) Consider the findings of Independent Report to Government on further support that could be offered to service families (e) Consider the findings of the Strategy for our Veterans consultation (f) Explore potential for network of individuals in delivery group organisations who can champion the needs of the AFC in their respective organisations e.g. Directorate Armed Forces Champions in ERYC 	<ul style="list-style-type: none"> All (ERYC to coordinate) ERYC, HTNFT ERYC, HCC DST, ERYC All (ERYC to coordinate) All (ERYC to coordinate) 	<ul style="list-style-type: none"> July 2019 (Annually) Ongoing (Review annually) Ongoing (Review annually) March 2020 December 2020 March 2020

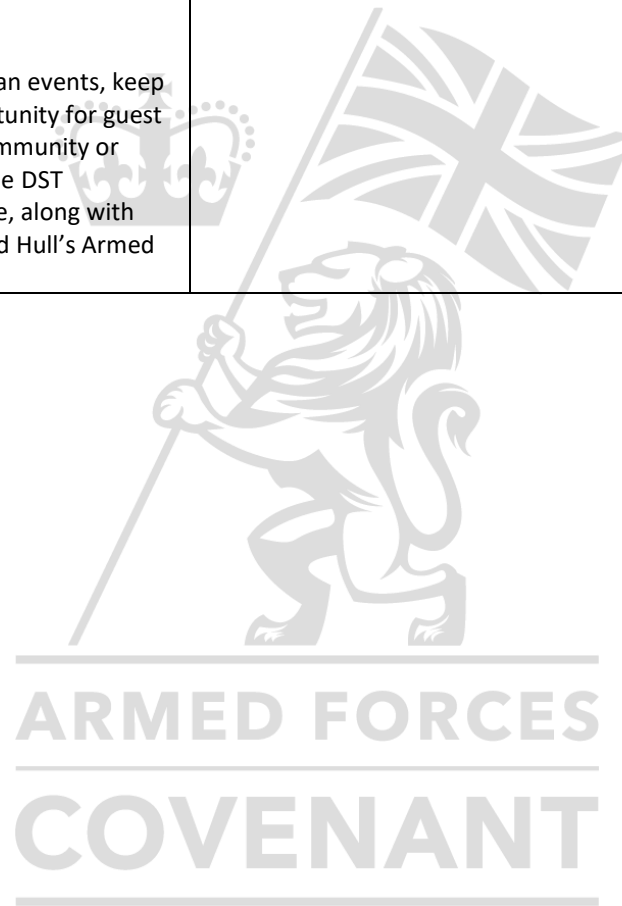
Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
OUTCOME: Enhanced collection, use and analysis of data across the public, private and charitable sectors to build an evidence base to effectively identify and address the needs of the Armed Forces Community				
CONTEXT: Data is essential to understand the Armed Forces Community (particularly Veterans), contributing to a robust evidence base which can inform policy making, enable planning and support service delivery more effectively and deliver good evaluation. Some reliable data already exists, but it can be fragmented, making analysis and prediction of needs difficult. Better identification of Veterans within and through data can lead to a greater understanding of their needs, trends and geographical distribution.				
1.3	<ul style="list-style-type: none"> An East Riding Military Needs Assessment was produced in 2017; this highlighted the lack of available data on the Armed Forces Community in the area. Armed Forces Covenant survey carried out as part of the sub-regional partnership work, which received over 1,500 responses. Mental, health, employment and housing were identified as key areas for focusing support. Annual Population Survey 2017 (ONS) results estimate there to be approximately 34,000 veterans living in the East Riding of Yorkshire. Internal mapping of ERYC services helped to establish current level of awareness of the Covenant and current data available. Northumbria University are working to produce a map of veterans' and their families' welfare needs across the whole of the UK. Some of the initial data released by this project has been used as part of a partnership funding bid to the MOD. 	<ul style="list-style-type: none"> (a) Produce a brief report outlining the facts and figures currently available on the Armed Forces Community in the East Riding (b) Establish whether there is a need for a data sharing protocol between Delivery Group partner organisations, and if agreed, develop as necessary. (c) Establish current position for recording of Armed Forces Community status ('ask the question') across partner organisations and identify areas for improvement (Making Every Contact Count) (d) Explore the possibility of and scope for carrying out an Armed Forces Community Survey or engagement exercise in the East Riding to establish needs (e) Develop new East Riding Armed Forces Community Needs Assessment (post Census 2021) 	<ul style="list-style-type: none"> All (ERYC to coordinate) All (ERYC to coordinate) All (ERYC to coordinate) All (ERYC to coordinate) ERYC 	<ul style="list-style-type: none"> March 2020 September 2020 June 2020 December 2020 March 2024
OUTCOME: East Riding residents value the Armed Forces Community and understand their diverse experiences and culture				
CONTEXT: Public understanding of the Armed Forces determines the climate into which individuals return when they leave the Services and establish a civilian life. Public perceptions do not always reflect the reality e.g. incorrect perceptions that Veterans are inherently likely to be institutionalised, psychologically impaired, and less able to build relationships. These perceptions can make it difficult for Veterans when seeking employment or adjusting back to civilian life. Dispelling these myths and promoting positive perceptions needs to be a key part of work to inform public understanding. Further work is also needed to improve awareness of the Armed Forces Covenant.				
1.4	<ul style="list-style-type: none"> As part of the Sub-Regional Armed Forces Covenant Partnership work, a best practice guide for the content of local authority Armed Forces 	<ul style="list-style-type: none"> (a) Build into the shared communication plan (see 1.1 a) a programme of 'myth-busting' communications about the Armed Forces Community. Link this into the work carried 	<ul style="list-style-type: none"> All (ERYC to coordinate) 	<ul style="list-style-type: none"> March 2020

