



**Bolsover District Council**

# Commitment to the Armed Forces Covenant Policy

(May 2026)



## **Equalities Statement**

Bolsover District Council is committed to equalities as an employer and when delivering the services it provides to all sections of the community.

The Council believes that no person should be treated unfairly and is committed to eliminating all forms of discrimination, advancing equality and fostering good relations between all groups in society.

### **Access for All statement**

You can request this document or information in another format such as large print or **language** or contact us by:

- **Phone:** [01246 242424](tel:01246242424)
- **Email:** [enquiries@bolsover.gov.uk](mailto:enquiries@bolsover.gov.uk)
- **BSL Video Call:** A three-way video call with us and a BSL interpreter. It is free to call Bolsover District Council with Sign Solutions, you just need WiFi or mobile data to make the video call, or call into one of our Contact Centres.
- Call with [Relay UK](#) - a free phone service provided by BT for anyone who has difficulty hearing or speaking. It's a way to have a real-time conversation with us by text.
- **Visiting** one of our [offices](#) at Clowne, Bolsover, Shirebrook and South Normanton

**CONTROL SHEET FOR COMMITMENT TO THE ARMED FORCES  
COVENANT POLICY**

<b>Policy Details</b>	<b>Comments / Confirmation (To be updated as the document progresses)</b>
Policy title	Commitment to the Armed Forces Covenant
Current status – i.e. first draft, version 2 or final version	
Policy author (post title only)	HR Business Partner
Location of policy (whilst in development)	
Relevant Cabinet Member (if applicable)	Councillor C Moesby
Equality Impact Assessment approval date	TBA
Partnership involvement (if applicable)	
Final policy approval route i.e. Executive/ Council	UECC/Council
Date policy approved	
Date policy due for review (maximum three years)	3 years from date of approval
Date policy forwarded to Performance & Communications teams (to include on ERIC, and website if applicable to the public)	

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# Commitment to the Armed Forces Covenant Policy

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## 1) Introduction

The Council is proud to uphold the principles of the Armed Forces Covenant, ensuring that those who serve or have served in the Armed Forces, and their families, are treated with fairness and respect. This policy sets out our commitment to achieving and maintaining the Employer Recognition Scheme (ERS), embedding the required standards into our organisational culture and practices.

## 2) Our Commitments

As part of our pledge to the Armed Forces community, the Council commits to the following actions:

- Maintain our status as an ERS Bronze Award holder and build upon this foundation to meet and sustain Silver Standard requirements, with a view to seek opportunity to ultimately reach the gold standard.
- Ensure that no member of the Armed Forces community is disadvantaged during recruitment or selection processes. There will be ongoing reviews of job descriptions, advertisements, and selection criteria to reflect this commitment.
- Actively promote our positive policies towards the Armed Forces community across the organisation. This includes maintaining and publicising this policy that supports Reservists and other members of the Armed Forces community.
- Support Reservists by providing a clear framework for mobilisation and by granting up to ten additional paid days of annual leave for Reserve training or exercise.
- Maintain an ongoing and constructive relationship with our nominated Armed Forces contacts, including the Regional Employer Engagement Director (REED) and Defence Relationship Management (DRM) representatives, ensuring up-to-date points of contact and regular engagement.
- Offer flexibility to employees who volunteer as Cadet Force Adult Volunteers, enabling them to balance their work and volunteering commitments.

- Actively support the Cadet movement through recognised Cadet Force channels, including exploring opportunities for skills development, and employment guidance.
- Where feasible, consider hosting recruitment events and involve local Service Recruiting Teams.
- Promote the Council's commitment to employ members of the Armed Forces community in cases where they meet the requirements of the role and are considered the best candidate. This includes Reservists, veterans, and military spouses, wherever possible.

### **3) Implementation**

To deliver on these commitments, the Council will integrate Armed Forces-friendly practices into our HR policies, recruitment processes, and staff training programmes. Nominated officers including HR personnel will oversee the implementation of this policy and act as a key point of contact for internal and external stakeholders.

### **4) Monitoring & Review**

Progress against this policy will be monitored through annual reviews, staff feedback, and engagement with Armed Forces representatives. Updates will be reported to the Senior Leadership Team, and the policy will be reviewed regularly to ensure continued compliance with the Covenant's standards and evolving best practice.

### **5) Conclusion**

By embedding these commitments into our organisational culture, the Council reaffirms its dedication to supporting the Armed Forces community and maintaining the standards to reach the ERS Silver Award with aspirations to ultimately achieve the gold standard. This policy reflects our ongoing pledge to fairness, inclusion, and respect for those who serve or have served, and their families.

