

 **DOVER DISTRICT ARMED FORCES COVENANT**

**ACTION PLAN**

 **April 2022 – March 2024**

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| 1. **EMPLOYMENT, EDUCATION AND SKILLS – Encourage local businesses and service providers to support the Armed Forces Covenant and the Armed Forces Community**
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| **ACTIVITY** | **DESIRED OUTCOME** | **MEASURE** | **RESPONSIBILITY** | **PROGRESS** |
| Hold an employment and skills session for the Armed Forces community. | Armed Forces community to feel supported in accessing jobs and understanding transferable skills. | At least 20 veterans attend. | RBLICMPB |  |
| Staff training around Armed Forces community issues i.e. employment. | Raising awareness of the Armed Forces Covenant between staff to ensure members of the Armed Forces community are not unfairly disadvantaged. | Staff from DDC and other frontline services attend Armed Forces awareness training.  | CMPBForces Connect South East |  |
| Continue to promote the Defence Employer Recognition Scheme across the District by advocating ourselves as gold award winners. | More local business to be made aware of the Defence Employer Recognition Scheme and as a result sign up themselves.  | 3 new organisations sign up to defence employer recognition scheme. | CMPBDRM |  |

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| 1. **PROMOTION AND PUBLICITY – raise awareness of the Covenant among the public and the Armed Forces Community**
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| **ACTIVITY** | **DESIRED OUTCOME** | **MEASURE** | **RESPONSIBILITY** | **PROGRESS** |
| Continue to promote the Armed Forces Covenant and the Dover Civilian Military Partnership Board (DCMPB) among the public and Armed Forces community. | Members of the Armed Forces community to feel supported by the local community and public authorities. | New interest from organisations wishing to sign up to the local CMPB and the Defence Employer Recognition Scheme.  | CMPB |  |
| Design an Annual report for the CMPB collating operations 2021-2022. To be promoted to local community. | Ensure that the Armed Forces community and local people are made aware of the support given to the Armed Forces community by the CMPB. | Annual report produced and promoted to the wider community.  | CMPB | Annual Report published and disseminated to wider networks. Also added to DDC Armed Forces webpage |
| Promote the gold award received from the Defence Employer recognition scheme at every opportunity to increase awareness of the Covenant. | To encourage employer organisations to sign the Armed Forces Covenant and demonstrate or advocate support to the Defence and Armed Forces community, aligning their values with the Armed Forces covenant. | New business signing up to the Defence Employer recognition scheme.  | CMPBSEGAA (SE) |  |

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| 1. **HEALTH & WELLBEING INCLUDING HOUSING - Support the Armed Forces Community by developing pathways, policies, information and signposting**
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| **ACTIVITY** | **DESIRED OUTCOME** | **MEASURE** | **RESPONSIBILITY** | **PROGRESS** |
| Armed Forces Network to deliver Armed Forces mental health awareness training.  | More people to be made aware of the mental health issues that serving personnel face and as a result offer support to Veterans in crisis, reducing suicides and feelings of helplessness.   | 20 new people learn about the mental health challenges Veterans face. As a result support Veterans and serving personnel in crisis. | AFN (NHS CCG)CMPB |  |
| Armed Forces Network (NHS CCG) to deliver training (AF Suicide Prevention and Service Champions | More people to be able to support the AF and themselves in the prevention of suicide and general support to the Armed Forces Community | 20 new people attend the courses | AFN (NHS CCG) in deliveryCMPB  |  |
| Provide a point of contact for any issues relating to health for the Armed Forces Community particularly family members. | Ensure the whole AFC have access to support and those who might need support to have a contact to help them navigate the system. | Reduce the number of individuals who they are not receiving the support the need or knowing where to get it. Improving the access of the system | AFN(NHS)CMPB |  |
| Increase the number of AF Friendly GP Practices | To enable the Armed Forces Community to access an AF Friendly Practice | As a minimum is to ensure each Primary Care Network has a AF Friendly Practice | AFN (NHS CCG) CMPB |  |
| Continue to promote the Forces Connect app, to ensure professionals who support the Armed Forces community can access pathways to support instantly.  | More veterans are aware of the support available to them and be able to access this information instantly, as a result having a feeling of being supported and increasing the wellbeing of the Veteran. | 100 new downloads of the Forces Connect app by professionals and members of the Armed Forces community in the area of the Dover district. Resulting in more referrals to Armed Forces charities. | CMPB |  |
| Continue to support the development of the Veterans hubs located within the Dover District. Veterans to continue having access to services that support the Armed Forces community.  | Veterans will have a place to go to socialise, whilst having access to advice and support to improve their wellbeing, help with employment skills and housing.  | 50 more veterans are able to attend the Veteran hubs, providing them with meaningful support, improving health and economic wellbeing.  | RBLCMPBSSAFARBLIFCSE | Two Veterans hubs run monthly in the Dover District. Looking to set up an additional Hub in Sandwich |
| Support provided to groups in the Dover district, to apply for the Armed Forces covenant funding. | Successful application of Armed Forces covenant funding to benefit the Armed Forces community, reducing isolation, supporting improved mental and physical health. | Funding application successful and case studies of improved outcomes for individuals tracked.  | CMPB | Kayleigh currently supporting Walmer Town Council in applying for AFC funding for a Trim Trail between Deal and Walmer Castles.Kayleigh did support Places Leisure in an application to AFC, was unsuccessful. Project to set up PT sessions for AF personnel and the Blue Light services. Currently, looking at alternative funding streams. |