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
	<p>Covenant webpages was produced. The ERYC webpage was revised in line with these recommendations.</p> <ul style="list-style-type: none"> An Armed Forces Covenant survey carried out by the sub-regional partnership highlighted that awareness of the Armed Forces Covenant is higher among those who are currently serving or who have family members who are serving. Approximately two-thirds of respondents stated that they had not heard of the Covenant. DST Leconfield are using an IT two-way communication tool called Padlet, which allows for sharing of a wide range of information amongst the DST military community and selected civil community to keep up to date on all Service related matters. It includes references to various support available locally including for example, schools, employment, local businesses and other useful information. 	<p>out in relation to Employment, Education & Skills (section 3).</p> <p>(b) Promote the work/raise the profile of the East Riding Community Covenant Delivery Group throughout individual partner organisations and residents of the East Riding (e.g. publish action plan and minutes on ERYC website, DST Padlet, use of social media)</p> <p>(c) Explore options for promoting awareness of the Armed Forces Covenant and ways in which the Armed Forces Community can be supported locally.</p>	<p>All (ERYC to coordinate)</p> <p>All (ERYC to coordinate)</p>	<p>Ongoing (Review annually)</p> <p>Ongoing (Review annually)</p>
<p>OUTCOME: Veterans feel that their service and experience is recognised and valued by society</p>				
<p>CONTEXT: Everyone who has served in the UK Armed Forces should feel that their service is valued and recognised by the nation they have served. Veterans are currently recognised through the Armed Forces Covenant and Armed Forces Day celebrations, as well as medals and Veteran badges. Recognition should be sensitive to the public sentiment and should not undermine the widespread respect for the Armed Forces by favouring one group in society over another.</p>				
<p>1.5</p>	<ul style="list-style-type: none"> Armed Forces Day celebrations take place annually across the East Riding including events in Beverley, Bridlington and Goole. Nationally, a Veteran ID scheme has been launched, which will in time provide veterans with instant verification of service when accessing government and third sector support. 	<p>(a) Consider invitation of a representative/s to attend the Group on behalf of the Armed Forces and Veteran Breakfast Clubs in the East Riding to share their views and help identify ways in which the Group can support veterans to feel their service and experience is recognised and valued</p> <p>(b) Continue to act as an advocate for events which raise awareness of the Armed Forces Community e.g. Remembrance Sunday, Armed Forces Day, Reserves Day, DST Family Days.</p>	<p>ERYC</p> <p>All (ERYC, DST to coordinate)</p>	<p>September 2019</p> <p>Ongoing (Review annually)</p>

2. Community and Relationships

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
OUTCOME: The Armed Forces Community are able to build healthy relationships and integrate into their local communities				
CONTEXT: Leaving the Armed Forces, and its associated camaraderie and sense of purpose, can create a challenge for some in establishing new relationships within civilian communities. Evidence on loneliness and social isolation within the Veterans community is limited, but Armed Forces charities report that most of their beneficiaries experience social isolation and/or loneliness in addition to the need they originally presented with. It is not only experienced by older Veterans, and the causes can be complex and often linked to other issues. Social fatigue can also be experienced by military spouses/families due to frequent relocation.				
2.1	<ul style="list-style-type: none"> Age UK Yorkshire and Humber's three-year project (2016-2019) 'Mission Possible: Active Service in Later Life' has focused on delivering a range of support to veterans born before 1950 in their areas and their family and carers. The project offered a varying mixture of outreach, social activity and particularly one to one holistic support, designed to meet identified needs, reduce isolation, increase involvement and provide a gateway to a range of other services provided by Age UK or other organisations. In total, 1264 veterans were supported across the regions involved. SSAFA has introduced a 'Visitors' team in the East Riding and Hull to tackle some of the loneliness and isolation felt by veterans. The scheme is still in its infancy and more visitors are required. However, at least 30 referrals have been received between January 2018 and March 2019, with some clients visited every month. RBL East Yorkshire were recently asked to pilot new ways of working relating to assessment of social isolation needs and linking into local support services. This pilot has been successful and is being rolled out nationally. There are five Clubs in the East Riding, two of which have recently been launched (Market Weighton and Beverley). 	<ul style="list-style-type: none"> (a) Review and map community resources available in the East Riding to help reduce social isolation (including assessment of factors affecting social isolation e.g. lack of transport) and identify ways to promote services available (b) Establish scope for promoting awareness of Armed Forces & Veterans' Breakfast Clubs in the East Riding - see also 1.5 (a) (c) Explore potential for supporting Breakfast Clubs with sustainability, helping members to explore and develop their own projects/activities e.g. outreach packages (d) Strengthen links with the Veterans' Hub in Hull and explore further opportunities for joint working / promotion of services available (e) Identify ways to support the integration of military families into local civilian communities where appropriate, so they feel part of community life not just the base 	<ul style="list-style-type: none"> ERYC, SSAFA, RBL, Age UK Hull & ER All (ERYC to coordinate) HEY Smile Foundation GT, RBL, ERYC, HCC DST, ERVAS, ERYC 	<ul style="list-style-type: none"> June 2020 June 2020 December 2020 June 2020 September 2020

