

**To receive a report on the Armed Forces Covenant and consider  
any actions and associated expenditure**

**Report to:**

Full Town Council

**Date of Report:**

18.05.2026

**Officer Writing the Report:**

Administration Officer

**Purpose of the report:**

To provide Members with information on the Armed Forces Covenant and the Defence Employer Recognition Scheme.

**Officer's Recommendations:**

Members are asked to consider:

1. Approving the Armed Forces Covenant including the use of the Town Council's Seals, subject to the final sign off from the Mayor and Town Clerk (**Appendix A**);
2. That the Mayor, Town Clerk, and Deputy Mayor attend the signing event at County Hall on 22 June 2026 as representatives of the Town Council;
3. Any additional pledges the Town Council considers it can deliver (**Appendix B**);
4. That progression to the Employer Recognition Scheme be referred to the Personnel Committee for further consideration.

**Report Summary**

Following the Town Clerk's attendance at CALC's Larger Council meeting held in April, where a presentation was delivered on the Armed Forces Covenant (AFC) and the Defence Employer Recognition Scheme (ERS), the administrative team has undertaken research into what is required for the Town Council to participate.

The AFC is a voluntary, formal pledge through which organisations demonstrate their commitment to supporting the Armed Forces community.

This includes serving personnel, reservists, veterans, cadets, and their families. By signing the Covenant, an organisation publicly recognises the valuable contribution these groups make to society.

At its core, the Covenant is based on two key principles:

- Members of the Armed Forces community should not face disadvantage compared to other citizens in accessing public and commercial services.
- In certain circumstances, particularly for those who are injured or bereaved, special consideration may be appropriate.

Should the Town Council choose to sign the AFC, it would be required to make a series of written and public commitments outlining how it will provide support. These commitments are determined by the organisation itself and should be:

- Ambitious in intent
- Specific and measurable
- Relevant to the Town Council's role and its ability to make a positive local impact

**Appendix B** provides examples of pledges the Town Council may wish to consider.

A draft Covenant is attached as **Appendix A** to ensure that any pledges made by the Town Council are both meaningful and achievable, reflecting the Town Council's priorities and realistic commitments.

The Town Council are to confirm the use of the Town Council Seals on the front page of the document.

Following signing of the Covenant, it would be for the Town Council to decide whether it wished to strengthen its commitment further. Organisations are encouraged to apply for and pledge commitment to the ERS, which recognises employers who actively support the Armed Forces community. Further information on the scheme is available via the official ERS guidance located here: <https://www.gov.uk/government/publications/defence-employer-recognition-scheme>

Progression to the ERS would require additional consideration by the Personnel Committee, particularly due to its potential implications for recruitment, employment policies and practices.

In addition, if the Town Council wishes to formalise its commitment by signing the tailored Covenant, Members may also wish to consider representatives at Cornwall Council's upcoming event. This event will mark Cornwall Council's review and re-signing of its own pledge, alongside other towns and parishes.

- Date: 22 June 2026
- Location: County Hall
- Time: 10:45am – 1:00pm (followed by light refreshments and lunch)

The Town Council has been invited to sign its pledge at this event, with the option for 3 representatives to attend on behalf of the Town Council.

The date is particularly significant, as 22 June marks the start of Armed Forces Week, and the event will be attended by a range of organisations to recognise and commemorate this occasion.

In practical terms, signing the AFC would involve:

- Formally signing and publishing the Covenant
- Agreeing a set of clear and deliverable support pledges
- Tailoring commitments to reflect local priorities
- Promoting awareness and understanding of the Armed Forces community
- Considering progression to the ERS (subject to Personnel Committee review)
- Potential representation at civic events linked to the Covenant

There are no direct costs associated with signing the Covenant. Any future commitments would be considered within existing budgets or subject to further approval.

**Signature of Officer:**

Administration Officer