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| 1. **RECOGNISE AND REMEMBER - acknowledge and highlight the sacrifices made by the Armed Forces Community**

*Significant events are commemorated and celebrated, and where possible encourage community participation:* |
| **ACTIVITY** | **DESIRED OUTCOME** | **MEASURE** | **RESPONSIBILITY** | **PROGRESS** |
| Support Armed Forces Day 2022 across the District | Veterans and the wider community feel that the Dover District acknowledge and highlight the sacrifices made by the Armed Forces Community  | The Armed Forces community can access services available to them and enjoy a day where the nation says ‘Thank You’ | RBL CMPB |  |
| Support Remembrance Sunday 2022  | Veterans and the wider community feel that the Dover District acknowledge and highlight the sacrifices made by the Armed Forces community.  | Supporting the RBL in the promotion of the Poppy Appeal and other activities, increasing civic pride and a sense of belonging to the nation. | RBLCMPB. |  |

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| 1. **INTEGRATION – The Armed Forces community are engaged with the wider community**
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| **ACTIVITY** | **DESIRED OUTCOME** | **MEASURE** | **RESPONSIBILITY** | **PROGRESS** |
| Invite a cadet to the next CMPB meeting to ensure the young person’s voice is heard within the CMPB | For the CMPB to understand the Cadets and involve them more within the CMPB. To acknowledge the importance of Cadets and Cadet leader volunteers, who often provide free support to events out in the Community. Continue to enhance the skills of young people who may want to join the Armed Forces.  | More Cadets become involved in the CMPB to increase skills in younger people.  | CadetsCMPB |  |
| Ensure there is a robust support plan in place for when 1RGR transfer from Bruni to Dover ‘welcoming the local Gurkha community’.  | For newly transferring families to feel supported in moving to a new place/country. Being made aware of local community services, as well as having the ability to address health, schooling and employment needs.  | The transfer from Bruni to Dover is smooth - newcomers report they feel safe, happy and are aware of what support is available to them. They also report they have been given opportunities to integrate with the local community | CMPB |  |
| Encourage the question ‘have you or your family served’  | The Armed Forces community becoming better known for supporting frontline staff | CMPB members reporting that they have asked or have examples of people being asked ‘have you or your family served’. As a result, creating more successful outcomes for an Armed Forces community member | CMPB |  |
| Targeted support for Families and young people where parents are currently serving  | To ensure relevant support is given for families to feel supported and made aware of services available | Increase in the number of serving families accessing the support they need | CMPB |  |

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| 1. **CROSS BORDER COMMUNICATION – Work with partner agencies and other Covenant partnerships to share best practice, support and develop the covenant**
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| **ACTIVITY** | **DESIRED OUTCOME** | **MEASURE** | **RESPONSIBILITY** | **PROGRESS** |
| Armed Forces Lead officer to attend Recognise and Remember sup group of the Kent Civilian Military Partnership Board. | To ensure that we are working in partnership to achieve the goals and aims of the CMPB, keeping up to date with any new developments and Covenant opportunities. | Representation at meetings. | KCMPBCMPB |  |
| Armed Forces Lead officer to attend the regional Employer Engagement meetings to further promote the defence employer recognition scheme.  | To ensure that we are working in partnership to achieve the goals and aims of the CMPB, keeping up to date with any new developments and covenant opportunities. | Representation at meetings. | SEREEG CMPB |  |