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
	<ul style="list-style-type: none"> • The Veterans' Hub in Hull provides mental health drop ins via Combat Stress, TILS and complex service team which cover all of Hull and the East Riding. There are also Veterans UK, pension drop ins, coffee mornings and a weekly food pantry available. • DST's Family Forum allows families to get together to plan events, keep up to date on important matters and provides an opportunity for guest speakers to attend to discuss topics such as housing, community or employment support. It also provides a vital link from the DST community into the Community Focus Group Committee, along with the East Riding Community Covenant Delivery Group and Hull's Armed Forces Forum. 			



3. Employment, Education and Skills

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
OUTCOME: Military spouses/partners are supported to enter appropriate employment/education/volunteering and continue to enhance their careers throughout their working lives				
CONTEXT: Research shows that stable and fulfilling employment is essential for any individual’s health and wellbeing. Gaining employment can be difficult for military spouses as some employers will be reluctant to take on individuals who are only able to commit to short term and whom may have other restrictions, such as lack of transport. This can mean that in some cases, spouses / partners are left with few opportunities which not only puts a strain on family finances but can also put additional pressure on relationships.				
3.1	<ul style="list-style-type: none"> Support for military spouses / partners to access employment / education opportunities is currently accessed through East Riding College, local advertising, and information derived from various networking and partnership forums. Work has begun to explore the possibility of running a Lifeworks Families course/s in the East Riding. DST has been in contact with Lifeworks to arrange a briefing for families. Information on courses available has also been sent out to personnel. ERYC have a number of funded programmes to support residents to identify and overcome barriers to accessing education and/or employment. Access can be through general or bespoke courses delivered specifically for military spouses/partners in order to ensure their individual needs are met. 	<p>(a) Identify the barriers potentially faced by military spouses / partners wanting to access education and/or employment and establish what could support them to overcome these barriers</p> <p>(b) Assist spouses/partners who want to develop their own career path through offering training and access to career advice e.g. access to Lifeworks Families courses, drop in sessions facilitated by ER College, offer periodic visits to the College, university etc</p> <p>(c) Encourage local employers / training providers to look at how they could support military spouses/partners into employment and/or education including potential opportunities to employ service spouses as key workers providing support for veterans.</p> <p>(d) Link into the Spousal Employment Scheme and work of the Partner Employment Steering Group</p> <p>(e) Identify and promote suitable volunteering opportunities - see 3.2 (k)</p>	<p>DST, ER College, ERYC (EES)</p> <p>DST, ER College, DWP, RBLI</p> <p>DST, ER College, ERYC, DWP</p> <p>DST, DWP</p> <p>HEY Smile Foundation</p>	<p>December 2020</p> <p>March 2021</p> <p>March 2022</p> <p>March 2022</p> <p>March 2021</p>

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
OUTCOME: Veterans enter appropriate employment / education / volunteering and continue to enhance their careers throughout their working lives				
CONTEXT: For Veterans, as with any other group in society, it is important that they continue in employment or education after leaving the Service, if appropriate. The large majority of Veterans leave with important skills, experiences and attitudes, which are often in high demand for civilian employers. However, after potentially many years of working within the unique military workplace, Veterans must navigate new recruitment processes and translate their experiences for civilian employers. Some employers have limited understanding of the military workplace, relying on clichéd or outdated stereotypes which can add to the challenge of entering employment for those leaving the Armed Forces.				
3.2	<ul style="list-style-type: none"> Hull Armed Forces Forum has arranged a Lifeworks course for Veterans, taking place on 25 June; this is also open to Veterans in the East Riding. Have already had contact with The Drive Project regarding usage of their 'Veterans' Work' films. Contact made with DWP Armed Forces Champions in the East Riding – presentation on role provided to Delivery Group in 2018. ERYC now have a link to their job vacancy page on the Career Transition Partnership website A record of which businesses have signed the Armed Forces Covenant in the East Riding is available – more work is needed to promote this with local employers. ERYC are Silver Award holders for the Defence Employer Recognition Scheme but are currently exploring the criteria for the Gold Award. East Riding College are also Silver Award holders and have recently submitted an application for Gold. Launch of the Goole 36 Skills Group, which will look to maximise employment opportunities for local people with the new companies locating to Goole Junction 36 and will provide support for unemployed and disadvantaged groups including veterans. ERYC has its own Employment, Education & Skills team that can help veterans through various ways such as learning a new skill, gaining qualifications and joining a programme of support working with an advisor on a one on one or group basis. 	<p>(a) Review and map current provision available in the East Riding to support veterans with employment and education (including assessment of factors affecting their access e.g. lack of transport) and identify areas for improvement</p> <p>(b) Assist Veterans who want to develop their own career path through offering bespoke training/education and access to career advice e.g. access to Lifeworks courses, drop in sessions facilitated by ER College, offer periodic visits to the College, university etc</p> <p>(c) Undertake a campaign to raise awareness of the benefits of employing veterans e.g. consider linking into the 'Veterans' Work' films produced by The Drive Project to encourage UK businesses to consider Veterans as viable options to fill vacancies</p> <p>(d) Encourage local employers / training providers to look at how they could support Veterans into employment and/or education including identification of and support for transferrable skills and potential opportunities to employ veterans as key workers providing support for veterans.</p> <p>(e) Link into the NHS Step into Health initiative</p> <p>(f) Promote further the range of employment education and skills services on offer across the East Riding</p>	<p>DWP, ER College, ERYC (EES)</p> <p>DWP, ER College, RBLLI, ERYC (EES)</p> <p>All (DWP and ERYC to coordinate)</p> <p>DWP, ER College, ERYC</p> <p>All (NHSE, HTNFT)</p> <p>ERYC</p>	<p>December 2020</p> <p>March 2021</p> <p>June 2020</p> <p>March 2022</p> <p>June 2020</p> <p>Ongoing</p>

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
	<ul style="list-style-type: none"> • The Jobcentre / DWP have a number of initiatives / processes that help veterans and their families, once making a claim to benefit, in readiness for moving into employment including: <ul style="list-style-type: none"> - Designated single point of contact for ex-armed forces personnel - Ex-forces section on 'complex needs plans' – ensures all appropriate support is given to them including organisations that openly encourage ex-forces to join/attend support or training - Ex-forces is highlighted in the new Universal Credit benefit system as a customer group that can, depending on their circumstances link into additional support e.g. have their benefits paid in a different way • The Jobcentre / DWP also runs an Early Service Leavers project at DST Leconfield for those who are either retiring or have been asked to leave, providing information of benefits they can claim and where necessary, support with applications. They also signpost to other local support organisations. 	<ul style="list-style-type: none"> (g) Offer Social Enterprise support for Veterans considering self-employment opportunities (h) Encourage local employers to advertise job vacancies through the Career Transition Partnership (i) Encourage local businesses to sign the Armed Forces Covenant and make pledges for their support to the Armed Forces Community in line with local need (j) Promote the Defence Employer Recognition Scheme amongst partner organisations (k) Encourage partners organisations and local employers to identify and engage with Veterans currently working for them to obtain feedback on how they could be further supported e.g. buddy scheme for new recruits (l) Link into the Goole 36 Skills Group to ensure potential employment opportunities for veterans are accessed (m) Identify and promote suitable volunteering opportunities (n) Improve VCS understanding of the Armed Forces Covenant and develop their offer of support e.g. ensure VCS volunteer recruitment and management processes value skills and experiences of the armed forces community 	<ul style="list-style-type: none"> HEY Smile Foundation DWP, ERYC, RFCA ERYC, DWP, RFCA RFCA, ERYC RFCA, ERYC, DWP ERYC HEY Smile Foundation HEY Smile Foundation 	<ul style="list-style-type: none"> March 2021 December 2020 Ongoing (Review annually) December 2020 March 2022 September 2019 March 2021 March 2021

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
OUTCOME: Children and young people from military families are supported to deal with the unique challenges associated with military life				
CONTEXT: The all-encompassing character of a military lifestyle means service children can experience ‘growing-up’ quite differently from their peers. The mobile lifestyle of many military families can be tough, with multiple school moves sometimes leaving children feeling unsettled and anxious about achieving good grades. For children with additional needs, moving around can add further complexity, with the need to find suitable schooling and transfer support plans. Alongside the impact of mobility, service children may also have to deal with the impact that parental absence has at home, when either or both of their parents are deployed.				
3.3	<ul style="list-style-type: none"> Approval has been given to set up a sub-group that will focus on tackling issues relating to children and young people from military families. Work is ongoing to prepare for the arrival of new staff members, trainees and their families at DST Leconfield from Deepcut Barracks and elsewhere in the UK. ERYC have raised awareness of the Service Pupil Premium via articles in the Headteachers’ Bulletin As at January 2019, there were 461 service children in schools in the East Riding. DfE implemented changes to the Common Transfer File from September 2018, ensuring a greater continuity of education and pastoral support for Service Children. Links have been made between DST and the East Riding Safeguarding Children Board training team with the view of discussing options for training of DST staff. 	<p>(a) Identify the challenges faced by children and young people from military families (with reference to Kin and Country report) in relation to education and skills and explore what could be done to support them and their parents through these challenges e.g. drop in sessions facilitated by ER College</p> <p>(b) Strengthen links with local schools and East Riding College to improve collaborative working in supporting children and young people from military families e.g. support for preparations for the intake of children from the military families moving from Deepcut Barracks to DST Leconfield.</p> <p>(c) Explore the options for examining the use/s of Service Pupil Premium (SPP) in local schools, encouraging registration of Service children and promoting best practice in utilisation of the SPP.</p> <p>(d) Regularly monitor the number of service children and explore what data is available on attainment (etc) for military children in the East Riding and how this compares with civilian children (link this into SPP work)</p> <p>(e) Work with the East Riding Safeguarding Children’s Board to agree a proposal for a number of staff at DST to access required safeguarding training.</p> <p>(f) Explore opportunities with EES (ERYC) to develop a programme of family learning events</p>	<p>DST, ERYC (EES), ERVAS, ER College</p> <p>DST, ERYC, ERVAS, ER College</p> <p>ERYC, DST</p> <p>ERYC</p> <p>ERYC, DST</p> <p>ERYC (EES)</p>	<p>March 2020</p> <p>September 2020</p> <p>June 2020</p> <p>January 2020</p> <p>September 2019</p> <p>March 2020</p>

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
OUTCOME: The role of Reservists is supported locally				
CONTEXT: Being in the Reserves can present a number of challenges, particularly relating to the work/life balance of individuals. Reservists are obliged to fulfil set training obligations each year, which can sometimes mean having to take personal leave. Furthermore, although mobilisation can lead to positive personal outcomes such as the ability to remain calm in a stressful situation and resulting levels of confidence, Reservists have also reported their concern about not being able to address family or civilian work issues. Spouses have to deal with practical and emotional stressors such as childcare and concern for the Reservists safety. Reintegration has also been reported as a challenge for Reservists, their families and civilian employers.				
3.4	<ul style="list-style-type: none"> Engagement with Reservists in the workplace could be improved further ERYC have recently changed their Time off for Public Duties Policy to allow up to 10 days paid leave per year for Reservists to fulfil their training obligations. 	<p>(a) Invite a representative to attend the Group on behalf of Reservists to help identify ways in which Reservists can be further supported locally</p> <p>(b) Encourage partner organisations and local employers to identify and engage with Reservists currently working for them to obtain feedback on how they could be further supported e.g. buddy scheme, Reservists' staff group, Reservists' Champion, Reserves Day, paid leave for fulfilling training obligations, suitable support on return from active duty</p> <p>(c) Explore the possibility of a campaign to raise awareness of the skills of Reservists with local employers.</p> <p>(d) Explore opportunities for promoting awareness of and timely access to courses such as mental health first aid, Healthy Chats</p>	<p>ERYC, RFCA</p> <p>ERYC, RFCA, DWP</p> <p>ERYC, RFCA, DWP</p> <p>ERYC (EES, PH)</p>	<p>September 2019</p> <p>March 2021</p> <p>March 2021</p> <p>December 2020</p>
OUTCOME: The role of Cadet Force Adult Volunteers is supported locally				
CONTEXT: Adult Volunteers in the Cadet Forces do a tremendous amount of work with the young people in our communities. As youth leaders who plan and deliver the training for Cadet forces, they play a key part in developing the life and leadership skills in young people. Some may have a military background, some are former cadets, and many have no former association with the military at all—they simply have a desire to help young people to do something positive.				
3.5	<ul style="list-style-type: none"> Engagement with Cadet Force Adult Volunteers in the workplace could be improved further 	<p>(a) Invite a representative to attend the Group on behalf of Cadet Force Adult Volunteers to help identify ways in which they and the Cadets they serve can be further supported locally</p>	RFCA, ERYC	September 2019

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
		(b) Encourage partner organisations and local employers to identify and engage with Cadet Force Volunteers currently working for them to obtain feedback on how they could be further supported	RFCA, DWP, ERYC	March 2021
		(c) Explore the possibility of a campaign to raise awareness of the skills of Cadet Force Adult Volunteers with local employers	RFCA, ERYC, DWP	March 2021
		(d) Demonstrate support for any local Cadet Force recruitment programmes by seeking necessary approvals for the display of promotional material in Group members' organisational buildings where appropriate	All (RFCA, ERYC to coordinate)	March 2020
		(e) Investigate whether local Modern Apprenticeship scheme administrators use Cadet Force Volunteer groups as a source for potential candidates, and establish links where necessary	ERYC	March 2020
		(f) Explore opportunities for accessing funding for volunteering and community cohesion awards/qualifications	ERYC (EES)	December 2020



ARMED FORCES

COVENANT

4. Finance and Debt

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
OUTCOME: Veterans and Serving Personnel have sufficient financial education, awareness and skills to be financially self-supporting and resilient				
CONTEXT: Members of the Armed Forces Community can encounter many of the same financial issues as the general population, for non-Service related reasons. However, military life, often starting in very early adulthood, can leave Veterans uniquely unprepared for balancing the financial demands of civilian life when their civilian peers have years of experience in doing so. Veterans can also face disadvantage due to having served in multiple locations affecting credit scores. For Serving Personnel (especially those living in Service housing) many costs are subsidised and may be taken directly from salary, meaning that some people can be unaware of, and unprepared for, the full costs of civilian life.				
4.1	<ul style="list-style-type: none"> The East Riding had an Armed Forces Money Advice Worker employed for a year by CAB Hull & East Riding, funded by a grant from the Armed Forces Covenant Fund. Although a need was established, no further funding was available at the end of the year, and the service concluded in 2017. More recently, a number of potential options for funding the service have been explored. Work is ongoing between ERYC and CAB Hull & East Riding to identify further potential funding sources for the service. DST trainees undergo financial awareness training. Service personnel are also signposted where necessary to CAB and SSAFA, and this is monitored by the Chain of Command. DST is aligned to London Mutual Credit Union and this is also promoted at a regional level. DST is looking at adding a financial support area on the Padlet to aid personnel. 	<ul style="list-style-type: none"> (a) Establish current demand for a dedicated resource to support veterans with financial advice / debt management / legal issues (b) Explore and pursue options for provision of a dedicated Armed Forces money advice caseworker resource within the East Riding (c) Establish referral arrangements for the provision of debt management and related advice and raise awareness of support available (d) Explore ways in which the financial education / awareness of local serving personnel can be further supported (e) Identify how the work of Joining Forces and Money Force could be supported further locally 	<ul style="list-style-type: none"> ERYC, CAB ERYC, CAB ERYC, CAB DST, ERYC, CAB DST, CAB, ERYC 	<ul style="list-style-type: none"> June 2019 September 2019 March 2020 March 2021 June 2020

5. Health and Wellbeing

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
OUTCOME: The Armed Forces Community enjoys a state of positive physical and mental health and wellbeing				
CONTEXT: Though evidence suggests that Veterans' health and wellbeing is generally consistent with – or better than – the rest of the population, there are some issues where tailored services are appropriate. Veterans are also entitled to receive priority treatment where it relates to a condition which results from their service in the Armed Forces, subject to the clinical need of all others. Ensuring a smooth transition of provision from in-Service to post-Service, sharing effective practices amongst clinical and healthcare communities, and supporting collaboration between these organisations is an important focus. Further work on the health and wellbeing of the wider Armed Forces Community including serving personnel and their families is also a key area of work. In order to support this work on both a local and national level, further improvements in recording of Armed Forces Community status across all relevant services is needed.				
5.1	<ul style="list-style-type: none"> • GPs have been reminded via a weekly newsletter which includes the codes needed to record veterans' status and information on the support they can offer veterans. Following a recent pilot in the West Midlands, a launch of the Armed Forces Veteran Friendly Accredited GP Practice Scheme, which recommends using the descriptor 'military veteran' rather than a code, is due to be rolled out cross the North of England. Promotional materials available as part of this launch include a leaflet for veterans advising them on how to get the most from their GP. • East Riding of Yorkshire CCG has a lead GP for veterans and a Non-Executive Director who champions the needs of Veterans at Governing Body level. • GP practices have been encouraged to sign up as Armed Forces/Military Veteran Aware but the CCG does not have information on the current position regarding numbers and more work is needed to encourage greater take up. • The CCG does not currently collect or hold data concerning the recording of military status across health and wellbeing services. 	<ul style="list-style-type: none"> (a) Support the work of health care providers and local authority services to increase awareness of the importance of recording Armed Forces Community status on point of contact / registration (where necessary to inform delivery of appropriate / tailored services) - see also 1.3 (c) (b) Support the work to encourage further GP surgeries in the East Riding to register as Armed Forces / Military Veteran Aware (c) Explore options for further promoting the importance of self-identifying as a member of the Armed Forces Community when accessing healthcare, also encouraging those in need to seek help and reducing the stigma associated with accessing support (d) Outline and promote the different services and support available in the East Riding to support the Armed Forces community with physical and mental health and wellbeing (ensure consideration of groups such as carers and single parent families is included) 	<p>HTNFT, ERYC, ERCCG, NHSE</p> <p>HTNFT, ERYC, ERCCG, NHSE</p> <p>HTNFT, ERYC, ERCCG, NHSE</p> <p>HTNFT, ERYC, ERCCG</p>	<p>March 2021</p> <p>March 2021</p> <p>March 2021</p> <p>September 2020</p>

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
	<ul style="list-style-type: none"> Hull University Teaching Hospitals NHS Trust is recognised as 'Veteran Aware' by the Veterans Covenant Hospital Alliance. Veterans have been included as a priority group in the newly adopted East Riding Mental Health & Dementia System Strategy Humber Teaching NHS Teaching Trust Recovery College currently supports individuals to recognise their own resourcefulness, talents and abilities in order to support them to become experts in self-care. Courses are free and accessible to the Armed Forces community. The Veterans TILS and Complex Treatment Service (North) has recently increased its capacity. A joint bid between Humber Teaching NHS Foundation Trust, ERYC and Hull City Council was submitted to the Tackling Serious Stress in Veterans, Carers and Families Funding programme, based on the concept of a holistic wellbeing service (integrating with existing social prescribing arrangements) for veterans, their families and carers. The bid was unsuccessful but RAG ratings of 'excellent' and 'good' were received. As part of the East Riding Social Prescribing service, Community Link Workers offer individualised, personal support and motivation to adults across East Riding. At present, there are 74 individuals who have identified as veterans that are being supported through this service. Armed Forces Mental Health First Aid training planned for April 2019 with a range of ERYC staff and representatives from partner organisations. DST Leconfield hosted a Health & Sports Fair took in October 2018. The event focused on mental health awareness and was an opportunity to promote the support services available. 	<ul style="list-style-type: none"> (e) Support work to ensure that all points of contact reflect a consistent understanding of the health and wellbeing services available to the Armed Forces Community (f) Ensure sufficient linkages have been made into suicide prevention and reduction partnerships and that the Armed Forces community have been identified as a risk cohort (g) Explore further usage of the Outcomes Star for the Armed Forces community (h) Analyse the impact of Armed Forces Mental Health First Aid training undertaken across the sub-region (i) Engage with local serving personnel and their families to identify if there is any further support required to improve their health and wellbeing (j) Consider the support available to children who have a military/Veteran parent with mental health issues (k) Consider the findings of the Naval Families Federation (NFF) research into the lifestyle of Royal Navy and Royal Marine families i.e. implications of geographically dispersed families and 'weekending' and how learning can be applied across the three Services. (l) Consider the strategies outlined in the NFF 'Guide for Parents and Adults Supporting Children and Young People' for families affected by all forms of separation and circulate where appropriate 	<ul style="list-style-type: none"> All (HTNFT, ERYC, ERCCG to coordinate) HTNFT, ER CCG HTNFT ERYC DST, HTNFT, NHSE, ERYC DST, HTNFT, NHSE, ERYC, ERVAS DST, ERYC, ERVAS DST, ERYC, ERVAS 	<ul style="list-style-type: none"> March 2021 March 2020 September 2020 September 2019 June 2020 September 2020 June 2020 June 2020

6. Making a Home in Civilian Society

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
OUTCOME: Veterans have a secure place to live either through buying, renting or social housing				
CONTEXT: For many Veterans, leaving the Armed Forces will be the first time they find a home for themselves. Despite this, they are as likely as the general population to own their own home and there is no evidence to suggest they are overrepresented in the homeless population. However, there is a minority that do need support with housing issues; often these Veterans are also facing other difficulties such as financial or health problems. People leaving Military housing can now apply to stay in their Married Quarter for up to a year after their discharge date whilst they find suitable accommodation. However, this does not apply to a single service person so they could potentially be an area for concern.				
6.1	<ul style="list-style-type: none"> There is a national lack of social housing, which is a challenge for those looking to secure this type of accommodation. There is additional preference given to veterans in the ERYC's housing allocations scheme. The private housing market in the East Riding is potentially very expensive, and although veterans can sometimes be supported with the 'set up' costs of rent/bond, they still need to be able to afford the monthly rent. CAB Hull and East Riding have a generalist advice services contract with ERYC which includes a focus on homelessness support. It provides advice and casework to address clients' housing needs to enable them to avoid homelessness. An e-learning package focusing on Housing, Homelessness and the Armed Forces Covenant is now available at: https://www.armedforcescovenant.gov.uk/localauthorities/learning-training-resources/. <p>This will be promoted as part of the rollout of the general Armed Forces Covenant e-learning package to ERYC staff.</p>	<p>(a) Outline the current provision available in the East Riding to support veterans with housing issues and identify areas where further support may be needed or services need to be promoted further</p> <p>(b) Consider the interdependency between housing and financial capability and what can be done to support those in crisis including managing expectations</p> <p>(c) Engage with private landlords in the East Riding to explore how they might further support veterans with housing issues</p> <p>(d) Continue to promote the use of the e-learning package on Housing, Homelessness and the Armed Forces Covenant across those organisations/providers supporting the Armed Forces Community with housing.</p> <p>(e) Establish and maintain links with the Hull 4 Heroes Veterans Village Project</p>	<p>ERYC, SSAFA, RBL</p> <p>ERYC, SSAFA, RBL, CAB</p> <p>ERYC, SSAFA, RBL</p> <p>All (ERYC to coordinate)</p> <p>ERYC</p>	<p>December 2019</p> <p>June 2020</p> <p>September 2020</p> <p>June 2020</p> <p>September 2019</p>

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
	<ul style="list-style-type: none"> A response to the consultation on 'Improving access to social housing for members of the Armed Forces' has been submitted by ERYC. This proposed that divorced and separated spouses or civil partners of service personnel required to move out of MOD property should also have additional priority for social housing. There is additional preference in ERYC's housing allocation scheme for those with disabilities, which will apply to any veterans with disabilities. Schemes such as HOLD (Housing for people with Long Term Disabilities) are also available to help individuals buy their own homes: https://www.ownyourhome.gov.uk/scheme/hold/ 	<p>(f) Consider the findings of the consultation on 'Improving access to social housing for members of the Armed Forces' and incorporate any recommendations into the review of the Housing Allocations scheme due late 2019.</p> <p>(g) Consider the needs of vulnerable veterans in the ERYC's emerging Housing Strategy for Vulnerable People.</p>	<p>ERYC</p> <p>ERYC</p>	<p>December 2020</p> <p>December 2020</p>
<p>OUTCOME: Serving personnel are supported with access to appropriate housing schemes</p>				
<p>CONTEXT: The benefits of stability and home ownership amongst members of the Armed Forces, where this is practicable and compatible with Service requirements, is recognised by the MOD, as is the fact that their needs will alter as they progress through Service and ultimately return to civilian life. Members of the Armed Forces Community should have the same access to social housing and other housing schemes as any other citizen, and not be disadvantaged in that respect by the requirement for mobility whilst in Service.</p>				
6.2	<ul style="list-style-type: none"> Personnel may have access to tailored Armed Forces housing schemes or financial arrangements, depending on their circumstances, to help them in purchasing their own property. One of the schemes currently available to assist with purchase is Forces Help to Buy: https://www.gov.uk/guidance/forces-help-to-buy DST has received a housing brief from ERYC and has been made aware of several housing scheme opportunities in the area. DST is due to host a Housing Briefing for personnel in May 2019. 	<p>(a) Establish current awareness of housing schemes available to local service personnel and undertake further promotion where necessary</p> <p>(b) Engage with local serving personnel and their families to identify where they may require further support / information in relation to any housing issues</p>	<p>DST, ERYC, SSAFA</p> <p>DST, ERYC</p>	<p>June 2020</p> <p>June 2020</p>

7. Veterans and the Law

Ref	Annual Position Statement (March 2019)	Action/s	Lead Organisation/s	Timescale
OUTCOME: Veterans are supported to have the resilience and awareness to remain law-abiding civilians				
CONTEXT: Although most Veterans remain law-abiding citizens, a small minority enter into the criminal justice system. Members of this group are often among the most vulnerable Veterans, with complex needs. There remains a need to offer them a more cohesive network of support to enhance the initiatives already in operation.				
7.1	<ul style="list-style-type: none"> Project Nova supports Veterans in the East Riding who have been arrested and enter Police Custody. It also supports Veterans who are referred by specialist Police teams, or other statutory organisations, because they are at risk of arrest. Project Nova undertakes a needs assessment for each individual and puts in place specialist support from a network of military charities and other organisations. It also provides ongoing support for these individuals. A pilot scheme undertaken by Project Nova (on behalf of SSAFA) in the Humberside Police area has seen a significant fall in re-offending rates and is to be replicated nationwide in 2019. An evaluation of the scheme is currently underway. 	<ul style="list-style-type: none"> (a) Establish links with Project Nova, Prison Service and Probation Service to identify needs, support available and what more needs to be done to support this cohort of veterans and their families (b) Improve awareness of the services available to support veterans within or at risk of entering the criminal justice system 	<p>ERYC</p> <p>ERYC, PN, SSAFA</p>	<p>September 2019</p> <p>June 2020</p>

ARMED FORCES
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